

OUTSTATE HIGHWAY HEAVY

May 1, 2017 – April 30, 2020

DISTRICT #3A - St. Cloud: Benton, Kanabec, Mille Lacs and Stearns Counties

May 1, 2017

| Class | Rate | Vac ¹ | H&W | Pen | Tr/App | LECET | FCF ² | Total | IPF ³ |
|-------|-------|------------------|------|------|--------|-------|------------------|-------|------------------|
| 1 | 26.07 | 2.30 | 7.75 | 7.40 | 0.32 | 0.08 | 0.02 | 43.94 | 0.04 |

May 1, 2018 - \$2.21 increase (\$0.86 to Rate, \$0.10 to H&W, \$1.25 to Pens)

| Class | Rate | Vac ¹ | H&W | Pen | Tr/App | LECET | FCF ² | Total | IPF ³ |
|-------|-------|------------------|------|------|--------|-------|------------------|-------|------------------|
| 1 | 26.93 | 2.30 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 46.15 | 0.04 |
| 2 | 27.13 | 2.30 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 46.35 | 0.04 |
| 3 | 27.28 | 2.30 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 46.50 | 0.04 |
| 4 | 27.38 | 2.30 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 46.60 | 0.04 |
| 5 | 27.63 | 2.30 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 46.85 | 0.04 |
| 6 | 29.43 | 2.30 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 48.65 | 0.04 |
| 7 | 24.23 | 2.10 | 7.85 | 8.65 | 0.32 | 0.08 | 0.02 | 43.05 | 0.04 |

| | | | |
|---------------------|---------|---------------------------------------------|---------|
| Apprentice 1 | \$21.54 | 80% of Journeyworker Class 1 – same fringes | \$40.76 |
| Apprentice 2 | \$23.43 | 87% of Journeyworker Class 1 – same fringes | \$42.65 |
| Apprentice 3 | \$25.58 | 95% of Journeyworker Class 1 – same fringes | \$44.80 |

DISTRICT 4 - Western Area

May 1, 2017

| Class | Rate | Vac ¹ | H&W | Pen | Tr/App | LECET | FCF ² | Total | IPF ³ |
|-------|-------|------------------|------|------|--------|-------|------------------|-------|------------------|
| 1 | 22.19 | 2.10 | 7.75 | 5.83 | 0.32 | 0.08 | 0.02 | 38.29 | 0.04 |

May 1, 2018 - \$1.95 increase (\$0.85 to Rate, \$0.10 to H&W, \$1.00 to Pens)

| Class | Rate | Vac ¹ | H&W | Pen | Tr/App | LECET | FCF ² | Total | IPF ³ |
|-------|-------|------------------|------|------|--------|-------|------------------|-------|------------------|
| 1 | 23.04 | 2.10 | 7.85 | 6.83 | 0.32 | 0.08 | 0.02 | 40.24 | 0.04 |
| 2 | 23.24 | 2.10 | 7.85 | 6.83 | 0.32 | 0.08 | 0.02 | 40.44 | 0.04 |
| 3 | 23.39 | 2.10 | 7.85 | 6.83 | 0.32 | 0.08 | 0.02 | 40.59 | 0.04 |
| 4 | 23.49 | 2.10 | 7.85 | 6.83 | 0.32 | 0.08 | 0.02 | 40.69 | 0.04 |
| 5 | 23.74 | 2.10 | 7.85 | 6.83 | 0.32 | 0.08 | 0.02 | 40.94 | 0.04 |
| 6 | 25.54 | 2.10 | 7.85 | 6.83 | 0.32 | 0.08 | 0.02 | 42.74 | 0.04 |
| 7 | 21.04 | 2.10 | 7.85 | 6.78 | 0.32 | 0.08 | 0.02 | 38.19 | 0.04 |

| | | | |
|---------------------|---------|---------------------------------------------|---------|
| Apprentice 1 | \$18.43 | 80% of Journeyworker Class 1 – same fringes | \$35.63 |
| Apprentice 2 | \$20.04 | 87% of Journeyworker Class 1 – same fringes | \$37.24 |
| Apprentice 3 | \$21.89 | 95% of Journeyworker Class 1 – same fringes | \$39.09 |

¹ Vacation is a taxable wage and shall be paid for all hours worked and at one and one half (1 ½) times when overtime is worked and at two (2) times on Sundays and Holidays

² Fair Contracting Foundation. See Schedule 16

³ AGC of Minnesota Infrastructure Promotion Fund is not part of the total package and is voluntary. See Schedule 51.

Foreman/Lead \$1.50 above classification in which employed

General Foreman \$2.25 above Foreman scale (appointed at employers discretion)

Blaster: \$3.00 above Class 1 rate

Pipelayer: Class 6

Bottomperson/Tunnel Miner: Class 5