

(DISTRICT COUNCIL 16 WIDE)

WAGES AND FRINGE BENEFITS
 MASTER AGREEMENT
 July 1, 2011 - June 30, 2012

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	36.47	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 59.51
**** Industrial Welder	40.12	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 63.16
Foreman	41.94	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 65.29
General Foreman	45.59	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 69.14
** Pre-Apprentice	13.68	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 14.88
* ** First Year	16.41	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 19.27
* Second Year	18.24	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 29.14
* Third Year	21.88	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 37.36
* Fourth Year	25.53	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 41.73
* Fifth Year	29.18	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 46.14

SERVICE AND REPAIR

Journeyman	35.27	{1.60}	6.66	7.61	3.03	3.00	0.10	0.55	0.55	0.25	0.05	0.26	\$ 57.33
Class 1	10.58	{1.60}	4.28	7.61	0.00	0.90	0.10	0.37	0.38	0.05	0.05	0.26	\$ 24.58
Class 2	14.46	{1.60}	4.61	7.61	0.00	0.90	0.10	0.55	0.38	0.10	0.05	0.26	\$ 29.02
Class 3	16.93	{1.60}	4.77	7.61	0.00	0.90	0.10	0.55	0.38	0.12	0.05	0.26	\$ 31.67
Class 4	21.87	{1.60}	5.09	7.61	0.00	0.90	0.10	0.55	0.38	0.13	0.05	0.26	\$ 36.94

SEWER AND STORM DRAIN

Journeyman	24.69	{1.60}	6.12	7.61	2.13	3.00	0.10	0.50	0.95	0.25	0.05	0.26	\$ 45.66
Pipe Trades	15.15	{1.60}	0.00	7.61	0.00	0.38	0.10	0.00	0.38	0.10	0.05	0.26	\$ 24.03

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

CLASS	WAGE	DUES	PEN	H&W	V&H	NAT PEN	UA TRAIN	RET XMAS	A&J TRAIN	PIPE	CEC	TOTAL
* Pre-Apprentice	12.71	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 19.83
* First Year	17.95	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 26.73
* Second Year	21.53	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 30.74
* Third Year	25.12	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 38.84
* Fourth Year	28.71	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 43.15
* Fifth Year	32.30	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 47.50

M. D. Ston
 6/17/2011
J. Barber
 6.27.11

SHIFT-PAY

AGREEMENT NO. 40014 / 17014
ARCA / INDEPENDENT
MASTER AGREEMENT
 July 1, 2011

(DISTRICT COUNCIL 16 WIDE)

WAGES AND FRINGE BENEFITS
MASTER AGREEMENT
 July 1, 2011 - June 30, 2012

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	41.94	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 64.98
**** Industrial Welder	46.13	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 69.17
Foreman	48.23	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 71.58
General Foreman	52.43	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 75.98
** Pre-Apprentice	15.73	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 16.93
* ** First Year	18.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 21.73
* Second Year	20.97	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 31.87
* Third Year	25.16	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 40.64
* Fourth Year	29.36	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 45.56
* Fifth Year	33.55	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 50.51

SERVICE AND REPAIR

Journeyman	40.56	{1.60}	6.66	7.61	3.03	3.00	0.10	0.55	0.55	0.25	0.05	0.26	\$ 62.62
Class 1	12.17	{1.60}	4.28	7.61	0.00	0.90	0.10	0.37	0.38	0.05	0.05	0.26	\$ 26.17
Class 2	16.63	{1.60}	4.61	7.61	0.00	0.90	0.10	0.55	0.38	0.10	0.05	0.26	\$ 31.19
Class 3	19.47	{1.60}	4.77	7.61	0.00	0.90	0.10	0.55	0.38	0.12	0.05	0.26	\$ 34.21
Class 4	25.15	{1.60}	5.09	7.61	0.00	0.90	0.10	0.55	0.38	0.13	0.05	0.26	\$ 40.22

SEWER AND STORM DRAIN

Journeyman	28.40	{1.60}	6.12	7.61	2.13	3.00	0.10	0.50	0.95	0.25	0.05	0.26	\$ 49.37
Pipe Trades	17.42	{1.60}	0.00	7.61	0.00	0.38	0.10	0.00	0.38	0.10	0.05	0.26	\$ 26.30

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

CLASS	WAGE	DUES	PEN	H&W	V&H	NAT PEN	UA TRAIN	RET XMAS	A&J TRAIN	PIPE	GED	TOTAL
* Pre-Apprentice	14.61	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 21.73
* First Year	20.64	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 29.42
* Second Year	24.76	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 33.97
* Third Year	28.89	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 42.61
* Fourth Year	33.02	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 47.46
* Fifth Year	37.15	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 52.35

