

K#: 9016

**PIPE LINE CONTRACTORS
ASSOCIATION
LABOR MANUAL REVISIONS**

Instruction Sheet

1. Please destroy Pages (A); (B-1/B-2) and (C), and replace them with revised Pages (A); (B-1/B-2) and (C), Rev. 2/2009.
2. Please destroy Pages 107 through and including 110; and 117 through and including 120 in the Teamsters Section, and replace them with revised Pages 107 through and including 110; and 117 through and including 120, Rev. 2/2009.
3. Please destroy Pages A-101 through and including A-129 in the Teamsters Section, and replace them with revised Pages A-101 through and including A-129, Rev. 2/2009.
4. Please destroy Pages 213/214; 219/220; 235 through and including 240; 247 through and including 252; and 259/260 in the Pipefitters Section, and replace them with revised Pages 213/214 & 219/220, Rev. 5/2009; 235 through and including 240; 247 through and including 252; and 259/260, Rev. 1/2009.
5. Please destroy Page 331/332 in the Operators Section and replace it with revised Page 331/332, Rev. 5/2009.
6. Please destroy Pages A-301 through and including A-339 in the Operators Section, and replace them with revised Pages A-301 through and including A-339, Rev. 2/2009.
7. Please destroy Pages 400 (C); 409/410; and 419 through and including 422 in the Laborers Section, and replace them with revised Pages 400 (C), Rev. 5/2009; 409/410; and 419 through and including 422, Rev. 2/2009.
8. Please destroy Pages A-401 through and including A-440 in the Laborers Section, and replace them with revised Pages A-401 through and including A-440, Rev. 2/2009.



PIPE LINE CONTRACTORS ASSOCIATION

1700 Pacific Avenue, Suite 4100, Dallas, Texas 75201-4675 • (214) 969-2700

February 28, 2008

It is the purpose and intent that this PipeLine Labor Manual shall include the current up-to-date Agreements which have been negotiated by the Pipe Line Contractors Association with the four Unions recognized as having jurisdiction on mainline cross country pipe lines. The Unions are the International Brotherhood of Teamsters, the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, the International Union of Operating Engineers, and the Laborers International Union of North America.

Also included are all Policy Committee decisions issued by the National Pipe Line Industry Joint Policy Committee.

The Agreements are binding on all those contractor members of the Pipe Line Contractors Association who execute them and on such other contractors who, though not members of the Association, have accepted and signed the Agreements.

As revisions are made in the provisions of the Agreements or in the wage rates for each Union, new pages will be printed and distributed so that your Pipe Line Labor Manual may be kept up-to-date.

J. Patrick Tielborg
Managing Director
and General Counsel

Date _____

JOB NOTIFICATION INFORMATION

• UNITED ASSOCIATION:

Mr. Phillip B. Stephenson, Director of Pipeline
Three Park Place, Annapolis, Maryland 21401
Phone: (410) 269-2000
FAX: (410) 267-0384

• INTERNATIONAL UNION OF OPERATING ENGINEERS:

Mr. Mack Bennett, Pipeline Director
4700 Bryant Irvin Ct., Ste. 302, Fort Worth, Texas 76107
Phone: (817) 763-0344
FAX: (817) 763-0448

• LABORERS INTERNATIONAL UNION OF NORTH AMERICA:

Mr. Terence M. O'Sullivan, General President
905 16th Street, N.W., Washington, D.C. 20006
Phone: (202) 737-8320
FAX: (202) 737-2754

• INTERNATIONAL BROTHERHOOD OF TEAMSTERS:

Mr. Ed Jacobson, Director of Construction
25 Louisiana Avenue, N.W., Washington, D.C. 20001
Phone: (202) 624-6885
FAX: (202) 624-8107

• PIPE LINE CONTRACTORS ASSOCIATION:

Mr. J. Patrick Tielborg, Managing Director and General Counsel
1700 Pacific Avenue, Suite 4100, Dallas, Texas 75201-4675
Phone: (214) 969-2700
FAX: (214) 969-2705

Gentlemen:

We have been awarded a contract by _____

(Name of Company)

for the following work: (List type of work, size of pipe, miles, counties and state.)

Headquarters _____

Superintendent _____

Approximate Starting Date _____

Please advise who to contact concerning pre-job conference.

Very truly yours,

(Name of Contractor)

(Telephone No.)

(Fax Number)

(Street Address)

(City)

(State)

(Zip)

(Date)

* NOTE: Telegrams or Fax should be used to supply above information.

PIPE LINE CONTRACTORS ASSOCIATION OFFICERS

DON W. THORN, *President*

BRIAN L. GANSKE, *1st Vice President*

CHRISTOPHER T. LEINES, *2nd Vice President*

M. DAN MURPHY, *Treasurer*

JOHN ALLEN

BERNIE BERMACK

BRIAN L. GANSKE

ROBERT I. JOHNSTON

CHRISTOPHER T. LEINES

W. A. "BILL" LEONE

M. DAN MURPHY

ROBERT A. RIESS, SR

DAVE STOTZ

SCOTT E. SUMMERS

DON W. THORN

ROBERT H. WESTPHAL

RONNIE WISE

LABOR COMMITTEE

CHARLES P. JOYCE, *Chairman*

Otis Eastern Service, Inc.

Wellsville, New York 14895

BRIAN L. GANSKE

Spelson Companies, Inc.

Sedro-Woolley, Washington 98284

ROBERT I. JOHNSTON

Henkels & McCoy, Inc.

Norman, Oklahoma 73070-4190

ROBERT A. RIESS, SR.

Sheehan Pipe Line Construction Co.

Tulsa, Oklahoma 74136-1267

DON W. THORN

Welded Construction, LP

Perrysburg, Ohio 43552

ROBERT H. WESTPHAL

Miehls Corporation

Brownsville, Wisconsin 53006

RONNIE WISE

Gregory & Cook Construction Inc.

Houston, Texas 77063

J. PATRICK TIELBORG

Managing Director and General Counsel

Dallas, Texas 75201-4675

Office Telephone: (214) 969-2700

Home Telephone: (817) 337-7115

Employer's request. If the local referral office fails to comply with this condition, Employer may secure qualified applicants from any other source. Qualified applicants under this section must have the following:

- (i) Proper federal and state licenses;
- (ii) Proper OQ credentials where necessary;
- (iii) Pipeline or general construction work experience relevant to pipeline work or completion of a certified pipeline training course operated or approved by the Teamsters Pipeline Training Fund. The Teamsters and PLCA also agree they will jointly review the training program on a 6-month basis.
- (iv) Compliance with company driver policy standards. These policy standards will be provided by each Employer at the pre-job conference.

2. In the event there is no valid exclusive referral procedure established in the area where the particular job is to be done or the proper conditions set out hereinabove have not been met by the referral procedure which has been established, Employer will at the pre-job conference notify Union, as one of the sources from which men are to be recruited, as to the number of men who will be needed in addition to his Regular Employees. Employer shall give preference in employment to men in the area who have had previous pipe line construction experience. It is understood that Employer may also recruit men from other sources, will hire all employees at the job site in a non-discriminatory manner, and shall have the absolute right to determine the competence and qualifications of applicants and employees and to reject and discharge accordingly.

3. Once the original crew has been employed, Employer shall have the right to keep such crew on all the work throughout the territory covered by the particular job for which the pre-job conference was held, regardless of local union jurisdiction.

(L) The Union shall post in places where notices to employees and applicants for employment are customarily posted all provisions relating to the functioning of this hiring arrangement, including the provisions set forth. The Employer shall similarly post in places where notices to employees and applicants for employment are customarily posted all provisions relating to the functioning and operation of the hiring arrangements, including these provisions.

(M) There is hereby established a Joint Appeal Board, composed of one representative of the Pipe Line Contractors Association and one representative of the Union, who shall hear and determine any and all disputes or grievances arising out of the operation of the hiring procedure. Any employee or applicant for employment who feels he has been discriminated against shall have the right to appeal to the Joint Appeal Board, provided such appeal is in writing and filed with the Board within five days of the date of the alleged discrimination. The Joint Appeal Board shall, in the event it is unable to reach a decision, agree upon an impartial umpire whose decision shall be final and binding on all parties.

(N) The business representative of the Union shall have access to any job at any time.

III. STEWARDS

As soon as any work starts, including unloading, racking, or stringing of pipe or clearing of right-of-way, the Union may select any Employee of the Employer who shall act as Steward for the Union. It is understood that the Employer will not be required to employ a Steward for any subcontract work prior to the start of operations by the Employer. The Steward shall be paid for the number of hours he actually works each day or for the number of hours for which the job is set up on a daily basis, whichever is greater, except that on those days when no work is performed, then the Reporting Time Pay provisions of Article VIII will apply. The steward shall perform his work for Employer the same as any other worker, and shall be entitled to receive the rate of pay in Article V(C) for the area in which the job is located. Stewards shall not be discharged without forty-eight hours' previous notice to Union. Although it is agreed that there will be no non-working stewards, it is also recognized by the parties that the steward has an important function in maintaining harmony and cooperation on the job, and therefore his assignment should not be such to prevent his normal function as a steward. Therefore, the parties agree that his job assignment will be a subject to be decided at the pre-job conference. The Employer shall provide the steward a weekly record of all Teamster employees listing date of hire, social security number, local union number if applicable, classification, hours worked or paid, rate of pay, and date of lay-off or discharge.

IV. WORKING RULES

(A) The time of the men shall start when the men leave the warehouse and shall end when the equipment is stored or parked at the warehouse or in the field. The lunch period shall be excluded when computing working time.

(B) The pay day shall be once each week, unless the Employer agrees to allow employees to draw on money earned; under such conditions, pay day may be once every two weeks. Employees are to be paid at the end of their regular shift whether working in Employer's yard or in the field. When employees are laid off or discharged, they must be paid wages due them at the time of the layoff or discharge.

(C) Employer shall make arrangements in each locality where employees are employed to enable such employees to cash their pay checks, at no cost to the employees.

(D) The Union shall place no limitation upon the amount of work which an employee shall perform during the working day and there shall be no restriction imposed against the use of any type of machinery, tools, or labor saving devices; at the discretion of Employer, men may be changed from one classification to another within the jurisdiction of the Union, and, during emergencies, any employee of Employer may be assigned to any work; provided that where an employee is so changed and assigned to work in a

classification carrying a higher wage rate he shall be paid such higher wage rate for the period so changed or assigned.

(E) The Employer shall have the right to make and revise, from time to time, safety rules and working rules which are not inconsistent with any of the terms of this Agreement or with existing laws. Union agrees to cooperate in the enforcement of such safety and working rules. Provisions for first aid will be made available on each job.

(F) Where special safety equipment is required by the circumstances under which the employee is working, it shall be the responsibility of the Employer to furnish such equipment at no cost to the employee.

V. WAGE RATES AND CLASSIFICATIONS

(A) The classifications and wages to be paid for all work covered by this Agreement are set out in Schedule A.

(1) In those States or Zones marked by a "PL," the wages and fringe contributions are negotiated by the Pipe Line Contractors Association and the International Brotherhood of Teamsters, and shall become effective on work in such areas on the dates indicated in Schedule A.

(2) In all other States and Zones effective January 1 and July 1, each year, the Employer will initially recognize and put into effect highway construction wages (including welfare, pension and other fringe benefits) which have been negotiated during the six-month periods immediately preceding January 1 and July 1, each year, provided copies of such highway construction agreements are furnished to the Association office in Dallas in accordance with the following provisions and conditions:

(a) The highway construction agreements furnished to the Association office must be negotiated between a local of the International Brotherhood of Teamsters and a recognized Employer's Association.

(b) Said highway agreements must be furnished to the Association office on or before January 1 and July 1 of each year in order to be recognized; or the Union may notify the Association prior to January 1 and July 1 of each year that a particular local is still in negotiations, and that copies of the completed highway agreement will be sent to the Association office within 25 days after the applicable January 1 or July 1 date.

(c) In the event no current or recognized highway agreements have been furnished to the Association office in accordance with the provisions of paragraphs (a) and (b) above, then the last published or recognized wages (including welfare, pension and other fringe benefits) will be published or recognized until the next applicable January 1 or July 1 date.

(d) After initial recognition on January 1 or July 1, subsequent increases in wages and fringes called for and set out in such local highway agreements will be put into effect in accordance with the dates negotiated locally.

(e) It is understood that Employer will not be required to recognize or put into effect any highway construction wages (including welfare, pension, and other fringe benefits) received in the Association office after January 1, or 25 days after January 1, if applicable, of each year until the following July 1 of that year, nor those received after July 1, or 25 days after July 1, if applicable, of each year until the following January 1.

(f) The parties to this Agreement specifically recognize that only the wages and fringe benefits from the applicable highway agreements will be recognized for inclusion in this National Pipe Line Agreement. All other terms and conditions of the National Pipe Line Agreement will remain in effect for covered work.

(B) On any work on which government regulations, such as the pre-determination made by the Davis-Bacon Division of the U.S. Department of Labor, specify minimum wage rates and fringes, such wage rates and fringes shall be paid by Employer; provided that in no case shall wage rates and fringes be paid which are lower than those set out in Schedule A.

(C) The work coming under the jurisdiction of the Union and covered by the terms of this contract includes driving of all necessary equipment used for transportation of men, equipment and materials, as indicated in the following classifications:

Group 1

Articulating End Dump
*Low Boy
Rollagon or similar type equipment
*Steward
*Truck mechanics

Group 2

A-Frame
Challenger (For transportation purposes)
Fork Lift
*Fuel Truck
Gin Pole
Rubber-tired Tractor
*Stringing Truck
Tandem Float (4 & 5 axle)
Track Truck/All-Track
Dumper Equipment
Vacuum Truck
Winch Truck

Group 3

Ambulance
Bus
Dump Truck (2 axle)
Dump Truck (3 axle)
Flat Bed Truck (2 axle)
Flat Bed Truck (3 axle)
Grease Truck
Hot Pass Truck (3 axle)
Jeep
Pick-up
Single Axle Float (3 axle)
Skid Truck (2 axle)
Skid Truck (3 axle)
Station Wagon
Stringer Bead & Hot Pass (2 axle)
Swamp Buggy/Marsh Buggy, or similar type Equipment
Team Driver
**Warehouseman - Parts Chaser
Water Truck (2 axle)
Water Truck (3 axle)

*(Premium of \$2.25 above regular rate)

***(Contact IBT or PLCA for additional information on this classification)

Note: Haz-Mat endorsement premium.

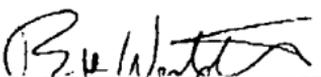
(Teamsters required to work in Haz-Mat classification will receive premium of \$1.00 above regular group rate. Premium to be paid for full day where Haz-Mat work is required.)

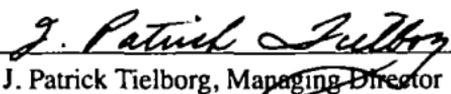
ee of the said Employers or any local union or official thereof affiliated with the International Union unless and until such unauthorized act is brought to the attention of the International Union and the International Union fails to use reasonable efforts to correct such unauthorized act.

(B) It is understood that the Pipe Line Contractors Association is acting merely as collective bargaining agent in the negotiation of this Agreement and in no event shall it be bound as principal or be held liable in any manner for any breach of this contract by any of the Employers signing the same.

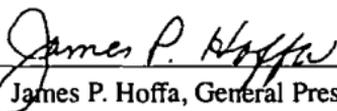
IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 7th day of February, 2006.

