

**SRMC PROJECT LABOR AGREEMENT
APPENDIX A, WAGE SCHEDULE
SUMMARY SHEET, FY 2025**

CRAFT DESIGNATION	ABREVIATION	EFFECTIVE DATE	TOTAL REVISION	BASE RATE	H&W	PENSION	APPR.& TRAINING	OTHER	TOTAL FRINGE	PACKAGE ¹
Asbestos Workers	AW	03/03/25	.82	\$30.50	\$10.10	\$10.60	\$0.40	\$0.10	\$21.20	\$51.70
Boilermakers	BM	10/07/24	.60	\$32.96	\$7.07	\$13.73	\$1.44	\$2.02	\$24.26	\$57.22
Bricklayers	BL	10/07/24	.51	\$28.70	\$9.35	\$3.29	\$0.00	\$3.35	\$15.99	\$44.69
Carpenters	CP	12/02/24	.45	\$32.80	\$5.00	\$8.50	\$0.80	\$0.15	\$14.45	\$47.25
Cement Masons	CM	10/07/24	.51	\$27.74	\$9.35	\$3.26	\$0.00	\$3.30	\$15.91	\$43.65
Electricians (Lineman)	EO	10/07/24	7.53	\$33.75	\$7.72	\$8.32	\$0.34	\$1.01	\$17.39	\$51.14
Electricians (Wireman)	EL	10/07/24	8.53	\$33.75	\$7.72	\$8.32	\$0.34	\$1.01	\$17.39	\$51.14
Elevator Constructors	EC	10/07/24	.34	\$48.92	\$16.18	\$20.96	\$0.75	\$1.30	\$39.19	\$88.11
Glaziers	GL	08/04/25	.40	\$27.71	\$7.56	\$6.01	\$0.90	N/A	\$14.47	\$42.18
Ironworkers	IW	10/07/24	.52	\$34.42	\$6.25	\$7.00	\$0.50	\$1.47	\$15.22	\$49.64
Laborers	LB	01/27/25	.50	\$22.31	\$4.60	\$7.21	\$0.65	\$0.10	\$12.56	\$34.87
Machinists	MH	10/07/24	.40	\$48.57	N/A	\$9.92	N/A	N/A	\$9.92	\$58.49
Millwrights	MW	10/07/24	.45	\$33.75	\$5.00	\$12.30	\$1.00	\$0.20	\$18.50	\$52.25
Operating Eng. (Opr A.)	OE	10/07/24	.50	\$35.00	\$6.25	\$9.39	\$1.13	\$0.10	\$16.87	\$51.87
Painters	PA	08/04/25	.47	\$27.71	\$7.56	\$6.01	\$0.90	N/A	\$14.47	\$42.18
Piledrivers	PD	12/02/24	.44	\$33.05	\$5.00	\$8.50	\$0.80	\$0.15	\$14.45	\$47.50
Pipefitters	PF	10/07/24	.52	\$36.09	\$7.80	\$6.41	\$0.70	\$2.50	\$17.41	\$53.50
Plasterers	PL	10/07/24	.51	\$27.74	\$9.35	\$3.26	\$0.00	\$3.30	\$15.91	\$43.65
Roofers	RF	10/07/24	.39	\$27.84	\$6.47	\$2.13	\$0.91	N/A	\$9.51	\$37.35
Sheetmetal Workers	SM	10/07/24	.49	\$34.82	\$4.60	\$9.46	\$1.38	\$1.49	\$16.93	\$51.75
Sprinkler Fitters	SF	10/07/24	.57	\$34.91	\$11.91	\$11.11	\$0.54	\$0.10	\$23.66	\$58.57
Teamsters (2.5T/over)	TM	10/07/24	.49	\$30.46	9.85	2.72	N/A	N/A	\$12.57	\$43.03
Tile Setters	TL	10/07/24	.51	\$28.70	\$9.35	\$3.29	\$0.00	\$3.35	\$15.99	\$44.69

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 .82, effective 03/03/25, superseding Revision .81, effective 10/07/24

REVISION: Increase H&W \$0.35; Decrease Supplemental Pension \$0.35

TOTAL INCREASE: \$0.00

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C03155	\$30.50
SRMC Opr. Sup. Craft (OSC)	C03088	\$30.50
Sketcher (15% above JW Rate)	C03156	\$35.08
Foreman (15% above JW Rate)	C03125	\$35.08
AW Assistant (CDE) (15% above JW Rate)	C03126	\$35.08
Working Foreman (15% above JW Rate)	C03128	\$35.08
General Foreman (20% above JW rate)	C03122	\$36.60
Lead General Foreman (25% above JW rate)	C03118	\$38.13
Asst Superint/Craft Coord (25% above JW rate)	C03119	\$38.13
Material Handler (50% of JW rate)	C03190	\$15.25
Competent Supervisor (15% above JW rate)	C03124	\$35.08

APPRENTICES (DOL-BAT Registered & Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1st period	60%	C03181	\$18.30
2nd period	65%	C03182	\$19.83
3rd period	70%	C03183	\$21.35
4th period	75%	C03184	\$22.88
5th period	80%	C03185	\$24.40
6th period	85%	C03186	\$25.93
7th period	90%	C03187	\$27.45
8th period	90%	C03188	\$27.45

