

PROPPANT SAND MINING MASTER AGREEMENT
ARTICLE XIV
CLASSIFICATION & WAGE RATES

Section 14.1
CLASSIFICATIONS:

Wage Rates
Effective

	6/1/2022	6/1/2023
1. Foreman.....	\$33.16	\$34.16
2. Operator.....	\$32.16	\$33.16

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	
	6/1/2022	6/1/2023
1) Health Benefit Fund (<i>This amount includes \$1.06 to pre-funding</i>)	\$ 9.91	\$10.16
2) Central Pension Fund	\$10.98	\$11.13
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	\$.20
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:

6/1/2021	\$6.55
6/1/2022	\$6.55
6/1/2023	\$6.85