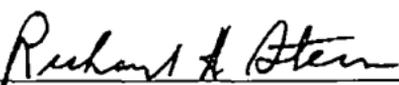
PIPE LINE CONTRACTORS ASSOCIATION

By: 
Robert H. Westphal, President

By: 
J. Patrick Tielborg, Managing Director
and General Counsel

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 
James P. Hoffa, General President

By: 
Richard Stern, Director
Building Material and Construction
Trade Division

**2005-2011 ADDENDUM TO THE
NATIONAL PIPE LINE AGREEMENT BETWEEN
THE PIPE LINE CONTRACTORS ASSOCIATION AND THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

The wage rates, fringes and conditions set out herein will apply in the states and for the type of work described below, through completion of jobs involving such work, where the International Brotherhood of Teamsters receives a job notification during the period November 1, 2005, to January 31, 2011, and the work on such jobs is started before January 31, 2011. This Addendum applies only to jobs for which both a signatory(ies) to the National Pipe Line Agreement and a non-signatory(ies) are bidding the work. Unless this Addendum is extended by mutual agreement of the parties prior to January 31, 2011, this Addendum shall expire on that date for all jobs not started prior to that date.

A. States

1. Alabama, Arizona, Arkansas, Colorado, Florida, Georgia, Kansas, Louisiana, Mississippi, Nebraska, N. Mexico, N. Carolina, N. Dakota; Oklahoma, S. Carolina, S. Dakota, Tennessee, Texas, Utah, Virginia, Wyoming
2. Connecticut, Delaware, D.C., Idaho, Iowa (Zone 2), Kentucky, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New York (Zones 4, 5, 7, 10 and 12), Ohio, Pennsylvania (except Bucks, Chester, Delaware, Montgomery and Philadelphia Counties), Rhode Island and Vermont.

B. Scope of Work

1. In those states set out in A.1. above the scope of the work is 16" and under, only, regardless of length.
2. In the states set out in A.2. above the scope of the work will be 12" and under only.

C. Wage Rates, Fringes and Conditions

1. Wages and Fringes

- a. In all states set out in A.1. above (except Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas), the following wage rates and fringes will apply for work bid on or after November 1, 2006 through February 1, 2011:

Group 1 - \$22.64/Hr Total Package (Eff. 2/1/10 - \$23.77).
 Applicable fringes deducted to determine base rate. To include low-boy, mechanic, skid truck, fuel truck and grease truck.

Group 2 - \$20.78/Hr Total Package (Eff. 2/1/10 - \$21.82).
 Applicable fringes deducted to determine base rate. To include winch truck and stringing truck.

Group 3 - \$19.64/Hr Total Package (Eff. 2/1/10 - \$20.62).
 Applicable fringes deducted to determine base rate. To include classifications presently listed in the National Pipe Line Agreement not included in Groups 1 and 2 above.

b. For Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee and Texas:

	2/1/09	2/1/10
Group 1	\$14.93	\$14.78
Group 2	\$13.23	\$13.08
Group 3	\$12.16	\$12.01
Central St. Weld	\$4.18 hr	\$4.18 hr
Central St. Pen	\$2.65 hr	\$2.80 hr

c. In all states set out in A.2. above, for work bid on or after November 1, 2006 through January 31, 2011 deduct \$3.00 from full base rate plus fringes.

d. Low Boy, Stringing Truck, Mechanic, Fuel and Steward will receive premium of \$2.25 above regular pay.

2. Conditions

I. 16" and Under

- a. Contractor has the right to hire 75% of employees direct for all states and scope of work set out above.
- b. Teamsters will be paid driving time for going out and back to the job site based upon 1/2 hour instead of one hour.
- c. Employees who are required to report to the warehouse will receive four hours show-up pay when no work is provided; if work is started, employees will receive pay for actual hours worked with a minimum payment of

- four (4) hours.
- d. **Assembly Point/Warehouse Location.** The assembly point/warehouse location may be determined by contractor on right-of-way or another location.
 - e. The parties involved have agreed that Teamsters driving vehicles transporting crews to the job site will be allowed to work in Laborer's classifications after reaching the job site and vice versa insofar as the Laborers are concerned.
 - f. **Composite Crew Concept.** By mutual agreement contractor may establish for a project or job a crew or crews known as a "composite" which shall consist of the required crafts in such proportions as are respective to the type of work to be performed. In performing its work, the composite crew shall be allowed relaxation from strict craft jurisdiction, provided the employees from each craft are assigned to their craft's jurisdiction as far as practicable and possible, but not inconsistent with the provisions of the Addendum and National Pipe Line Agreement.
- II. 12" and Under
- a. Employees who are required to report to the warehouse will receive four-hours show-up pay when no work is provided; if work is started, employees will receive pay for actual hours worked with a minimum of four (4) hours.
 - b. The contractor may establish an assembly point which will not exceed 25 miles from living accommodations and in no event will the assembly point be on the right-of-way or move along the right-of-way.

There are specific jobs within the scope of work of this Agreement for which all of the wages and conditions contained herein may not be appropriate due to competition or other reasons. In such cases, adjustments will be made in accordance with recognized principles agreed to by the parties during negotiations. For additional clarification on work to be covered, Employers should contact the signatory parties to this Addendum.

All other terms and conditions of the National Pipe Line Agreement between the Pipe Line Contractors Association and the International Brotherhood of Teamsters will remain in effect.

SCHEDULE A

NOTE:

In the areas with weekly fringe contributions for Welfare or Pension an employee must work some hours more than two (2) days of the first week of his employment before the welfare and/or pension contribution is payable for that week. Any work performed in any subsequent week during the job will require the welfare and/or pension contribution for that week.

ALABAMA (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13	4.18	4.18
Central St. Pension	2.60	2.65	2.80
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

ALASKA

Refer to Art. I Para. A

ARIZONA (PL)

Statewide

	1/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.09	\$22.20	\$23.70
Group 2	19.39	20.43	21.85
Group 3	18.63	19.36	20.72
* Welfare	4.13	4.18	4.18
Pension	3.30	3.30	3.30
* PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

(Eff. 1/1/08 Wel. 4.13; PL Trg .20)

ARKANSAS (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13	4.18	4.18
Central Sts. Pension	2.60	2.65	2.80
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

CALIFORNIA (Fi.)

ZONE 1

Imperial Inyo Kern	Los Angeles	Riverside	Santa Barbara
	Mono Orange	San Bernardino San Luis Obispo	Ventura
	11/1/07 to 7/1/08	7/1/08 to 2/1/09	2/1/09 to 2/1/10
Group 1	\$31.07	\$30.22	\$32.48
Group 2	29.88	29.03	30.94
Group 3	29.42	28.57	30.46
Welfare	8.82	9.57	9.57
Pension	4.90	5.00	5.00
Supp. Dues/			
Vacation/Holidays	2.60	2.60	2.60
Training	1.07	1.07	1.07
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

Subsistence: \$30.00 to \$32.00 per day in specified areas and time starts and stops from point where equipment is started and stopped with employees furnishing own transportation to and from equipment. In free zone employer will provide transportation and riding time pay one way. (For work on listed military bases add \$3.00 per hour to base rate.)

ZONE 2 (Local 36)

San Diego County

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$27.93	\$28.24	\$30.50
Group 2	27.63	27.93	29.90
Group 3	27.23	27.57	29.74
Welfare	5.76	7.26	7.26
Pen/Supp. Pen.	5.68	5.57	5.57
Vacation	2.72	2.75	2.75
Training	.33	.33	.33
* Supp. Dues	.50	.50	.50
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Add to wage and remit dues when authorized by employee.)

ZONE 3

	Kings	Placer	Solano
Alameda	Lake	Plumas	Sonoma
Alpine	Lassen	Sacramento	Stanislaus
Amador	Madera	San Benito	Sutter
Butte	Marin	San Francisco	Tehama
Calaveras	Mariposa	San Joaquin	Trinity
Colusa	Mendocino	San Mateo	Tulare
Contra Costa	Merced	Santa Clara	Toulumne
Del Norte	Modoc	Santa Cruz	Yolo
El Dorado	Monterey	Shasta	Yuba
Fresno	Napa	Sierra	
Glenn	Nevada	Siskiyou	

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$28.98	\$29.99	\$32.41
Group 2	28.33	29.31	31.70
Group 3	27.89	28.86	31.22
Welfare	7.44	8.09	8.09
Pension	5.20	5.20	5.20
Vacation	2.00	2.00	2.00
* Supp. Dues	.40	.40	.40
Trg.	.70	.70	.70
Ret Sec.	1.35	1.55	1.55
LMCT	.25	.25	.25
	.20	.20	.20

*(Add to wage and remit dues when authorized by employee)

Subsistence of \$16 per day in certain areas with employee furnishing own transportation to and from equipment.

COLORADO (PL)

ZONE 1

Alamosa Archuleta Baca Bent Cheyenne Conejos Costilla Crowley Dolores Eagle	Grand Gunnison Hinsdale Jackson Kiowa Kit Carson Lake La Plata Lincoln Logan	Mineral Moffat Montezuma Morgan Otero Ouray Park Phillips Pitkin Prowers	Rio Blanco Rio Grand Routt Saugache San Juan San Miguel Sedgewick Summit Yuma Washington
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	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.59	\$22.32	\$24.80	\$26.46
Group 2	23.19	21.91	24.31	26.01
Group 3	22.93	21.64	24.10	25.72
* Welfare	3.66	5.49	4.18	4.18
** Pension	2.23	2.40	2.50	2.50
*** Vacation	1.00	1.20	1.20	1.20
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Wet to Central States)

** (Pen to Central States for Travelers, to Western Conf. for Locals)

*** (Add to rate for taxes then deduct from net.)

ZONE 2

Adams Arapahoe Boulder Chaffee Clear Creek Custer	Delta Denver Douglas Elbert El Paso Fremont	Garfield Gilpin Huerfano Jefferson Larimer Las Animas	Mesa Montrose Pueblo Teller Weld
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	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.48	\$22.21	\$24.69	\$26.34
Group 2	20.57	19.21	21.57	23.07
Group 3	20.19	18.82	21.16	22.64
* Welfare	3.66	5.49	4.18	4.18
** Pension	2.23	2.40	2.50	2.50
*** Vacation	1.00	1.20	1.20	1.20
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Wet to Central States)

** (Pen to Central States for Travelers, to Western Conf. for Locals)

*** (Add to rate for taxes then deduct from net.)

CONNECTICUT (PL)

Statewide (Local 677)

	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 4/1/10	4/1/10 to 2/1/11
Group 1	\$26.03	\$25.08	\$26.60	\$25.59	\$27.57	\$26.52
Group 2	25.62	24.67	26.17	25.16	27.13	26.06
Group 3	25.33	24.38	25.87	24.86	26.80	25.75
* Welfare	6.26 ^{1/4}	6.56	6.56	6.92	6.92	7.32
** Pension	5.26	5.91	5.91	6.56	6.56	7.21
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

*(Pay rate for each hour worked to maximum of 40 hours. 40 hour max. guaranteed for 16 or more hours worked per week.)

** (Pay rate for each hour worked with 40 hours min. after 16 hours to max. of 2.080 per year.)

DELAWARE (PL)

Statewide (Lo 326)

	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.34	\$21.04	\$21.06	\$22.71
Group 2	21.17	20.87	20.88	22.52
Group 3	21.50	21.20	21.22	22.88
Welfare	5.64 ³ / ₄	5.89 ³ / ₄	6.14 ³ / ₄	6.14 ³ / ₄
Pension	5.12 ¹ / ₂	5.12 ¹ / ₂	5.32 ¹ / ₂	5.32 ¹ / ₂
PL Trg.	.20	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Maximum contribution of 8 hours per day up to 40 hours per week.)

DISTRICT OF COLUMBIA (PL)

	2/14/07 to 11/1/07	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.97	\$23.92	\$23.07	\$24.36	\$25.64
Group 2	20.92	21.80	20.87	22.08	23.25
Group 3	19.82	20.67	19.72	20.88	21.99
Welfare	4.72	4.72	5.32	5.32	5.72
Pension	3.25	3.25	3.50	3.50	3.50
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

FLORIDA (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13	4.18	4.18
Central Sts. Pension	2.60	2.65	2.80
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

GEORGIA (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13	4.18	4.18
Central Sts. Pension	2.60	2.65	2.80
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

HAWAII

Refer to Art. I, Par. A

IDAHO (PL)

ZONE 1 (Northern)

	Clearwater Idaho (northern 1/2)		Kootenai Letah Lewis		Nez Perce Shoshone	
	11/1/06 to 6/1/07	6/1/07 11/1/07	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.30	\$23.53	\$24.53	\$23.81	\$25.24	\$27.10
Group 2	21.90	23.13	24.11	23.39	24.80	26.64
Group 3	21.49	22.72	23.69	22.97	24.37	26.20
Welfare	5.93	5.93	5.93	5.93	5.93	5.93
Pension	5.85	4.37	4.37	5.09	5.09	5.09
Training	.20	.25	.25	.25	.20	.20
PL Training	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.25	.25
Union Prog.	—	.20	.20	.20	.20	.20

ZONE 2 (Southern)

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.71	\$22.69	\$22.38	\$24.13
Group 2	21.23	22.19	21.86	23.58
Group 3	20.78	21.73	21.39	23.08
Welfare	5.95	5.95	7.00	7.00
Pension	3.25	3.25	3.85	3.85
Vacation	1.00	1.00	1.00	1.00
Training	.25	.25	.25	.25
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

ILLINOIS (PL except Zones 1 & 4)

ZONE 1 (Local 179)

	Kankakee Kendall	Livingston McLean (Part)	Ogle (Part) Will
	11/1/06 to 6/1/07	6/1/07 to 11/1/07	11/1/07 to 6/1/08
Group 1	\$31.48	\$30.85	\$34.55
Group 2	31.01	30.38	34.35
Group 3	30.65	30.02	34.20
Welfare	5.50 hr.	6.00 hr.	6.00 hr.
Pension	155.00 wk.	163.00 wk.	163.00 wk.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20
JTC Trg.	10.00 wk.	10.00 wk.	10.00 wk.

(If employee works any hours during work week pay full week fringes.)

ZONE 2 (Locals 330 & 673)

	DeKalb	DuPage	Kane	Lec (Part)	Ogle (Part)
		11/1/07 to 2/1/09	*2/1/09 to 2/1/10	*2/1/10 to 2/1/11	
Group 1		\$31.37	\$32.66	\$34.68	
Group 2		30.84	32.11	34.11	
Group 3		30.45	31.70	33.68	
Welfare		260.00 wk.	260.00 wk.	260.00 wk.	
Pension		158.00 wk.	174.00 wk.	174.00 wk.	
PL Trg.		.25	.25	.25	
LMCT		.20	.20	.20	
JC Trg.		.15	.15	.15	

* (Fringe adjustment deduct from rates 6/1/09 and 6/1/10)

ZONE 3 (Local 325)

Boone Carroll (Part)	J. Daviess (Part)	Stephenson Winnebago			
	Ogle (Part)		11/1/07 to 10/1/08	10/1/08 to 1/12/09	1/12/09 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$27.23	\$27.23	\$25.21	\$26.78	\$28.83
Group 2	26.59	26.59	24.57	26.12	28.13
Group 3	26.11	26.11	24.09	25.62	27.61
Welfare	5.15	6.15	6.15	6.15	6.15
Pension	6.50	5.50	7.52	7.52	7.52
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

ZONE 4 (Local 301)

Lake	McHenry			
	11/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09
Group 1	\$28.40	\$30.15	\$31.05	\$32.55
Group 2	28.20	29.95	30.85	32.35
Group 3	28.05	29.80	30.70	32.20
Welfare	198.00 wk.	198.00 wk.	218.00 wk.	228.00 wk.
Pension	192.00 wk.	192.00 wk.	210.00 wk.	220.00 wk.
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
JC 25 Tng.	.05	.05	.05	.05

ZONE 5 (Local 731)

Cook	11/1/06 to 11/1/07	11/1/07 to 2/1/09	*2/1/09 to 2/1/10	*2/1/10 to 2/1/11
	Group 1	\$28.81	\$28.89	\$29.26	$31.36
Group 2	28.30	28.23	28.57	30.64
Group 3	27.91	27.96	28.28	30.34
Welfare	5.65 hr.	6.15 hr.	6.75 hr.	6.75 hr.
Pension	4.30 hr.	4.80 hr.	5.45 hr.	5.45 hr.
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
JC 25 Tng.	.05	.15	.15	.15

*(Fringe adjustments deducted from rates)

ZONE 6 (Local 627)

Marshall	Mason	Peoria	Tazewell	Woodford
	5/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	
Group 1	\$27.35	\$28.91	\$30.30	
Group 2	26.78	28.31	29.67	
Group 3	26.61	28.14	29.50	
Welfare	8.60 hr.	8.60 hr.	9.05 hr.	
Pension	151.90 wk.	151.90 wk.	162.50 wk.	
PL Trg.	.25	.25	.25	
LMCT	.20	.20	.20	

ZONE 7 (Rest of State)

	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	**2/1/10 to 2/1/11
Group 1	\$26.54	\$28.16	\$27.41	\$29.51
Group 2	25.58	27.16	26.41	28.46
Group 3	25.26	26.93	26.18	28.22
Welfare	8.60	8.60	9.05	9.05
* Pension	4.80	4.80	5.10	5.10
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*Eff. 5/1/07 - Local 50, 279, 371, 525, 916 option to change to \$29.30 per day. Add 1.16 to wages for daily Pensions per day.