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$10.10	per hour worked, contribution
Pension	\$5.00	per hour worked, contribution
Supplemental Pension	\$2.00	per hour worked, contribution
Annuity Fund	\$0.00	per hour worked, contribution
Apprenticeship & Training - Local	\$0.30	per hour worked, contribution to Local Fund
Apprenticeship & Training - Nat'l	\$0.10	per hour worked, contribution to National Fund
Pension Plan Rehabilitation Fund	\$3.60	per hour worked, contribution
Benevolent Fund	\$0.10	per hour worked, contribution
PAC	\$0.01	per hour worked, deduction with signed authorization
Administrative Fees	6%	Deduction from gross wages with signed authorization from employee

Signature Diane Attelberg

Date 7/30/25

BOILERMAKERS (BM) (20) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .60, effective 10/07/24; superseding Revision .59, dated 10/02/23

REVISION: Increase Wages \$1.23; Increase Pension \$.27

TOTAL INCREASE: \$1.50

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C03330	\$32.96
Shop Mechanic (JW Rate)	C03332	\$32.96
Certified Pressure Welder (1.124 x JW Rate)	C03333	\$37.05
SRMC Opr Sup Craft (OSC)	C03388	\$32.96
Sketcher (15% above JW Rate)	C03331	\$37.90
Foreman (15% above JW Rate)	C03325	\$37.90
BM Assistant (CDE) (15% above JW Rate)	C03326	\$37.90
Working Foreman (15% above JW Rate)	C03328	\$37.90
General Foreman (20% above JW Rate)	C03317	\$39.55
Lead General Foreman (25% above JW Rate)	C03318	\$41.20
Assist Superint/Craft Coord (25% above JW Rate)	C03319	\$41.20

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	\$23.07
2 nd period	75%	C03371	\$24.72
3 rd period	80%	C03372	\$26.37
4 th period	85%	C03373	\$28.02
5 th period	90%	C03374	\$29.66
6 th period	95%	C03375	\$31.31

FRINGES - JOURNEYMAN

Health & Welfare	\$7.07 per hour worked, contribution (i.e. 1 ½ x OR 2 x 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)
LEAP Fund	\$0.05 per hour worked, deduction with signed authorization from employee
Dues	Dues PLUS \$1.00 per hour worked for the M.O.R.E. Work Investment Fund (effective 06/03/2019) , deduction from wages with signed authorization from \$14.55 per week voluntary deduction from wages with signed authorization form effective 7/3/2023
Dues	

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 7/30/25



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

APPENDIX A: Revision .51, effective 10/07/24; Superseding Revision .50, effective 10/02/23

REVISION: Increase H&W \$1.00; Increase Local Pension \$0.59

TOTAL INCREASE: \$1.59

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04134	\$28.70
Foreman (15% above JW Rate)	C04525	\$33.01
Working Foreman (15% above JW Rate)	C04528	\$33.01
General Foreman (20% above JW Rate)	C04517	\$34.44
Lead General Foreman (25% above JW Rate)	C04518	\$35.88

APPRENTICES

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	65%	C04186	\$18.66
2 nd period	70%	C04187	\$20.09
3 rd period	75%	C04188	\$21.53
4 th period	80%	C04189	\$22.96
5 th period	85%	C04190	\$24.40
6 th period	90%	C04191	\$25.83

FRINGES - JOURNEYMAN AND APPRENTICES

Health & Welfare	\$9.35	per hour worked, contribution
Pension - Int'l	\$1.50	per hour worked, contribution
Pension - Local	\$0.59	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	\$0.30	per hour worked, contribution
Vacation Fund	\$1.00	per hour worked deduction, with signed authorization from employee (effective 10/02/2023)
BAC-PAC Fund	\$0.03	per hour worked deduction, with signed authorization from employee (effective 10/03/2022)
Dues - Local 3% & National 1%	4%	Deduction from wages with signed authorization from employee

Revision: Vacation Fund 10/02/23

Signature Diane Attelberg

Date 7/30/25

CARPENTERS (CP) (06)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .45, effective 12/02/24; superseding Revision .44, dated 10/07/24

REVISION: Decrease App. & Training \$0.01; Increase CITF \$0.01

TOTAL INCREASE: \$0.00

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C03930	\$32.80
Shop/Mill Carpenter	C03933	\$32.80
Welder	C03934	\$32.80
SRMC Opr Sup Craft (OSC)	C03788	\$32.80
Stationary Power Saw Operator (JW Rate + \$0.15)	C03932	\$32.95
Sketcher (15% above JW Rate)	C03931	\$37.72
Foreman (15% above JW Rate)	C03925	\$37.72
CP Assistant (CDE) (15% above JW Rate)	C03926	\$37.72
Working Foreman (15% above JW Rate)	C03928	\$37.72
General Foreman (20% above JW Rate)	C03917	\$39.36
Lead General Foreman (25% above JW Rate)	C03918	\$41.00
Assist Superint/Craft Coord (25% above JW Rate)	C03919	\$41.00

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%	C03970	\$19.68
2 nd period	65%	C03971	\$21.32
3 rd period	70%	C03972	\$22.96
4 th period	75%	C03973	\$24.60
5 th period	80%	C03974	\$26.24
6 th period	85%	C03975	\$27.88
7 th period	90%	C03976	\$29.52
8 th period	95%	C03977	\$31.16

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$5.00 per hour worked, contribution
Pension	\$8.50 per hour worked, contribution
Apprenticeship & Training	\$0.80 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 Attelberg