M. L. [Signature]
 6/17/2011
[Signature]
 6-22-11

ZONE-PAY

AGREEMENT NO. 40014 / 17014

ARCA / INDEPENDENT

MASTER AGREEMENT

July 1, 2011

(DISTRICT COUNCIL 16 WIDE)

WAGES AND FRINGE BENEFITS**MASTER AGREEMENT**

July 1, 2011 - June 30, 2012

ZONE-PAY 40-75 MILES

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	40.97	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 64.01
**** Industrial Welder	44.62	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 67.66
Foreman	46.44	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 69.79
General Foreman	50.09	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 73.64
** Pre-Apprentice	18.18	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 19.38
* ** First Year	20.91	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 23.77
* Second Year	22.74	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 33.64
* Third Year	26.38	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 41.86
* Fourth Year	30.03	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 46.23
* Fifth Year	33.68	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 50.64

ZONE-PAY 75-100

Journeyman	43.47	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 66.51
**** Industrial Welder	47.12	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 70.16
Foreman	48.94	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 72.29
General Foreman	52.59	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 76.14
** Pre-Apprentice	20.68	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 21.88
* ** First Year	23.41	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 26.27
* Second Year	25.24	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 36.14
* Third Year	28.88	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 44.36
* Fourth Year	32.53	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 48.73
* Fifth Year	36.18	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 53.14

ZONE-PAY 100 MILES OR MORE

Journeyman	46.97	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 70.01
**** Industrial Welder	50.62	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 73.66
Foreman	52.44	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 75.79
General Foreman	56.09	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 79.64
** Pre-Apprentice	24.18	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 25.38
* ** First Year	26.91	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 29.77
* Second Year	28.74	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 39.64
* Third Year	32.38	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 47.86
* Fourth Year	36.03	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 52.23
* Fifth Year	39.68	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 56.64

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

SEE PAGE 2 OF 2 FOR APPRENTICE WAGE RATES

ZONE-PAY

AGREEMENT NO. 40014 / 17014
ARCA / INDEPENDENT
MASTER AGREEMENT
July 1, 2011

ZONE-PAY 40-75 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	17.21	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 24.33
* First Year	22.45	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 31.23
* Second Year	26.03	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 35.24
* Third Year	29.62	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 43.34
* Fourth Year	33.21	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 47.65
* Fifth Year	36.80	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 52.00

ZONE-PAY 75-100 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	19.71	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 26.83
* First Year	24.95	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 33.73
* Second Year	28.53	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 37.74
* Third Year	32.12	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 45.84
* Fourth Year	35.71	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 50.15
* Fifth Year	39.30	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 54.50

ZONE-PAY 100 MILES OR MORE

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	23.21	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 30.33
* First Year	28.45	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 37.23
* Second Year	32.03	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 41.24
* Third Year	35.62	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 49.34
* Fourth Year	39.21	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 53.65
* Fifth Year	42.80	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 58.00

M. Linton
6/23/2011

[Signature]
6.27.11

**ZONE
SHIFT-PAY**

AGREEMENT NO. 40014 / 17014
ARCA / INDEPENDENT
MASTER AGREEMENT
July 1, 2011

(DISTRICT COUNCIL 16 WIDE)

**WAGES AND FRINGE BENEFITS
MASTER AGREEMENT
July 1, 2011 - June 30, 2012**

ZONE-PAY 40-75 MILES

CLASS	WAGE	*** DUES DED'T	PENS.	H & W	V & H	NAT'L PENS.	UA TRAIN.	RET X-MAS	A&J TRAIN.	PIPE	LMCC	CONTR. EDUC DEV	TOTAL
Journeyman	46.44	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 69.48
**** Industrial Welder	50.63	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 73.67
Foreman	52.73	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 76.08
General Foreman	56.93	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 80.48
** Pre-Apprentice	20.23	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 21.43
* ** First Year	23.37	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 26.23
* Second Year	25.47	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 36.37
* Third Year	29.66	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 45.14
* Fourth Year	33.86	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 50.06
* Fifth Year	38.05	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 55.01

ZONE-PAY 75-100

Journeyman	48.94	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 71.98
**** Industrial Welder	53.13	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 76.17
Foreman	55.23	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 78.58
General Foreman	59.43	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 82.98
** Pre-Apprentice	22.73	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 23.93
* ** First Year	25.87	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 28.73
* Second Year	27.97	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 38.87
* Third Year	32.16	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 47.64
* Fourth Year	36.36	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 52.56
* Fifth Year	40.55	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 57.51

