

**PROPPANT SAND MINING MASTER AGREEMENT  
ARTICLE XIV  
CLASSIFICATION & WAGE RATES**

<b>Section 14.1 CLASSIFICATIONS:</b>	<b>Wage Rates Effective</b>	
	<b>6/1/2019</b>	<b>6/1/2020</b>
1. Foreman.....	\$31.39	\$31.89
2. Operator.....	\$30.39	\$30.89

In addition to the hourly wage rates enumerated above, the following sums will be paid over and above the aforementioned wage rates when EPA Protective equipment is required:

- EPA Level "A" Protection--\$3.00 per hour.
- EPA Level "B" Protection--\$2.00 per hour.
- EPA Level "C" Protection--\$1.00 per hour.

**Fringe benefit contributions to be paid in addition to the above wage rates:**

	<b>Effective</b>	
	<b>6/1/2019</b>	<b>6/1/2020</b>
1) Health Benefit Fund ( <i>This amount includes \$1.06 to pre-funding</i> ) .....	\$9.65	\$9.65
2) Central Pension Fund .....	\$9.05	\$9.71
3) Skill Improvement & Apprenticeship Fund.....	\$ .30	\$ .49
4) Vacation (rate to be established)		
5) Administrative Dues (1.5% of Total Gross Wage and Fringe Package)		
6) Wisconsin Contractors' Mining Association Education Fund .....	\$ .00	\$ .00
7) Joint Labor Management Work Preservation Fund (JLMWPF).....	\$ .15	\$ .15
8) National Training Fund (NTF).....	\$ .05	\$ .05

**Section 14.5. NEW HIRES:**

**Wage Rate** (based on Classification 2)

- First 1,000 hours worked: 80% of wage rate
- Second 1,000-2,000 hours worked: 90% of wage rate
- After 2,000 hours: 100% of wage rate

PURSUANT TO THE COLLECTIVE BARGAINING AGREEMENT EFFECTIVE 6/1/2014, APPRENTICES SHALL RECEIVE FIFTY (50%) PERCENT OF THE JOURNEYWORKERS PENSION RATE:

6/1/2018.....	\$4.35
6/1/2019.....	\$4.53
6/1/2020.....	\$6.35