*Eff. 5/1/08 - Local 50, 279, 371, 525, 916 option to change to \$31.40 per day. Add 1.16 to wages for daily Pensions per day.

Note: For Locals 26, 627, 722 Pension Eff. 5/1/07 is \$142.00 per week - Add \$1.69 to wage of each group.

Note: For Locals 26, 627, 722 Pension Eff. 5/1/08 is \$151.90 per week - Add \$1.69 to wage of each group.

Note: For Local 135, Pension Eff. 5/1/07 is \$85.00 per week - Add \$1.69 to wage of each group.

Note: For Local 135, Pension Eff. 5/1/08 is \$91.80 per week - Add \$1.58 to wage of each group

** (Fringe Adjustments to be deducted).

INDIANA (PL except Zone 1)

ZONE 1 (Local 142)

Lake	Porter				
	6/1/05 to 11/1/05	11/1/05 to 6/1/06	6/1/06 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
Group 1	\$22.68	\$25.18	\$27.68	\$31.59	\$32.69
Group 2	22.21	24.71	27.21	31.39	32.49
Group 3	21.84	24.34	26.84	31.19	32.29
Welfare	5.12	5.12	5.12	6.03	6.58
Pension	4.00	4.00	4.75	5.25	5.75
Local Tng. Fund	.50	.50	.65	1.00	1.00
PL Trg.	—	.25	.25	.25	.25
LMCT	.35	.20	.20	.20	.20

ZONE 2

Clark Floyd	Harrison Jefferson		Scott Washington		
	11/1/07 to 3/31/08	3/31/08 to 2/1/09	*2/1/09 to 2/1/10	2/1/10 to 4/1/10	4/1/10 to 2/1/11
Group 1	\$23.62	\$22.93	\$26.04	\$27.66	\$27.53
Group 2	23.33	22.64	25.74	27.35	27.22
Group 3	23.04	22.43	25.52	27.12	26.99
Welfare	249.70 wk.	277.70 wk.	257.00 wk.	257.00 wk.	257.00 wk.
Pension	190.00 wk.	190.00 wk.	99.10 wk.	99.10 wk.	107.00 wk.
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

(Administrative Dues of 1 1/2% of gross wages deducted when authorized by employee)

ZONE 3 (Local 215)

Crawford Dubois Gibson	Nanderburgh Perry Posey		Pike Spencer Warrick			
	4/1/08 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 4/1/10	4/1/10 to 1/31/11
Group 1	\$22.90	\$22.79	\$24.02	\$23.50	\$25.09	\$24.96
Group 2	22.62	22.51	23.72	23.20	24.78	24.65
Group 3	22.18	22.07	23.27	22.75	24.31	24.18
Welfare	5.50 hr.	5.50 hr.	5.50 hr.	5.90 hr.	5.90 hr.	5.90 hr.
Pension	85.00 wk.	91.80 wk.	91.80 wk.	99.10 wk.	99.10 wk.	107.00 wk.
Safety Training/ Education	.37 hr.	.37 hr.	.37 hr.	.37 hr.	.37 hr.	.37 hr.
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

ZONE 4

(Rest of State)

	4/1/08 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 4/1/10	4/1/10 to 1/31/11
Group 1	\$23.74	\$23.63	\$24.89	\$24.37	\$26.00	\$25.87
Group 2	23.44	23.33	24.58	24.06	25.68	25.55
Group 3	23.14	23.03	24.27	23.75	25.36	25.26
Welfare	5.50 hr.	5.50 hr.	5.50 hr.	5.90 hr.	5.90 hr.	5.90 hr.
Pension	85.00 wk.	91.80 wk.	91.80 wk.	99.10 wk.	99.10 wk.	107.00 wk.
Safety Training/ Education	.37 hr.	.37 hr.	.37 hr.	.37 hr.	.37	.37
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

IOWA (PL)

ZONE 1

Scott County

	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.85	\$24.25	\$23.58	\$25.40
Group 2	22.03	23.40	22.73	24.51
Group 3	21.84	23.20	22.53	24.30
Welfare	8.60	8.60	9.05	9.05
Pension	31.40 day	31.40 day	33.60 day	33.60 day
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

ZONE 2

(Rest of State)

	2/1/09 to 5/1/09	*5/1/09 to 2/1/10	2/1/10 to 5/1/10	*5/1/10 to 1/31/11
Group 1	\$22.20	\$22.20	\$23.94	\$23.94
Group 2	20.62	20.62	22.28	22.28
Group 3	20.15	20.15	21.79	21.79
H&W	6.80	7.05	7.05	7.05
Pension	4.75	5.00	5.00	5.00
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
LCL Trg.	---	.10	.10	.10

*(Fringe adjustments deducted from rates.)

KANSAS (PL)

ZONE 1 (LO 541)

Johnson	Miami	Leavenworth	Wyandotte		
	11/1/06 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.71	\$24.11	\$24.77	\$26.57
Group 2	22.89	24.06	23.46	24.09	25.89
Group 3	22.73	23.07	22.47	23.06	24.81
Welfare	4.75	4.85	4.95	5.20	5.20
Pension	3.75	3.25	3.35	3.85	3.85
Vacation	1.25	1.25	1.25	1.25	1.25
* Suppl. Dues	.70	.70	.75	.75	.75
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20
Local Trg.	---	---	.35	.35	.35

*(Remit dues when authorized by employees.)

ZONE 2

Douglas

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$25.46	\$26.37	\$27.05
Group 2	23.43	24.26	25.74
Group 3	22.36	23.15	24.57
Welfare	4.00	4.18	4.18
* Pension	2.45	2.65	2.80
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Eff. 1/1/98)

ZONE 3

Allen	Crawford	Labette	Pottawatomie
Anderson	Dickinson	Lincoln	Reno
Atchison	Doniphan	Linn	Republic
Bourbon	Elk	Lyon	Rice
Brown	Ellsworth	Marion	Riley
Butler	Franklin	Marshall	Saline
Chase	Geary	McPherson	Shawnee
Chautauqua	Greenwood	Montgomery	Sedgwick
Cherokee	Harper	Morris	Summer
Clay	Harvey	Nemaha	Wabaunsee
Cloud	Jackson	Neosho	Washington
Coffey	Jefferson	Osage	Wilson
Cowley	Kingman	Ottawa	

	11/1/06 to 4/1/07	4/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.55	\$23.05	\$23.99	\$24.85	\$26.31
Group 2	21.71	21.21	22.06	22.84	24.20
Group 3	20.59	20.00	20.90	21.63	22.93
Welfare	4.00	4.00	4.00	4.18	4.18
* Pension	1.95	2.45	2.45	2.65	2.80
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

*(Eff. 1/1/98)

ZONE 4

(Rest of State)

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$24.77	\$25.95	\$27.50
Group 2	21.89	22.95	24.31
Group 3	20.76	21.78	23.08
* Welfare	4.13 hr.	4.18 hr.	4.18 hr.
* Pension	2.60 hr.	2.65 hr.	2.80 hr.
* PL Trg.	.20 hr.	.20 hr.	.20 hr.
LMCT	.20 hr.	.20 hr.	.20 hr.

*(Eff. 1/1/08 Wel. 4.13; PL Trg. .20)

KENTUCKY (PL)

ZONE 1

Anderson	Fayette	Kenton	Oldham
Bath	Fleming	Larue	Owen
Boone	Franklin	Madison	Pendleton
Bourbon	Gallatin	Marion	Robertson
Boyle	Grant	Mason	Scott
Bracken	Grayson	Meade	Shelby
Breckenridge	Hardin	Mercer	Spencer
Bullitt	Harrison	Montgomery	Trimble
Campbell	Henry	Nelson	Washington
Carroll	Jefferson	Nicholas	Woodford
Clark	Jessamine		

	4/1/08 to	2/1/09 to	*2/1/10 to
	2/1/09	2/1/10	2/1/11
Group 1	\$22.30	\$23.53	\$25.13
Group 2	22.00	23.22	24.89
Group 3	21.71	22.92	24.49
Welfare	277.70 wk	277.70 wk	277.70 wk.
Pension	203.30 wk	203.30 wk	203.30 wk.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Fringe adjustments deducted from rates.)

ZONE 2

Allen	Butler	Cogan	Warren
Barren	Edmondson	Gimpson	

	4/1/08 to	*2/1/09 to	*2/1/10 to
	2/1/09	2/1/10	2/1/11
Group 1	\$22.18	\$23.41	\$25.00
Group 2	21.99	23.21	24.79
Group 3	20.74	21.91	23.43
Welfare	277.70 wk	277.70 wk	277.70 wk.
Pension	203.30 wk	203.30 wk	203.30 wk.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Fringe adjustments deducted from rates.)

ZONE 3

Ballard	Christian	Hickman	McCracken
Caldwell	Crittendon	Livingston	Todd
Calloway	Fulton	Lyon	Trigg
Carlisle	Graves	Marshall	

	4/1/08 to	*2/1/09 to	*2/1/10 to
	2/1/09	2/1/10	2/1/11
Group 1	\$23.81	\$24.92	\$26.36
Group 2	23.52	24.61	26.03
Group 3	23.23	24.31	25.72
Welfare	--	--	--
Pension	203.30 wk	203.30 wk	203.30 wk.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Fringe adjustments deducted from rates.)

ZONE 4

	Hopkins McLean	Muhlenberg Ohio	Union Webster
	4/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.70	\$24.04	+ 5%
Group 2	22.47	23.80	T.P.
Group 3	22.30	23.62	
Welfare	6.94	6.94	
Pension	203.30 wk	203.30 wk	
PL Trg.	.25	.25	
LMCT	.20	.20	

ZONE 5

	Garrard Green Hart Jackson Knox Lambert Lee	Lincoln Menifee Metcalfe McCreary Monroe Owsley Powell	Pulaski Rockcastle Russell Taylor Wayne Whitley Wolfe
	4/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.62	\$23.86	\$25.48
Group 2	22.16	23.39	24.98
Group 3	21.93	23.15	24.73
Welfare	277.70 wk.	277.70 wk.	277.70 wk.
Pension	203.30 wk	203.30 wk	203.30 wk.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

ZONE 6

	Greenup Harlan Johnson Knott Lawrence	Leslie Letcher Lewis Magoffin Martin	Morgan Perry Pike Rowan
	10/29/08 to 2/1/09	2/1/09 to 11/1/09	11/1/09 to 2/1/10
Group 1	\$18.65	\$19.90	\$19.23
Group 2	18.36	19.54	18.87
Group 3	18.07	19.30	18.63
Welfare	6.96 hr.	6.96 hr.	7.63 hr.
Pension	5.25 hr.	5.25 hr.	5.25 hr.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

LOUISIANA (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13 hr.	4.18 hr.	4.18 hr.
Central Sts. Pen.	2.60 hr.	2.65 hr.	2.80 hr.
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

MAINE (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$17.25	\$18.44	\$20.01
Group 2	14.30	15.37	16.76
Group 3	14.32	15.39	16.78
Welfare	6.66 1/4 hr	6.66 1/4 hr	6.66 1/4 hr
Pension	5.26 hr.	5.29 hr.	5.29 hr.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

MARYLAND (PL)

ZONE 1

	Montgomery		St. Marys			
	Prince Georges					
	11/1/06 to 2/14/07	2/14/07 to 11/1/07	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.82	\$22.97	\$23.92	\$23.07	\$24.36	\$25.64
Group 2	21.69	20.84	21.72	20.87	22.08	23.25
Group 3	20.57	19.72	20.57	19.72	20.88	21.99
Welfare	4.12 hr.	4.72 hr.	4.72 hr.	5.32 hr.	5.32 hr.	5.72
Pension	3.00 hr.	3.25 hr.	3.25 hr.	3.50 hr.	3.50 hr.	3.50
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.25

ZONE 2

	Garrett		Washington and east to the city of Hancock		
	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	
Group 1	\$20.86	\$20.16	\$21.47	\$23.17	
Group 2	20.63	19.93	21.23	22.92	
Group 3	20.47	19.77	21.06	22.74	
Welfare	5.96 hr.	6.31 hr.	6.31 hr.	6.31 hr.	
Pension	5.45 hr.	5.80 hr.	5.80 hr.	5.80 hr.	
PL Trg.	.25	.25	.25	.25	
LMCT	.20	.20	.20	.20	

ZONE 3

	Baltimore City		Cecil Howard		
	Carroll				
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 6/1/09	6/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.61	\$21.24	\$23.02	\$22.02	\$23.67
Group 2	18.69	18.23	19.89	18.89	20.39
Group 3	17.67	17.18	18.80	17.80	19.24
Welfare	4.80 hr.	6.10 hr.	5.59 hr.	5.59 hr.	5.59 hr.
Pension	4.00 hr.	4.00 hr.	4.00 hr.	5.00 hr.	5.00 hr.
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

ZONE 4
(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 6/1/09	6/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.54	\$21.16	\$22.94	\$21.94	\$23.54
Group 2	18.25	17.78	19.42	18.42	19.84
Group 3	17.13	16.62	18.22	17.22	18.58
Welfare	4.80 hr.	6.10 hr.	5.59 hr.	5.59 hr.	5.59 hr.
* Pension	4.00 hr.	4.00 hr.	4.00 hr.	4.00 hr.	4.00 hr.
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

*(Eff. 1/1/98)

MASSACHUSETTS (PL)

Statewide

	12/1/07 to 8/1/08	8/1/08 to 12/1/08	12/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$27.16	\$26.66	\$26.46	\$28.06	\$30.14
Group 2	26.61	26.11	25.91	27.49	29.54
Group 3	25.37	24.87	24.67	26.20	28.19
* Welfare	7.17 hr.	7.67 hr.	7.67 hr.	7.67 hr.	7.67 hr.
Pension	5.26	5.26	5.46	5.46	5.46
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

Vacation: (After 4 months service 1/2 day's pay on severance for each month employee worked 15 days or more - not to exceed 5 days.)

