

- 28.1 It is agreed that the employer may return a member who is off work due to an industrial injury to light duty status when allowed by the member's doctor. Hours will be based on a forty (40) hour work week which will be paid at straight time rates, but allowed two (2) regular consecutive days off each week. If these men work more than five (5) consecutive days in any one week, the sixth (6th) day shall be paid for at time and one-half (1½) the basic rate and the seventh (7th) day shall be paid for at double (2) the basic rate.
- 28.2 The Light Duty Return to Work program will be administered in accordance with Washington State Law R.C.W. 51.32.090 and will include full fringe benefits.

SCHEDULE A: WAGE RATES
OPERATING ENGINEERS LOCAL 302

SCHEDULE A-1
COUNTIES

Asotin, Benton, Franklin, Garfield, Lincoln, Spokane, Whitman in Washington, and all of Idaho, North of the 46th Parallel.

SCHEDULE A-2
COUNTIES

Adams, Chelan, Columbia, Douglas, Ferry, Grant, Kittitas, Okanogan, Pend Oreille, Stevens, Yakima, lying East of the 120th Meridian.

GROUP "1":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$38.17	\$40.30	\$42.26
SCHEDULE A-2:	\$41.17	\$43.30	\$45.26
Bit Grinders			
Boat Operator			
Bolt Threading Machine			
Compressors (under 2000 CFM, gas, diesel or electric power)			
Crane Oiler & 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

GROUP "2":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$38.56	\$40.71	\$42.69
SCHEDULE A-2:	\$41.56	\$43.71	\$45.69

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)
Crane Oiler-Driver (CDL required)
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

GROUP "3":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$39.31	\$41.50	\$43.51
SCHEDULE A-2:	\$42.31	\$44.50	\$46.51

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 (Dumora, Adams or similar)
 Generator Plant Engineers (diesel or electric)
 Gunite 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

GROUP "4":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$39.51	\$41.71	\$43.73
SCHEDULE A-2:	\$42.51	\$44.71	\$46.73

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)

GROUP "5":

<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
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SCHEDULE A-1:	\$39.71	\$41.92	\$43.95
SCHEDULE A-2:	\$42.71	\$44.92	\$46.95

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)

GROUP "6":

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$40.05	\$42.27	\$44.32
SCHEDULE A-2:	\$43.05	\$45.27	\$47.32

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 (¾ 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 44 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

GROUP “7”:

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$40.39	\$42.63	\$44.69
SCHEDULE A-2:	\$43.39	\$45.63	\$47.69

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 55 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.)
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

GROUP “8”:

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$42.36	\$44.70	\$46.86
SCHEDULE A-2:	\$45.36	\$47.70	\$49.86

Cranes (56 to 99 tons) and overhead, rail & Quick Tower. All attachments incl.
Clamshell, Dragline
Driller Licensed

Helicopter Pilot
Horizontal Linear Wrapping Machine

GROUP “9”:

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$43.34	\$45.73	\$47.93
SCHEDULE A-2:	\$46.34	\$48.73	\$50.93

Cranes (100 to 299 tons) All attachments

GROUP “10”:

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
SCHEDULE A-1:	\$44.21	\$46.64	\$48.88
SCHEDULE A-2:	\$47.21	\$49.64	\$51.88

Cranes (300 tons & over) All attachments
All Tower Cranes

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

LIFT DIRECTOR: When the employer appoints an Operating Engineer as a Lift Director they shall be paid at the hourly rate of the highest Operating Engineer classification supervised.

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

GENERAL FOREMAN/FOREMAN: Shall be paid \$3.50 per hour over the highest Operating Engineer classification under his supervision.

MECHANICS: All employees classified as H.D. Mechanics who are required to furnish personal hand tools for the performance of their duties shall receive a tool allowance of two dollars (\$2.00) per hour worked. This tool allowance is paid in addition to regular wages and fringe benefits, and is not considered wages, or for calculation of the overtime rate.

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

FRINGE BENEFITS

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
Health & Security	\$9.50	\$9.85	\$10.20
Pension	\$13.05	\$13.55	\$14.05
Apprenticeship & Training	\$0.80	\$0.90	\$1.00
National Training Fund (NTF)	\$0.05	\$0.05	\$0.05
TOTAL Package:	\$23.40	\$24.35	\$25.30

Deductions from wages:

Dues Check-Off	1.75% GW	1.75% GW	1.75% GW
Union Programs	(\$0.22)	(\$0.22)	(\$0.22)
Political programs (voluntary)	(\$0.05)	(\$0.05)	(\$0.05)

**SCHEDULE A-1
OPERATING ENGINEERS LOCAL 302
SHOP PERSONNEL
95%**

<u>CLASSIFICATION</u>	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
Heavy Duty Mechanic (Group 7)	\$38.37	\$40.50	\$42.46
Welder (Group 7)	\$38.37	\$40.50	\$42.46
Machine Tool Operator (Group 7)	\$38.37	\$40.50	\$42.46
Service Oiler (Group 4)	\$37.53	\$39.62	\$41.54
Mechanic's Helper (Group 1)	\$36.26	\$38.29	\$40.15

**SCHEDULE A-2
OPERATING ENGINEERS LOCAL 302
SHOP PERSONNEL
95%**

<u>CLASSIFICATION</u>	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
Heavy Duty Mechanic (Group 7)	\$41.22	\$43.35	\$45.31
Welder (Group 7)	\$41.22	\$43.35	\$45.31
Machine Tool Operator (Group 7)	\$41.22	\$43.35	\$45.31
Service Oiler (Group 4)	\$40.38	\$42.47	\$44.39
Mechanic's Helper (Group 1)	\$39.11	\$41.14	\$43.00

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, Christmas Eve, 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.