

**SCHEDULE A
OPERATING ENGINEERS LOCAL 302
WAGE RATES
HEAVY - HIGHWAY**

For the Jurisdiction of Local 302, Zone rates will apply to all work outside a 45 mile radius from the main post office of Spokane, Pasco, and Lewiston or the main Post Office of the established residence of a employee living in Moses Lake.

**ZONE CENTERS: SPOKANE, PASCO, AND LEWISTON
ZONE 1 = 0 - 45 MILES
ZONE 2 = 45 MILES & OVER**

HVY-HWY OE - GROUP "1":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$28.46	\$29.11	\$29.76
ZONE 2:	\$30.46	\$31.11	\$31.76

Bit Grinders
Boat Operator
Bolt Threading Machine
Compressors (under 2000 CFM, gas, diesel or electric power)
Crane Oiler- Driver (CDL required) & Cable Tender, Mucking Machine
Crusher Feeder
Deck Hand
Drillers Helper
Fireman & Heater Tender
Helper, Mechanic or Welder, H.D.
Hydro-seeder, Mulcher, Nozzleman
Plant Oiler
Pumpman
Rollers, all types on subgrade, including seal and chip coating (farm type, Case, John Deere and similar, or Compacting Vibrator), except when pulled by Dozer with operable blade
Steam Cleaner
Welding Machine

HVY-HWY OE - GROUP "2":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$28.78	\$29.43	\$30.08
ZONE 2:	\$30.78	\$31.43	\$32.08

A-Frame Truck (single drum)
Assistant Refrigeration Plant (under 1000 ton)
Assistant Plant Operator, Fireman or Pugmixer (asphalt)
Bagley or Stationary Scraper

Belt Finishing Machine
 Blower Operator (cement)
 Cement Hog
 Compressor (2000 CFM or over, 2 or more, gas diesel or electric power)
 Concrete Saw (multiple cut)
 Distributor Leverman
 Ditch Witch or similar
 Elevator Hoisting Materials
 Dope Pots (power agitated)
 Fork Lift or Lumber Stacker, hydra-life & similar
 Gin Trucks (pipeline)
 Hoist, single drum
 Loaders (bucket elevators and conveyors)
 Longitudinal Float
 Mixer (portable - concrete)
 Pavement Breaker, Hydra-Hammer & similar
 Power Broom
 Railroad Ballast Regulation Operator (self-propelled)
 Railroad Power Tamper Operator (Self-propelled)
 Railroad Tamper Jack Operator (self-propelled)
 Spray Curing Machine (concrete)
 Spreader Box/Road Widener (self-propelled)
 Straddle Buggy (Ross & similar on construction job only)
 Tractor (Farm type R/T with attachments, except Backhoe)
 Tugger Operator

HVY-HWY OE - GROUP "3":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$29.39	\$30.04	\$30.69
ZONE 2:	\$31.39	\$32.04	\$32.69

A-Frame Truck (2 or more drums)
 Assistant Refrigeration Plant & Chiller Operator (over 1000 ton)
 Backfillers (Cleveland & similar)
 Batch Plant & Wet Mix Operator, single unit (concrete)
 Belt-Crete Conveyors with power pack or similar
 Belt Loader (Kocal or similar)
 Bending Machine
 Bob Cat (skid steer)
 Boring Machine (earth)
 Boring Machine (rock under 8" bit) (Quarry Master, Joy or similar)
 Bump Cutter (Wayne, Saginaw or similar)
 Canal Lining Machine (concrete)
 Chipper (without crane) Cleaning & Doping Machine (pipeline)
 Deck Engineer
 Dozer / Tractor (up to D-5 or equivalent) and Traxcavator
 Elevating Belt-Type Loader (Euclid, Barber Green & similar)
 Elevating Grader-Type Loader (Dumor, Adams or similar)
 Generator Plant Engineers (diesel or electric)
 Guniting Combination Mixer & Compressor

Locomotive Engineer
 Mixermobile
 Mucking Machine
 Posthole Auger or Punch
 Pump (grout or jet)
 Soil Stabilizer (P & H or similar)
 Spreader Machine
 Traverse Finish Machine
 Turnhead Operator

HVY-HWY OE - GROUP "4":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$29.55	\$30.20	\$30.85
ZONE 2:	\$31.55	\$32.20	\$32.85