*(Welfare 25: 12/1/05 - \$5.75; 12/1/06 - \$6.00; 12/1/07 - \$6.25; 12/1/08 - \$6.50)

MICHIGAN (PL)

Statewide

	2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 4/1/10	4/1/10 to 2/1/11
Group 1	\$28.40	\$27.97	\$29.45	\$29.13
Group 2	27.93	27.50	28.98	28.75
Group 3	27.73	27.30	28.78	28.54
Welfare	278.55 wk.	304.35 wk.	327.95 wk.	327.95 wk.
* Pension	39.60 day	39.60 day	39.60 day	42.80 day
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Maximum of 5 days per week)

MINNESOTA (PL)

Statewide

	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 5/1/10	*5/1/10 1/31/11
Group 1	\$22.20	\$22.20	\$23.94	\$23.94
Group 2	20.62	20.62	22.28	22.28
Group 3	20.15	20.15	21.79	21.79
H&W	6.80	7.05	7.05	7.05
Pension	4.75	5.00	5.00	5.00
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
LCL Trg.	.10	.10	.10	.10

*(Fringe benefits TBD)

MISSISSIPPI (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13 hr.	4.18 hr.	4.18 hr.
Central Sts. Pen.	2.60 hr.	2.65 hr.	2.80 hr.
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

MISSOURI (PL)

ZONE 1 (Lo 682)

St. Louis

St. Louis City

	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 5/1/10	5/1/10 to 2/1/11
Group 1	\$28.42	\$28.41	\$29.86	\$29.64	\$31.52	\$31.30
Group 2	28.10	28.09	29.52	29.30	31.17	30.95
Group 3	27.83	27.82	29.06	28.84	30.69	30.47
Welfare	4.85 hr.	4.69 hr.	4.69 hr.	4.69 hr.	4.69 hr.	4.69
* Pension	25.60 day	27.60 day	27.60 day	29.80 day	29.80 day	32.20
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

ZONE 2 (Lo 541)

Bates

Cooper

Lafayette

Jenks

Benton

Grundy

Linn

Picre

Carroll

Henry

Livington

Randolph

Cass

Howard

Mercer

Ray

Chariton

Jackson

Moniteau

Saline

Clay

Johnson

Morgan

Sullivan

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$25.40	\$25.49	\$27.37
Group 2	25.08	25.15	27.00
Group 3	24.56	24.61	26.43
Welfare	4.85	5.20	5.20
Pension	3.25	3.85	3.85
Vacation	1.25	1.25	1.25
* Suppl. Dues	.70	.75	.75
Lo Trg.	.35	.35	.35
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Remit dues when authorized by employee.)

ZONE 3 (Lo 682)

Franklin

Lincoln

St. Charles

Warren

Jefferson

	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10	**2/1/10 to 2/1/11
Group 1	\$34.02	\$33.72	\$34.68	\$36.91
Group 2	33.73	33.43	34.38	36.59
Group 3	33.55	33.25	34.19	36.39
Welfare	4.85 hr.	4.95 hr.	5.20 hr.	5.20 hr.
* Pension	3.25 day	3.35 day	3.85 day	3.85 day
PL Trg.	.25	.25	.35	.35
LMCT	.20	.20	.25	.25
LCL Appr/Trg.	.25	.35	.20	.20

*(Max \$128.00 wk)

***(Deduct fringe increase)

ZONE 4 (Lo 955)

Buchanan

	11/1/07 to 5/1/08	5/1/08 to ¹ 2/1/09	**2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$26.17	\$25.87	\$26.52	\$28.34
Group 2	25.87	25.57	26.21	28.01
Group 3	25.61	25.31	25.94	27.73
Welfare	4.85	4.95	5.20	5.20
Pension	3.25	3.35	3.85	3.85
PL Trg.	.25	.25	.25	.25
Vacation	--	--	--	--
LMCT	.20	.20	.20	.20
LO Trg.	.25	.35	.35	.35

(.70 dues deduction when authorized)

ZONE 5

Audian	DeKalb	New Madrid	Texas
Andrew	Dent	Newton	Vernon
Barton	Douglas	Osage	Washington
Bollinger	Gasconade	Pemiscot	Wayne
Boone	Greene	Perry	Webster
Caldwell	Hickory	Phelps	Wright
Calloway	Iron	Pike	
Camdeh	Jasper	Pold	
Cape Girardeau	Laclede	Pulaski	
Carter	Lawrence	Ralls	
Cedar	Macon	Reynolds	
Christian	Madison	St. Clair	
Clinton	Maries	St. Francois	
Cole	Marion	Ste. Genevieve	
Crawford	Miller	Scott	
Dade	Mississippi	Shannon	
Dallas	Monroe	Shelby	
Davies	Montgomery	Stoddard	

	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$24.95	\$24.70	\$25.25	\$27.01
Group 2	24.66	24.36	24.95	26.69
Group 3	24.34	24.04	24.62	26.34
Welfare	4.85	4.95	5.20	5.20
Pension	3.25	3.35	3.85	3.85
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
Lo Trg.	.25	.35	.35	.35

(.50 dues deduction when authorized)

ZONE 6

Adair	Holt	Putnam
Atchison	Knox	Schuyler
Barry	Lewis	Scotland
Clark	McDonald	Stone
Gentry	Nodaway	Taney
Harrison	Ozark	Worth

	11/1/07 to 5/1/08	5/1/08 to 2/1/09	*2/1/09 to 2/1/10	*2/1/10 to 2/1/11
Group 1	\$24.08	\$23.78	\$24.35	\$26.06
Group 2	23.79	23.49	24.04	25.73
Group 3	23.55	23.25	23.79	25.47
Welfare	4.85	4.95	5.20	5.20
Pension	3.25	3.35	3.85	3.85
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
Lo Trg.	.25	.35	.35	.35

(.50 dues deducted when authorized)

*(Deduct fringe increase)

ZONE 7

	Butler Dunkin	Horvill	Oregon	Ripley
		11/1/07 to 5/1/08	5/1/08 to 2/1/09	*2/1/09 to 2/1/10
				*2/1/10 to 2/1/11
Group 1	\$24.45	\$24.15	\$24.73	\$26.46
Group 2	24.16	23.86	24.43	26.14
Group 3	23.86	23.56	24.12	25.82
Welfare	4.85	4.95	5.20	5.20
Pension	3.25	3.35	3.85	3.85
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
Lo Trg.	.25	.35	.35	.35

(.50 dues deducted when authorized)
*(Deduct fringe increases)

MONTANA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	*2/1/09 to 2/1/10	*2/1/10 to 2/1/11
Group 1	\$24.13	\$24.95	\$26.25	\$27.94
Group 2	23.86	24.67	25.96	27.64
Group 3	23.69	24.50	25.79	27.46
Welfare	4.40	4.53	4.53	4.53
Pension	2.65	2.65	2.65	2.65
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Fringe adjustments deducted from rates.)

NEBRASKA (PL)

ZONE 1

Cass	Douglas	Sarpy	Washington
	11/1/07 to 2/1/09	2/1/09 to 10/1/09	10/1/09 to 1/1/10
			1/1/10 to 2/1/10
			2/1/10 to 2/1/11
Group 1	\$25.74	\$26.49	\$26.24
Group 2	23.73	24.40	24.15
Group 3	22.43	23.05	22.80
Welfare	4.00	4.25	4.50
Pension	2.40	2.70	3.00
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20
			\$25.94
			23.85
			22.50
			4.50
			3.00
			.25
			.20
			\$27.63
			25.44
			24.02
			4.50
			3.00
			.25
			.20

ZONE 2

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 10/1/09	10/1/09 to 1/1/10	1/1/10 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$24.03	\$24.72	\$24.17	\$23.87	\$25.76
Group 2	21.35	21.93	21.38	21.08	22.83
Group 3	20.23	20.76	20.21	19.91	21.60
Welfare	4.00	4.25	4.50	4.50	4.50
* Pension	2.40	2.70	2.70	3.00	3.00
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

*(Dodge County Pension \$2.55. Add difference to rate.)

NEVADA (PL)

ZONE 1 (Lo 631)

Clark	Esmeralda	Lincoln	Nye	
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.86	\$23.99	\$25.55	\$27.57
Group 2	21.97	23.08	24.60	26.58
Group 3	21.79	22.89	24.40	26.37
Welfare /Ret	5.07	5.07	5.07	5.07
Pension	6.24	6.24	6.24	6.24
PL Trg.	.25	.25	.25	.25
Local Trg.	.55	.55	.55	.55
LMCT	.20	.20	.20	.20
Vac	2.60	2.60	2.60	2.60

ZONE 2

(Rest of State) (Lo 533)

	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$20.02	\$20.00	\$20.67	\$21.99	\$23.71
Group 2	19.39	19.35	20.00	21.30	22.98
Group 3	19.22	19.17	19.81	21.10	22.77
Welfare	6.29	7.14	7.44	7.44	7.44
Pension	4.00	4.40	4.40	4.40	4.40
Training	.10	.10	.10	.10	.10
PL Training	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

Remote Pay: No Remote Pay if employer furnishes daily transportation from Reno or Carson City to and from the job site. Where employer does not furnish transportation employer will pay \$2.00/hr. from 50 to 150 miles in addition to wage rates, and \$2.50/hr. additional to wage rates, for 150 to 300 miles, and \$3.50/hr. in addition to wage rates in excess of 300 miles, from Carson City Courthouse of Washoe County Courthouse.

NEW HAMPSHIRE (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$20.02	\$21.34	\$23.05
Group 2	15.44	16.57	18.04
Group 3	14.48	15.57	17.00
Welfare	7.16 1/4	7.16 1/4	7.16 1/4
Pension	5.26	5.26	5.26
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

NEW JERSEY (PL)

ZONE 1 (Local 331)

	Atlantic		Cape May		
	11/1/06 to 11/1/07	11/1/07 to 12/31/07	1/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.94	\$25.19	\$24.14	\$25.55	\$27.78
Group 2	23.26	24.49	23.44	24.82	27.01
Group 3	23.28	24.51	23.46	24.84	27.03
Welfare	8.55	8.55	9.40	9.40	9.40
Pension	6.31	6.31	6.51	6.71	6.71
* Vacation	1.75	1.75	1.75	1.75	1.75
Legal	.25	.25	.25	.25	.25
Local Training	.25	.25	.25	.35	.35
PL Trg.	.25	.25	.25	.25	.25
Scholarship	.05	.05	.05	.05	.05
LMCT	.20	.20	.20	.20	.20

*(Eff. 5/1/94 Vacation to be paid directly to employee as addition to wage.)

ZONE 2 (Local 560)

	Bergen		Passaic	
	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$26.83	\$28.77	\$27.37	\$29.90
Group 2	26.45	28.38	26.98	29.49
Group 3	26.48	28.20	26.80	29.30
Welfare	9.32	9.32	9.91	9.91
Pension	5.81	5.81	6.12	6.12
Annuity	6.15	6.15	6.65	6.65
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
Ed/Trng				

ZONE 3 (Local 676)

Part of Burlington, Camden, Cumberland, Gloucester and Salem.

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$26.80	\$28.06	\$29.78	\$32.02
Group 2	25.79	27.01	28.69	30.88
Group 3	25.61	26.83	28.50	30.68
* Welfare	5.64 1/2	5.64 1/2	5.64 1/2	5.64 1/2
Pension	5.26 1/4	5.26 1/4	5.26 1/4	5.26 1/4
Vacation	1.28	1.28	1.28	1.28
** Annuity	2.40	2.40	2.40	2.40
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Maximum of 170 hours per month)

**(\$2.15 eff 5/1/05 - Reduce rate .40)

ZONE 4 (Local 469)

Part of Burlington
Hunterdon
Mercer

Middlesex
Monmouth

Ocean
Somerset

Union (So.one-half)
Warren (So.one-half)

	11/1/06 to 5/1/07	5/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.80	\$29.60	\$31.05	\$31.83	\$34.40
Group 2	30.36	29.16	30.59	31.35	33.90
Group 3	30.18	28.98	30.41	31.16	33.70
Welfare	7.70 hr.	8.30 hr.	8.30 hr.	8.70 hr.	8.70 hr.
Pension	5.08 1/2 hr.	5.38 1/2 hr.	5.38 1/2 hr.	5.98 1/2 hr.	5.98 1/2 hr.
Annuity	4.00 hr.	4.30 hr.	4.30 hr.	4.50 hr.	4.50 hr.
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

ZONE 5 (Local 408)

	Morris		Sussex		Union (No. one-half)	
Essex Warren (No. one-half)	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 2/1/11		
Group 1	\$29.67	\$31.58	\$30.34	\$32.82		
Group 2	29.39	31.29	30.05	32.52		
Group 3	29.20	31.09	29.85	32.31		
Welfare	1304.35 mo.	1304.35 mo.	1408.15 mo.	1408.15 mo.		
Pension	6.66 hr.	6.66 hr.	6.96 hr.	6.96 hr.		
Annuity	5.50 hr.	5.50 hr.	6.00 hr.	6.00 hr.		
PL Trg.	.25 hr.	.25 hr.	.25 hr.	.25 hr.		
LMCT	.20 hr.	.20 hr.	.20 hr.	.20 hr.		

NEW MEXICO (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 10/1/09	10/1/09 to 2/1/10	2/1/10 to 10/1/10	10/1/10 to 2/1/11
Group 1	\$24.91	\$25.57	\$26.58	\$26.33	\$27.97	\$27.72
Group 2	22.62	23.22	24.14	23.89	25.41	25.16
Group 3	21.48	22.05	22.92	22.67	24.13	23.88
Welfare	3.00	3.00	3.00	3.00	3.00	3.00
Pension	2.25	2.50	2.75	3.00	3.00	3.25
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

NEW YORK (PL)

ZONE 1

	Nassau New York		Queens Richmond		Suffolk	
Bronx Kings	7/1/07 to 11/1/07	11/1/07 to 7/1/08	7/1/08 to 2/1/09	**2/1/09 to 2/1/10	**2/1/10 to 2/1/11	
Group 1	\$23.11	\$23.33	\$22.43	\$24.52	\$27.23	
Group 2	22.82	23.03	22.13	24.20	26.90	
Group 3	22.01	22.20	21.30	23.34	25.99	
Welfare	9.20	9.20	9.60	9.60	9.60	
Pension	7.00	7.00	7.00	7.00	7.00	
Annuity	8.00 1/4	8.65 1/4	9.15 1/4	9.15 1/4	9.15 1/4	
PL Trg.	.25	.25	.25	.25	.25	
Local Trg.	.15	.15	.15	.15	.15	
LMCT	.20	.20	.20	.20	.20	
Vac.	2.70	3.35	3.35	3.35	3.35	

** (deduct fringe increase)

ZONE 2 (Lo 445)

	Rockland Sullivan		Ulster			
Dutchess Orange	11/1/07 to 11/1/08	11/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 5/1/10	5/1/10 to 2/1/11
Group 1	\$26.06	\$24.56	\$24.60	\$24.90	\$27.29	\$25.79
Group 2	25.77	24.27	26.10	24.60	26.98	25.48
Group 3	25.47	23.97	25.78	24.28	26.64	25.14
Welfare	7.80	5.80	8.30	8.30	8.80	9.30
Pension	6.35	9.85	7.35	8.35	8.35	9.35
Annuity	5.00	5.00	5.00	5.00	5.00	5.00
PL Trg.	.25	.25	.25	.25	.25	.25
Local Trg.	.30	.30	.30	.30	.30	.30
LMCT	.20	.20	.20	.20	.20	.20

ZONE 3

Westchester

Putnam

	11/1/06 to 11/1/07	11/1/07 to 7/1/08	7/1/08 to 2/1/09	**2/1/09 to 2/1/10	**2/1/10 to 2/1/11
Group 1	\$29.19	\$30.57	\$27.59	\$29.48	\$31.94
Group 2	28.61	29.97	26.99	28.86	31.29
Group 3	28.43	29.79	26.81	28.67	31.10
• Welfare	5.50	5.50	7.73	7.73	7.73
• Pension	5.60	5.60	6.35	6.35	6.35
• Legal	.20	.20	.20	.20	.20
• Training	.05	.05	.05	.05	.05
• Annuity	5.00	5.00	5.00	5.00	5.00
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

*Payable on 40 hours only.

Vacation: (1 day's pay after 18 days employment, or pro-rated on daily basis if employee doesn't qualify.)

