

**SRMC PROJECT LABOR AGREEMENT
APPENDIX A, WAGE SCHEDULE
SUMMARY SHEET, FY 2026**

CRAFT DESIGNATION	ABRREVIATION	EFFECTIVE DATE	TOTAL REVISION	BASE RATE	H&W	PENSION	APPR.& TRAINING	OTHER	TOTAL FRINGE	PACKAGE ¹
Asbestos Workers	AW	10/06/25	.83	\$32.00	\$10.10	\$11.85	\$0.40	\$0.14	\$22.49	\$54.49
Boilermakers	BM	10/06/25	.61	\$34.21	\$7.07	\$13.73	\$1.44	\$2.02	\$24.26	\$58.47
Bricklayers	BL	10/06/25	.52	\$29.70	\$9.45	\$3.91	\$0.00	\$3.49	\$16.85	\$46.55
Carpenters	CP	10/06/25	.46	\$34.15	\$5.30	\$9.14	\$0.85	\$0.15	\$15.44	\$49.59
Cement Masons	CM	10/06/25	.52	\$28.74	\$9.45	\$3.84	\$0.00	\$3.44	\$16.73	\$45.47
Electricians (Lineman)	EO	10/06/25	7.54	\$35.75	\$7.90	\$8.41	\$0.36	\$1.07	\$17.74	\$53.49
Electricians (Wireman)	EL	10/06/25	8.54	\$35.75	\$7.90	\$8.41	\$0.36	\$1.07	\$17.74	\$53.49
Elevator Constructors	EC	10/06/25	.35	\$51.11	\$16.28	\$21.36	\$0.80	\$1.60	\$40.04	\$91.15
Glaziers	GL	10/06/25	.41	\$29.27	\$7.56	\$6.09	\$0.90	N/A	\$14.55	\$43.82
Ironworkers	IW	10/06/25	.53	\$35.72	\$6.50	\$7.25	\$0.50	\$1.47	\$15.72	\$51.44
Laborers	LB	10/06/25	.51	\$22.57	\$4.70	\$6.60	\$0.69	\$1.23	\$13.22	\$35.79
Machinists	MH	10/06/25	.41	\$54.00	N/A	\$10.70	N/A	N/A	\$10.70	\$64.70
Millwrights	MW	10/06/25	.46	\$35.05	\$5.30	\$13.59	\$1.00	\$0.20	\$20.09	\$55.14
Operating Eng. (Opr A.)	OE	10/06/25	.51	\$36.00	\$6.50	\$8.39	\$1.18	\$2.35	\$18.42	\$54.42
Painters	PA	10/06/25	.48	\$29.27	\$7.56	\$6.09	\$0.90	N/A	\$14.55	\$43.82
Piledrivers	PD	10/06/25	.45	\$34.40	\$5.30	\$9.14	\$0.85	\$0.15	\$15.44	\$49.84
Pipefitters	PF	10/06/25	.53	\$39.06	\$7.80	\$6.41	\$0.70	\$2.50	\$17.41	\$56.47
Plasterers	PL	10/06/25	.52	\$28.74	\$9.45	\$3.84	\$0.00	\$3.44	\$16.73	\$45.47
Roofers	RF	10/06/25	.40	\$29.00	\$6.47	\$2.52	\$0.91	N/A	\$9.90	\$38.90
Sheetmetal Workers	SM	10/06/25	.50	\$37.00	\$4.60	\$9.55	\$1.38	\$2.58	\$18.11	\$55.11
Sprinkler Fitters	SF	10/06/25	.58	\$37.22	\$12.40	\$11.21	\$0.54	\$0.10	\$24.25	\$61.47
Teamsters (2.5T/over)	TM	10/06/25	.50	\$32.14	9.85	2.83	N/A	N/A	\$12.68	\$44.82
Tile Setters	TL	10/06/25	.52	\$29.70	\$9.45	\$3.91	\$0.00	\$3.49	\$16.85	\$46.55

¹ Base Rate + Total Fringe = Total Package

² Fringe paid weekly does not increase and is not paid on overtime

ASBESTOS WORKERS (AW) (31) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .83, effective 10/6/25, superseding Revision .82, effective 03/3/25

REVISION: **Increase Wages \$1.50; Increase Supplemental Pension \$1.00; Increase Pension \$0.25**

Add Industry Fund \$0.04

TOTAL INCREASE: \$2.79

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C03155	\$32.00
SRMC Opr. Sup. Craft (OSC)	C03088	\$32.00
Sketcher (15% above JW Rate)	C03156	\$36.80
Foreman (15% above JW Rate)	C03125	\$36.80
AW Assistant (CDE) (15% above JW Rate)	C03126	\$36.80
Working Foreman (15% above JW Rate)	C03128	\$36.80
General Foreman (20% above JW rate)	C03122	\$38.40
Lead General Foreman (25% above JW rate)	C03118	\$40.00
Asst Superint/Craft Coord (25% above JW rate)	C03119	\$40.00
Material Handler (50% of JW rate)	C03190	\$16.00
Competent Supervisor (15% above JW rate)	C03124	\$36.80

APPRENTICES (DOL-BAT Registered & Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1st period	60%	C03181	\$19.20
2nd period	65%	C03182	\$20.80
3rd period	70%	C03183	\$22.40
4th period	75%	C03184	\$24.00
5th period	80%	C03185	\$25.60
6th period	85%	C03186	\$27.20
7th period	90%	C03187	\$28.80
8th period	90%	C03188	\$28.80

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$10.10	Contribution per hour worked
Pension	\$5.25	Contribution per hour worked
Supplemental Pension	\$3.00	Contribution per hour worked
Annuity Fund	\$0.00	Contribution per hour worked
Apprenticeship & Training - Local	\$0.30	Contribution per hour worked
Apprenticeship & Training - Nat'l	\$0.10	Contribution per hour worked
Pension Plan Rehabilitation Fund	\$3.60	Contribution per hour worked
Benevolent Fund	\$0.10	Contribution per hour worked, eff 10/03/22
Industry Fund	\$0.04	Contribution per hour worked, eff 10/06/25
PAC	\$0.01	Deduction per hour worked with signed authorization from employee
Administrative Fees	6%	Deduction from gross wages with signed authorization from employee

Signature Diane Attelberg

Date 9/8/25

BOILERMAKERS (BM) (20)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .61, effective 10/6/25; superseding Revision .60, dated 10/7/24

