June 1, 2016

To: All Signatory Contractor Members

Subject: Joint Council of Teamsters No. 37, June 1, 2016

The 2015-2020 Joint Council of Teamsters No. 37 agreement provides for Group increases as follows

June 1, 2016 - May 31, 2017

Based on the percentage rate as shown in the consumer price index for urban wage earners and clerical workers (CPI-w) US city average from the third quarter average of 2015, which was below 0%, the January 1, 2016 - December 31, 2016 wages and fringes will not change from January 1, 2015 - December 31, 2015.
TEAMSTERS – NEW CONSTRUCTION
BASE WAGE RATES

Effective June 1, 2016 – May 31, 2017

<table>
<thead>
<tr>
<th>Group</th>
<th>Zone A (0.65%)</th>
<th>Zone B ($1.15)</th>
<th>Zone C ($1.70)</th>
<th>Zone D ($2.75)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$27.60</td>
<td>$28.25</td>
<td>$28.75</td>
<td>$29.30</td>
</tr>
<tr>
<td>2</td>
<td>$27.72</td>
<td>$28.37</td>
<td>$28.87</td>
<td>$29.42</td>
</tr>
<tr>
<td>3</td>
<td>$27.85</td>
<td>$28.50</td>
<td>$29.00</td>
<td>$29.55</td>
</tr>
<tr>
<td>4</td>
<td>$28.12</td>
<td>$28.77</td>
<td>$29.27</td>
<td>$29.82</td>
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<tr>
<td>5</td>
<td>$28.34</td>
<td>$28.99</td>
<td>$29.49</td>
<td>$30.04</td>
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<tr>
<td>6</td>
<td>$28.51</td>
<td>$29.16</td>
<td>$29.60</td>
<td>$30.21</td>
</tr>
<tr>
<td>7</td>
<td>$28.71</td>
<td>$29.36</td>
<td>$29.86</td>
<td>$30.41</td>
</tr>
</tbody>
</table>

Foreman and/or Truck Dispatcher Premium:

Seventy-five cents ($0.75) per hour above the highest paid Teamster classification under his supervision (See Article 32)

Accredited Foreman Premium, an additional Thirty-five cents ($0.35).

FRINGE BENEFITS

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Health and Welfare</td>
<td>$8.47</td>
</tr>
<tr>
<td>Pension (Defined Benefit: $5.22 PEER (82) + $0.60)</td>
<td>$4.40</td>
</tr>
<tr>
<td>Training (contributions frozen until fund reaches $100,000)</td>
<td>$0.08</td>
</tr>
<tr>
<td>Contract Admin. Fund (CAF)</td>
<td>$0.05</td>
</tr>
</tbody>
</table>
GROUP 1

- A-Frame or Hydra-lift Truck w/load bearing surface
- Articulated Dump Truck
- Battery Rebuilder
- Bus or Man-Haul Driver
- Concrete Buggies (Power Operated)
- Concrete Pump Truck
- Dump Trucks, Side, End and Bottom Dumps, including Semi-Trucks and trains or combinations thereof: Up to and including 10 cubic yards
- Lift Jitneys, Fork Lifts – all sizes- used in loading, unloading and transporting material on job site
- Loader and/or Leverman on Concrete Dry Batch Plant, manually operated
- Lubrication Man, Fuel Truck Driver, Driver, Tiremen, Wash Rack, Steam Cleaner or combination
- Pickup Truck
- Pilot Car
- Slurry Truck Driver or Leverman
- Solo Flat Bed and Miscellaneous Body Truck – 0-10 tons
- Team Drivers
- Tireman, Full-time basis
- Transit Mix and Wet or Dry Mix Trucks: 5 cubic yards and under
- Truck Helper
- Truck Mechanic Helper
- Warehouseman (warehouse parts, tool men, and parts chaser, Checkers and Receivers)
- Water Wagons (rated capacity) up to 3,000 gallons

GROUP 2

- Boon Truck/Hydra-life or Retracting Crane
- Challenger
- Dumpsters or similar equipment – all sizes
- Dump Trucks/Articulated Dumps 6 cu to 10 cu
- Flaherty Spreader Driver or Leverman
- Low Bed Equipment, Flat Bed Semi-Truck and Trailer or Doubles transporting equipment or wet or dry materials
- Lumber Carrier, Driver Straddle Carrier-used in loading, unloading and transportation of material on job site
- Oil Distributor Driver or Leverman
- Transit Mix and Wet or Dry Mix Trucks: Over 5 cubic yards and including 7 cubic yards
- Vacuum Trucks
- Water Wagon (rated capacity) 3,000 to 5,000 gallons

GROUP 3

- Ammonia Nitrate Distributor Driver
- Dump Trucks, Side, End and Bottom Dumps, including Semi-Trucks and trains or combinations thereof: Over 10 cubic yards and including 30 cubic yards includes Articulated Dump Trucks
- Self-Propelled Street Sweeper
- Transit Mix and Wet or Dry Mix Trucks: Over 7 cubic yards and including 11 cubic yards
- Truck Mechanic-Welder-Body Repairman
- Utility and Clean-up Truck
- Water Wagons (rated capacity) 5,000 to 10,000 gallons
GROUP 4

- Asphalt Burner
- Dump Trucks, Side, End and Bottom Dumps, including Semi-Trucks and trains or combinations thereof: Over 30 cubic yards and including 50 cubic yards includes Articulated Dump Trucks
- Fire Guard
- Transit Mix and Wet or Dry Mix Trucks: Over 11 cubic yards and including 15 cubic yards
- Water Wagons (rated capacity) 10,000 to 15,000 gallons

GROUP 5

- Composite Crewman
- Dump Trucks, Side, End and Bottom Dumps, including Semi-Trucks and trains or combinations thereof: Over 50 cubic yards and including 60 cubic yards, includes Articulated Dump Trucks

GROUP 6

- Bulk Cement Spreader w/o Auger
- Dry Pre-Batch Concrete Mix Trucks
- Dump Trucks, Side, End and Bottom Dumps, including Semi-Trucks and trains or combinations thereof: Over 60 cubic yards and including 80 cubic yards, includes Articulated Dump Trucks
- Skid Truck

GROUP 7

- Dump Trucks, Side, End and Bottom Dumps, including Semi-Trucks and trains or combinations thereof: Over 80 cubic yards and including 100 cubic yards, includes Articulated Dump Trucks
- Industrial Lift Truck (mechanical tailgate)

Special Notes:

Drivers and Helpers handling sacked concrete – add fifteen cents ($0.15) per hour
Winch Truck-takes classifications of truck on which winch is mounted

Foreman Premiums: (See Article 32 for details)

Foreman and/or truck dispatchers – seventy-five cents ($0.75) per hour above the highest paid Teamster classification under his supervision.

Foreman Training

An increased Foreman’s Premium of thirty-five cents ($0.35) will be provided for:

Individuals who successfully complete a jointly agreed upon annual Foreman’s Training Curriculum and; When the individual is assigned as a Foreman by his/her supervisor.