** (Deduct fringe increases)

ZONE 4

Eric

Niagara

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$24.41	\$25.03	\$26.81
Group 2	24.11	24.72	26.49
Group 3	23.94	24.54	26.50
Welfare	4.10 hr.	4.85 hr.	4.85 hr.
Pension	5.35 hr.	5.35 hr.	5.35 hr.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

ZONE 5 (Local 264)

Allegany (except Townships of Alfred, Almond, Burns and West Almond)

Cattaraugus

Chautauqua

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 7/1/10	7/1/10 to 1/31/11
Group 1	\$27.11	\$28.04	\$29.67	\$29.72
Group 2	26.81	27.73	29.34	29.34
Group 3	25.46	26.33	27.87	27.87
Welfare	4.85 hr.	5.10 hr.	5.10 hr.	5.10 hr.
Pension	4.65 hr.	4.95 hr.	5.25 hr.	5.25 hr.
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

ZONE 6 (Local 529)

Chemung

Schuyler

Stuebenn (Townships of: Addison, Doring, Bath, Hammondsport, Caton, Lindley, Tuscarora, Woodhull, Edw., Kaiborn, Cameron, Thurston, Campbell, Urbana, Hornley, Bradford and Wayne)

Tioga (all Territory from Smithboro toward city of Elmira)

	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/08	2/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$22.45	\$23.83	\$24.91	\$24.34	\$25.09	\$26.09
Group 2	21.99	23.66	24.73	24.16	24.91	25.90
Group 3	21.77	23.13	24.19	23.62	24.34	25.30
Welfare	7.97 hr.	7.97 hr.	7.97 hr.	8.42 hr.	8.95 hr.	9.75 hr.
Pension	3.75 hr.	3.75 hr.	3.75 hr.	3.87 hr.	4.07 hr.	4.20 hr.
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

ZONE 7 (Local 317)

Allegany (Townships of Alfred, Almond, Burns, and West Almond)

Cortland

Tompkins

Warren (Except Townships in Zone 6)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$25.18	\$26.68	\$28.63
Group 2	24.88	26.37	28.30
Group 3	24.47	25.94	27.85
Welfare	7.00 hr.	7.00 hr.	7.00 hr.
Pension	4.80 hr.	4.80 hr.	4.80 hr.
PL Trg.	.25 hr.	.25 hr.	.25 hr.
LMCT	.20 hr.	.20 hr.	.20 hr.

ZONE 8 (Local 317)

Madison (Townships of Sullivan, Lenox, Cazenovia, Fenner, Nelson, DeRuyter, Georgetown)

Onondaga

Oswego (Except Townships of Redfield, Sandy Creek, Boylston)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$25.73	\$27.25	\$29.22
Group 2	25.44	26.95	28.91
Group 3	25.03	26.52	28.46
Welfare	7.00 hr.	7.00 hr.	7.00 hr.
Pension	4.80 hr.	4.80 hr.	4.80 hr.
PL Trg.	.25 hr.	.25 hr.	.25 hr.
LMCT	.20 hr.	.20 hr.	.20 hr.

ZONE 9 (Local 687)

Clinton

Essex

Franklin

Jefferson

St. Lawrence

Warren (remainder of county listed in Zone 10)

	11/1/07 to 2/1/09	2/1/09 to 6/1/09	6/1/09 to 2/1/10	2/1/10 to 1/31/11
Group 1	\$24.98	\$26.50	\$23.25	\$25.22
Group 2	24.68	26.22	22.97	24.93
Group 3	24.50	26.00	22.75	24.70
Welfare	7.97 hr.	7.97 hr.	10.60 hr.	10.60 hr.
Pension	4.52 hr.	4.52 hr.	5.14 hr.	5.14 hr.
PL Trg.	.25 hr.	.25 hr.	.25 hr.	.25
LMCT	.20 hr.	.20 hr.	.20 hr.	.20

ZONE 10 (Local 294)

Albany

Columbia

Fulton

Greene

Montgomery

Rensselaer

Schoharie

Saratoga

Schenectady

Warren (Towns of

Bolton, Burg, Lake

George, Lake Lucerne,

Queensbury, Stonycreek,

Thurman, and Warrens)

Washington

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 7/1/09	7/1/09 to 2/1/10	2/1/10 to 7/1/10	7/1/10 to 2/1/11
Group 1	\$24.22	\$25.33	\$25.95	\$25.05	\$27.02	\$26.22
Group 2	23.94	25.04	25.65	24.85	26.81	26.01
Group 3	23.76	24.85	25.46	24.66	26.61	25.81
Welfare	5.20	5.20	6.00	6.50	6.50	7.00
Pension	6.05	6.05	6.15	6.45	6.45	6.75
Training	1.00	1.00	1.00	1.00	1.00	1.00
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

ZONE 11 (Local 182)

	Hamilton Herkimer	Lewis Madison (Except townships of Cazenovia, DeRuyfer, Fenner, Georgetown, Lenox, Nelson, & Sullivan,	Oneida	Otsego
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	
Group 1	\$28.42	\$29.97	\$31.98	
Group 2	28.13	29.66	31.66	
Group 3	27.96	29.49	31.48	
Welfare	6.30	6.30	6.30	
Pension	3.50	3.50	3.50	
PL Trg.	.25	.25	.25	
LMCT	.20	.20	.20	

ZONE 12 (Locals 118 & 449)

	Orleans Wyoming	Genesee	Livingston	Monroe
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	
Group 1	\$26.75	\$24.39	\$24.50	
Group 2	26.28	23.91	24.60	
Group 3	26.05	23.67	23.75	
Welfare	7.15 hr.	9.50 hr.	11.08 hr.	
Pension	3.00 hr.	4.50 hr.	4.75 hr.	
PL Trg.	.25	.25	.25	
LMCT	.20	.20	.20	

ZONE 13 (Locals 118 & 653)

	Broome Ontario Yates	Cayuga Seneca	Chenango Tioga	Delaware Wayne
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	
Group 1	\$24.39	\$24.39	\$24.50	
Group 2	23.92	23.91	24.00	
Group 3	23.69	23.67	23.75	
Welfare	9.01 hr.	9.50 hr.	11.08 hr.	
Pension	3.50 hr.	4.50 hr.	4.75 hr.	
PL Trg.	.25	.25	.25	
LMCT	.20	.20	.20	

NORTH CAROLINA (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Welfare	4.13	4.18	4.18
Pension	2.60	2.65	2.80
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

NORTH DAKOTA (PL)

Statewide

	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 5/1/10	*5/1/10 to 1/31/11
Group 1	\$19.55	\$19.00	\$22.20	\$22.20	\$23.94	\$23.94
Group 2	16.77	16.22	20.62	20.62	22.28	22.28
Group 3	15.77	15.22	20.15	20.15	21.79	21.79
H&W	6.55	6.80	6.80	7.05	7.05	7.05
Pension	4.35	4.75	4.75	5.00	5.00	5.00
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20
LCL Tng.	---	---	---	.10	.10	.10

(Fringe benefits TBD)

OHIO (PL)

ZONE 1

Cuyahoga

	Geauga 5/1/08 to 2/1/09	Lake *2/1/09 to 2/1/10	*2/1/10 to 2/1/11
Group 1	\$26.04	\$27.51	\$29.43
Group 2	25.40	26.86	28.74
Group 3	24.37	25.78	27.61
Welfare	4.80	4.80	4.80
Pension	5.55	5.55	5.55
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Fringe adjustment deducted from wages 5/1/09 and 5/1/10)

ZONE 2

Athens

	Washington 2/1/09 to 5/1/09	5/1/09 to 10/1/09	10/1/09 to 2/1/10	2/1/10 to 10/1/10	10/1/10 to 1/31/11
Group 1	\$26.11	\$25.95	\$25.52	\$27.09	\$27.04
Group 2	25.28	25.12	24.69	26.22	26.17
Group 3	25.11	24.95	24.52	26.04	25.99
Welfare	1025.00 mo.	1025.00 mo.	1129.00 mo.	1129.00 mo.	1140.00 mo.
Pension	960.70 mo.	1000.00 mo.	1000.00 mo.	1040.00 mo.	1040.00 mo.
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

(Working dues 2% of gross wages deducted when authorized by employee.)

ZONE 3

Gallia

	Lawrence 10/29/08 to 2/1/09	Meigs 2/1/09 to 11/1/09	11/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.53	\$24.98	\$24.31	\$26.19
Group 2	22.74	24.16	23.49	25.33
Group 3	22.58	23.99	23.32	25.15
Welfare	6.96	6.96	7.63	7.63
Pension	5.25	5.25	5.25	5.25
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

ZONE 4 (Rest of State)

	5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	*2/1/10 to 2/1/11
Group 1	\$24.57	\$25.97	\$24.97	\$26.79
Group 2	23.78	25.15	24.15	25.93
Group 3	23.60	24.96	23.96	25.73
Welfare	5.51	5.51	6.11	6.11
Pension	4.50	4.50	4.90	4.90
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Fringe adjustment deducted from wages 5/1/10.)

ZONE 3

	Centre Clearfield Crawford Erie Fayette Greene	Indiana Jefferson Lawrence McKean Mercer Somerset	Venango Warren Washington Westmoreland
	12/31/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10
Group 1	\$24.57	\$25.24	\$26.24
Group 2	24.37	25.03	26.03
Group 3	23.56	24.19	25.19
• Welfare	27.0%	27.0%	27.0%
• Pensions	16.0%	16.0%	16.0%
Training	.05	.05	.05
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Based on gross wages.)

ZONE 4

	Bedford Cameron	Clarion Elk	Forest Franklin	Fulton Huntington	Mifflin Potter
	12/31/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	
Group 1	\$24.31	\$24.97	\$25.97	\$27.32	
Group 2	24.57	25.24	26.24	27.59	
Group 3	23.45	24.07	25.07	26.42	
• Welfare	27.0%	27.0%	29.0%	30.0%	
• Pension	16.0%	16.0%	18.0%	18.0%	
Training	.05	.05	.05	.05	
PL Trg.	.25	.25	.25	.25	
LMCT	.20	.20	.20	.20	

*(Based on gross wages)

RHODE ISLAND

Statewide

	5/1/07 to 5/1/08	5/1/08 to 8/1/08	8/1/08 to 5/1/09	5/1/09 to 5/1/10
Group 1	\$24.26	\$25.26	\$25.26	\$26.26
Group 2	23.86	24.86	24.86	24.66
Group 3	*23.51	24.51	24.81	23.51
Welfare	6.66 1/4	7.16 1/4	7.66 1/4	7.86 1/4
Pension	5.80	6.09	6.09	6.39
Unified Trust Fund	--	--	--	--
Local Trg.	--	--	--	--
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20

*(Eff. 8/1/06 - 6.66 1/4; 8/1/07 - 7.16 1/4; 8/1/08 - 7.66 1/4)

SOUTH CAROLINA (PL)

Statewide

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Welfare	4.13	4.18	4.18
Pension	2.60	2.65	2.80
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

SOUTH DAKOTA (PL)

Statewide

	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 5/1/10	*5/1/10 to 1/31/11
Group 1	\$22.20	\$22.20	\$23.94	\$23.94
Group 2	20.62	20.62	22.28	22.28
Group 3	20.15	20.15	21.79	21.79
Welfare	6.80	7.05	7.05	7.05
Pension	4.75	5.00	5.00	5.00
PL Trg.	.25	.25	.25	.25
LMCT	.20	.20	.20	.20
LCL Trg.	--	.10	.10	.10

*(Fringe Benefits TBD)

TENNESSEE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	\$24.65	\$26.09
Group 2	20.58	21.10	21.10	20.90	21.92	23.23
Group 3	19.52	20.00	20.00	19.80	20.78	22.03
Central St. H&W	3.98 hr.	4.08 hr.	4.13 hr.	4.13 hr.	4.18 hr.	4.18 hr.
Central Sts. Pen.	2.20 hr.	2.40 hr.	2.40 hr.	2.60 hr.	2.65 hr.	2.80 hr.
PL Trg.	.25	.25	.20	.20	.20	.20
LMCT	.20	.20	.20	.20	.20	.20

TEXAS (PL)

Statewide

	1/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.52	\$24.65	\$26.09
Group 2	20.90	21.92	23.23
Group 3	19.80	20.78	22.03
Central St. H&W	4.13 hr.	4.18 hr.	4.18 hr.
Central Sts. Pen.	2.60 hr.	2.65 hr.	2.80 hr.
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

UTAH (PL)

ZONE 1

Contact PLCA or IBT for exact location. Approximately the central 1/3 of the State.

	4/1/07 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	*2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 1/31/11
Group 1	\$26.09	\$27.14	\$26.15	\$27.59	\$27.34	\$29.22
Group 2	25.64	26.68	25.69	27.11	26.86	28.71
Group 3	25.36	26.39	25.40	26.81	26.56	28.40
Welfare	4.66	4.66	4.76	4.76	4.96	4.96
Ret. H&W	.51	.51	.51	.51	.56	.56
Pension	2.17	2.17	3.06	3.06	3.06	3.06
Vacation	1.00	1.00	1.00	1.00	1.00	1.00
Training	.15	.15	.15	.15	.15	.15
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

*(Fringe adjustments 4/1/08 and 4/1/10 to be deducted.)

ZONE 2

Contact PLCA or IBT for exact location. Approximately the eastern and western 1/3 of the State.

	11/1/06 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 1/31/11
Group 1	\$29.63	\$30.66	\$29.67	\$31.25	\$31.00	\$33.06
Group 2	29.18	30.19	29.20	30.77	30.52	32.56
Group 3	28.90	29.90	28.91	30.46	30.21	32.23
Welfare	4.53	4.66	4.76	4.76	4.96	4.96
Ret. H&W	.51	.51	.51	.51	.56	.56
Pension	2.17	2.17	3.06	3.06	3.06	3.06
Vacation	1.00	1.00	1.00	1.00	1.00	1.00
Training	.15	.15	.15	.15	.15	.15
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

VERMONT (PL)

Statewide

	11/1/06 to 4/30/07	5/1/07 to 11/1/07	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.86	\$21.11	\$22.10	\$21.35	\$22.71	\$24.48
Group 2	17.55	16.80	17.66	16.91	18.09	19.62
Group 3	16.51	15.76	16.59	15.84	16.60	18.06
Welfare	5.79 1/4	5.19 1/4	6.19 1/4	6.59 1/4	6.59 1/4	6.59 1/4
Pension	4.86	5.21	5.21	5.56	5.56	5.56
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

VIRGINIA (PL)

ZONE 1

	Fairfax Falls Church	Loudoun	Prince William
	11/1/06 to 2/15/07	2/15/07 to 11/1/07	11/1/07 to 6/1/08
	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.82	\$22.97	\$23.92
Group 2	21.69	20.84	21.72
Group 3	20.57	19.72	20.57
Welfare	4.12	4.72	4.72
Pension	3.00	3.25	3.25
PL Trg.	.25	.25	.25
LMCT	.20	.20	.25

ZONE 2

(Rest of State)

	11/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$23.70	\$24.83	\$26.28
Group 2	21.18	22.21	23.53
Group 3	20.15	21.14	22.41
Welfare	4.13 hr.	4.18 hr.	4.18 hr.
Pension	2.60 hr.	2.65 hr.	2.80 hr.
PL Trg.	.20	.20	.20
LMCT	.20	.20	.20

* (Eff. 1/1/08 Wel. 4.13; PL Trg. .20)

WASHINGTON (PL)

ZONE 1 (Local 38, 174, 231, 252, 313, 378, 788 and 589)

	King Kitsap	Pacific Pierce	Snohomish Thurston
	11/1/06 to 11/1/07	11/1/07 to 6/1/08	6/1/08 to 2/1/09
	6/1/09 to 6/1/09	6/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$27.79	\$28.50	\$28.10
Group 2	27.51	28.21	27.81
Group 3	24.77	25.39	24.99
Welfare	5.93	5.93	5.93
Pension	5.85	6.30	6.70
Appr. Tra.	.20	.25	.25
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Fringe adjustments 6/1/09 and 6/1/10 deducted from rates.)

Zone Pay: \$ 5.70 to \$1.00 per hour in specified areas and time starts and stops from point where equipment is started and stopped with employees furnishing own transportation to and from equipment.

ZONE 2 (Joint Council No. 37)

Clarke	Cowlitz	Skamania	Wahkiakum
	11/1/07 to 2/1/09	*2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$28.34	\$29.96	\$32.06
Group 2	27.30	28.88	30.93
Group 3	27.01	28.57	30.60
Welfare	6.30	6.30	6.30
Pension	5.25	5.25	5.25
Vacation	--	--	--
Local Training	.08	.08	.08
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

*(Fringe adjustments 6/1/09 and 6/1/10 deducted from rates.)