Concrete Pumps (squeeze-crete, flow-crete, Whitman & similar)
 Curb Extruder (asphalt or concrete)
 Drills (churn, core, calyx or diamond)
 Equipment Serviceman, Greaser & Oiler
 Hoist (2 or more drums or Tower Hoist)
 Loaders (overhead & front-end, under 4 yds.. R/T)
 Refrigeration Plant Engineer (under 1000 ton)
 Rotomill Groundsman
 Rubber-tired Skidders (R/T with or without attachments)
 Surface Heater & Planer Machine
 Trenching Machines (under 7 ft. depth capacity)
 Turnhead (with re-screening)
 Vacuum Drill (reverse circulation drill under 8" bit)

HVY-HWY OE - GROUP "5":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$29.71	\$30.36	\$31.01
ZONE 2:	\$31.71	\$32.36	\$33.01

Backhoe (45,000 gw & under)
 Backhoe & Hoe Ram (Under ¾ yd.)
 Carrydeck & Boom Truck (under 25 tons)
 Cranes (25 tons & under), all attachments incl. Clamshell, Dragline
 Derricks & Stifflegs (under 65 tons)
 Drilling Equipment (8" bit & over) (Robbins, reverse circulation & similar)
 Grade Checker
 Hoe Ram
 Piledriving Engineers
 Paving (dual drum)
 Railroad Track Liner Operator (self-propelled)
 Refrigeration Plant Engineer (1000 tons & over)
 Signalman (Whirleys, Highline, Hammerheads or similar)

HVY-HWY OE - GROUP "6":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$29.99	\$30.64	\$31.29
ZONE 2:	\$31.99	\$32.64	\$33.29

Asphalt Plant Operator
Automatic Subgrader (Ditches & Trimmers)
(Autograde, ABC, R.A. Hansen & similar on grade wire)
Backhoe (45,000 gw to 110,000 gw)
Backhoes & Hoe Ram (3/4 yd. to 3 yd.)
Batch Plant (over 4 units)
Batch & Wet mix Operator (multiple units, 2 & incl. 4)
Blade Operator (motor patrol & attachments)
Boom Cats (side)
Cableway Controller (Dispatcher)
Compactor (self-propelled with blade)
Concrete Pump Boom Truck
Concrete Slip Form Paver
Cranes (25 tons to and including 45 tons), all attachments incl. Clamshell, Dragline
Conveyor Aggregate Delivery Systems (C.A.D.)
Crusher, Grizzly-& Screening Plant Operator
Dozer, 834 R/T & similar
Dozer/ Tractors /(D-6 & equivalent & over)
Drill Doctor
Lime Batch Tank Operator (Recycle Train)
Lime Brain Operator (Recycle Train)
Loader Operator (front-end & overhead, 4 yds. incl. 8 yds.)
Material Transfer Machine, (Shuttle Buggy or similar)
Mobile Crusher Operator (Recycle Train)
Multiple Dozer Units with single blade
Paving Machine (asphalt and concrete)
Quad-Track or similar equipment
Rollerman (finishing asphalt pavement)
Roto Mill (pavement grinder)
Scrapers, all, Rubber-tired
Screed Operator
Shovels (under 3 yds.)
Trenching machines (7 ft. depth & over)
Tug Boat Operator
Vactor Guzzler, Super Sucker

HVY-HWY OE - GROUP "7":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$30.26	\$30.91	\$31.56
ZONE 2:	\$32.26	\$32.91	\$33.56

Backhoe (over 110,000 gw)
Backhoes & Hoe Ram (3 yds & over)

Blade Finish & bluetop, automatic, CMI, ABC, Athey , Huber & similar when used as auto.
 Cableway Operators
 Concrete Cleaning / Decontamination Machine Operator
 Cranes (45 tons to 85 tons), all attachments incl. Clamshell and Dragline
 Derricks & Stifflegs (65 tons & over)
 Elevating Belt (Holland Type)
 Grade Engineer (GPS Instrument person)
 H.D. Mechanic
 H.D. Welder
 Heavy Equipment Robotics Operator
 Hydraulic Platform Trailers (Goldhofer, Shaurerly and similar)
 Loader (360 degrees revolving Koehring Scooper or similar)
 Loaders (overhead & front-end, over 8 yds. to 10 yds.)
 Master Environmental Maintenance Technician
 Rubber-tired Scrapers (multiple engine with three or more scrapers)
 Shovels (3 yds. & over)
 Ultra High Pressure Waterjet Cutting Tool System Operator, (30,000 psi)
 Vacuum Blasting Machine Operator
 Whirleys & hammerheads, ALL