ZONE-PAY 100 MILES OR MORE

Journeyman	52.44	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 75.48
**** Industrial Welder	56.63	{1.60}	6.97	7.61	3.03	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 79.67
Foreman	58.73	{1.60}	6.97	7.61	3.34	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 82.08
General Foreman	62.93	{1.60}	6.97	7.61	3.54	3.00	0.10	0.55	1.22	0.25	0.05	0.26	\$ 86.48
** Pre-Apprentice	26.23	{1.60}	0.00	0.00	0.00	0.38	0.10	0.00	0.28	0.13	0.05	0.26	\$ 27.43
* ** First Year	29.37	{1.10}	0.00	0.00	1.54	0.38	0.10	0.00	0.40	0.13	0.05	0.26	\$ 32.23
* Second Year	31.47	{1.60}	0.00	7.61	1.84	0.38	0.10	0.00	0.47	0.19	0.05	0.26	\$ 42.37
* Third Year	35.66	{1.60}	3.36	7.61	2.14	0.90	0.10	0.39	0.48	0.19	0.05	0.26	\$ 51.14
* Fourth Year	39.86	{1.60}	3.69	7.61	2.43	0.90	0.10	0.44	0.53	0.19	0.05	0.26	\$ 56.06
* Fifth Year	44.05	{1.60}	4.06	7.61	2.73	0.90	0.10	0.50	0.56	0.19	0.05	0.26	\$ 61.01

V & H CONTRIBUTIONS ON ALL OVERTIME PAID AT TIME AND ONE HALF.

EFFECTIVE JULY 1, 2010 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.05 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE UNITED ASSOCIATION POLITICAL EDUCATION FUND.

EFFECTIVE JANUARY 1, 2007 IF AUTHORIZED WITH AN EMPLOYEE SIGNATURE CARD, \$0.01 PER HOUR WILL BE DEDUCTED FROM THE EMPLOYEES VACATION & HOLIDAY FUND AND WILL BE FORWARDED TO THE DISTRICT COUNCIL 16 POLITICAL EDUCATION FUND.

* APPRENTICES WILL MAINTAIN CURRENT LEVELS OF COMPENSATION "BELOW" UNTIL SUCH ADVANCEMENT WILL INCREASE THE TOTAL PACKAGE "ABOVE"

** PRE and FIRST YEAR APPRENTICES INDENTURED PRIOR TO JULY 1, 2011, HAVE A HEALTH & WELFARE CONTRIBUTION RATE OF \$6.02

*** DISTRICT COUNCIL DUES CHECK-OFF \$0.45 FOR FIRST YEAR APPRENTICES AND \$0.95 FOR ALL ADDITIONAL CLASSIFICATIONS PLUS \$0.65 LOCAL DUES FOR ALL CLASSIFICATIONS

**** REFERENCE D.3.1 OF THE MASTER LABOR AGREEMENT FOR DEFINITION OF INDUSTRIAL WELDING

SEE PAGE 2 OF 2 FOR APPRENTICE WAGE RATES

**ZONE
SHIFT-PAY**

**AGREEMENT NO. 40014 / 17014
ARCA / INDEPENDENT
MASTER AGREEMENT
July 1, 2011**

ZONE-PAY 40-75 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	19.11	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 26.23
* First Year	25.14	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 33.92
* Second Year	29.26	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 38.47
* Third Year	33.39	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 47.11
* Fourth Year	37.52	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 51.96
* Fifth Year	41.65	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 56.85

ZONE-PAY 75-100 MILES

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	21.61	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 28.73
* First Year	27.64	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 36.42
* Second Year	31.76	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 40.97
* Third Year	35.89	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 49.61
* Fourth Year	40.02	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 54.46
* Fifth Year	44.15	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 59.35

ZONE-PAY 100 MILES OR MORE

<u>CLASS</u>	<u>WAGE</u>	<u>DUES</u>	<u>PEN</u>	<u>H&W</u>	<u>V&H</u>	<u>PEN</u>	<u>UA</u> <u>TRAIN</u>	<u>RET</u> <u>XMAS</u>	<u>A&J</u> <u>TRAIN</u>	<u>PIPE</u>	<u>CED</u>	<u>TOTAL</u>
* Pre-Apprentice	25.11	{1.60}	0.00	6.02	0.00	0.38	0.10	0.00	0.23	0.13	0.26	\$ 32.23
* First Year	31.14	{1.10}	0.00	6.02	1.54	0.38	0.10	0.00	0.35	0.13	0.26	\$ 39.92
* Second Year	35.26	{1.60}	0.00	6.02	1.84	0.38	0.10	0.00	0.42	0.19	0.26	\$ 44.47
* Third Year	39.39	{1.60}	3.36	5.95	2.14	0.90	0.10	0.39	0.43	0.19	0.26	\$ 53.11
* Fourth Year	43.52	{1.60}	3.69	5.95	2.43	0.90	0.10	0.44	0.48	0.19	0.26	\$ 57.96
* Fifth Year	47.65	{1.60}	4.06	5.95	2.73	0.90	0.10	0.50	0.51	0.19	0.26	\$ 62.85

M. D. Dixon
6/23/2011 *[Signature]*
6.22.11