Date 7/30/25



CEMENT MASONS (CM) (08)
SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .51, effective 10/07/24; superseding Revision .50, dated 10/03/23

REVISION: Increase H&W \$1.00; Increase Local Pension \$0.56

TOTAL INCREASE: \$1.56

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04130	\$27.74
SRMC Opr Sup Craft (OSC)	C04488	\$27.74
Foreman (15% above JW Rate)	C04125	\$31.90
CM Assistant (CDE) (15% above JW Rate)	C04126	\$31.90
Working Foreman (15% above JW Rate)	C04128	\$31.90
General Foreman (20% above JW Rate)	C04117	\$33.29
Lead General Foreman (25% above JW Rate)	C04118	\$34.68
Assist Superint/Craft Coord (25% above JW Rate)	C04119	\$34.68

<u>APPRENTICES</u>	<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
	1 st period	65%	C04180	\$18.03
	2 nd period	70%	C04181	\$19.42
	3 rd period	75%	C04182	\$20.81
	4 th period	80%	C04183	\$22.19
	5 th period	85%	C04184	\$23.58
	6 th period	90%	C04185	\$24.97

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$9.35	per hour worked, contribution
Pension - Int'l	\$1.50	per hour worked, contribution
Pension - Local	\$0.56	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)	\$0.30	per hour worked, contribution
Vacation Fund	\$1.00	per hour worked deduction, with signed authorization from employee (effective 10/02/23)
BAC-PAC	\$0.03	per hour worked deduction, with signed authorization from employee (effective 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 7/30/25

ELECTRICIANS (LINEMAN) (EO) (25)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision 7.53, effective 10/07/24; superseding Revision 7.52, dated 10/02/23

REVISION: **Increase Wages \$1.25; Increase H&W \$0.18; Increase Pension \$0.29**
Increase Apprentice Training \$.02; Increase NEBF \$0.03

TOTAL INCREASE: \$1.77

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04430	\$33.75
Welder	C04495	\$33.75
SRMC Opr Sup Craft (OSC)	C04388	\$33.75
Foreman (15% above JW Rate)	C04425	\$38.81
Working Foreman (15% above JW Rate)	C04428	\$38.81
General Foreman (20% above JW Rate)	C04322	\$40.50
Lead General Foreman (25% above JW Rate)	C04318	\$42.19
Assist Superint/Craft Coord (25% above JW Rate)	C04319	\$42.19
Groundman (68% of JW Rate)	C04475	\$22.95

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	\$16.88
2 nd 6 th month period	55%	C04461	\$18.56
2 nd year	60%	C04462	\$20.25
3 rd year	65%	C04463	\$21.94
4 th year	75%	C04464	\$25.31
5 th year	80%	C04465	\$27.00

FRINGES - APPRENTICES

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

FRINGES - JOURNEYMAN & APPRENTICES 2nd YEAR OR GREATER

Health & Welfare \$7.72 per hour worked, contribution
Pension \$8.32 per hour worked, contribution
NEBF 3% of gross monthly payroll, contribution (1.01)
Apprenticeship & Training 1% of gross monthly payroll, contribution (.34)
Dues Deduction from wages with signed authorization from employee
(4%-Journeyman or 1%-Apprentice)

Signature

Diane Attelberg

Date

7/30/25

ELECTRICIANS (WIREMAN) (EL) (25)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision 8.53, effective 10/07/24; superseding Revision 8.52, dated 10/02/23

REVISION: Increase Wages \$1.25; Increase H&W \$0.18; Increase Pension \$0.29
Increase Apprentice Training \$.02; Increase NEBF \$0.03

TOTAL INCREASE: \$1.77

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04330	\$33.75
Maintenance Tech	C04331	\$33.75
Fiber Optic Tech	C04332	\$33.75
Welder	C04495	\$33.75
SRMC Opr Sup Craft (OSC)	C04388	\$33.75
Sketcher (15% above JW)	C04324	\$38.81
Foreman (15% above JW)	C04325	\$38.81
EL Assistant (CDE) (15% above JW)	C04426	\$38.81
Working Foreman (15% above JW)	C04328	\$38.81
General Foreman (20% above JW)	C04322	\$40.50
Lead General Foreman (25% above JW)	C04318	\$42.19
Assist Superint/Craft Coord (25% above JW Rate)	C04319	\$42.19
Cable Splicer (\$1.25 above JW)	C03730	\$35.00
Foreman (Cable Splicer) (15% above CS)	C03725	\$40.25
General Foreman (Cable Splicer) (20% above CS)	C03722	\$42.00
Lead General Forman (Cable Splicer) (25% above CS)	C03718	\$43.75

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	\$16.88
2 nd 6 th month period	55%	C04379	\$18.56
2 nd year	60%	C04380	\$20.25
3 rd year	65%	C04381	\$21.94
4 th year	75%	C04382	\$25.31
5 th year	80%	C04383	\$27.00

FRINGES - APPRENTICES

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

FRINGES - JOURNEYMAN & APPRENTICES 2nd YEAR OR GREATER

Health & Welfare \$7.72 per hour worked, contribution
Pension \$8.32 per hour worked, contribution
NEBF 3% of gross monthly payroll, contribution (1.01)
Apprenticeship & Training 1% of gross monthly payroll, contribution (.34)
Dues Deduction from wages with signed authorization from employee
(4%-Journeyman or 1%-Apprentice)

