TEAMSTERS – NEW CONSTRUCTION
BASE WAGE RATES
Effective June 1, 2015 – May 31, 2016

<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>
<th>Zone E ($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>
<td>30.35</td>
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<tr>
<td>2</td>
<td>27.72</td>
<td>28.37</td>
<td>28.87</td>
<td>29.42</td>
<td>30.47</td>
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<tr>
<td>3</td>
<td>27.85</td>
<td>28.50</td>
<td>29.00</td>
<td>29.55</td>
<td>30.60</td>
</tr>
<tr>
<td>4</td>
<td>28.12</td>
<td>28.77</td>
<td>29.27</td>
<td>29.82</td>
<td>30.87</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>
<td>31.09</td>
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<tr>
<td>6</td>
<td>28.51</td>
<td>29.16</td>
<td>29.66</td>
<td>30.21</td>
<td>31.26</td>
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<td>7</td>
<td>28.71</td>
<td>29.36</td>
<td>29.86</td>
<td>30.41</td>
<td>31.46</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

<table>
<thead>
<tr>
<th>Benefit Description</th>
<th>Amount</th>
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<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>5.82</td>
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<tr>
<td>Training (contributions frozen until fund reaches $100,000)</td>
<td>0.08</td>
</tr>
<tr>
<td>Contract Administration Fund (CAF)</td>
<td>0.05</td>
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</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, Tireman, Wash Rack, Steam Cleaner or combination
- Pilot Car
- Pickup Truck
- Slurry Truck Driver or Leverman
- Solo Flat bed and Misc. 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 Truck/Wagon (rated capacity) up to 3,000 gallons

Group 2

- Boom Truck/Hydra-lift or Retracting Crane
- Challenger
- Dumpster or similar equipment – all sizes
- Dump trucks/Articulated Dumps, 6 cubic yards to 10 cubic yards
- 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 Truck/Wagons (rated capacity) 3,000 to 5,000 gallons
Group 3

- Ammonia Nitrate Distributor Driver
- Dump Trucks, Side, End and Bottom Dumpers, 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 Truck/Wagon (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 combination thereof, over 30 cubic yards and including 50 cubic yards and includes Articulated Dump Trucks
- Fire Guard
- Transit Mix and Wet or Dry Mix Trucks over 11 cubic yards and including 15 cubic yards
- Water Truck/Wagon (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
- Truck Mounted Asphalt Distributor

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, and 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.