

DISPATCH POINT

WASHINGTON
Spokane 690* 1912 N. Division, 99207 (509) 455-9410

*Active dispatch point

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

Zone rates will apply to all work outside a 45-mile radius from the main Post Office of Spokane, Pasco and Lewiston.

SCHEDULE A

TEAMSTERS LOCAL UNION NO. 690

WAGE RATES FOR SPOKANE AND LEWISTON ZONE CENTERS

HEAVY – HIGHWAY

SPOKANE ZONE CENTER TO INCLUDE THE FOLLOWING COUNTIES FROM THE TOP OF THE CASCADE MOUNTAIN RANGE EAST: Adams, Chelan, Douglas, Ferry, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Stevens, Spokane and Whitman in the State of Washington and Benewah, Bonner, Boundary, Kootenai and Shoshone County in the State of Idaho under Schedule A of the Agreement [Zone 1 and Zone 2 pay]

LEWISTON ZONE CENTER TO INCLUDE THE FOLLOWING COUNTIES: Asotin, Columbia and Garfield Counties in the State of Washington and Clearwater, Latah, Lewis, Nez Perce and that part of Idaho County north of Parallel 46 in the State of Idaho under Schedule A of the Agreement [Zone 1 and Zone 2 pay]

	<u>6/1/2018</u>	<u>6/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2019</u>	<u>*7/1/2019</u>	<u>*7/1/2019</u>	<u>6/1/2020</u>	<u>6/1/2020</u>	<u>6/1/2021</u>	<u>6/1/2021</u>	<u>*1/1/2022</u>	<u>*1/1/2022</u>
	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>
Group 1	\$ 22.72	\$ 24.72	\$ 23.91	\$ 25.91	\$ 25.07	\$ 27.07	\$ 26.02	\$ 28.02	\$ 27.07	\$ 29.07	TBD	TBD
Group 2	\$ 24.99	\$ 26.99	\$ 26.18	\$ 28.18	\$ 27.34	\$ 29.34	\$ 28.29	\$ 30.29	\$ 29.34	\$ 31.34	*	*
Group 3	\$ 25.49	\$ 27.49	\$ 26.68	\$ 28.68	\$ 27.84	\$ 29.84	\$ 28.79	\$ 30.79	\$ 29.84	\$ 31.84	*	*
Group 4	\$ 25.82	\$ 27.82	\$ 27.01	\$ 29.01	\$ 28.17	\$ 30.17	\$ 29.12	\$ 31.12	\$ 30.17	\$ 32.17	*	*
Group 5	\$ 25.93	\$ 27.93	\$ 27.12	\$ 29.12	\$ 28.28	\$ 30.28	\$ 29.23	\$ 31.23	\$ 30.28	\$ 32.28	*	*
Group 6	\$ 26.10	\$ 28.10	\$ 27.29	\$ 29.29	\$ 28.65	\$ 30.65	\$ 29.60	\$ 31.60	\$ 30.65	\$ 32.65	*	*
Group 7	\$ 26.63	\$ 28.63	\$ 27.82	\$ 29.82	\$ 28.98	\$ 30.98	\$ 29.93	\$ 31.93	\$ 30.98	\$ 32.98	*	*
Group 8	\$ 26.99	\$ 28.99	\$ 28.18	\$ 30.18	\$ 29.34	\$ 31.34	\$ 30.29	\$ 32.29	\$ 31.34	\$ 33.34	*	*

All Groups listed above include the same job titles as listed in Schedule “A” Wage Rates, Heavy-Highway

***NOTE;** Effective 7/1/2019 the negotiated increases of \$.06 and \$.20 to NWFCA and Union Programs were added to wages

SCHEDULE A-1

TEAMSTERS LOCAL UNION NO. 690

WAGE RATES FOR THE PASCO ZONE CENTER

HEAVY – HIGHWAY

PASCO ZONE CENTER TO INCLUDE THE FOLLOWING COUNTIES FROM THE TOP OF THE CASCADE MOUNTAIN RANGE EAST: Benton, Franklin, Klickitat, Walla Walla and Yakima County in the State of Washington under Schedule A-1 of the Agreement [Zone 1 and Zone 2 pay]

