

HEAVY AND HIGHWAY CONSTRUCTION AGREEMENT
ARTICLE XIV
CLASSIFICATION & WAGE RATES

Section 14.1

CLASSIFICATIONS:

Wage Rates
Effective

6/1/2023 6/2/2024

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| 1. (A) Cranes, tower cranes and derricks with or without attachments with a lifting capacity of over 100 tons or cranes, tower cranes and derricks with boom, leads and/or jib lengths measuring 176 feet or longer | \$43.77 | \$46.37 |
| 1. (B) Cranes, tower cranes and derricks with or without attachments with a lifting capacity of 100 tons or under or cranes, tower cranes, and derricks with boom, leads and/or jib lengths measuring 175 feet or under and backhoes (excavators) weighing 130,000 lbs. and over, caisson rigs, pile driver, dredge operator, dredge engineer, licensed boat pilot..... | \$43.27 | \$45.87 |
| 2. Mechanic or welder - heavy duty equipment; cranes with a lifting capacity of 25 tons or under; concrete breaker with attachments (manual or remote); vibratory/sonic concrete breaker; concrete laser/screed; concrete slipform paver; concrete batch plant operator; concrete pvt. spreader - heavy duty (rubber tired): concrete spreader & distributor: automatic subgrader (concrete); concrete grinder & planing machine; concrete slipform curb & gutter machine; slipform concrete placer; tube finisher; hydro blaster (10,000 psi & over) bridge paver; concrete conveyor system: concrete pump; rotec type conveyor; stabilizing mixer (self-propelled); shoulder widener; asphalt plant engineer; bituminous paver; bump cutter & grooving machine; milling machine; screed (bituminous paver); asphalt heater, planer & scarifier; backhoes (excavators) weighing under 130,000 lbs.; grader or motor patrol; tractor (scraper, dozer, pusher, loader); scraper-rubber tired (single or twin engine); endloader; hydraulic backhoe (tractor type); trenching machine; skid rigs; tractor; side boom (heavy); drilling or boring machine (mechanical heavy); roller (over 5 ton); percussion or rotary drilling machine; air track; blaster; loading machine (conveyor); tugger, boatmen; winches & A-frames; post driver; material hoist operator; timbco; tree shear; tub grinder; processor..... | \$42.77 | \$44.77 |
| 3. Greaser, roller steel (5 tons or less); roller (pneumatic tired) self-propelled; tractor (mounted or towed compactors & light equipment); shouldering machine; self-propelled chip spreader; concrete spreader; finishing machine; mechanical float; curing machine; power subgrader; joint sawer (multiple-blade) belting machine, burlap machine; texturing machine; tractor, endloader (rubber tired) - light; jeep digger; forklift; telehandler; mulcher; launch operator; fireman; environmental burner..... | \$42.51 | \$44.51 |

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| 4. Air compressor; power pack; vibratory hammer and extractor; heavy equipment leadman; tank car heaters; stump chipper; curb machine operator; concrete proportioning plants; generators; mudjack operator; rock breaker; crusher or screening plant; screed (milling machine); automatic belt conveyor and surge bin; pug mill operator; oiler; pump (over 3 inches); drilling machine helper, daylighting machine | \$42.22 | \$44.22 |
| 5. Off road material hauler with or without ejector..... | \$36.32 | \$38.32 |

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:

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| 1) Health Benefit Fund (<i>This amount includes \$1.06 to pre-funding</i>) | \$10.41 | \$10.91 |
| 2) Central Pension Fund | \$13.70 | \$14.55 |
| 3) Skill Improvement & Apprenticeship Fund..... | \$ 1.24 | \$ 1.29 |
| 4) Annuity Fund..... | \$ 2.00 | \$ 2.00 |
| 5) Vacation (rate to be established) | | |
| 6) Administrative Dues (1.5% of Total Gross Wage and Fringe Package) | | |
| 7) Transportation Education Fund | \$.08 | \$.08 |
| 8) Joint Labor Management Work Preservation Fund..... | \$.50 | \$.50 |
| 9) Contract Administration Fund..... | \$.02 | \$.02 |
| 10) IUOE National Training Fund (NTF) | \$.05 | \$.05 |

NOTE (A): During the life of this Agreement, any Employer, whether affiliated with the Employers Council or not, shall be required to contribute to the Transportation Education Fund (See Article XVII).

NOTE (B): Tower crane boom lengths shall be measured from the ground to the point of intersection with the boom and from the point of intersection to the tip of the boom to compute the total length. In the case of crawler or mobile cranes, where the tower crane attachment is mounted, the long boom provisions of this Agreement shall be computed from boom pins on the rotation base to point sheaves.

NOTE (C): On projects involving temporary traffic control setup, for lane and shoulder closures, and when work under artificial illumination conditions is necessary as required by the project provisions, the Contractor shall pay to all bargaining unit members in any of the above classifications the sum of \$2.50 per hour in addition to the hourly wage rate enumerated above (including prep time prior to and/or cleanup after such time period). Stationary/portable batch plants and/or crushing operations at the project site (or at a location designated for the project site) shall also be subject to this premium.

PURSUANT TO THE COLLECTIVE BARGAINING AGREEMENT EFFECTIVE 6/1/2009, APPRENTICES SHALL RECEIVE FIFTY (50%) PERCENT OF THE JOURNEYWORKERS PENSION RATE:

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|---------------|--------|
| 6/1/2023..... | \$6.85 |
| 6/1/2024..... | \$7.28 |