Signature Diane Attelberg

Date 7/30/25



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

APPENDIX A: Revision .34, effective 10/07/24; superseding Revision .33, dated 10/02/23
Increase Wages \$2.09; **Increase** H&W \$.10; **Increase** Pension \$.40; **Increase** App & Trng \$0.05
Increase Work Preservation Fund \$0.30

TOTAL INCREASE: \$2.94

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

CLASSIFICATION

EFFECTIVE DATE AND BASE WAGE RATE

Journeyman	\$48.92
Foreman (12.5% above JW Rate)	\$55.04

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$16.18	per hour worked, contribution
Pension	\$20.96	per hour worked, contribution
Apprenticeship & Training	\$0.75	per hour worked, contribution
Work Preservation Fund	\$1.30	per hour worked, contribution
Dues		Deduction from wages with signed authorization from employee

Signature Diane Attelberry

Date 7/30/25

GLAZIERS (GL) (17)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .40, effective 8/4/25; superseding Revision .39, dated 1/6/25

REVISION: DUES - **DEDUCTIONS**

Decrease DC Dues from 5% to 3.15% of total package.

TOTAL INCREASE: \$0.00

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

\$27.71
 \$31.87
 \$31.87
 \$31.87
 \$33.25
 \$34.64

APPRENTICES (DOL-BAT Registered and Certified)

<u>HOURS</u>	<u>PERCENTAGE</u>
1 st 1000 hours	60%
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

\$16.63
 \$18.01
 \$19.40
 \$20.78
 \$22.17
 \$24.94

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare \$7.56 per hour worked, contribution
 Pension \$6.01 per hour worked, contribution
 Apprenticeship & Training \$0.90 per hour worked, contribution

Int'l Admin Dues \$0.25 Deduction per hour worked **(0.10+0.15) Plus**

DC Dues 3.15% Deduction of Total Package (Wages & Fringes) **effective 8/4/25**

Signature Diane Attelberg

Date 7/30/25



IRONWORKERS (IW) (12) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .52, effective 10/07/24; superseding Revision .51, dated 10/02/23

REVISION: Increase Wages \$1.25; Increase H&W \$0.25;
1st Year Apprentice Pay Increased to 70%; 2nd Year Apprentice Pay Increased to 75%

TOTAL INCREASE: \$1.50

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C05227	\$34.42
Shop Ironworker	C05232	\$34.42
Structural	C05229	\$34.42
Ornamental	C05235	\$34.42
Reinforcing	C05130	\$34.42
Rigger	C05129	\$34.42
Welder	C05259	\$34.42
SRMC Operations Supporting Craft (OSC)	C05288	\$34.42
Sketcher (15% above JW Rate)	C05231	\$39.58
Foreman (15% above JW Rate)	C05225	\$39.58
IW Assistant (CDE) (15% above JW Rate)	C05226	\$39.58
Working Foreman (15% above JW Rate)	C05228	\$39.58
General Foreman (20% above JW Rate)	C05217	\$41.30
Lead General Foreman (25% above JW Rate)	C05218	\$43.03
Assist Superint/Craft Coord (25% above JW Rate)	C05219	\$43.03

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	\$24.09
2 nd year	75%	C05237	\$25.82
3 rd year	85%	C05238	\$29.26
4 th year	95%	C05239	\$32.70

FRINGES - APPRENTICES

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

FRINGES: JOURNEYMAN

Health & Welfare	\$6.25 per hour worked, contribution
Pension	\$7.00 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 Ottoberry

Date 7/30/25

Rev #186-E Effective 8/4/25

Changes to PAINTERS GLAZIERS ONLY

LABORERS (LB) (05) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .50, effective 01/27/25; superseding Revision .49, dated 1/6/25

REVISION: **Reallocate \$0.15 from Apprentice Pension to Apprenticeship & Training**
Reallocate \$0.25 from Apprentice Pension to Supplemental Pension

TOTAL INCREASE: \$0.00

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman (Concrete and Building)	C05676	\$22.31
SRMC Opr Sup Craft (OSC)	C05688	\$22.31
Foreman (15% above JW Rate)	C05625	\$25.66
LB Assistant (CDE) (15% above JW Rate)	C05626	\$25.66
Working Foreman (15% above JW Rate)	C05628	\$25.66
General Foreman (20% above JW Rate)	C05617	\$26.77
Lead General Foreman (25% above JW Rate)	C05618	\$27.89
Assist Superint/Craft Coord (25% above JW Rate)	C05619	\$27.89
Pneumatic Tool Operator (JW rate + \$0.25)	C05650	\$22.56
(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	\$22.81
Hazardous Waste Verifier (JW rate + \$0.75)	C05652	\$23.06
Tool Facility Operator (JW rate + \$0.75)	C05653	\$23.06
Hazardous Waste Verifier Foreman (General Foreman rate)	C05525	\$26.77

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	\$17.85
2 nd period	85%	C05671	\$18.96
3 rd period	90%	C05672	\$20.08
4 th period	95%	C05673	\$21.19

FRINGES (Employer) - APPRENTICES

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

FRINGES (Employer) - JOURNEYMAN

Health & Welfare	\$4.60 per hour worked, contribution
Pension	\$6.08 per hour worked, contribution (Journeyman only)
Apprenticeship & Training	\$0.65 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 (Employees)	\$0.05 per hour worked, base rate deduction with signed authorization from employee

