

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>*1/1/2022</u>	<u>*6/1/2022</u>	<u>*1/1/2023</u>	<u>6/1/2023</u>	<u>*1/1/2024</u>	<u>6/1/2024</u>	<u>*1/1/2025</u>
HEALTH & SECURITY	\$ 10.30	\$ 10.76	TBD	TBD	TBD	TBD	TBD
PENSION TOTAL CONTRIBUTION	\$ 8.17	\$ 8.57	\$ 8.57	\$ 8.97	\$ 8.97	\$ 9.37	TBD
BASIC RATE	\$ 7.67	\$ 8.05	\$ 8.05	\$ 8.42	\$ 8.42	\$ 8.80	TBD
PEER 84	\$ 0.50	\$ 0.52	\$ 0.52	\$ 0.55	\$ 0.55	\$ 0.57	TBD
TRAINING	\$ 0.65	\$ 0.70	\$ 0.70	\$ 0.75	\$ 0.75	\$ 0.80	\$ 0.80
TOTAL:	\$ 19.58	\$ 20.03	\$ 20.03	\$ 20.48	\$ 20.48	\$20.93	TBD

*Effective May 2022 hours for June 2022 contributions .46¢ MOB money was diverted from the January 1, 2022, MOB distribution to fund the new Retirees Medical Plan (RWT-Plus XL Plan). *40¢ will be available for increase, December hours for January 2023 contributions. *45¢ will be available for increases each year of the agreement., December hours for January 2023 and 2024. Any monies left over January 2023, January 2024 shall roll over and any monies left over January 2025 shall be diverted to wages.

Deduct from net wages:		<u>6/1/2021</u>	<u>6/1/2022</u>
NW FAIR CONTRACTING	Total	\$.10	\$.10
UNION PROGRAMS	Total	\$.40	\$.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 6/1/22, 6/1/23 and 6/1/24 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 1/1/23, 1/1/24 and 1/1/25 increases.