

## MEMORANDUM OF UNDERSTANDING

### APPRENTICE WAGE SCHEDULE

It is hereby understood and agreed that this Memorandum of Understanding be incorporated and made a part of the Master Agreement between the Oregon-Columbia Chapter, AGC and the International Union of Operating Engineers Local Union No. 701, entered into on the, 1st day of January 2015, for the period January 1, 2015 to December 31, 2019.

It has always been the intent of the parties to allow the full zone wage differential to Operating Engineer Apprentices. The Apprentice receives a percentage of Zone "A" base wage plus the full zone differential. Therefore, by way of example, a beginning apprentice working in a Group 4 classification in Zone "2" would receive Eighty Percent (80%) x Group 4 (Zone 1 is \$35.36) = \$28.29 + Zone "2" differential of three dollars (\$3.00) for a total of \$31.29. An Eighty Percent (80%) apprentice receives the Health and Welfare fringe benefit ONLY, full fringe benefits are not paid on Apprentices until they have been rated to Eighty-Five Percent (85%) or higher.

The progressive wage rate to be paid applies to all Apprentices regardless of their Major including Construction Surveyor and Heavy Duty Repairer is:

Period	Hour Range	Percentage of Journeyman wage	Fringe Benefit	Fringe contribution
1st	0-2000	80%	H & W Only	Current H & W Rate
2nd	2001-4000	85%	Full Fringe	Current rate per hour
3rd	4001-6000	90%	Full Fringe	Current rate per hour
4th	6001-8000	95%	Full Fringe	Current rate per hour

**Heavy Duty Repairer Standards:** The average wage for those Journeymen employed by the participating Employer in the occupation on January 1, 2015, is \$35.36 per hour.

**The progressive wage rate to be paid the Apprentice is:**

Period	Hour Range	Percentage of Journeyman wage	Fringe Benefit	Fringe contribution
1st	0-2000	80%	H & W Only	Current H & W Rate
2nd	2001-3000	85%	Full Fringe	Current rate per hour
3rd	3001-4000	90%	Full Fringe	Current rate per hour
4th	4001-6000	95%	Full Fringe	Current rate per hour

The average wage in this occupation will be updated by the Apprenticeship Committee at least annually and will be recorded in the minutes of the Apprenticeship Committee.

**Construction Surveyor Standards:** The average wage for those Journeymen employed by the participating Employer in the occupation on January 1, 2015 is \$34.13 per hour.

**The progressive wage rate to be paid the Apprentice is:**


Period	Hour Range	Percentage of Journeyman wage	Fringe Benefit	Fringe contribution
1st	0-2000	80%	H & W Only	Current H & W Rate
2nd	2001-3000	85%	Full Fringe	Current rate per hour
3rd	3001-4000	90%	Full Fringe	Current rate per hour
4th	4001-6000	95%	Full Fringe	Current rate per hour

Notwithstanding the foregoing, the full fringe contribution shall be made to the Defined Benefit Pension, the Defined Contribution Pension, the Vacation Savings Plan, and the Training Plans of the AGC-International Union of Operating Engineers Local 701 Trust Fund, no later than the earlier of the first day of the plan year after or the date which is six months after the Apprentice is at least age 21, and has 1,000 hours of service in the first anniversary year of employment or any plan year that begins after the first hour of service, as provided for participation in such Plans.

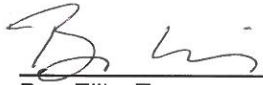
This Memorandum of Understanding shall be effective upon the date of signing (July 27, 1981) as amended and revised this 1st day of January, 2015, and shall not create any liability on the part of the Employer for failure to comply with this intent of the parties prior to the date of signing.

The individuals signing this Agreement in their official capacity hereby personally guarantee and warrant their authority to act for and bind the respective parties or organizations whom their signatures purport to represent.

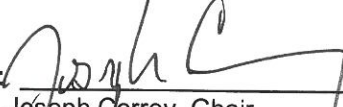
**FOR THE UNION:  
INTERNATIONAL UNION OF OPERATING  
ENGINEERS, LOCAL 701**

By:   
Nelda Wilson, Business Manager &  
Financial Secretary

By:   
Robin Wicklander, President

By:   
Boe Ellis, Treasurer

**FOR THE ASSOCIATION:  
OREGON-COLUMBIA CHAPTER  
THE ASSOCIATED GENERAL  
CONTRACTORS OF AMERICA**

By:   
Joseph Correy, Chair  
Operating Engineer Bargaining and  
5-Craft Collective Bargaining Committees

By:   
Michael Salsgiver  
AGC Executive Director