REVISION: Increase Wages \$1.25

TOTAL INCREASE: \$1.25

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C03330	\$34.21
Shop Mechanic (JW Rate)	C03332	\$34.21
Certified Pressure Welder (1.124 x JW Rate)	C03333	\$38.45
SRMC Opr Sup Craft (OSC)	C03388	\$34.21
Sketcher (15% above JW Rate)	C03331	\$39.34
Foreman (15% above JW Rate)	C03325	\$39.34
BM Assistant (CDE) (15% above JW Rate)	C03326	\$39.34
Working Foreman (15% above JW Rate)	C03328	\$39.34
General Foreman (20% above JW Rate)	C03317	\$41.05
Lead General Foreman (25% above JW Rate)	C03318	\$42.76
Assist Superint/Craft Coord (25% above JW Rate)	C03319	\$42.76

APPRENTICES (DOL-BAT Registered & Certified) - EFFECTIVE 01/01/07

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	70%	C03370	\$23.95
2 nd period	75%	C03371	\$25.66
3 rd period	80%	C03372	\$27.37
4 th period	85%	C03373	\$29.08
5 th period	90%	C03374	\$30.79
6 th period	95%	C03375	\$32.50

FRINGES - JOURNEYMAN

Health & Welfare	\$7.07	per hour worked contribution (1 ½ (10.605) or 2x on overtime)
Pension	\$13.73	per hour worked contribution
Annuity Trust	\$2.02	per hour worked contribution
Apprenticeship & Training/MOST	\$1.44	per hour worked contribution (\$1.10 + \$0.34)
Dues - International		5% deduction from gross pay - Plus \$1.00
M.O.R.E. Work Investment Fund		per hrs paid, for the M.O.R.E. Work Investment Fund. Requires signed authorization Effective 6/3/2019, Rev 9/23/24
LEAP Fund	\$0.05	per hour worked deduction with signed authorization from employee
Dues	\$14.55	Weekly deduction with signed authorization form, eff. 7/3/2023

FRINGES - APPRENTICES (EFFECTIVE 01/01/07)

*Same as above except for Pension and Annuity - Rates per hour worked are as follows:

<u>PERIODS</u>	<u>PENSION</u>	<u>ANNUITY</u>
1 st period	\$9.61	\$1.41
2 nd period	\$10.30	\$1.52
3 rd period	\$10.98	\$1.62
4 th period	\$11.67	\$1.72
5 th period	\$12.36	\$1.82
6 th period	\$13.04	\$1.92

Signature Diane Attelberg

Date 9/8/25



BRICKLAYERS (BL) (08) & TILE SETTERS (TL)
SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .52, effective 10/06/25; Superseding Revision .51, effective 10/7/24

REVISION: **Increase** Wages \$1.00; **Increase** H&W \$0.10; **Increase** Local Pension \$0.62; **Increase** IMI \$0.14

TOTAL INCREASE: \$1.86

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04134	\$29.70
Foreman (15% above JW Rate)	C04525	\$34.16
Working Foreman (15% above JW Rate)	C04528	\$34.16
General Foreman (20% above JW Rate)	C04517	\$35.64
Lead General Foreman (25% above JW Rate)	C04518	\$37.13

APPRENTICES

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	65%	C04186	\$19.31
2 nd period	70%	C04187	\$20.79
3 rd period	75%	C04188	\$22.28
4 th period	80%	C04189	\$23.76
5 th period	85%	C04190	\$25.25
6 th period	90%	C04191	\$26.73

FRINGES - JOURNEYMAN AND APPRENTICES

Health & Welfare	\$9.45	per hour worked contribution
Pension - Int'l	\$1.50	per hour worked contribution
Pension - Local	\$1.21	per hour worked contribution
Pension Protection Act (PPA)	\$1.20	per hour worked contribution
Annuity Fund	\$3.05	per hour worked contribution
IMI (International Masonry Institute) Fund	\$0.44	per hour worked contribution
Vacation Fund	\$1.00	deduction per hour worked with signed authorization from employee (effective 10/02/2023)
BAC-PAC Fund	\$0.03	deduction per hour worked with signed authorization from employee (effective 10/03/2022)
Dues - Local 3% & National 1%	4%	Deduction from wages with signed authorization from employee

Signature Diane Attelberg

Date 9/8/25

CARPENTERS (CP) (06)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .46, effective 10/6/25; superseding Revision .45, dated 12/2/24

REVISION: **Increase Wages \$1.35; Increase H&W \$0.30; Increase Pension \$0.64; Increase App. Training \$0.05**

TOTAL INCREASE: \$2.34

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C03930	\$34.15
Shop/Mill Carpenter	C03933	\$34.15
Welder	C03934	\$34.15
SRMC Opr Sup Craft (OSC)	C03788	\$34.15
Stationary Power Saw Operator (JW Rate + \$0.15)	C03932	\$34.30
Sketcher (15% above JW Rate)	C03931	\$39.27
Foreman (15% above JW Rate)	C03925	\$39.27
CP Assistant (CDE) (15% above JW Rate)	C03926	\$39.27
Working Foreman (15% above JW Rate)	C03928	\$39.27
General Foreman (20% above JW Rate)	C03917	\$40.98
Lead General Foreman (25% above JW Rate)	C03918	\$42.69
Assist Superint/Craft Coord (25% above JW Rate)	C03919	\$42.69

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	60%	C03970	\$20.49
2 nd period	65%	C03971	\$22.20
3 rd period	70%	C03972	\$23.91
4 th period	75%	C03973	\$25.61
5 th period	80%	C03974	\$27.32
6 th period	85%	C03975	\$29.03
7 th period	90%	C03976	\$30.74
8 th period	95%	C03977	\$32.44

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$5.30	per hour worked contribution
Pension	\$9.14	per hour worked contribution
Apprenticeship & Training	\$0.85	per hour worked contribution
CITF (Carpenters International Training Fund)	\$0.15	per hour worked contribution
Work Assessment	4%	Deduction from wages with signed authorization from employee effective 10/06/2008

Signature

Diana Attiberry

Date

9/8/25

CEMENT MASONS (CM) (08)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .52, effective 10/6/25; superseding Revision .51, dated 10/7/24

REVISION: Increase Wages \$1.00; Increase H&W \$0.10; Increase Local Pension \$0.58; Increase IMI \$0.14