Remote Pay Zones: \$5.65 to \$2.75 per hour in specified areas and time starts and stops from point where equipment is started and stopped with employees furnishing own transportation to and from equipment.

ZONE 3 (Locals 524, 556, 690, 839, 760)

Adams Asotin Benton Chelan Columbia	Douglas Ferry Franklin Garfield Grant	Kittitas Klickitat Lincoln Okanogan Pend Orielle	Spokane Stevens Walla Walla Whitman Yakima		
	11/1/06 to 11/1/07	11/1/07 to 6/1/08	6/1/08 to 2/1/09	*2/1/09 to 2/1/10	*2/1/10 to 2/1/11
Group 1	\$26.91	\$27.44	\$26.72	\$28.27	\$30.27
Group 2	26.52	27.04	26.32	27.85	29.84
Group 3	26.01	25.71	25.79	27.30	29.26
Welfare	5.93	5.93	5.93	5.93	5.93
Pension	3.97	4.37	5.09	5.09	5.09
Training	.25	.25	.25	.20	.20
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.25	.25
Union Prog.	--	.20	.20	.20	.20

*(Fringe adjustments deducted from rate.)

WEST VIRGINIA (PL)

ZONE 1

(Rest of State)

	1/1/09 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 10/1/09	10/1/09 to 2/1/10	2/1/10 to 10/1/10	10/1/10 to 1/31/11
Group 1	\$22.30	\$23.54	\$25.15	\$24.72	\$26.52	\$26.47
Group 2	22.58	23.83	24.46	24.03	25.53	25.48
Group 3	21.82	23.04	24.63	24.20	25.71	25.66
Welfare	1025.00 mo.	1025.00 mo.	1025.00 mo.	1129.00 mo.	1129.00 mo.	1140.00 mo.
Pension	960.71 mo.	960.71 mo.	1000.00 mo.	1000.00 mo.	1040.00 mo.	1040.00 mo.
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

ZONE 2 (Local 453)

Berkley Grant	Hampshire Hardy	Jefferson Mineral	Morgan Pendleton			
	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 1/1/09	1/1/09 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$20.08	\$21.04	\$19.84	\$19.24	\$20.55	\$22.25
Group 2	20.31	21.29	20.08	19.48	20.80	22.51
Group 3	19.64	20.59	19.39	18.79	20.08	21.76
Welfare	5.88	5.88	6.63	6.93	6.93	6.93
Pension	5.33	5.35	5.78	6.08	6.08	6.08
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

ZONE 3 (Local 697)

Marshall	Ohio		Wetzel		2/1/09 to 12/1/09	12/1/09 to 2/1/10	2/1/10 to 2/1/11
	11/1/06 to 11/1/07	11/1/07 to 11/30/08	11/30/08 to 2/1/09	2/1/09 to 12/1/09			
Group 1	\$18.63	\$21.38	\$20.84	\$20.94	\$20.77	\$22.34	
Group 2	19.13	21.90	21.36	21.48	21.31	22.91	
Group 3	18.40	21.14	20.60	20.69	20.52	22.08	
Welfare	8.29 hr.	6.42 hr.	6.96 hr.	7.63 hr.	7.63 hr.	7.63 hr.	
Pension	118.00 wk.	118.00 wk.	118.00 wk.	144.60 wk.	154.70 wk.	154.70 wk.	
PL Trg.	.25	.25	.25	.25	.25	.25	
LMCT	.20	.20	.20	.20	.20	.20	

ZONE 4 (Local 92)

Brooke	Hancock		2/1/09 to 12/1/09	12/1/09 to 2/1/10	2/1/10 to 2/1/11
	11/1/06 to 11/1/07	11/1/07 to 2/1/09			
Group 1	\$21.80	\$21.70	\$21.83	\$21.33	\$23.00
Group 2	22.07	21.97	22.11	21.61	23.29
Group 3	21.34	21.22	21.32	20.82	22.47
Welfare	5.07 hr.	5.51 hr.	6.07 hr.	6.57 hr.	6.57 hr.
Pension	3.90 hr.	4.50 hr.	5.10 hr.	5.10 hr.	5.10 hr.
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

ZONE 5 (Local 505)

Cabell Lincoln	Logan Mason		Mingo		Wayne	
	11/1/06 to 11/1/07	11/1/07 to 10/29/08	10/29/08 to 2/1/09	2/1/09 to 12/1/09	12/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$20.29	\$20.53	\$19.99	\$21.15	\$20.48	\$22.18
Group 2	20.01	20.24	19.70	20.86	20.19	21.87
Group 3	19.73	19.95	19.41	20.54	19.87	21.54
Welfare	6.05 hr.	6.42 hr.	6.96 hr.	6.96 hr.	7.63 hr.	7.63 hr.
Pension	4.91 hr.	5.25 hr.	5.25 hr.	5.40 hr.	5.40 hr.	5.40 hr.
PL Trg.	.25	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20	.20

WISCONSIN

Statewide

	5/1/08 to 5/1/09	5/1/09 to 5/1/10	5/1/10 to 5/1/11
Group 1	\$22.47	\$23.99	\$24.91
Group 2	22.22	23.84	24.76
Group 3	22.22	23.84	24.76
Welfare	7.82 hr.	7.82 hr.	8.05 hr.
Pension	6.40 hr.	6.80 hr.	7.30 hr.
PL Trg.	.25	.25	.25
LMCT	.20	.20	.20

WYOMING (PL)

Statewide

	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 4/1/09	*4/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$21.26	\$21.16	\$22.32	\$22.07	\$23.57
Group 2	20.96	20.86	22.01	21.76	23.25
Group 3	20.57	20.47	21.60	22.82	22.82
Welfare	5.17	5.27	5.27	4.96	4.96
Ret. Welfare	--	--	--	.56	.56
Pension	1.60	1.60	1.60	1.60	1.60
PL Trg.	.25	.25	.25	.25	.25
LMCT	.20	.20	.20	.20	.20

*(Fringe adjustment 4/1/09 and 4/1/10 deducted.)

(c) the per diem for all Welder Journeymen shall be further increased by \$30.00/day; and

(d) the Union will allocate \$1.25 of the January 1, 2008 increase for Journeymen and \$.76 of the January 1, 2008 increase for Helpers to the PIPF. The Union will decide the allocation of the balance of the increase.

Exhibits "A" and "B" reflect the allocation of this increase.

4. Effective January 1, 2009:

(a) the total wage, per diem and fringe benefits package shall be increased for all Journeymen and Helpers by 5% (except that the per diem increase for Welder Journeymen shall be based on \$42.50); and

(b) based upon the recommendation of the PIPF's Trustees, the Union will allocate a minimum of \$1.00 of the January 1, 2009 increase for Journeymen and a minimum of \$.61 of the January 1, 2009 increase for Helpers to the PIPF. The Union will decide the allocation of the balance of the increase.

Modified Exhibits "A" and "B" will be distributed after the January 1, 2009 increase is allocated.

5. Effective January 1, 2010:

(a) the total wage, per diem and fringe benefits package for all Journeymen and Helpers shall be increased by 7% (except that the per diem increase for the Welder Journeymen shall be based on \$42.50); and

(b) the Union will decide the allocation of the increase.

Modified Exhibits "A" and "B" will be distributed after the January 1, 2010 increase is allocated.

(B) The graded helper rate shall be \$.70 per hour above the welder helper rate.

(C) No premium shall be paid for any job assignment unless specifically provided in this Agreement.

(D) Journeymen employed as "stringer bead" welders and journeymen who are regularly employed as "hot-pass" welders shall receive \$1.00 per hour more than other journeymen. The journeyman employed carrying the line shall receive \$1.00 per hour more than other journeymen.

(E) Welders running "stringer bead" or "hot-pass" on "cut outs" or "ties" on a production basis shall be paid \$1.00 per hour above the journeyman rate. "Production basis" shall mean those situations where one or more welders have been assigned to welding the stringer bead or hot-pass as a per-

manent or semi-permanent assignment, and to cover areas of skips and/or large amounts of pups in one location. It is not intended to cover the temporary assignment on a daily basis in a cut-out or tie-in crew where any such assignment is for the express purpose of expediting the movement of the tie-in tractors.

(F) Whenever a welder helper is employed using a power buffer or power grinder immediately behind the stringer bead and/or hot-pass welders, and the pipe gang is set up on a production basis, he shall be paid \$2.00 per hour above the helper rate. Whenever an extra welder helper is employed using a power buffer or power grinder anywhere else on the job, he shall be paid the graded helper rate. Whenever an alternative method is used for buffing bevels such as sandblasting for weld preparation, all helpers assigned to operate the equipment necessary for such alternative method (e.g., a sandblaster), shall be paid the graded helper rate. Whenever an Employer elects to use a welder helper with a tiger disk or sander pad for ultrasonic test preparation -- grinding seams or buttons, said welder helper shall be paid \$2.00 per hour above the helper rate.

The \$2.00 premium set out above will not apply on work listed in Article I, Paragraph (I). (Exception for marine work, see Article XXI, Marine No. 8.)

(G) The helper assigned to operate the bending mandrel of the bending machine shall be paid the graded helper rate.

(H) The Employer may at its sole discretion appoint a welder helper straw(s) who will be paid the graded helper rate.

(I) Preheating with oxygen or acetylene torches and stress relieving shall be assigned to a journeyman. Preheating with liquefied petroleum gas shall be performed by the welder's assigned helper. If an extra welder helper is hired to perform this work he shall be paid at the regular helper rate. Setting the heat on welding machines and hooking and unhooking of welding machines to tow cats shall also be performed by the welder's assigned helper.

(J) Journeymen acting as job stewards shall wherever possible be assigned to the firing line and shall be paid \$1.00 an hour above the journeyman rate for all hours worked by him or for the number of hours up to a maximum of thirteen (13) worked by any UA journeymen on the job except the UA mechanic and except for journeymen and/or welders working on testing. Provided that if the UA mechanic performs any welding after the end of the regular shift, such hours shall be counted in computing the steward's pay. It is intended that the steward shall, wherever possible, and at Employer's option, actually work the number of hours for which he is paid.

(K) In the event back welding is performed inside the pipe under either or both of the following conditions, then Employer will pay such welder engaged in back welding at a wage rate \$3.00 per hour above his regular rate for the job only for the days on which such back welding is performed. If the welder helper is required to go inside the pipe for the purpose of brushing, buffing and grinding the weld, he shall receive a wage rate \$1.00 per hour above the regular helper rate for days involved.

1. If Employer elects as a regular procedure to back weld each line-up, then one welder will be selected each day to perform all of such back welding. This condition is not intended to apply to occasional back welding

(C) Any welder helper who reports to work and works more than four (4) hours in any one day shall receive pay equal to the number of hours for that day for which the job has been set up not to exceed ten (10) hours.

(D) If a journeyman who is entitled to waiting time performs some work during the day and is then prevented from completing a full day's work for any reason, he shall receive five (5) hours pay at the rate for that work day. If he works more than four hours and is then prevented from completing a full day's work for any reason, then such journeyman shall be entitled to receive pay equal to the number of hours for that day for which the job has been set up; provided, however, that such journeyman shall not leave the job site unless specifically directed by his foreman. If he leaves the job site or stops work without being directed to do so by his foreman, he shall be entitled to receive pay only for hours actually worked.

(E) If, under any of the circumstances described above, any Employee leaves the job site or stops work without being directed to do so by his foreman, he shall be entitled to receive pay only for hours actually worked.

(F) Fringe contributions shall be required on any hours paid under these provisions even though not actually worked. Hours paid for under this provision shall be counted in computing the forty (40) hours after which overtime is payable.

(G) It is expressly provided, however, that when any Employee refuses to work or to continue to work or work stoppage conditions brought about by a third party or third parties prevent or make ill-advised in the opinion of the Employer the performance of any work or the continuance of work once started, no pay for time not worked shall be required under any of the above enumerated conditions.

(H) Where notification of the men is required under this Agreement to the effect that work shall not be performed on a particular day, notification of such fact to the steward shall be sufficient notification to the men, provided such notification is made during working hours.

XVI. WELDING RIGS

(A) It shall not be a condition of employment for Welder Journeymen to provide their own welding rigs. It is understood and agreed, however, that a Welder Journeyman who is dispatched to a project as a rig welder will be required to provide a usable rig as a condition of the dispatch. If the Union is unable to fill the dispatch request, the Employer may obtain rig welders from any source in accordance with Article V(G)(4) of the Agreement.

(B) As of July 1, 2007, the Parties agree to treat rig rental rates as a mandatory subject of bargaining within the meaning of the National Labor Relations Act, with all of the rights and obligations that attach to such a subject of bargaining.

(C) As of July 19, 2007, Employers who rent rigs from Welder Journeymen who perform work covered by the NPLA shall pay such Welder Journeymen \$15.00/hour "wet" or \$9.00/hour "dry" for the rental of their rigs. These rates are the current maximum hourly rate determined by the Internal Revenue Service to be non-taxable pursuant to IRS Revenue Procedure 2002-41, as increased by the IRS as of January 1, 2007. As of July 19, 2007, these 2007 rates shall be the rig rental rate for the duration of the Agreement. The Parties shall agree at the pre-job conference whether the applicable rate shall be a "wet" rate or a "dry" rate. The rig rate will not be included in calculating total package annual increases.

(D) The Parties further agree that all pre-jobs for work in progress as of July 19, 2007, will be reopened and modified to reflect the IRS substantiated rate set forth in Paragraph (C). The Parties shall agree whether the applicable rate shall be "wet" rate or a "dry" rate. Such modifications will be effective retroactively to the first day of the payroll period immediately preceding July 19, 2007, so long as the Employee has not yet received his pay for such payroll period.

(E) Any fuel adjustment payment must be agreed to by the UA and the PLCA.

(F) If the IRS eliminates or issues a procedure or ruling that adversely affects the favorable tax status of rental payments for welding rigs currently provided for in IRS Revenue Procedure 2002-41, the Parties agree that they will reopen the NPLA for the limited purpose of renegotiating rig rental rates. Annual increases to the deemed substantiated rate permitted by the IRS pursuant to Revenue Procedure 2002-41 shall not be the basis for reopening the NPLA for negotiating rig rental rates.

XVII. TESTING TIME

(A) Before any welder is given a test (single or multiple) for qualification he shall be placed on Employer's payroll.

(B) Single Test. Where a welder successfully completes a single qualification test he shall be entitled to receive pay equal to the number of hours for that day for which the job has been set up (defined as normally scheduled work day); however, Employer may require the welder to work any remaining hours of the normally scheduled work day after completing his test without additional pay. A welder will be entitled to additional pay for any hours he is required to work beyond the normally scheduled work day. If a welder fails a single qualification test he shall receive: (1) four (4) hours pay at the straight time rate; (2) four (4) hours rig pay; (3) per diem for the day; and (4) no fringe benefit contributions.

