Oregon & Southern Idaho Laborers
Wages and Fringe Benefits
(Per compensable hour)

Effective: 6/1/2017 through 5/31/2018

NOTES: See Schedule “A” for classification groups
       See Schedule “A” for Zone Wage Scale information

<table>
<thead>
<tr>
<th>Group</th>
<th>Zone A ($)</th>
<th>Zone B ($1.25)</th>
<th>Zone C ($2.00)</th>
<th>Zone D ($3.00)</th>
<th>Zone E ($5.00)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>28.86</td>
<td>30.11</td>
<td>30.86</td>
<td>31.86</td>
<td>33.86</td>
</tr>
<tr>
<td>2</td>
<td>29.94</td>
<td>31.19</td>
<td>31.94</td>
<td>32.94</td>
<td>34.94</td>
</tr>
<tr>
<td>3</td>
<td>25.00</td>
<td>26.25</td>
<td>27.00</td>
<td>28.00</td>
<td>30.00</td>
</tr>
</tbody>
</table>

Foreman “A” Premium: One dollar and sixty cents ($1.60) above highest classification supervised.

Foreman “B” Premium – Accredited: Two dollars and ten cents ($2.10) above highest classification supervised.

Apprentice:

<table>
<thead>
<tr>
<th>Group</th>
<th>Zone A</th>
<th>Zone B</th>
<th>Zone C</th>
<th>Zone D</th>
<th>Zone E</th>
<th>Zone F</th>
</tr>
</thead>
<tbody>
<tr>
<td>63%</td>
<td>18.18</td>
<td>19.03</td>
<td>19.43</td>
<td>20.18</td>
<td>21.18</td>
<td>23.18</td>
</tr>
<tr>
<td>70%</td>
<td>20.20</td>
<td>21.05</td>
<td>21.45</td>
<td>22.20</td>
<td>23.20</td>
<td>25.20</td>
</tr>
<tr>
<td>80%</td>
<td>23.09</td>
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<td>26.09</td>
<td>28.09</td>
</tr>
<tr>
<td>90%</td>
<td>25.97</td>
<td>26.82</td>
<td>27.22</td>
<td>27.97</td>
<td>28.97</td>
<td>30.97</td>
</tr>
</tbody>
</table>

Fringe Benefit Package (per compensable hour):

- Health & Welfare: $6.32
- Pension: $6.40
- Training: $1.10
- CAF: $0.05
- LECET: $0.20
- CIDFWP: $0.13

Deductions from net pay after taxes:

Dues: $1.98/hr
ALL SIGNATORY EMPLOYERS
ASSOCIATED GENERAL CONTRACTORS AFFILIATES

This will serve as notification of the allocation of the negotiated wage increase to be effective June 1, 2017.

EFFECTIVE JUNE 1, 2017 – MAY 31, 2018

<table>
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<tr>
<th>Group</th>
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Foreman premium unaccredited: $1.60/hour above highest classification supervised.
Foreman premium accredited: $2.10/hour above highest classification supervised.

FRINGE BENEFIT PACKAGE (per compensable hour)

Health & Welfare $6.32  CAF $0.05
Pension $6.40  (Contract Administration Fund)
Training $1.10  LECET $0.20
CIDFWP $0.13  (Laborers/Employers Cooperative Education Trust)

Construction Industry Drug-Free Workplace Program

DEDUCTIONS FROM NET PAY AFTER TAXES

Dues $1.98/HR

NOTE: DUES ARE INCLUDED IN ABOVE GROUP/ZONE RATES OF PAY.

Sincerely,

Greg A. Held
Business Manager/Secretary-Treasurer
Oregon and Southern Idaho District Council of Laborers
ALL SIGNATORY EMPLOYERS
ASSOCIATED GENERAL CONTRACTORS AFFILIATES

APPRENTICESHIP SCALE

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Health & Welfare $6.32  CAF $.05
Pension $6.40  (Contract Administration Fund)
Training $1.10  LECET $.20
CIDFWP $.13  (Laborers/Employers Cooperative Education Trust)

(Construction Industry Drug-Free Workplace Program)

DEDUCTIONS FROM NET PAY AFTER TAXES

Dues $1.98/HR

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Sincerely,

Greg A. Held
Business Manager/Secretary-Treasurer
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