TOTAL INCREASE: \$1.82

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04130	\$28.74
SRMC Opr Sup Craft (OSC)	C04488	\$28.74
Foreman (15% above JW Rate)	C04125	\$33.05
CM Assistant (CDE) (15% above JW Rate)	C04126	\$33.05
Working Foreman (15% above JW Rate)	C04128	\$33.05
General Foreman (20% above JW Rate)	C04117	\$34.49
Lead General Foreman (25% above JW Rate)	C04118	\$35.93
Assist Superint/Craft Coord (25% above JW Rate)	C04119	\$35.93

<u>APPRENTICES</u>	<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
	1 st period	65%	C04180	\$18.68
	2 nd period	70%	C04181	\$20.12
	3 rd period	75%	C04182	\$21.56
	4 th period	80%	C04183	\$22.99
	5 th period	85%	C04184	\$24.43
	6 th period	90%	C04185	\$25.87

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$9.45	per hour worked contribution
Pension - Int'l	\$1.50	per hour worked contribution
Pension - Local	\$1.14	per hour worked contribution
Pension Protection Act (PPA)	\$1.20	per hour worked contribution
Annuity Fund	\$3.00	per hour worked contribution
IMI (International Masonry Institute)	\$0.44	per hour worked contribution
Vacation Fund	\$1.00	deduction per hour worked with signed authorization from employee (eff. 10/02/23)
BAC-PAC	\$0.03	deduction per hour worked with signed authorization from employee (eff. 10/03/22)
Dues - Local 3% & National 1%	4%	deduction from wages with signed authorization from employee

Revision: Vacation Fund 10/2/23

Signature Diane Attelberg

Date 9/8/25



ELECTRICIANS (LINEMAN) (EO) (25) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision 7.54, effective 10/6/25; superseding Revision 7.53, dated 10/7/24

REVISION: Increase Wages \$2.00; Increase H&W \$0.18; Increase Pension \$0.09
Increase Apprentice Training \$.02; Increase NEBF \$0.06

TOTAL INCREASE: \$2.35

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04430	\$35.75
Welder	C04495	\$35.75
SRMC Opr Sup Craft (OSC)	C04388	\$35.75
Foreman (15% above JW Rate)	C04425	\$41.11
Working Foreman (15% above JW Rate)	C04428	\$41.11
General Foreman (20% above JW Rate)	C04322	\$42.90
Lead General Foreman (25% above JW Rate)	C04318	\$44.69
Assist Superint/Craft Coord (25% above JW Rate)	C04319	\$44.69
Groundman (68% of JW Rate)	C04475	\$24.31

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st 6 th month period	50%	C04460	\$17.88
2 nd 6 th month period	55%	C04461	\$19.66
2 nd year	60%	C04462	\$21.45
3 rd year	65%	C04463	\$23.24
4 th year	75%	C04464	\$26.81
5 th year	80%	C04465	\$28.60

FRINGES - APPRENTICES

1st & 2nd 6th month period Full fringe contribution except NO LOCAL PENSION CONTRIBUTION

FRINGES - JOURNEYMAN & APPRENTICES 2nd YEAR OR GREATER

Health & Welfare \$7.90 per hour worked contribution
Pension \$8.41 per hour worked contribution
NEBF 3% gross monthly payroll contribution (1.07)
Apprenticeship & Training 1% gross monthly payroll contribution (.36)
Dues deduction from wages with signed authorization from employee
(4%-Journeyman or 1%-Apprentice)

Signature Diana Attuberry

Date 9/8/25

ELECTRICIANS (WIREMAN) (EL) (25)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision 8.54, effective 10/6/25; superseding Revision 8.53, dated 10/7/24

REVISION: **Increase Wages \$2.00; Increase H&W \$0.18; Increase Pension \$0.09**
Increase Apprentice Training \$.02; Increase NEBF \$0.06

TOTAL INCREASE: \$2.35

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04330	\$35.75
Maintenance Tech	C04331	\$35.75
Fiber Optic Tech	C04332	\$35.75
Welder	C04495	\$35.75
SRMC Opr Sup Craft (OSC)	C04388	\$35.75
Sketcher (15% above JW)	C04324	\$41.11
Foreman (15% above JW)	C04325	\$41.11
EL Assistant (CDE) (15% above JW)	C04426	\$41.11
Working Foreman (15% above JW)	C04328	\$41.11
General Foreman (20% above JW)	C04322	\$42.90
Lead General Foreman (25% above JW)	C04318	\$44.69
Assist Superint/Craft Coord (25% above JW Rate)	C04319	\$44.69
Cable Splicer (\$1.25 above JW)	C03730	\$37.00
Foreman (Cable Splicer) (15% above CS)	C03725	\$42.55
General Foreman (Cable Splicer) (20% above CS)	C03722	\$44.40
Lead General Forman (Cable Splicer) (25% above CS)	C03718	\$46.25

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st 6 th month period	50%	C04378	\$17.88
2 nd 6 th month period	55%	C04379	\$19.66
2 nd year	60%	C04380	\$21.45
3 rd year	65%	C04381	\$23.24
4 th year	75%	C04382	\$26.81
5 th year	80%	C04383	\$28.60

FRINGES - APPRENTICES

1st & 2nd 6th month period Full fringe contribution except **NO LOCAL PENSION CONTRIBUTION**

FRINGES - JOURNEYMAN & APPRENTICES 2nd YEAR OR GREATER

Health & Welfare	\$7.90 per hour worked contribution
Pension	\$8.41 per hour worked contribution
NEBF	3% gross monthly payroll contribution (1.07)
Apprenticeship & Training	1% gross monthly payroll contribution (.36)
Dues	deduction from wages with signed authorization from employee (4%-Journeyman or 1%-Apprentice)

Signature Diane Attelberg

Date 9/8/25

**ELEVATOR CONSTRUCTORS NATIONAL AGREEMENT
THIS CRAFT DESIGNATION IS NOT UNDER THE PROJECT AGREEMENT**

APPENDIX A: Revision .35, effective 10/6/25; superseding Revision .34, dated 10/7/24

Increase Wages \$2.19; **Increase** H&W \$.10; **Increase** Pension \$.40; **Increase** App & Trng \$0.05

Increase Work Preservation Fund \$0.30

TOTAL INCREASE: \$3.04

Craft Designation: **ELEVATOR CONSTRUCTORS (EC)**

CLASSIFICATION

EFFECTIVE DATE AND BASE WAGE RATE

Journeyman

\$51.11

Foreman (12.5% above JW Rate)

