

**SCHEDULE A: WAGE RATES**  
**OPERATING ENGINEERS LOCAL 302**

**SCHEDULE A-1**  
**COUNTIES**

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

**SCHEDULE A-2**  
**COUNTIES**

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

**GROUP "1":**

	<u>6-1-25</u>	<u>6-1-26</u>	<u>6-1-27</u>
<b>SCHEDULE A-1:</b>	<b>\$38.17</b>	<b>\$40.30</b>	<b>\$42.26</b>
<b>SCHEDULE A-2:</b>	<b>\$41.17</b>	<b>\$43.30</b>	<b>\$45.26</b>
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>
<b>SCHEDULE A-1:</b>	<b>\$38.56</b>	<b>\$40.71</b>	<b>\$42.69</b>
<b>SCHEDULE A-2:</b>	<b>\$41.56</b>	<b>\$43.71</b>	<b>\$45.69</b>

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>
<b>SCHEDULE A-1:</b>	<b>\$39.31</b>	<b>\$41.50</b>	<b>\$43.51</b>
<b>SCHEDULE A-2:</b>	<b>\$42.31</b>	<b>\$44.50</b>	<b>\$46.51</b>

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

**GROUP "4":**

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

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":**

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

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":**

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

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>
<b>SCHEDULE A-1:</b>	<b>\$40.39</b>	<b>\$42.63</b>	<b>\$44.69</b>
<b>SCHEDULE A-2:</b>	<b>\$43.39</b>	<b>\$45.63</b>	<b>\$47.69</b>

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>
<b>SCHEDULE A-1:</b>	<b>\$42.36</b>	<b>\$44.70</b>	<b>\$46.86</b>
<b>SCHEDULE A-2:</b>	<b>\$45.36</b>	<b>\$47.70</b>	<b>\$49.86</b>

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
<b>TOTAL Package:</b>	<b>\$23.40</b>	<b>\$24.35</b>	<b>\$25.30</b>

**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%**

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

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

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