To: Signatory Contractor Members – Teamsters

From: Suzi E. Schwabe, Labor Relations Manager

Date: May 30, 2018

Subject: June 1, 2018 Increase

The 2015-2020 Teamsters agreement provided for the following:

**June 1, 2018 to May 31, 2019**

Amount 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 2017. The percentage rate is applied to the MLA wage and fringe benefit package for 2018. The percentage change has a floor of zero percent (0%) and is capped at three and one-half percent (3.5%).

**Based upon the 3rd quarter CPI, the increase has been calculated to be 1.96%**.

The distribution has been finalized and the breakdown is outlined below:

**June 1, 2018 to May 31, 2019**

- $0.84 per hour total (based on Group 3)
  - $0.25 will go to pension
  - $0.59 will go to wages (based on Group 3)

Please find the 6-1-18 to 5-31-19 Wage and Fringe Benefit Schedule attached. We have also posted the schedule online for easier access and reference.
Teamsters - New Construction

Base Wage Rates

Effective 6/1/2018 through 5/31/2019
Total CPI-w increase is 1.96% - $0.84 on Group 3

<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>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>$28.52</td>
<td>$29.17</td>
<td>$29.67</td>
<td>$30.22</td>
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<tr>
<td>2</td>
<td>$28.64</td>
<td>$29.29</td>
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<td>3</td>
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<td>4</td>
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<td>$29.70</td>
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<td>5</td>
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<td>$29.92</td>
<td>$30.42</td>
<td>$30.97</td>
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<td>6</td>
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<td>$30.10</td>
<td>$30.60</td>
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<tr>
<td>7</td>
<td>$29.65</td>
<td>$30.30</td>
<td>$30.80</td>
<td>$31.35</td>
<td>$32.40</td>
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</table>

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.

FRINGE BENEFITS

<table>
<thead>
<tr>
<th>Benefit</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Health and Welfare</td>
<td>$8.47</td>
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<tr>
<td>Pension (Defined Benefit: $5.44 PEER (82) + $0.63)</td>
<td>$6.07</td>
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<tr>
<td>Training (contributions frozen until fund reaches $100,000)</td>
<td>$0.08</td>
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<tr>
<td>Union Contractor Group (UCG)</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
- 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 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/Wagon (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 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 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, 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