\$57.50

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$16.28	per hour worked contribution
Pension	\$21.36	per hour worked contribution
Apprenticeship & Training	\$0.80	per hour worked contribution
Work Preservation Fund	\$1.60	per hour worked contribution
Dues		deduction from wages with signed authorization from employee

Signature

Diane Attelberg

Date

9/8/25

GLAZIERS (GL) (17)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .41, effective 10/6/25; superseding Revision .40, dated 8/4/25
REVISION: Increase Wages \$1.56; Increase Pension \$.08

TOTAL INCREASE: \$1.64

CLASSIFICATION

Journeyman
 Sketcher (15% above JW Rate)
 Foreman (15% above JW Rate)
 Working Foreman (15% above JW Rate)
 General Foreman (20% above JW Rate)
 Lead General Foreman (25% above JW Rate)

OCC. CODE

C07467
 C07469
 C07425
 C07428
 C07417
 C07418

HOURLY BASE RATE

\$29.27
\$33.66
\$33.66
\$33.66
\$35.12
\$36.59

APPRENTICES (DOL-BAT Registered and Certified)

<u>HOURS</u>	<u>PERCENTAGE</u>
1 st 1000 hours	65%
2 nd 1000 hours	65%
3 rd 1000 hours	70%
4 th 1000 hours	75%
5 th 1000 hours	80%
6 th 1000 hours	90%

OCC. CODE

C07490
 C07491
 C07492
 C07493
 C07494
 C07495

HOURLY BASE RATE

\$19.03
\$19.03
\$20.49
\$21.95
\$23.42
\$26.34

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$7.56 per hour worked, contribution
Pension	\$6.09 per hour worked, contribution
Apprenticeship & Training	\$0.90 per hour worked, contribution
Int'l Admin Dues	\$0.25 Deduction per hour worked, effective 1/6/2025 - 1/4/2026
IUPAT Admin Dues	\$0.35 Deduction, Effective 01/05/2026
DC Dues	3.15% Deduction of Total Package (Wages & Fringe) effective 8/4/2025

Signature Diane Attuberry

Date 10/6/25



IRONWORKERS (IW) (12)
SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .53, effective 10/6/25; superseding Revision .52, dated 10/7/24

REVISION: Increase Wages \$1.30; Increase H&W \$0.25; Increase Pension \$0.25

TOTAL INCREASE: \$1.80

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C05227	\$35.72
Shop Ironworker	C05232	\$35.72
Structural	C05229	\$35.72
Ornamental	C05235	\$35.72
Reinforcing	C05130	\$35.72
Rigger	C05129	\$35.72
Welder	C05259	\$35.72
SRMC Operations Supporting Craft (OSC)	C05288	\$35.72
Sketcher (15% above JW Rate)	C05231	\$41.08
Foreman (15% above JW Rate)	C05225	\$41.08
IW Assistant (CDE) (15% above JW Rate)	C05226	\$41.08
Working Foreman (15% above JW Rate)	C05228	\$41.08
General Foreman (20% above JW Rate)	C05217	\$42.86
Lead General Foreman (25% above JW Rate)	C05218	\$44.65
Assist Superint/Craft Coord (25% above JW Rate)	C05219	\$44.65

APPRENTICES (4-year program, Indentured after 10/03/99) - (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st year	70%	C05236	\$25.00
2 nd year	75%	C05237	\$26.79
3 rd year	85%	C05238	\$30.36
4 th year	95%	C05239	\$33.93

FRINGES - APPRENTICES

1 st & 2 nd year	Health & Welfare ONLY
3 rd & 4 th year	Full Fringe contribution - ALL FUNDS

FRINGES: JOURNEYMAN

Health & Welfare	\$6.50 per hour worked contribution
Pension	\$7.25 per hour worked contribution
Apprenticeship & Training	\$0.50 per hour worked contribution
Annuity	\$1.25 per hour worked contribution
IMPACT	\$0.20 per hour worked contribution
District Council	\$0.02 per hour worked contribution
PAC	\$0.04 per hour worked deduction with signed authorization from employee
Dues	4% Deduction from gross wages with signed authorization from employee (40 hours of straight time-cap)

Signature Diane Attuberry

Date 9/8/25

LABORERS (LB) (05)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .51, effective 10/6/25; superseding Revision .50, dated 1/27/25

REVISION: **Increase Wages \$0.26; Increase H&W \$0.10; Increase Pension \$0.52; Increase App & Training \$0.04**

TOTAL INCREASE: \$0.92

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman (Concrete and Building)	C05676	\$22.57
SRMC Opr Sup Craft (OSC)	C05688	\$22.57
Foreman (15% above JW Rate)	C05625	\$25.96
LB Assistant (CDE) (15% above JW Rate)	C05626	\$25.96
Working Foreman (15% above JW Rate)	C05628	\$25.96
General Foreman (20% above JW Rate)	C05617	\$27.08
Lead General Foreman (25% above JW Rate)	C05618	\$28.21
Assist Superint/Craft Coord (25% above JW Rate)	C05619	\$28.21
Pneumatic Tool Operator (JW rate + \$0.25)	C05650	\$22.82
(Mortar Mixer, Pipe Layer, Jack Hammer, Chipping Gun, Bushing Gun, Cutting, Burning, Pouring, Vibrating, & Concrete)		
Pneumatic Control Gun and Nozzleman (JW rate + \$0.50)	C05651	\$23.07
Hazardous Waste Verifier (JW rate + \$0.75)	C05652	\$23.32
Tool Facility Operator (JW rate + \$0.75)	C05653	\$23.32
Hazardous Waste Verifier Foreman (General Foreman rate)	C05525	\$27.08

APPRENTICES (DOL-BAT Registered and Certified) TWO YEAR PROGRAM

<u>PERIOD</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	80%	C05670	\$18.06
2 nd period	85%	C05671	\$19.18
3 rd period	90%	C05672	\$20.31
4 th period	95%	C05673	\$21.44

FRINGES (Employer) - APPRENTICES

ALL Periods	Full Fringe contribution EXCEPT Pension
Pension	\$0.40 per hour worked, contribution Appr only

FRINGES (Employer) - JOURNEYMAN

Health & Welfare	\$4.70 per hour worked contribution
Pension	\$6.60 per hour worked contribution (Journeyman)
Apprenticeship & Training	\$0.69 per hour worked, contribution
SELDC-LECET	\$0.10 per hour worked, contribution
Supplemental Pension	\$1.13 per hour worked, contribution
Working Dues	4% Deduction from wages with signed authorization from employee PLUS
Monthly Dues	\$43.00 Deduction (monthly), effective 01/06/2025
DC-PAL	\$0.05 Deduction from base rate per hour worked with signed authorization from employee

