

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

**Section 14.1
CLASSIFICATIONS:**

**Wage Rates
Effective**

	6/1/2021	6/1/2022
1. Foreman.....	\$32.51	\$33.16
2. Operator.....	\$31.51	\$32.16

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	
	6/1/2021	6/1/2022
1) Health Benefit Fund (<i>This amount includes \$1.06 to pre-funding</i>)	\$ 9.81	\$ 9.91
2) Central Pension Fund	\$10.33	\$10.98
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:

6/1/2020	\$6.35
6/1/2021	\$6.55
6/1/2022	\$6.55