Signature Diane Attlesberg

Date 7/30/25

MACHINISTS (MH) (24)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .40, effective 10/07/24; superseding Revision .39, dated 10/02/23

REVISION: Increase Wages \$4.37

TOTAL INCREASE: \$4.37

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C06330	\$48.57
SRMC Operations Supporting Craft (OSC)	C06288	\$48.57
Welder	C06359	\$48.57
Foreman (15% above JW Rate)	C06325	\$55.86
Working Foreman (15% above JW Rate)	C06328	\$55.86
General Foreman (20% above JW Rate)	C06317	\$58.28
Lead Gen Foreman (25% above JW Rate)	C06318	\$60.71
Assist Superint/Craft Coord (25% above JW Rate)	C06319	\$60.71

FRINGES - JOURNEYMAN

Pension	\$9.00 per hour worked, contribution
Pension Rehab Fund	\$0.92 per hour worked, contribution
Dues	\$72.70 monthly deduction from wages with signed authorization from employee
401K	Deduction from wages with written and signed authorization from employee

Signature Diana Ottoberry

Date 7/30/25

MILLWRIGHTS (MW) (18)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .45, effective 10/07/24; Superseding Revision .44, dated 10/02/23

REVISION: Increase Wages \$1.31; Increase H&W \$0.10; Increase Pension \$1.30

TOTAL INCREASE: \$2.71

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04030	\$33.75
Shop Millwright	C04032	\$33.75
Welder	C04059	\$33.75
SRMC Opr Sup Craft (OSC)	C04088	\$33.75
Sketcher (15% above JW Rate)	C04031	\$38.81
Foreman (15% above JW Rate)	C04025	\$38.81
MW Assistant (CDE) (15% above JW Rate)	C04026	\$38.81
Working Foreman (15% above JW Rate)	C04028	\$38.81
General Foreman (20% above JW Rate)	C04017	\$40.50
Lead General Foreman (25% above JW Rate)	C04018	\$42.19
Assist Superint/Craft Coord (25% above JW Rate)	C04019	\$42.19

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	\$20.25
2nd period	65%	C04071	\$21.94
3rd period	70%	C04072	\$23.63
4th period	75%	C04073	\$25.31
5th period	80%	C04074	\$27.00
6th period	85%	C04075	\$28.69
7th period	90%	C04076	\$30.38
8th period	95%	C04077	\$32.06

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$5.00	per hour worked, contribution
Pension	\$12.30	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
PAC Fund	\$0.05	Deduction per your worked with employee authorization
Union Dues	\$10.00	Deduction weekly with employee authorization

Signature Diane Attelberry

Date 7/30/25

OPERATING ENGINEERS (OE) (14) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .50, effective 10/07/24; Superceding Revision .49, dated 10/02/23

REVISION: Increase Wages \$1.00; Increase Pension \$0.39; Increase H&W \$0.25

TOTAL INCREASE: \$1.64

OPERATOR A

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
SRMC Operations Supporting Craft (OSC) (JW Rate)	C08188	\$35.00
General Foreman (20% above JW Rate)	C08217	\$42.00
Lead Gen Foreman (25% above JW Rate)	C08218	\$43.75
Craft Coord/Asst. Supt (25% above JW Rate) **	C08119	\$43.75
Foreman (15% above JW Rate)	C08125	\$40.25
OE Assistant (CDE) (15% above JW Rate)	C08226	\$40.25
Working Foreman (15% above JW Rate)	C08128	\$40.25
Foreman (Long Boom, 15% above highest JW Rate)	C08129	\$40.60
Long Boom Operator (JW rate + \$0.30)	C08140	\$35.30
Sketcher (15% above JW Rate)	C08231	\$40.25
Backhoe (JW Rate)	C08132	\$35.00
Central Mixing Plant (JW Rate)	C08135	\$35.00
Concrete Placing Machine (JW Rate)	C08164	\$35.00
Crane, Derrick, Dragline (JW Rate)	C08138	\$35.00
Hoist, 2-Drum (JW Rate)	C08144	\$35.00
Motor Grader (JW Rate)	C08139	\$35.00
Shovel (JW Rate)	C08149	\$35.00
Sideboom Tractor (JW Rate)	C08150	\$35.00
Tower/Pedestal Crane (JW Rate)	C08168	\$35.00
Hoist, 1-Drum Hoisting Per. (JW Rate)	C08169	\$35.00
Maxi Grinder (JW Rate)	C08170	\$35.00

OPERATOR B - 92% OF OPERATOR A

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Batch Plant (JW Rate)	C08233	\$32.20
Working Foreman (15% above JW Rate)	C08228	\$37.03
Foreman (15% above JW Rate)	C08225	\$37.03
Bulldozer (JW Rate)	C08234	\$32.20
Concrete Mixer (Over 10 S) (JW Rate)	C08237	\$32.20
Distr. (Bituminous Surface) (JW Rate)	C08241	\$32.20
End Loader (JW Rate)	C08242	\$32.20
Fork Lift Truck (JW Rate)	C08265	\$32.20
Lead Oiler (JW Rate)	C08263	\$32.20
Pan Scraper (JW Rate)	C08246	\$32.20
Paving Machine (JW Rate)	C08259	\$32.20
Pumpcrete (JW Rate)	C08255	\$32.20
Trenching Machine (JW Rate)	C08253	\$32.20
Well Driller (JW Rate)	C08254	\$32.20
Journeyman Operator B (JW Rate)	C08230	\$32.20

