

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

**Section 14.1  
CLASSIFICATIONS:**

**Wage Rates  
Effective**

|                  | 6/1/2020 | 6/1/2021 |
|------------------|----------|----------|
| 1. Foreman.....  | \$31.89  | \$32.51  |
| 2. Operator..... | \$30.89  | \$31.51  |

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:**

|   | Effective |          |
|---|-----------|----------|
|   | 6/1/2020  | 6/1/2021 |
| 1) Health Benefit Fund ( <i>This amount includes \$1.06 to pre-funding</i> )..... | \$9.65    | \$ 9.81  |
| 2) Central Pension Fund.....  | \$9.71    | \$10.33  |
| 3) Skill Improvement & Apprenticeship Fund.....                                   | \$ .49    | \$ .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 3 of the Heavy & Highway Construction Agreement)

- 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:

|               |  |
|---------------|--|
| 6/1/2019..... | \$4.53   |
| 6/1/2020..... | \$6.35   |
| 6/1/2021..... | \$6.35 (based on Heavy & Highway; still in negotiations) |