Signature Diane Attelberg

Date 9/8/25

MACHINISTS (MH) (24)
SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .41, effective 10/6/25; superseding Revision .40, dated 10/7/24

REVISION: **Increase Wages \$5.43; Increase Pension Rehab \$0.78**

TOTAL INCREASE: \$6.21

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C06330	\$54.00
SRMC Operations Supporting Craft (OSC)	C06288	\$54.00
Welder	C06359	\$54.00
Foreman (15% above JW Rate)	C06325	\$62.10
Working Foreman (15% above JW Rate)	C06328	\$62.10
General Foreman (20% above JW Rate)	C06317	\$64.80
Lead Gen Foreman (25% above JW Rate)	C06318	\$67.50
Assist Superint/Craft Coord (25% above JW Rate)	C06319	\$67.50

FRINGES - JOURNEYMAN

Pension	\$9.00	per hour worked contribution
Pension Rehab Fund	\$1.70	per hour worked contribution
Dues	\$72.70	monthly deduction from wages with signed authorization from employee
401K		Deduction from wages with signed authorization from employee

Signature Diane Attiberry

Date 9/8/25

MILLWRIGHTS (MW) (18)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .46, effective 10/6/25; Superseding Revision .45, dated 10/7/24

REVISION: Increase Wages \$1.30; Increase H&W \$0.30; Increase Pension \$1.29

TOTAL INCREASE: \$2.89

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04030	\$35.05
Shop Millwright	C04032	\$35.05
Welder	C04059	\$35.05
SRMC Opr Sup Craft (OSC)	C04088	\$35.05
Sketcher (15% above JW Rate)	C04031	\$40.31
Foreman (15% above JW Rate)	C04025	\$40.31
MW Assistant (CDE) (15% above JW Rate)	C04026	\$40.31
Working Foreman (15% above JW Rate)	C04028	\$40.31
General Foreman (20% above JW Rate)	C04017	\$42.06
Lead General Foreman (25% above JW Rate)	C04018	\$43.81
Assist Superint/Craft Coord (25% above JW Rate)	C04019	\$43.81

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1st period	60%	C04070	\$21.03
2nd period	65%	C04071	\$22.78
3rd period	70%	C04072	\$24.54
4th period	75%	C04073	\$26.29
5th period	80%	C04074	\$28.04
6th period	85%	C04075	\$29.79
7th period	90%	C04076	\$31.55
8th period	95%	C04077	\$33.30

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$5.30	per hour worked contribution
Pension	\$13.59	per hour worked contribution
Apprenticeship & Training	\$1.00	per hour worked contribution
Labor Management UBC	\$0.05	per hour worked contribution
CITF (Carpenters International Training Fund)	\$0.15	per hour worked contribution
Work Assessment	4%	Deduction from wages with signed authorization from employee

Signature Diane Attelberg

Date 9/8/25

OPERATING ENGINEERS (OE) (14)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .51, effective 10/6/25; Superceding Revision .50, dated 10/7/24

REVISION: **Increase** Wages \$1.00; **Increase** H&W \$0.25; **Increase** JATC \$0.05; **Add** Supplemental Pension \$1.25
 Increase App & Trng \$0.05; **Decrease** Pension \$1.00, transfer \$1.00 to Supplemental Pension

TOTAL INCREASE: **\$2.55**

OPERATOR A

CLASSIFICATION

SRMC Operations Supporting Craft (OSC) (JW Rate)
 General Foreman (20% above JW Rate)
 Lead Gen Foreman (25% above JW Rate)
 Craft Coord/Asst. Supt (25% above JW Rate) **
 Foreman (15% above JW Rate)
 OE Assistant (CDE) (15% above JW Rate)
 Working Foreman (15% above JW Rate)
 Foreman (Long Boom, 15% above highest JW Rate)
 Long Boom Operator (JW rate + \$0.30)
 Sketcher (15% above JW Rate)
 Backhoe (JW Rate)
 Central Mixing Plant (JW Rate)
 Concrete Placing Machine (JW Rate)
 Crane, Derrick, Dragline (JW Rate)
 Hoist, 2-Drum (JW Rate)
 Motor Grader (JW Rate)
 Shovel (JW Rate)
 Sideboom Tractor (JW Rate)
 Tower/Pedestal Crane (JW Rate)
 Hoist, 1-Drum Hoisting Per. (JW Rate)
 Maxi Grinder (JW Rate)

OCC. CODE

C08188
 C08217
 C08218
 C08119
 C08125
 C08226
 C08128
 C08129
 C08140
 C08231
 C08132
 C08135
 C08164
 C08138
 C08144
 C08139
 C08149
 C08150
 C08168
 C08169
 C08170

HOURLY BASE RATE

\$36.00
 \$43.20
 \$45.00
 \$45.00
 \$41.40
 \$41.40
 \$41.40
 \$41.75
 \$36.30
 \$41.40
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00
 \$36.00

OPERATOR B - 92% OF OPERATOR A

CLASSIFICATION

Batch Plant (JW Rate)
 Working Foreman (15% above JW Rate)
 Foreman (15% above JW Rate)
 Bulldozer (JW Rate)
 Concrete Mixer (Over 10 S) (JW Rate)
 Distr. (Bituminous Surface) (JW Rate)
 End Loader (JW Rate)
 Fork Lift Truck (JW Rate)
 Lead Oiler (JW Rate)
 Pan Scraper (JW Rate)
 Paving Machine (JW Rate)
 Pumpcrete (JW Rate)
 Trenching Machine (JW Rate)
 Well Driller (JW Rate)
 Journeyman Operator B (JW Rate)

OCC. CODE

C08233
 C08228
 C08225
 C08234
 C08237
 C08241
 C08242
 C08265
 C08263
 C08246
 C08259
 C08255
 C08253
 C08254
 C08230

HOURLY BASE RATE

\$33.12
 \$38.09
 \$38.09
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12
 \$33.12