(C) Multiple Tests. If a welder is required to take more than one test for qualification at the start of the job he shall be entitled to receive:

1. Four (4) hours pay at the straight time rate with no fringe benefit contributions if he fails the first test; or

EXHIBIT "A"

**RE: UNITED ASSOCIATION JOURNEYMEN
HOURLY WAGE RATES**

	1/1/09 to 12/31/09
	<u>Wages</u>
Alabama	\$44.19
Alaska	---
Arizona	\$44.99
Arkansas	\$44.19
California	\$44.99
Colorado	\$44.19
Connecticut	\$44.99
Delaware	\$44.47
D.C.	\$44.47
Florida	\$44.19
Georgia	\$44.19
Idaho	\$44.19
Illinois	\$44.47
Indiana	\$44.47
Iowa	\$44.47
Kansas	\$44.19
Kentucky	\$44.47
Louisiana	\$44.19
Maine	\$44.47
Maryland	\$44.47
Massachusetts	\$44.99
Michigan	\$44.47
Minnesota	\$44.47
Mississippi	\$44.19
Missouri	\$44.47
Montana	\$44.19
Nebraska	\$44.19
Nevada	\$44.99
New Hampshire	\$44.47
New Jersey	\$44.99
New Mexico	\$44.19
New York	\$44.47
North Carolina	\$44.19
North Dakota	\$44.19
Ohio	\$44.47
Oklahoma	\$44.19
Oregon	\$44.47
Pennsylvania	\$44.47
Rhode Island	\$44.99

EXHIBIT "A"

**RE: UNITED ASSOCIATION JOURNEYMEN
HOURLY WAGE RATES**

	1/1/09 to 12/31/09
	<u>Wages</u>
South Carolina	\$44.19
South Dakota	\$44.19
Tennessee	\$44.19
Texas	\$44.19
Utah	\$44.19
Vermont	\$44.47
Virginia	\$44.47
Washington	\$44.47
West Virginia	\$44.47
Wisconsin	\$44.47
Wyoming	\$44.19

**JOURNEYMAN FRINGE BENEFITS
(ALL STATES)**

	1/1/09 to 12/31/09*
Pipeline Industry Benefit Fund	\$4.00
Pipeline Industry Pension Fund	\$13.85
Pipeline Industry Benefit Fund 401-K	\$.05
Pipeline Industry Advancement Fund	\$.50
Local 798 Training Fund	\$.50
International Training Fund	\$.10
TOTAL	\$19.00

* Per agreement of the Parties, for the period from January 1 through December 31, 2009, all PIBF contributions subject to reciprocation shall be \$7.90, and all PIPF contributions subject to reciprocation shall be \$10.00.

**JOURNEYMAN PER DIEM
(ALL STATES)**

	1/1/09 to 12/31/09
	<u>Per Diem</u>
Welder Journeymen	\$102.50
Non-Welder Journeymen	\$42.50

EXHIBIT "B"

**RE: UNITED ASSOCIATION HELPER
WAGES AND FRINGE BENEFITS**

	1/1/09 to 12/31/09
	<u>Wages</u>
Alabama	\$17.85
Alaska	
Arizona	\$21.69
Arkansas	\$18.71
California:	
Zone 1	\$28.88
Zone 2A	\$32.24
Zone 2B	\$30.85
Zone 3	\$29.64
Colorado	\$21.21
Connecticut	\$25.50
Delaware	\$17.73
D.C.	\$20.52
Florida	\$19.17
Georgia	\$19.48
Idaho:	
Zone 1	\$26.46
Zone 2	\$24.92
Illinois:	
Zone 1	\$31.74
Zone 2	\$27.26
Zone 3	\$25.00
Indiana	
Zone 1	\$31.74
Zone 2	\$22.05
Iowa	
Zone 1	\$23.78
Zone 2	\$18.73
Kansas	
Zone 1	\$22.71
Zone 2	\$17.73
Zone 3	\$17.73
Zone 4	\$21.40
Kentucky	\$19.31
Louisiana	\$21.13
Maine	\$17.94
Maryland	
Zone 1	\$19.88
Zone 2	\$22.57

EXHIBIT "B"

**RE: UNITED ASSOCIATION WELDER HELPER
WAGE RATES**

	1/1/09 to 12/31/09
Massachusetts	\$26.96
Michigan	\$24.87
♦ Minnesota	
Zone 1	\$23.63
Zone 2	\$17.60
Mississippi	\$19.11
♦ Missouri	
Zone 1	\$27.52
Zone 2	\$24.67
Zone 3	\$23.47
Zone 4	\$21.87
Zone 5	\$26.07
Zone 6	\$24.52
Montana	\$20.52
Nebraska	\$18.65
♦ Nevada	
Zone 1	\$26.26
Zone 2	\$24.25
New Hampshire	\$20.05
New Jersey	\$27.17
New Mexico	\$19.47
♦ New York	
Zone 1	\$31.24
Zone 1A	\$31.32
Zone 2	\$28.88
Zone 3	\$29.85
Zone 4	\$30.11
Zone 5	\$25.04
Zone 6	\$24.67
Zone 7	\$26.47
Zone 7A	\$23.60
Zone 7B	\$24.35
Zone 7C	\$24.53
Zone 7D	\$24.80
Zone 7E	\$25.73
Zone 7F	\$24.04
Zone 7G	\$27.36
Zone 8A	\$25.66
Zone 8B	\$25.85
Zone 9	\$27.32
Zone 10	\$25.39
Zone 11	\$22.11
Zone 12	\$23.63
Zone 13	\$26.45

EXHIBIT "B"**RE: UNITED ASSOCIATION WELDER HELPER
WAGE RATES**

	1/1/09 to 12/31/09
North Carolina	\$19.59
North Dakota	\$17.73
Ohio	\$25.94
Oklahoma	\$19.53
Oregon	\$25.36
♦ Pennsylvania	
Zone 1	\$24.73
Zone 2	\$22.68
Zone 3	\$23.22
Rhode Island	\$26.70
South Carolina	\$19.59
South Dakota	\$18.83
Tennessee	\$19.44
Texas	\$19.58
Utah	\$21.79
Vermont	\$20.81
Virginia	\$20.08
Washington	\$25.04
West Virginia	\$22.43
Wisconsin	\$22.71
Wyoming	\$21.48

See pages 240 - 247 for description of Zones.

**HELPER FRINGE BENEFITS
(ALL STATES)**

	1/1/09 to 12/31/09
Pipeline Industry Benefit Fund	\$4.00
Pipeline Industry Pension Fund	\$8.14
Pipeline Industry Pension Fund 401-K	\$.05
Pipeline Industry Advancement Fund	\$.50
Local 798 Training Fund	\$.50
International Training Fund	\$.10
TOTAL	\$13.29

* Per agreement of the Parties, for the period from January 1 through December 31, 2009, all PIBF contributions subject to reciprocation shall be \$5.90, and all PIPPF contributions subject to reciprocation shall be \$6.29.

**HELPER PER DIEM
(ALL STATES)**

	1/1/09 to 12/31/09
Helpers	\$42.50

EXHIBIT "B"

RE: UNITED ASSOCIATION WELDER HELPER WAGE RATES AND FRINGES

ZONES BY COUNTIES FOR WELDER HELPERS

CALIFORNIA

Zone 1:

Imperial	Los Angeles	Riverside	Santa Barbara
Inyo	Mono	San Bernardino	Ventura
Kern	Orange	San Luis Obispo	

Zone 2A:

Alameda	Marin	San Mateo
Contra Costa	San Francisco	Santa Clara

Zone 2B:

Alpine	Kings	Nevada	Solano
Amador	Lake	Placer	Sonoma
Butte	Lassen	Plumas	Stanislaus
Calaveras	Madera	Sacramento	Sutter
Colusa	Mariposa	San Benito	Tehama
Del Norte	Mendocino	San Joaquin	Trinity
El Dorado	Merced	Santa Cruz	Tulare
Fresno	Modoc	Shasta	Tuolumne
Glenn	Monterey	Sierra	Yolo
Humboldt	Napa	Siskiyou	Yuba

Zone 3:

San Diego County Only

IDAHO

Zone 1:

Beneway	Clearwater	Latah	Shoshone
Bonner	Idaho*	Lewis	
Boundary	Kootenai	Nez Perce	

*that part of Idaho County North of Parallel 46 in the State of Idaho

Zone 2:

Rest of State

Zone 10:

Genesee
Livingston

Monroe

Orleans

Wyoming

Zone 11:

Allegany
Cattaraugus

Chataugua (Townships of French Creek, Clymer,
Chautaugua, Gerry, Ellington, Ellery and Stockton)

Zone 12:

Chemung

Schuyler (except Township of
Catherine)

Stueben

Zone 13:

Cayuga

Ontario

Seneca

Wayne

Yates

PENNSYLVANIA

Zone 1:

Bucks
Chester

Delaware
Montgomery

Philadelphia

Zone 2:

Allegheny
Armstrong
Beaver
Bedford
Blair
Butler
Cambria
Cameron
Centre

Clarion
Clearfield
Clinton
Crawford
Elk
Erie
Fayette
Forest

Franklin
Fulton
Greene
Huntingdon
Indiana
Jefferson
Lawrence
McKean

Mercer
Mifflin
Potter
Somerset
Venango
Warren
Washington
Westmoreland

Zone 3:

Adams
Berks
Bradford
Carbon
Columbia
Cumberland
Dauphin
Juniata

Lackawanna
Lancaster
Lebanon
Lehigh
Luzerne
Lycoming
Monroe

Montour
Northampton
Northumberland
Perry
Pike
Schuylkill
Snyder

Sullivan
Susquehanna
Tioga
Union
Wayne
Wyoming
York

ATTACHMENT 1

SPECIAL AGREEMENT FOR SMALL DIAMETER PIPE

This Special Agreement to the National Pipe Line Agreement sets forth the terms and conditions under which Small Diameter Pipe Work, as defined in Article I below, shall be performed. Except as otherwise specifically set forth below, all other terms and conditions of the National Pipe Line Agreement shall apply in full to such work:

I. COVERAGE

The wage rates, fringes and conditions set out in this Special Agreement, will apply for all pipeline work, 16" and under of any length, performed in the Continental United States with the exception of such work performed in California, Illinois, Indiana (Jasper, Lake, La Port, Newton, and Porter Counties only), New Jersey, Oregon, Pennsylvania (Bucks, Chester, Delaware, Montgomery, Philadelphia Counties only), Washington, and Wisconsin. Work performed in these exempted states and counties shall be performed under the terms of the National Pipe Line Agreement.

II. WAGE RATES, FRINGE BENEFITS AND PER DIEM

(A) Wage rates, fringe benefits and per diem for Alabama, Arizona, Arkansas, Colorado, Florida, Georgia, Kansas, Louisiana, Mississippi, Nevada, New Mexico, Oklahoma, South Carolina, Texas, Utah and Wyoming for Journeymen and Helpers, respectively, shall be as follows for the period from January 1 through December 31, 2009.

	JOURNEYMEN	HELPERS
Wages	\$29.49	\$12.21 (\$15.46 for Laborers' Comparison)
Fringe Benefits	\$10.97	\$7.41
PIBF	\$4.00	\$4.00
PIBF	\$6.62	\$3.06
PIPF 401-K	\$.05	\$.05
L798 TF	\$.20	\$.20
ITF	\$.10	\$.10
Per Diem:		\$32.50
Welder	\$92.50	
Non-Welder	\$32.50	

For the period from January 1 through December 31, 2009, all PIBF contributions subject to reciprocity shall be \$4.30 for Journeymen and Helpers, and all PIPF contributions subject to reciprocity shall be \$6.37 for Journeymen and \$2.81 for Helpers. Reciprocity adjustments will be made by the Fund Office. Wage, per diem, and fringe benefit rates for periods prior to January 1, 2009 are available upon request from the UA or the PLCA.

B) Wage rates, fringe benefits, and per diem for all other States for Journeymen and Helpers, respectively, shall be as follows for the period from January 1 through December 31, 2009.

	JOURNEYMEN	HELPERS
Wages	\$29.57	\$12.75 ((\$16.00 Laborers Comparison))
Fringe Benefits	\$12.04	\$7.44
PIBF	\$4.00	\$4.00
PIPF	\$7.69	\$3.09
PIBF 401-K	\$.05	\$.05
L798 TF	\$.20	\$.20
ITF	\$.10	\$.10
Per Diem:		\$32.50
Welder	\$92.50	
Non-Welder	\$32.50	

For the period from January 1 through December 31, 2008, all PIBF contributions subject to reciprocation shall be \$4.30 for Journeymen and Helpers, and all PIPF contributions subject to reciprocation shall be \$5.30 for Journeymen and \$1.72 for helpers. Reciprocation adjustments will be made by the Fund Office. Wage, per diem and fringe benefit rates for periods prior to January 1, 2008 are available upon request from the UA or the PLCA.

(C) 1. Effective January 1, 2007, the total wage, per diem, and fringe benefits package for Journeymen and Helpers was increased by 4.5%, and such increases were allocated by the Union:

2. As of July 19, 2007, the per diem for all Welder Journeymen shall be increased by \$30.00/day. Such payment shall be made retroactive to the first day of the payroll period immediately preceding July 19, 2007, so long as the Employee has not yet received his pay for such payroll period. This increase is reflected in the rates set forth in (A) and (B) above.

3. Effective January 1, 2008:

(a) the total wage and fringe benefits package shall be increased for all Journeymen and Helpers by 4.5%;

(b) the per diem shall be increased for all Journeymen and Helpers by 4.5% (except that the increase for Welder Journeymen shall be based on \$32.50/day);

(c) the per diem for all Welder Journeymen shall be further increased by \$30.00/day; and

(d) the Union will allocate \$.64 of the January 1, 2008 increase for Journeymen and \$.35 of the January 1, 2008 increase for Helpers

to the PIPF. The Union will decide the allocation of the balance of the increase.

This increase is reflected in the rates set forth in (A) and (B), above.

4. Effective January 1, 2009:

(a) the total wage, per diem and fringe benefits package shall be increased for all Journeymen and Helpers by 5% (except that the per diem increase for the Welder Journeymen shall be based on \$32.50); and

(b) based upon the recommendation of the PIPF's Trustees, the Union will allocate a minimum of \$.64 of the January 1, 2009 increase for Journeymen and a minimum of \$.35 of the January 1, 2009 increase for Helpers to the PIPF. The Union will decide the allocation of the balance of the increase.

A modified wage, fringe benefit and per diem schedule will be distributed after the January 1, 2009 increase is allocated.

5. Effective January 1, 2010:

(a) the total wage, per diem and fringe benefits package for all Journeymen and Helpers shall be increased by 7% (except that the per diem increase for the Welder Journeymen shall be based on \$32.50); and

(b) the Union will decide the allocation of the increase.

A modified wage, fringe benefit and per diem schedule will be distributed after the January 1, 2010 increase is allocated.

(D) There will be no Graded Welder Helpers other than the Graded Welder Helper on hydrostatic testing, clampmen and the Graded Welder Helper using a power buffer or power grinder immediately behind the stringer bead and/or hot pass welders when the pipe gang is set up on a production basis. Such Graded Helpers will receive \$.70 per hour above the basic welder helper rate. The Graded Helper using a power buffer or grinder immediately behind the Stringer bead and/or hot pass welders under this section will receive \$2.00 per hour above the basic Welder Helper rate.

(E) The Welder Helper will receive the basic hourly rate listed herein-above, or the Laborer's basic hourly rate less \$3.25 for per diem adjustment for the area in which the job is located, whichever is greater. Fringes are not involved in the comparison.

(F) Per diem will be paid for number of days in the work week set out on the pre-job form.

III. OTHER CONDITIONS

(A) Assembly Point(s) will not be established more than twenty (20) miles distance from living accommodations. This distance will be increased beyond the twenty (20) miles when circumstances warrant as agreed to by the principal parties. The establishing of Assembly Point(s) will not affect the location of the warehouse.

(B) Once a crew is hired the Employer may move that crew from job to job without change, regardless of location of job.

(C) The Employer will have the right to hire five (5) of the first six (6) U.A. Employees (of each class - Journeymen/Welders and Helpers). After the sixth (6th) Employee is hired, hiring will be in accordance with the hiring formula under the National Pipe Line Agreement so that 50/50 hire will begin after the sixth (6th) hire.

(D) All Employees will work under a composite crew concept as determined by the Employer. The parties understand that the nature of this work requires working in a cooperative effort, making it sometimes difficult to adhere to strict guidelines. Thus, the Employer shall make every reasonable effort to man specific tasks according to the jurisdiction of the Union and shall maintain a fair and balanced craft ratio in the overall manning of the job.

(E) The Employer shall have the sole right to determine the number and classifications of the employees to be hired provided such assignments are not inconsistent with the provisions of this Special Agreement or the National Pipe Line Agreement.