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	\$29.05
Working Foreman (15% above JW Rate)	C08328	\$33.41
Foreman (15% above JW Rate)	C08325	\$33.41
Concrete Mixer (10 S or Less) (JW Rate)	C08336	\$29.05
Conveyor (JW Rate)	C08367	\$29.05
Elevator (JW Rate)	C08366	\$29.05
Hoist, 1-Drum (JW Rate)	C08343	\$29.05
Light Plant (JW Rate)	C08357	\$29.05
Motor Crane Driver & Oiler (JW Rate)	C08356	\$29.05
Roller (JW Rate)	C08348	\$29.05
Tractor (50HP &Over) (JW Rate)	C08352	\$29.05

OPERATOR D - 73% of Operator A

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Pumps (JW Rate)	C08447	\$25.55
Working Foreman (15% above JW Rate)	C08428	\$29.38
Foreman (15% above JW Rate)	C08425	\$29.38
Tractor (40 HP & Under) (JW Rate)	C08451	\$25.55
Oiler (JW Rate)	C08430	\$25.55
Fireman Boiler (JW Rate)	C08455	\$25.55
Foreman - Fireman Boiler (15% above JW Rate)	C08456	\$29.38
Mechanic Diesel & Gas (Operator A Rate)	C08530	\$35.00
Foreman Mech. Diesel & Gas (15% above Operator A)	C08525	\$40.25
Working Foreman, Mech. (15% above Operator A)	C08528	\$40.25
Mechanic Welder (Operator A Rate)	C08559	\$35.00
Equipment Controller (Operator A Rate)	C08562	\$35.00

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	\$22.54
2 nd period	75%	C08686	\$24.15
3 rd period	80%	C08687	\$25.76
4 th period	85%	C08688	\$27.37
5 th period	90%	C08689	\$28.98
6 th period	95%	C08690	\$30.59

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$6.25	per hour worked contribution
Pension	\$9.39	per hour worked contribution
Apprenticeship & Training	\$1.13	per hour worked contribution
IUOE National Training	\$0.10	per hour worked contribution
Dues	3%	Deduction from wages with signed authorizatin from employee
Union Dues	\$5.31	Deduction per week worked with employee authorization

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 Diane Attuberg

Date 7/30/25

PAINTERS (PA) (17)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .47, effective 8/4/25; superseding Revision .46, dated 1/6/25

REVISION: FRINGE - **DEDUCTIONS**

Decrease DC Dues from 5% to 3.15% of total package.

TOTAL INCREASE: \$0.00

<u>CLASSIFICATION</u>	<u>OCC.CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C07367	\$27.71
SRMC Opr Sup Craft (OSC)	C08288	\$27.71
Sandblasting, Coating & Power Spray (JW + \$0.50)	C07368	\$28.21
Power Spray Foreman (15% above Power Spray JW Rate)	C07424	\$32.44
Power Spray General Foreman (20% above Power Spray JW Rate)	C07217	\$33.85
Power Spray Adm. GF (25% above Power Spray JW Rate)	C07218	\$35.26
Coating Applicator Specialist (15% above JW Rate)	C07372	\$31.87
CAS/Designer (10% above Power Spray Rate)	C07365	\$31.03
Sketcher (15% above JW Rate)	C07369	\$31.87
Foreman (15% above JW Rate)	C07325	\$31.87
PA Assistant (CDE) (15% above JW Rate)	C07326	\$31.87
Working Foreman (15% above JW Rate)	C07328	\$31.87
General Foreman (20% above JW Rate)	C07317	\$33.25
Lead General Foreman (25% above CAS Designer)	C07318	\$38.79
Assist Superint/Craft Coord (25% above CAS Designer)	C07319	\$38.79
CAS/Designer Foreman (15% above JW CAS Rate)	C07320	\$35.68

<u>APPRENTICES</u>		<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
<u>HOURS</u>	<u>PERCENTAGE</u>		
1 st 1000 hours	60%	C07390	\$16.63
2 nd 1000 hours	65%	C07391	\$18.01
3 rd 1000 hours	70%	C07392	\$19.40
4 th 1000 hours	75%	C07393	\$20.78
5 th 1000 hours	80%	C07394	\$22.17
6 th 1000 hours	90%	C07395	\$24.94

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$7.56 per hour worked, contribution
Pension	\$6.01 per hour worked, contribution
Apprenticeship & Training	\$0.90 per hour worked, contribution

Int'l Admin Dues \$0.25 Deduction per hour worked **(0.10+0.15) Plus**

DC Dues 3.15% deduction of Total Package (Wages & Fringes) **effective 8/4/25**

Signature Diane Attelberg

Date 7/30/25



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

APPENDIX A: Revision .44, effective 12/02/24; superseding Revision .43, dated 10/07/24

REVISION: **Decrease** App. & Training \$0.01; **Increase** CITF \$0.01

TOTAL INCREASE: \$0.00

<u>CLASSIFICATION</u>	<u>OCC.CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman (Carpenter JW rate + \$0.25)	C02930	\$33.05
Welder	C02929	\$33.05
Sketcher (15% above JW Rate)	C02931	\$38.01
Foreman (15% above JW Rate)	C02925	\$38.01
Working Foreman (15% above JW Rate)	C02928	\$38.01
General Foreman (20% above JW Rate)	C02917	\$39.66
Lead General Foreman (25% above JW Rate)	C02918	\$41.31