OPERATING ENGINEER CONTINUED
OPERATOR C - 83% OF OPERATOR A

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Air Compressor (JW Rate)	C08331	\$29.88
Working Foreman (15% above JW Rate)	C08328	\$34.36
Foreman (15% above JW Rate)	C08325	\$34.36
Concrete Mixer (10 S or Less) (JW Rate)	C08336	\$29.88
Conveyor (JW Rate)	C08367	\$29.88
Elevator (JW Rate)	C08366	\$29.88
Hoist, 1-Drum (JW Rate)	C08343	\$29.88
Light Plant (JW Rate)	C08357	\$29.88
Motor Crane Driver & Oiler (JW Rate)	C08356	\$29.88
Roller (JW Rate)	C08348	\$29.88
Tractor (50HP & Over) (JW Rate)	C08352	\$29.88

OPERATOR D - 73% of Operator A

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Pumps (JW Rate)	C08447	\$26.28
Working Foreman (15% above JW Rate)	C08428	\$30.22
Foreman (15% above JW Rate)	C08425	\$30.22
Tractor (40 HP & Under) (JW Rate)	C08451	\$26.28
Oiler (JW Rate)	C08430	\$26.28
Fireman Boiler (JW Rate)	C08455	\$26.28
Foreman - Fireman Boiler (15% above JW Rate)	C08456	\$30.22
Mechanic Diesel & Gas (Operator A Rate)	C08530	\$36.00
Foreman Mech. Diesel & Gas (15% above Operator A)	C08525	\$41.40
Working Foreman, Mech. (15% above Operator A)	C08528	\$41.40
Mechanic Welder (Operator A Rate)	C08559	\$36.00
Equipment Controller (Operator A Rate)	C08562	\$36.00

APPRENTICES (3-year program, "B" Operator JW Rate) - (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENT OF B RATE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	70%	C08685	\$23.18
2 nd period	75%	C08686	\$24.84
3 rd period	80%	C08687	\$26.50
4 th period	85%	C08688	\$28.15
5 th period	90%	C08689	\$29.81
6 th period	95%	C08690	\$31.46

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$6.50	per hour worked contribution
Pension	\$8.39	per hour worked contribution
Supplemental Pension	\$2.25	per hour worked contribution
Apprenticeship & Training	\$1.18	per hour worked contribution
IUOE National Training	\$0.10	per hour worked contribution
Dues	3%	Deduction from gross wages with signed authorization from employee
Union Dues	\$5.31	Deduction Weekly with signed authorization from employee

OPERATING ENGINEER CONTINUED

NOTE:

Designation of Operator A, Operator B, Operator C, and Operator D is for pay classification purposes and serves to group pay classifications and like equipment classifications together.

Equipment manning requirements and work rules for Operating Engineers shall be in accordance with the Project Agreement, except as modified by the following footnotes:

1. Operator C and Operator D may be assigned to operate up to six (6) pieces of equipment at Operator C and Operator D rates. Operator C and Operator D may be assigned to operate more than six (6) but not more than eight (8) at the B Operator rate. Operator C and Operator D may be assigned to operate more than eight (8) pieces of equipment but not more than ten (10) at A Operator rate.
2. Operator A and Operator B may operate up to four (4) pieces of equipment per shift in any sequence or combination.
3. Whenever an Operator is used in a higher classification, he shall receive the higher rate of pay.
4. When an Operator in a higher classification is utilized on equipment with a lower pay rate on a continuing basis, the Employer may reduce the Operator to the appropriate lower pay rate. The Operator has the option to take a lower pay rate or be subject to a Reduction in Force (RIF). The Operator shall maintain their ASD date, unless RIF'd.
5. When an Operator A is operating a crane with 150' or more of Main Boom, he/she shall receive a differential of \$0.30 per hour above the regular Operator A rate.
6. Oilers shall be utilized on all track or crawler-type cranes, rubber tired motor cranes, backhoes, shovels, clamshells, gradalls, derricks, or draglines. Oilers may be called off their regular assignments to perform other work in the immediate vicinity of the crew they are assigned to. Such assignments shall not interfere with their duties as an Oiler.
7. The Oiler/Driver shall be assigned to large hydraulic cranes and motor cranes during over-the-road travel only when required by the Employer.
8. Oilers shall not be required on hydraulic (rough terrain) cranes or farm type hydraulic backhoes.

Signature

Diana Ottelberg

Date

9/8/25

PAINTERS (PA) (17)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .48, effective 10/6/25; superseding Revision .47, dated 8/4/25

REVISION: **Increase** Wages \$1.56; **Increase** Pension \$.08

TOTAL INCREASE: \$1.64

<u>CLASSIFICATION</u>	<u>OCC.CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C07367	\$29.27
SRMC Opr Sup Craft (OSC)	C08288	\$29.27
Sandblasting, Coating & Power Spray (JW + \$0.50)	C07368	\$29.77
Power Spray Foreman (15% above Power Spray JW Rate)	C07424	\$34.24
Power Spray General Foreman (20% above Power Spray JW Rate)	C07217	\$35.72
Power Spray Adm. GF (25% above Power Spray JW Rate)	C07218	\$37.21
Coating Applicator Specialist (15% above JW Rate)	C07314	\$33.66
CAS/Designer (25% above Power Spray Rate)	C07365	\$37.21
Sketcher (15% above JW Rate)	C07369	\$33.66
Foreman (15% above JW Rate)	C07325	\$33.66
PA Assistant (CDE) (15% above JW Rate)	C07326	\$33.66
Working Foreman (15% above JW Rate)	C07328	\$33.66
General Foreman (20% above JW Rate)	C07317	\$35.12
Lead General Foreman (25% above CAS Designer)	C07318	\$46.51
Assist Superint/Craft Coord (25% above CAS Designer)	C07319	\$46.51
CAS/Designer Foreman (15% above JW CAS Rate)	C07320	\$42.79

APPRENTICES

<u>HOURS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st 1000 hours	65%	C07390	\$19.03
2 nd 1000 hours	65%	C07391	\$19.03
3 rd 1000 hours	70%	C07392	\$20.49
4 th 1000 hours	75%	C07393	\$21.95
5 th 1000 hours	80%	C07394	\$23.42
6 th 1000 hours	90%	C07395	\$26.34

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$7.56 per hour worked contribution
Pension	\$6.09 per hour worked contribution
Apprenticeship & Training	\$0.90 per hour worked contribution
Int'l Admin Dues	\$0.25 Deduction per hour worked effective 1/6/2025 - 1/4/2026
IUPAT Admin Dues	\$0.35 Deduction per hour effective 01/05/2026
DC Dues	3.15% Deduction of Total Package (Wages & Fringe) effective 8/4/2025