HVY-HWY OE - GROUP "8":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$31.36	\$32.01	\$32.66
ZONE 2:	\$33.36	\$34.01	\$34.66

Cranes (86 to 99 tons) and ALL climbing, overhead, rail & tower. All attachments incl.
 Clamshell, Dragline
 Driller Licensed
 Helicopter Pilot
 Horizontal Linear Wrapping Machine
 Loaders (overhead and front-end, 10 yds. & over)

HVY-HWY OE - GROUP "9":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$31.86	\$32.51	\$33.16
ZONE 2:	\$33.86	\$34.51	\$35.16

Cranes (100 to 299 tons) All attachments

HVY-HWY OE - GROUP "10":

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
ZONE 1:	\$32.36	\$33.01	\$33.66
ZONE 2:	\$34.36	\$35.01	\$35.66

Cranes (300 tons & over) All attachments

BOOM PAY: (All Cranes, including Tower)

- (A) 130' to 199' \$.50 over scale
- (B) 200' - 299' \$.80 over scale

(C) 300' and Over \$1.00 over scale

***NOTE: The calculation for Boom Pay on Tower Cranes shall be the triangular measurement from the base of the Tower to the Tip of the jib (the hypotenuse of the triangle). ***

CERTIFIED CRANE OPERATOR: Shall be paid \$.50 per hour above their classification.

HAZMAT: Anyone working on HAZMAT jobs, working with supplied air shall receive \$1.00 more an hour above classification.

FOREMAN: Shall be paid one dollar fifty cents (\$1.50) per hour over the scale of the highest scale supervised.

GENERAL FOREMAN: Shall be paid one dollar (\$1.50) per hour over the Foremen's scale.

THE PARTIES SHALL MEET TO NEGOTIATE A RATE FOR ANY NEW MACHINE NOT CLASSIFIED ABOVE.

FRINGE BENEFITS

	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
Health & Security	\$7.70	\$8.05	\$8.40
Pension	\$8.85	\$9.95	\$10.65
Apprenticeship & Training	\$0.70	\$0.70	\$0.70
*Alternative Pension Plan			\$0.40
National Training Fund (NTF)	\$0.05	\$0.05	\$0.05
TOTAL Package:	\$17.30	\$18.75	\$20.20

Deductions from wages:

Dues Check-Off	2% GW	2% GW	2% GW
Union Programs	(\$0.22)	(\$0.22)	(\$0.22)
Political programs (voluntary)	(\$0.05)	(\$0.05)	(\$0.05)

* Money in the 3rd year for an alternative pension plan is only available if an alternative pension plan is implemented.

**SCHEDULE A-II
OPERATING ENGINEERS LOCAL 302
SHOP PERSONNEL
95%**

<u>CLASSIFICATION</u>	<u>7-1-19</u>	<u>6-1-20</u>	<u>6-1-21</u>
Heavy Duty Mechanic	\$28.75	\$29.36	\$30.27
Welder	\$28.75	\$29.36	\$30.27
Machine Tool Operator 95% of Group 7	\$28.75	\$29.36	\$30.27
Service Oilier: 95% of Group 4	\$28.07	\$28.69	\$29.31
Mechanic's Helper: 95% of Group 1	\$27.04	\$27.65	\$28.27

HOURS OF WORK AND OVERTIME

It is mutually agreed that the hours of work shall be eight (8) hours per day, five days per week, Monday through Friday. All work performed in excess of eight (8) hours per day or on Saturdays, except for makeup days, shall be at one and one-half (1-1/2) times the basic rate of pay. All work performed on Sundays or holidays shall be paid at double the straight time rate. The recognized holidays are: New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and the Friday and Saturday thereafter, and Christmas Day.

COVERAGE

It is mutually agreed that when men employed in these shops are required to transfer their activities to the site of a construction job for the Employer their wages and working conditions shall be governed by the Heavy and Highway Construction Agreement in effect in the area at the time.

This clause shall not apply when employee's shift starts and ends at the shop, and when he uses employer's transportation to and from the job site.

All provisions of Fringe Benefits scheduled are applicable to this Schedule.