	<u>6/1/2018</u>	<u>6/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2019</u>	<u>*7/1/2019</u>	<u>*7/1/2019</u>	<u>6/1/2020</u>	<u>6/1/2020</u>	<u>6/1/2021</u>	<u>6/1/2021</u>	<u>*1/1/2022</u>	<u>*1/1/2022</u>
	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>
Group 1	\$ 24.86	\$ 26.86	\$ 26.05	\$ 28.05	\$ 27.21	\$29.21	\$ 28.16	\$ 30.16	\$ 29.21	\$ 31.21	TBD	TBD
Group 2	\$ 27.50	\$ 29.50	\$ 28.69	\$ 30.69	\$ 29.85	\$31.85	\$ 30.80	\$ 32.80	\$ 31.85	\$ 33.85	*	*
Group 3	\$ 27.61	\$ 29.61	\$ 28.80	\$ 30.80	\$ 29.96	\$31.96	\$ 30.91	\$ 32.91	\$ 31.96	\$ 33.96	*	*
Group 4	\$ 27.94	\$ 29.94	\$ 29.13	\$ 31.13	\$ 30.29	\$32.29	\$ 31.24	\$ 33.24	\$ 32.29	\$ 34.29	*	*
Group 5	\$ 28.05	\$ 30.05	\$ 29.24	\$ 31.24	\$ 30.40	\$32.40	\$ 31.35	\$ 33.35	\$ 32.40	\$ 34.40	*	*
Group 6	\$ 28.05	\$ 30.05	\$ 29.24	\$ 31.24	\$ 30.60	\$32.60	\$ 31.55	\$ 33.55	\$ 32.60	\$ 34.60	*	*
Group 7	\$ 28.59	\$ 30.59	\$ 29.78	\$ 31.78	\$ 30.94	\$32.94	\$ 31.89	\$ 33.89	\$ 32.94	\$ 34.94	*	*
Group 8	\$ 28.91	\$ 30.91	\$ 30.10	\$ 32.10	\$ 31.26	\$33.26	\$ 32.21	\$ 34.21	\$ 33.26	\$ 35.26	*	*

All Groups listed above include the same job titles as listed in Schedule "A" Wage Rates, Heavy-Highway.

***NOTE;** Effective 7/1/2019 the negotiated increases of \$.06 and \$.20 to NWFCA and Union Programs were added to wages

SCHEDULE A - 2

TEAMSTERS LOCAL UNION NO. 690

BUILDING CONSTRUCTION — WAGE RATES

**BUILDING CONSTRUCTION TO INCLUDE ALL COUNTIES IN THE STATES OF
WASHINGTON AND IDAHO LISTED IN THE ABOVE ZONE CENTERS**

All Groups listed above include the same job titles as listed in Schedule "A" Wage Rates, Heavy-Highway.

	<u>6/1/2018</u>	<u>6/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2019</u>	<u>*7/1/2019</u>	<u>*7/1/2019</u>	<u>6/1/2020</u>	<u>6/1/2020</u>	<u>6/1/2021</u>	<u>6/1/2021</u>	<u>*1/1/2022</u>	<u>*1/1/2022</u>
	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>	<u>Zone 1</u>	<u>Zone 2</u>
Group 1	\$ 24.32	\$ 26.32	\$ 25.51	\$ 27.51	\$ 26.67	\$28.67	\$ 27.62	\$ 29.62	\$ 28.67	\$ 30.67	TBD	TBD
Group 2	\$ 26.86	\$ 28.86	\$ 28.05	\$ 30.05	\$ 29.21	\$31.21	\$ 30.16	\$ 32.16	\$ 31.21	\$ 33.21	*	*
Group 3	\$ 26.97	\$ 28.97	\$ 28.16	\$ 30.16	\$ 29.32	\$31.32	\$ 30.27	\$ 32.27	\$ 31.32	\$ 33.32	*	*
Group 4	\$ 27.30	\$ 29.30	\$ 28.49	\$ 30.49	\$ 29.65	\$31.65	\$ 30.60	\$ 32.60	\$ 31.65	\$ 33.65	*	*
Group 5	\$ 27.41	\$ 29.41	\$ 28.60	\$ 30.60	\$ 29.76	\$31.76	\$ 30.71	\$ 32.71	\$ 31.76	\$ 33.76	*	*
Group 6	\$ 27.57	\$ 29.57	\$ 28.76	\$ 30.76	\$ 30.12	\$32.12	\$ 31.07	\$ 33.07	\$ 32.12	\$ 34.12	*	*
Group 7	\$ 28.11	\$ 30.11	\$ 29.30	\$ 31.30	\$ 30.46	\$32.46	\$ 31.41	\$ 33.41	\$ 32.46	\$ 34.46	*	*
Group 8	\$ 28.43	\$ 30.43	\$ 29.62	\$ 31.62	\$ 30.78	\$32.78	\$ 31.73	\$ 33.73	\$ 32.78	\$ 34.78	*	*