Signature Diane Attelberry

Date 10/6/25



PILE DRIVERS (PD) (06)
SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .45, effective 10/6/25; superseding Revision .44, dated 12/2/24

REVISION: **Increase Wages \$1.35; Increase H&W \$0.30; Increase Pension \$0.64; Increase App. Training \$0.05**

TOTAL INCREASE: **\$2.34**

<u>CLASSIFICATION</u>	<u>OCC.CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman (Carpenter JW rate + \$0.25)	C02930	\$34.40
Welder	C02929	\$34.40
Sketcher (15% above JW Rate)	C02931	\$39.56
Foreman (15% above JW Rate)	C02925	\$39.56
Working Foreman (15% above JW Rate)	C02928	\$39.56
General Foreman (20% above JW Rate)	C02917	\$41.28
Lead General Foreman (25% above JW Rate)	C02918	\$43.00

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	60%	C02933	\$20.64
2 nd period	65%	C02934	\$22.36
3 rd period	70%	C02935	\$24.08
4 th period	75%	C02936	\$25.80
5 th period	80%	C02937	\$27.52
6 th period	85%	C02938	\$29.24
7 th period	90%	C02939	\$30.96
8 th period	95%	C02940	\$32.68

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$5.30 per hour worked contribution
Pension	\$9.14 per hour worked contribution
Apprenticeship & Training	\$0.85 per hour worked contribution
CITF (Carpenters International Training Fund)	\$0.15 per hour worked contribution
Work Assessment	4% Deduction from wages with signed authorization from employee effective 10/06/2008

Signature Diane Attelberry

Date 9/8/25

PIPEFITTERS (PF) (87)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .53, effective 10/6/25; Superseding Revision .52 dated 10/7/24

REVISION: Increase Wages \$2.97

TOTAL INCREASE: \$2.97

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C09130	\$39.06
Shop Pipefitter	C09131	\$39.06
Steamfitter	C09129	\$39.06
Plumber	C09129	\$39.06
Welder	C09159	\$39.06
SRMC Opr Sup Craft (OSC)	C09188	\$39.06
Sketcher (15% above JW Rate)	C09135	\$44.92
Foreman (15% above JW Rate)	C09125	\$44.92
PF Assistant (CDE) (15% above JW Rate)	C09126	\$44.92
Working Foreman (15% above JW Rate)	C09128	\$44.92
General Foreman (20% above JW Rate)	C07922	\$46.87
Lead Gen Foreman (25% above JW Rate)	C09118	\$48.83
Assist Superint/Craft Coord (25% above JW Rate)	C09119	\$48.83

APPRENTICES

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	47%	C09170	\$18.36
2 nd period	51%	C09171	\$19.92
3 rd period	55%	C09172	\$21.48
4 th period	58%	C09173	\$22.65
5 th period	61%	C09174	\$23.83
6 th period	64%	C09175	\$25.00
7 th period	67%	C09176	\$26.17
8 th period	70%	C09177	\$27.34
9 th period	73%	C09178	\$28.51
10 th period	76%	C09179	\$29.69

APPRENTICE FRINGES (EMPLOYER)

1 st & 2 nd period	Full fringe contribution except no pension contribution
3 rd & 4 th period	Full fringe contribution plus 50% local pension contribution (\$3.09)
5 th thru 10 th period	Full fringe contribution - all funds

FRINGES (EMPLOYER) - JOURNEYMAN & APPRENTICES 5th PERIOD AND GREATER

Health & Welfare	\$7.80	per hour worked contribution
Pension - Local	\$6.17	per hour worked contribution
Pension - International	\$0.24	per hour worked contribution to applicable Local Fund
Apprenticeship & Trng - Local	\$0.60	per hour worked contribution to Local Fund
Apprenticeship & Trng - Int'l	\$0.10	per hour worked, contribution to International Fund
Annuity	\$2.50	per hour worked contribution
PAC	\$0.03	Deduction per hour worked from wages with signed authorization from employee
Dues	3%	Deduction from gross wages with signed authorization from employee
Vacation Fund	5%-15%	Voluntary by Member per hours worked with employee authorization

Signature Diane Attuberry

Date 9/8/25

PLASTERERS (PL) (08)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .52, effective 10/06/25; superseding Revision .51, dated 10/7/24

REVISION: Increase Wages \$1.00; Increase H&W \$0.10; Increase Local Pension \$0.58; Increase IMI \$0.14

TOTAL INCREASE: \$1.82

CLASSIFICATION

Journeyman
Foreman (15% above JW Rate)
Working Foreman (15% above JW Rate)
General Foreman (20% above JW Rate)
Lead General Foreman (25% above JW Rate)

OCC. CODE

C04130
C04125
C04128
C04117
C04118

HOURLY BASE RATE

\$28.74
\$33.05
\$33.05
\$34.49
\$35.93

APPRENTICES

PERIODS

1st period
2nd period
3rd period
4th period
5th period
6th period

PERCENTAGE

65%
70%
75%
80%
85%
90%

OCC. CODE

C04180
C04181
C04182
C04183
C04184
C04185

HOURLY BASE RATE

\$18.68
\$20.12
\$21.56
\$22.99
\$24.43
\$25.87

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$9.45	per hour worked, contribution
Pension	\$1.50	per hour worked, contribution
Pension - Local	\$1.14	per hour worked, contribution
Pension Protection Act (PPA)	\$1.20	per hour worked, contribution
Annuity Fund	\$3.00	per hour worked, contribution
IMI (International Masonry Institute)	\$0.44	per hour worked, contribution
Vacation Fund	\$1.00	Deduction per hour worked with signed authorization from employee (effective 10/02/23)
		Deduction per hour worked with signed authorization from employee
BAC-PAC	\$0.03	effective (10/03/22)
Dues	4%	Deduction from wages with signed authorization from employee

Revision: Vacation Fund 10/02/23

Signature Diane Attuberg

Date 9/8/25

ROOFERS (RF) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .40, effective 10/6/25; Superseding Revision .39, dated 10/7/24

REVISION: Increase Wages \$1.16; Increase Pension \$.39

TOTAL INCREASE: \$1.55

CLASSIFICATION

Journeyman
Foreman (15% above JW Rate)
General Foreman (20% above JW Rate)
Lead Gen Foreman (25% above JW Rate)

OCC. CODE

C05730
C05725
C05715
C05718

HOURLY BASE RATE

\$29.00
\$33.35
\$34.80
\$36.25

APPRENTICES: (DOL-BAT Registered and Certified)

