

# HIGHWAY / HEAVY

## DISTRICT 1 - METROPOLITAN AREA – Locals 563

May 1, 2020

CLASS	RATE	VAC <sup>1</sup>	H&W	PEN	PEN SUPP	TR/APP	LECET	FCF <sup>2</sup>	TOTAL
1	\$34.05	2.55	8.40	7.85	2.07	.37	.08	.02	\$55.39

May 1, 2021 - \$2.05 increase (\$1.45 to Rate, \$0.25 to H&W, \$0.35 to Pens)

CLASS	RATE	VAC <sup>1</sup>	H&W	PEN	PEN SUPP	TR/APP	LECET	FCF <sup>2</sup>	TOTAL	IPF <sup>2</sup>
1	\$35.50	2.55	8.65	8.20	2.07	.37	.08	.02	\$57.44	0.04
2	\$35.70	2.55	8.65	8.20	2.07	.37	.08	.02	\$57.64	0.04
3	\$35.85	2.55	8.65	8.20	2.07	.37	.08	.02	\$57.79	0.04
4	\$35.95	2.55	8.65	8.20	2.07	.37	.08	.02	\$57.89	0.04
5	\$37.00	2.55	8.65	8.20	2.07	.37	.08	.02	\$58.94	0.04
6	\$39.00	2.55	8.65	8.20	2.07	.37	.08	.02	\$60.94	0.04
7	\$32.10	2.25	7.95	8.20	2.07	.37	.08	.02	\$53.49	0.04

**Foreman/Lead** \$2.50 above classification employed in

**General Foreman** \$2.50 above Foreman scale (appointed at employer's discretion)

**Blaster:** \$3.00 above Class 1 rate (\$38.50)

**Pipelayer:** Class 6 (\$39.00) \$2.50 above Class 1

**Tunnel Miner / Bottomperson:** Class 5 (\$37.00)

<sup>1</sup>Vacation is a taxable wage and shall be paid for all hours worked and at one and one-half times the hourly rate when overtime is worked and at two (2) times on Sundays and Holidays.

<sup>2</sup>FCF – Fair Contracting Foundation

IPF<sup>2</sup> – Industry Promotional Fund

### APPRENTICE LABORERS – May 1, 2021 – April 30, 2022

LEVEL	RATE	VAC <sup>1</sup>	H&W	PEN	PENS SUPP	TR/APP	LECET	FCF <sup>2</sup>	TOTAL	IPF <sup>2</sup>
I	\$28.40	2.55	8.65	8.20	2.07	.37	.08	.02	\$50.34	0.04
2	\$30.89	2.55	8.65	8.20	2.07	.37	.08	.02	\$52.83	0.04
3	\$33.73	2.55	8.65	8.20	2.07	.37	.08	.02	\$55.67	0.04

#### Hourly Rate Under the Collective Bargaining Agreement

#### Covered Hours of Employment

Level 1	80%	Entry in the Apprenticeship Program to completion of 1,500 covered work hours and 100 hours of related training;
Level 2	87%	Upon achieving 1,501 covered work hours through 3,000 hours and 200 hours of related training;
Level 3	95%	Upon reaching 3,001 covered work hours through 4,000 hours and 288 related training.

### Apprentice / Journeyman Ratio – Effective January 9, 2006

1 Apprentice to 1 Journeyman for the first 3 Apprentices and 1 Apprentice to 3 Journeyman thereafter, as illustrated:

Apprentice:Journeyman	Apprentices	Journeyman	Total Workers
1:1	1	1	2
1:1	2	2	4
1:1	3	3	6
1:3	4	6	10
1:3	5	9	14
1:3	6	12	18