All Groups listed above include the same job titles as listed in Schedule "A" Wage Rates, Heavy-Highway.

***NOTE;** Effective 7/1/2019 the negotiated increases of \$.06 and \$.20 to NWFCA and Union Programs were added to wages

GROUP CLASSIFICATIONS

GROUP I

Employee Haul
Helper or Swamper
Power Boat Hauling Employees or Material

GROUP II

Ambulance Driver; (when in operation)
Fish Truck
Flat Bed Truck
Fork Lift; 3000 lbs. & under
Leverperson; loading trucks at bunkers
Mechanic; Shop
Trailer Mounted Hydro Seeder & Mulcher
Seeder & Mulcher
Stationary Fuel Operator
Tractor; (small, rubber-tired, pulling trailer or similar equipment)

GROUP III

Equipment Escort Driver
Crane; 2000 capacity
Buggy Mobile & similar
Bulk Cement Tanks & Spreader
Dumpton; 6 yd. & under
Flat Bed Truck; with hydraulic system
Fork Lift; 3001-16,000 lbs.
Fuel Truck Driver, Steamcleaner & Washer
Power Operated Sweeper
Rubber-tired Tunnel Jumbo
Scissors Truck
Slurry Truck Driver
Straddle Carrier; (Ross, Hyster & similar)
Trucks, side, end, bottom & articulated end dump; 3 yd. to & incl. 6 yds.
Wrecker & Tow Truck

GROUP IV

A-Frame

Burner, Cutter & Welder

Service Greaser

Trucks, side, end, bottom & articulated end dump; Over 6 yds. to & incl. 12 yds.

Truck Mounted Hydro Seeder

Water Tank Truck; 0-8000 gallons

GROUP V

Dumptor; over 6 yds.

Self-loading Roll Off

Semi-truck & Trailer;

*Tractor with Steer Trailer

*(both Operators to receive same rate, and not to conflict with DW's & similar classification Group VI pulling trailer)

Trucks, side, end, bottom & articulated end dump; Over 12 yds. to & incl. 20 yds.

Truck-Mounted Crane (with load bearing surface, either mounted or pulled); up to 14 ton

Vacuum Truck (super sucker, guzzler, etc.)

GROUP VI

Mechanic; Field

Flaherty Spreader Box Driver

Flowboys

Fork Lift; 16,000 lbs. & over

Dumps, Semi-end

Lowboy; 50-ton and under, equipment trailers, tilt deck etc, (based on GVW trailer capacity),

Super Dump

Transfer Truck & Trailer

Transit Mixers; Up to & incl. 20 yds.

Trucks Hauling Concrete

Trucks, side, end, bottom dump & articulated end dump; Over 20 yds. to & incl. 40 yds.

Truck & Pup

Tournarocker, DW's & similar; with 2 or more 4 wheel-power

Tractor with trailer; gallonage or yardage scale, whichever is greater

Water Tank Truck; 8,001-14,000 gallons

GROUP VII

Oil Distributor Driver

Stringer Truck (cable operated trailer)

Tireperson

Lowboy; over 50-ton, equipment trailers, tilt deck etc, (based on GVW trailer capacity),

Transit Mixers & Trucks Hauling Concrete; Over 20 yds.