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	\$19.83
2 nd period	65%	C02934	\$21.48
3 rd period	70%	C02935	\$23.14
4 th period	75%	C02936	\$24.79
5 th period	80%	C02937	\$26.44
6 th period	85%	C02938	\$28.09
7 th period	90%	C02939	\$29.75
8 th period	95%	C02940	\$31.40

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$5.00 per hour worked, contribution
Pension	\$8.50 per hour worked, contribution
Apprenticeship & Training	\$0.80 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 Attberry

Date 7/30/25

PIPEFITTERS (PF) (87)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .52, effective 10/07/24; Superseding Revision .51 dated 2/5/24

REVISION: Increase Wages \$1.58; Increase H&W \$0.25; Increase Annuity \$0.50

TOTAL INCREASE: \$2.33

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C09130	\$36.09
Shop Pipefitter	C09131	\$36.09
Steamfitter	C09129	\$36.09
Plumber	C09129	\$36.09
Welder	C09159	\$36.09
SRMC Opr Sup Craft (OSC)	C09188	\$36.09
Sketcher (15% above JW Rate)	C09135	\$41.50
Foreman (15% above JW Rate)	C09125	\$41.50
PF Assistant (CDE) (15% above JW Rate)	C09126	\$41.50
Working Foreman (15% above JW Rate)	C09128	\$41.50
General Foreman (20% above JW Rate)	C07922	\$43.31
Lead Gen Foreman (25% above JW Rate)	C09118	\$45.11
Assist Superint/Craft Coord (25% above JW Rate)	C09119	\$45.11

APPRENTICES

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	47%	C09170	\$16.96
2 nd period	51%	C09171	\$18.41
3 rd period	55%	C09172	\$19.85
4 th period	58%	C09173	\$20.93
5 th period	61%	C09174	\$22.01
6 th period	64%	C09175	\$23.10
7 th period	67%	C09176	\$24.18
8 th period	70%	C09177	\$25.26
9 th period	73%	C09178	\$26.35
10 th period	76%	C09179	\$27.43

APPRENTICE FRINGES (EMPLOYER)

1 st & 2 nd period	Full fringe contribution; 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 & Training	\$0.60 per hour worked, contribution to Local Fund
	\$0.10 per hour worked, contribution to International Fund
Annuity	\$2.50 per hour worked, contribution
PAC	\$0.03 per hour worked, deduction from wages with signed authorization from employee
Dues	3% Deduction from wages with signed authorization from employee
Vacation Fund	5%-15% Voluntary by Member per hours worked, with employee authorization

Signature Diane Ottoberry

Date 7/30/25

PLASTERERS (PL) (08)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .51, effective 10/07/24; superseding Revision .50, dated 10/02/23
REVISION: Increase H&W \$1.00; Increase Local Pension \$0.56

TOTAL INCREASE: \$1.56

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C04130	\$27.74
Foreman (15% above JW Rate)	C04125	\$31.90
Working Foreman (15% above JW Rate)	C04128	\$31.90
General Foreman (20% above JW Rate)	C04117	\$33.29
Lead General Foreman (25% above JW Rate)	C04118	\$34.68

<u>APPRENTICES</u>	<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
	1 st period	65%	C04180	\$18.03
	2 nd period	70%	C04181	\$19.42
	3 rd period	75%	C04182	\$20.81
	4 th period	80%	C04183	\$22.19
	5 th period	85%	C04184	\$23.58
	6 th period	90%	C04185	\$24.97

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$9.35	per hour worked, contribution
Pension	\$1.50	per hour worked, contribution
Pension - Local	\$0.56	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)	\$0.30	per hour worked, contribution
Vacation Fund	\$1.00	per hour worked deduction with signed authorization from employee (effective 10/02/23)
BAC-PAC	\$0.03	per hour worked deduction with signed authorization from employee effective (10/03/22)
Dues	4%	Deduction from wages with signed authorization from employee

Revision: Vacation Fund 10/02/23

Signature Diane Attelberg

Date 7/30/25

ROOFERS (RF) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .39, effective 10/07/24; Superseding Revision .38, dated 10/02/23

REVISION: Increase Wages \$0.16; Increase H&W \$1.17

TOTAL INCREASE: \$1.33

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

\$27.84
\$32.02
\$33.41
\$34.80

APPRENTICES: (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>
1 st period	65%
2 nd period	70%
3 rd period	75%
4 th period	75%
5 th period	80%
6 th period	80%

OCC. CODE

C05719
C05720
C05721
C05722
C05723
C05723

HOURLY BASE RATE

\$18.10
\$19.49
\$20.88
\$20.88
\$22.27
\$22.27

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 \$2.13 per hour worked, contribution
Apprenticeship & Training \$0.91 per hour worked, contribution
Dues Deduction from wages with signed authorization from employee

Signature

Diane Attaberry

Date

7/30/25

SHEETMETAL WORKERS (SM) (21)

SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .49, effective 10/07/24 Superseding Revision .48, dated 10/02/23

REVISION: Increase Wages \$1.00; Increase Pension \$0.25; Increase Apprenticeship & Training \$0.26