PERIODS

1st period
2nd period
3rd period
4th period
5th period
6th period

PERCENTAGE

65%
70%
75%
75%
80%
80%

OCC. CODE

C05719
C05720
C05721
C05722
C05723
C05723

HOURLY BASE RATE

\$18.85
\$20.30
\$21.75
\$21.75
\$23.20
\$23.20

FRINGES - APPRENTICES

Pension \$1.23 per hour worked, contribution
Apprenticeship & Training \$0.91 per hour worked, contribution

FRINGES - JOURNEYMAN

Health & Welfare \$6.47 per hour worked contribution
Pension \$2.52 per hour worked contribution
Apprenticeship & Training \$0.91 per hour worked contribution
Dues Deduction from wages with signed authorization from employee

Signature Diane Attlesmy

Date 9/8/25

SHEETMETAL WORKERS (SM) (21)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .50, effective 10/6/25 Superseding Revision .49, dated 10/7/24
REVISION: **Increase Wages \$2.18; Increase Pension \$0.09; Increase NEMI \$0.02**
Increase SASMI 0.07; Increase Supplemental Pension \$1.00

TOTAL INCREASE: \$3.36

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C08730	\$37.00
Shop Sheetmetal Worker	C08732	\$37.00
Air Balancing	C08729	\$37.00
Welder	C08759	\$37.00
SRMC Opr Sup Craft (OSC)	C08788	\$37.00
Sketcher (15% above JW Rate)	C08731	\$42.55
Foreman (15% above JW Rate)	C08725	\$42.55
SM Assistant (CDE) (15% above JW Rate)	C08726	\$42.55
Working Foreman (15% above JW Rate)	C08728	\$42.55
General Foreman (20% above JW Rate)	C08717	\$44.40
Lead Gen Foreman (25% above JW Rate)	C08718	\$46.25
Assist Superint/Craft Coord (25% above JW Rate)	C08719	\$46.25

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	50%	C08790	\$18.50
2 nd period	55%	C08791	\$20.35
3 rd period	60%	C08792	\$22.20
4 th period	65%	C08793	\$24.05
5 th period	70%	C08794	\$25.90
6 th period	75%	C08795	\$27.75
7 th period	80%	C08796	\$29.60
8 th period	85%	C08797	\$31.45

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$4.60	Contribution per hours worked
Pension	\$9.55	Contribution per hours worked
SASMI (\$0.06) carry over FY2025	\$1.50	Contribution per hours worked
Apprenticeship & Trng - Local	\$1.26	Contribution per hours worked
Apprenticeship & Trng - National	\$0.12	Contribution per hours worked
NEMI	\$0.05	Contribution per hours worked
Sheetmetal Occup. Health Inst.	\$0.02	Contribution per hours worked
SMWIA School Fund	\$0.01	Contribution per hours worked
Supplemental Pension Fund	\$1.00	Contribution per hours worked
Dues		Deduction from wages with signed authorization from employee

Signature Diane Attelberg

Date 9/8/25

SPRINKLER FITTERS (SF) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .58, effective 10/6/25; Superseding Revision .57, dated 10/7/24

REVISION: **Increase Wages \$2.31; Increase H&W \$0.49; Increase Pension \$.10**

TOTAL REVISION: \$2.90

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C09230	\$37.22
Shop Sprinkler Fitter Worker	C09229	\$37.22
Welder	C09259	\$37.22
SRMC Opr Sup Craft (OSC)	C09288	\$37.22
Foreman (15% above JW Rate)	C09225	\$42.80
SF Assistant (CDE) (15% above JW Rate)	C09226	\$42.80
Working Foreman (15% above JW Rate)	C09228	\$42.80
General Foreman (20% above JW Rate)	C09217	\$44.66
Lead General Foreman (25% above JW Rate)	C09218	\$46.53
Assist Superint/Craft Coord (25% above JW Rate)	C09219	\$46.53

APPRENTICES: (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	56%	C09270	\$20.84
2 nd period	62%	C09271	\$23.08
3 rd period	68%	C09272	\$25.31
4 th period	74%	C09273	\$27.54
5 th period	80%	C09274	\$29.78
6 th period	85%	C09275	\$31.64

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$12.40	per hour worked contribution
Pension	\$11.21	per hour worked contribution
Apprenticeship & Training	\$0.54	per hour worked contribution
Apprenticeship & Training - Int'l	\$0.10	per hour worked contribution
Extended Benefit Fund		Deduction from wages with signed authorization from employee
Dues		Deduction from wages with signed authorization from employee

Note: Changed Extended Benefit Fund to deduction eff 10/7/19

Signature Diane Attlesmy

Date 9/8/25

TEAMSTERS (TM) (10)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .50, effective 10/06/25; Superseding Revision .49, effective 10/7/24

REVISION: Increase Wages \$1.68; Increase Pension \$0.11

TOTAL INCREASE: \$1.79

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C09732	\$31.51
Under 2 1/2 Ton	C09732	\$31.51
SRMC Operations Supporting Craft (OSC)	C09788	\$31.51
Foreman (15% above 2 1/2 Tons and Over Rate)	C09725	\$36.96
TM Assistant (CDE) (15% above 2 1/2 Tons and Over Rate)	C09726	\$36.96
Working Foreman (15% above 2 1/2 Tons and Over Rate)	C09728	\$36.96
Gen Foreman (20% above 2 1/2 Tons and Over Rate)	C09717	\$38.57
Lead Gen Foreman (25% above 2 1/2 Tons and Over Rate)	C09718	\$40.18
Asst Superint/Craft Coord (25% above 2 1/2 Tons and Over Rate)	C09719	\$40.18
Garage Attendant (JW rate + \$0.28)	C07131	\$31.79
2 1/2 Tons and Over (JW rate + \$0.63)	C09734	\$32.14
Dispatcher (15% above 2 1/2 Tons and Over Rate)	C09724	\$36.96

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Construction Assistant I	C09737	\$31.51
Warehouse (MRO) I	C09744	\$31.51

FRINGES - JOURNEYMAN

Health & Welfare	\$393.90 per week, contribution - hourly rate	\$9.8475
Pension	\$113.20 per week, contribution - hourly rate	\$2.8300
Dues	Deduction from wages with signed authorization from employee \$29.54 x 2.25 = \$66.465 = \$66.00 monthly dues eff. 4/1/24	

Signature Diana Attuberry

Date 9/8/25