Trucks, side, end, bottom & articulated end dump; Over 40 yds. to & incl. 100 yds.
Truck Mounted Crane (with load bearing surface either mounted or pulled; 16 through 25 tons
 Warehouseperson; to include shipping & receiving

GROUP VIII

Prime Movers & Stinger Truck

Trucks, side, end, bottom & articulated end dump; Over 100 yds.
 Helicopter Pilot Hauling Employees or materials

GENERAL FOREMAN, NON-WORKING FOREMAN OR DISPATCHER:

\$2.50 over highest scale supervised (See Work Rule #2, Schedule "C")

WORKING FOREMAN:

\$2.00 over Working Foreperson or Dispatcher

NOTE: TRANSPORT DRIVERS (LOWBOY, TILT DECK, ETC.) AND/OR WHEN DRIVER IS PERFORMING CSA PRE-HIRE TESTING, driver shall be paid at 100%

HAZMAT PROJECTS

Anyone working on a HAZMAT job, where HAZMAT certification is required, shall be compensated as a premium, in addition to the classification working in as follows:

LEVEL C-D: +\$1.00 PER HOUR

This is the lowest level of protection. This level may use an air purifying respirator or additional protective clothing.

LEVEL A-B: +\$1.50 PER HOUR

Uses supplied air in conjunction with a chemical splash suit or fully encapsulated suit with self-contained breathing apparatus.

Where employees are required to wear glasses, the company shall furnish the required masked glasses.

Employees shall be paid HAZMAT pay in increments of four (4) and eight (8) hours.

If required, the Employer shall reimburse the fee charged for CDL Hazmat endorsement at the time of renewal for any employee employed by the Employer (paid from receipt to DOL)

FRINGE BENEFITS

	<u>6/1/2018</u>	<u>1/1/2019</u>	<u>7/1/2019</u>	<u>1/1/2020</u>	<u>6/1/2020</u>	<u>1/1/2021</u>	<u>6/1/2021</u>	<u>1/1/2022</u>
HEALTH & SECURITY	\$ 10.30	\$ 10.30	\$ 10.30	*.60¢	TBD	*.65¢	TBD	*.65¢
PENSION TOTAL CONTRIBUTION	\$ 6.60	\$ 6.70	\$ 6.95	\$ 6.95	\$ 7.20	\$ 7.20	\$ 7.45	TBD
BASIC RATE	\$ 6.20	\$ 6.29	\$ 6.53	\$ 6.53	\$ 6.76	\$ 6.76	\$ 7.00	TBD
PEER 84	\$ 0.40	\$ 0.41	\$ 0.42	\$ 0.42	\$ 0.44	\$ 0.44	\$ 0.45	TBD
TRAINING	\$ 0.40	\$ 0.40	\$ 0.52	\$ 0.52	\$ 0.65	\$ 0.65	\$ 0.65	\$ 0.65

TOTAL: \$ 17.30 \$ 17.40 \$ 17.77

*.60¢ will be available for increase, December hours for January 2020 contributions. *.65¢ will be available for increases each year of the agreement., December hours for January 2021 and 2022. Any monies left over January 2020, January 2021 and January 2022 shall roll over and any monies left over January 2022 shall be diverted 50/50 to wages and pension, Should there be a \$0.01 difference the difference shall go to wages.

Deduct from net wages:	<u>6/1/2018</u>		<u>7/1/2019</u>
NW FAIR CONTRACTING	\$.04	(*+.06)	Total \$.10
UNION PROGRAMS	\$.20	(*+.20)	Total \$.40

***NOTE;** Effective 7/1/2019 the negotiated increases of \$.06 and \$.20 were added to wages

Apprenticeship Rates:

- 0-1000 hours 70% of scale
- 1001-2000 hours 80% of scale
- 2001-3000 hours 90% of scale
- Over-3000 hours Full Scale

***The increase on 7/1/19, 6/1/20 and 6/1/21 shall be committed to wages. Additional monies may be taken to Health & Welfare, Pension, Training and NW Fair. Notification of the implementation of the fringe option must be made thirty (30) days prior to the scheduled 1/1/20, 1/1/21 and 1/1/22 increases.**