TOTAL INCREASE: \$1.51

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C08730	\$34.82
Shop Sheetmetal Worker	C08732	\$34.82
Air Balancing	C08729	\$34.82
Welder	C08759	\$34.82
SRMC Opr Sup Craft (OSC)	C08788	\$34.82
Sketcher (15% above JW Rate)	C08731	\$40.04
Foreman (15% above JW Rate)	C08725	\$40.04
SM Assistant (CDE) (15% above JW Rate)	C08726	\$40.04
Working Foreman (15% above JW Rate)	C08728	\$40.04
General Foreman (20% above JW Rate)	C08717	\$41.78
Lead Gen Foreman (25% above JW Rate)	C08718	\$43.53
Assist Superint/Craft Coord (25% above JW Rate)	C08719	\$43.53

APPRENTICES (DOL-BAT Registered and Certified)

<u>PERIODS</u>	<u>PERCENTAGE</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
1 st period	50%	C08790	\$17.41
2 nd period	55%	C08791	\$19.15
3 rd period	60%	C08792	\$20.89
4 th period	65%	C08793	\$22.63
5 th period	70%	C08794	\$24.37
6 th period	75%	C08795	\$26.12
7 th period	80%	C08796	\$27.86
8 th period	85%	C08797	\$29.60

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$4.60	per hour worked, contribution
Pension	\$9.46	per hour worked, contribution
SASMI	\$1.43	per hour worked, contribution
Apprenticeship & Training	\$1.26	per hour worked, contribution to Local fund
National Appr and Training	\$0.12	per hour worked, contribution
NEMI	\$0.03	per hour worked, contribution
Sheetmetal Occup. Health Inst.	\$0.02	per hour worked, contribution
SMWIA School Fund	\$0.01	per hour worked, contribution
Dues	Deduction from wages with signed authorization from employee	

Signature Diane Attelberg

Date 7/30/25

SPRINKLER FITTERS (SF) SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .57, effective 10/07/24; Superseding Revision .56, dated 10/02/23

REVISION: Increase Wages \$1.48; Increase H&W \$0.46; Increase Pension \$0.20; Increase App Training \$0.02
Add Appr & Training - Int'l \$0.10

TOTAL REVISION: \$2.26

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C09230	\$34.91
Shop Sprinkler Fitter Worker	C09229	\$34.91
Welder	C09259	\$34.91
SRMC Opr Sup Craft (OSC)	C09288	\$34.91
Foreman (15% above JW Rate)	C09225	\$40.15
SF Assistant (CDE) (15% above JW Rate)	C09226	\$40.15
Working Foreman (15% above JW Rate)	C09228	\$40.15
General Foreman (20% above JW Rate)	C09217	\$41.89
Lead General Foreman (25% above JW Rate)	C09218	\$43.64
Assist Superint/Craft Coord (25% above JW Rate)	C09219	\$43.64

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	\$19.55
2 nd period	62%	C09271	\$21.64
3 rd period	68%	C09272	\$23.74
4 th period	74%	C09273	\$25.83
5 th period	80%	C09274	\$27.93
6 th period	85%	C09275	\$29.67

FRINGES - JOURNEYMAN & APPRENTICES

Health & Welfare	\$11.91	per hour worked, contribution
Pension	\$11.11	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, effective 10/07/2019

Signature Diane Attelberg

Date 7/30/25

TEAMSTERS (TM) (10)
SRMC PROJECT LABOR AGREEMENT

APPENDIX A: Revision .49, effective 10/07/24; Superseding Revision .48, effective 04/01/24
REVISION: **Increase Wages \$0.9225; Increase H&W \$0.5125; Increase Pension \$0.105**
TOTAL INCREASE: \$1.54

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Journeyman	C09732	\$29.83
Under 2 1/2 Ton	C09732	\$29.83
SRMC Operations Supporting Craft (OSC)	C09788	\$29.83
Foreman (15% above 2 1/2 Tons and Over Rate)	C09725	\$35.03
TM Assistant (CDE) (15% above 2 1/2 Tons and Over Rate)	C09726	\$35.03
Working Foreman (15% above 2 1/2 Tons and Over Rate)	C09728	\$35.03
Gen Foreman (20% above 2 1/2 Tons and Over Rate)	C09717	\$36.55
Lead Gen Foreman (25% above 2 1/2 Tons and Over Rate)	C09718	\$38.08
Asst Superint/Craft Coord (25% above 2 1/2 Tons and Over Rate)	C09719	\$38.08
Garage Attendant (JW rate + \$0.28)	C07131	\$30.11
2 1/2 Tons and Over (JW rate + \$0.63)	C09734	\$30.46
Dispatcher (15% above 2 1/2 Tons and Over Rate)	C09724	\$35.03

<u>CLASSIFICATION</u>	<u>OCC. CODE</u>	<u>HOURLY BASE RATE</u>
Construction Assistant I	C09737	\$29.83
Warehouse (MRO) I	C09744	\$29.83

FRINGES - JOURNEYMAN

Health & Welfare	\$393.90 per week, contribution - hourly rate	\$9.8475
Pension	\$108.60 per week, contribution - hourly rate	\$2.7150
Dues	Deduction from wages with signed authorization from employee $\$29.54 \times 2.25 = \$66.465 = \$66.00$ monthly dues eff. 4/1/24	

Signature Diane Attuberry

Date 7/30/25