ATTACHMENT 2

SPECIAL AGREEMENT FOR STATION WORK

This Special Agreement to the National Pipe Line Agreement sets forth the terms and conditions under which Station Work, as defined in Article I below, shall be performed. Except as otherwise specifically set forth below, all other terms and conditions of the National Pipe Line Agreement shall apply in full to such work.

I. COVERAGE

This Special Agreement shall apply to all work relating to the construction, fabrication, installation, maintenance, reconditioning and/or repair of all pipeline stations, including without limitation, meter stations, meter sets, compressor stations, pumping stations, and reducing stations, performed by the Employer within the United States except for the states of Michigan (local Building Trades Agreement applies) and Pennsylvania (local Building Trades Agreement applies in Bucks, Chester, Delaware, Montgomery and Philadelphia Counties). Building Trade wages and fringes will apply when they exceed the Station Agreement for all other States.

II. CLASSIFICATIONS

The classifications of employees which the Employer may employ on work performed under this Agreement, and the general definition of the duties of such classifications, are as follows:

(A) "Journeyman" shall mean a person seeking employment as a welder or journeyman pipefitter.

(B) "Helper/Apprentice" shall mean a person seeking employment as a welder helper or otherwise employed to assist in the performance of all work covered by this Agreement.

III. HIRING PROCEDURE

(A) It is agreed that the Employer may man the original crew at the start of any job without restriction.

(B) Once the original crew has been established, the Employer shall have the right to keep all or part of the original crew on all work covered by this Agreement.

(B) Pre-construction Rigging-Up at Job Site or Other Designated Location

Employers performing pre-construction rigging-up for mechanized welding at the job site or any other designated location for pipeline construction projects under the National Pipe Line Agreement will be obligated to pay the wage rates and fringe benefits under the National Pipe Line Agreement or applicable Project Agreement.

(C) Welding Procedures

For all welding procedures related to a project covered under the National Pipe Line Agreement using mechanized welding, the Employer will pay the wages and fringes as set out in the National Pipe Line Agreement or applicable Project Agreement regardless of whether procedures are being run at the jobsite or any other location.

IV.

HIRING AND EMPLOYMENT PROCEDURES

(A) Manning

The following manning requirements for UA Technicians will apply:

1. One UA Technician and one Helper will be assigned for each internal welder being used on the job. This Technician may be used to maintain the hot pass bugs.

2. One UA Technician and one Helper will be assigned to the mini-crew so long as five or fewer welding stations/shacks are used. If more than five welding stations/shacks are used, an additional UA Technician and Helper will be employed.

3. One UA Technician and one Helper will be assigned to the mainline crew for every five welding stations/shacks.

It is understood that, in the event the Employer is short on Helpers, these U.A. Technician Helpers may be used at the Employer's discretion.

(B) Welder/Technician Qualification Test

Welder/Technicians hired by the Employer will be required to take a Welder qualification test (or tests) specified by the Owner or the Employer.

(C) Spell-Off Welder(s)

Spell-Off Welder(s) will be hired. Assignment of spell-off welder(s) will be at discretion of the Employer. The Steward may be assigned to spell-off.

(D) End Facer

If an End Facer is used, the manning of such equipment shall consist of a Journeyman and one Graded Helper. If a Welder is dispatched to man the end facer, he will be dispatched as a Journeyman and no rig pay will be required.

(E) Manning

When a Local Union is unable to dispatch a sufficient number of Welders to man a mechanized welding project, the Employer agrees to utilize other classifications of Employees under this Agreement to perform such work before obtaining Welders from an outside source pursuant to Article V(G)(4). Such individuals shall be hired in accordance with the hiring procedures set forth in Article V of the NPLA, and otherwise subject to all terms and provisions of the NPLA. All individuals performing such work shall be paid as a Welder.

V.
OTHER CONDITIONS

(A) Work Week

U.A. Technicians will be assigned the same work week hours as the mainline crews and will work on equipment during breaks and during lunch periods at the discretion of the Employer. U.A. Technicians will receive no additional payments for lunch provided they are allowed an uninterrupted 30 minutes during the day for lunch. Additional hours worked above the work-week by any Technician(s) will not attach to any other UA employee or the Steward.

(B) Welding Rigs

Welder/Technicians will be paid rig pay as follows: (1) Standby - \$9.00 per hour plus fuel to be provided by the Employer so long as the rig is on the jobsite and available for work; (2) Used - on the same basis as paid under the National Pipeline Agreement.

(C) Line Up and ID Welding or OD Welding

The provisions of the National Pipe Line Agreement covering work of handling the clamps and lining up the pipe shall apply. The ID Welder shall be paid premium pay of \$1.00 per hour above the regular Journeyman rate. In the event back welding is performed for misfires and such inside the pipe, the Employer will pay such Welder engaged in back welding in accordance with the National Pipe Line Agreement. If a clamp utilizing internal backing in conjunction with OD Welders depositing the stringer bead is used, such Welders shall be paid premium pay of \$1.00 per hour above the regular Journeyman rate.

(D) Bands

In the operation of the mechanized welding equipment, bands are placed on the pipe and there shall be employed one Journeyman or Welder at the Employer's discretion on the front end who will place, measure, and secure the bands for the necessary position and alignment for the O.D. welding devices. He shall be assisted by a Helper. One or more Helpers to be determined by the Employer shall be employed on the back end to remove the bands upon completion of the process. This manning requirement will also apply to the mini-crew.

ing classifications:

Group 1

Back Filler
Back Hoe
Bending Machine
Boring Machine
Bulldozer
Clam
Cleaning Machine
Coating Machine
Crane
Ditching Machine
Drag Line
End Loader/Fork Lift-3 Yd. And Over
Equipment Welder
Forwarding Truck Crane
Gin Truck or Winch Truck with
poles when used for hoisting
Heavy Equipment Robotic
Operator/Technician
Horizontal Directional Drill
Hydro-Axe
Mechanic
Mobile Lubrication and
Service Engineer
Motor Grader
Mud Tech - Horizontal Drill
Operator on Dredges
Shot Blast Machine
Side Booms
Stinger Type Boom Crane
Super Sucker - Vac Truck (Qualified
Operator runs all equipment, hoses, etc.)
Tack Tractor
Vacuworx Pipe Lifter
Wate-Kote Machine

Group 2

Bombardier/Marsh Buggy
(tack or tow rig)
Challenger
End Loader under 3 Yds.
Farm Tractor
Fork Lift, Industrial Type
Hydrostatic Testing Operator
Pipe Dream
Pot Fireman (power agitated)
Rollagon or Similar Type
Equipment
Straightening Machine
Tow Tractor
Vac Truck - Bumper Pull Type
(Qualified Operator runs all
equipment, hoses, etc.)

Group 3

Fuel Man
Mechanic Helper
Oiler or Swamper (on trenching
machine or shovel-type equipment)

HELICOPTER - Whenever a Contractor owns or leases a helicopter, and the crew of that helicopter is on the Contractor's payroll, then such employees are covered by the National Pipe Line Agreement with the IUOE; and the correct classification and wage rate must be determined before the start of the job.

See Attached Wage Sheets A-301 - A-339
Attached Hereto Which Are a Part of This Appendix A
APPENDIX B
NATIONAL PIPE LINE PARTICIPATION AGREEMENT

WHEREAS, the undersigned Employer has entered into a National Pipe

Line Agreement with the International Union of Operating Engineers, which requires said Employer to make contributions into designated funds, approved by the National Labor Relations Act, 1947, Section 302(c), at a stipulated rate and under certain conditions;

NOW, THEREFORE, IT IS AGREED by and between the undersigned Employer and the International Union of Operating Engineers, that such Employer hereby subscribes to the various agreements and declarations of trust of the particular funds into which such Employer will be required to make contributions pursuant to the National Pipe Line Agreement, and agrees to be bound thereby and to amendments made or to be made thereto; and authorizes the parties to such trust agreements to name the trustees and successor trustees, and to administer the trusts; and does hereby ratify and accept such trustees and the terms and conditions of said trusts as fully and as completely as if made by said undersigned Employer; provided, however, that no amendments or provisions of said trust agreements shall bind the Employer for any financial obligations beyond that set forth in the National Pipe Line Agreement pursuant to which such contributions are made. Said Employer's obligations shall also be considered within the construction industry provisions of the Employee Retirement Income Security Act, as amended by the Multiemployer Pension Plan Amendments Act of 1980.

DATED this _____ day of _____ 20__.

EMPLOYER:

By: _____

Name of Company

Address _____

City and State _____

Title _____

"By the execution of this agreement on behalf of its affiliated local unions, the International Union of Operating Engineers does so for convenience only and does not assume any liabilities with respect to such agreements and declarations of trust or with respect to local union contracts to which the International Union of Operating Engineers is not a party."

ing classifications:

Group 1

Back Filler
Back Hoe
Bending Machine
Boring Machine
Bulldozer
Clam
Cleaning Machine
Coating Machine
Crane
Ditching Machine
Drag Line
End Loader/Fork Lift-3 Yd. And Over
Equipment Welder
Forwarding Truck Crane
Gin Truck or Winch Truck with
poles when used for hoisting
Heavy Equipment Robotic
Operator/Technician
Horizontal Directional Drill
Hydro-Axe
Mechanic
Mobile Lubrication and
Service Engineer
Motor Grader
Mud Tech - Horizontal Drill
Operator on Dredges
Shot Blast Machine
Side Booms
Stinger Type Boom Crane
Super Sucker - Vac Truck (Qualified
Operator runs all equipment, hoses, etc.)
Tack Tractor
Vacuworx Pipe Lifter
Wate-Kote Machine

Group 2

Bombardier/Marsh Buggy
(tack or tow rig)
Challenger
End Loader under 3 Yds.
Farm Tractor
Fork Lift, Industrial Type
Hydrostatic Testing Operator
Pipe Dream
Pot Fireman (power agitated)
Rollagon or Similar Type
Equipment
Straightening Machine
Tow Tractor
Vac Truck - Bumper Pull Type
(Qualified Operator runs all
equipment, hoses, etc.)

Group 3

Fuel Man
Mechanic Helper
Oiler or Swamper (on trenching
machine or shovel-type equipment)

HELICOPTER - Whenever a Contractor owns or leases a helicopter, and the crew of that helicopter is on the Contractor's payroll, then such employees are covered by the National Pipe Line Agreement with the IUOE; and the correct classification and wage rate must be determined before the start of the job.

See Attached Wage Sheets A-301 - A-339
Attached Hereto Which Are a Part of This Appendix A
APPENDIX B
NATIONAL PIPE LINE PARTICIPATION AGREEMENT

WHEREAS, the undersigned Employer has entered into a National Pipe

Line Agreement with the International Union of Operating Engineers, which requires said Employer to make contributions into designated funds, approved by the National Labor Relations Act, 1947, Section 302(c), at a stipulated rate and under certain conditions;

NOW, THEREFORE, IT IS AGREED by and between the undersigned Employer and the International Union of Operating Engineers, that such Employer hereby subscribes to the various agreements and declarations of trust of the particular funds into which such Employer will be required to make contributions pursuant to the National Pipe Line Agreement, and agrees to be bound thereby and to amendments made or to be made thereto; and authorizes the parties to such trust agreements to name the trustees and successor trustees, and to administer the trusts; and does hereby ratify and accept such trustees and the terms and conditions of said trusts as fully and as completely as if made by said undersigned Employer; provided, however, that no amendments or provisions of said trust agreements shall bind the Employer for any financial obligations beyond that set forth in the National Pipe Line Agreement pursuant to which such contributions are made. Said Employer's obligations shall also be considered within the construction industry provisions of the Employee Retirement Income Security Act, as amended by the Multiemployer Pension Plan Amendments Act of 1980.

DATED this _____ day of _____ 20__.

EMPLOYER:

By: _____

Name of Company

Address _____

City and State _____

Title _____

"By the execution of this agreement on behalf of its affiliated local unions, the International Union of Operating Engineers does so for convenience only and does not assume any liabilities with respect to such agreements and declarations of trust or with respect to local union contracts to which the International Union of Operating Engineers is not a party."

** MAJOR PROJECTS**

NOTE:

All states except California, Nevada, New Jersey, and New York (Zones 1, 2, 4 and 5) are "PL" States.

ALABAMA

ZONE 1 (Local 320)

Colbert DeKalb Franklin	Jackson Lauderdale Lawrence	Limestone Madison Marion	Marshall Morgan
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.14	\$34.81	\$37.40
Group 2	26.18	27.14	29.35
Group 3	18.67	19.18	20.77
Welfare	5.00	5.05	5.15
* Pension	4.75	5.00	5.25
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.21	.25

*(\$3.00 for Group 2; \$1.50 for Group 3)

** (Deducted when authorized by employee)

ZONE 2 (Local 653)

Baldwin Barbour Bullock Butler Choctaw Clarke	Coffee Conecuh Covington Crenshaw Dale	Escambia Geneva Henry Houston Marengo	Mobile Monroe Pike Washington Wilcox
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.14	\$34.72	\$37.25
Group 2	26.18	26.80	28.95
Group 3	18.67	19.34	20.87
Welfare	5.00	5.05	5.15
* Pension	4.75	5.00	5.25
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.30	.40

*(\$3.25 for Group 2; \$1.25 for Group 3)

(4% dues deducted when authorized)

** (Deducted when authorized by employee)

ZONE 3 (Local 312)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.14	\$34.81	\$37.40
Group 2	26.18	27.14	29.35
Group 3	18.67	19.18	20.77
Welfare	5.00	5.05	5.15
* Pension	4.75	5.00	5.25
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.21	.25

*(\$3.00 for Group 2; \$1.50 for Group 3)

(\$.30 dues deducted when authorized)

** (Deducted when authorized by employee)

**** CONTACT PLCA OR IUOE FOR WAGES ON MAJOR PROJECTS****

ARIZONA

Statewide (Local 428)

	12/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.38	\$34.77	\$36.20
Group 2	25.16	26.09	28.14
Group 3	16.16	17.09	18.52
Welfare	4.95	5.00	5.25
* Pension	3.30	5.00	6.25
Apprenticeship	.26	.30	.35
** Vacation	.50	.50	.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
*** EPEC	.05	.05	.05

*(Gp 2 Pen 2/1/09 - \$4.00/2/1/10 - \$5.00; Gp 3 Pen 2/1/09 & 2/1/10 - \$3.55)

** (Deducted from Rate after Taxes)

*** (Deducted when authorized by employee)

ARKANSAS

Statewide (Local 624)

	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.84	\$32.69	\$34.57	\$37.15
Group 2	24.91	24.76	26.45	28.67
Group 3	16.90	16.75	17.99	19.59
Welfare	4.80	4.95	4.95	5.05
* Pension	5.00	5.00	5.25	5.50
Apprenticeship	.25	.25	.30	.35
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
** EPEC	.05	.05	.05	.05

(2.5% Dues deduction when authorized by employee.)

*(Eff 11/1/05-\$4.00 for Group 2; \$3.00 for Group 3.)

** (Deducted when authorized by employee)

CALIFORNIA

ZONE 1 (Local 12)

	Los Angeles Mono Orange	Riverside San Bernardino San Diego	San Luis Obispo Santa Barbara Ventura
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	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Group 1	\$34.54	\$36.54	\$38.17	+2.30
Group 2	33.40	35.10	36.73	TP
Group 3	32.35	33.65	35.28	
Welfare	7.80	7.90	7.55	
Pension	4.05	4.55	5.05	
Vac. & Supp Dues	2.80	2.82	2.82	
Training	.65	.50	.65	
ECCC	.05	.05	.08	
* EPEC	.05	.05	.05	

Additional Overtime: Double After 12 hours; time and one-half on Saturday up to 12 hours; Double on Sunday

Additional Holidays: Decoration Day, Veterans Day, and day after Thanksgiving.

Subsistence: \$30.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation. In free zone employer will provide transportation and riding time pay one way. (Inyo and Mono \$32.00).

Local A.G.C. Highway Contract Provisions concerning Engineer Foreman will be applicable.

Shift Work - Local Agreement applies.

*(Deducted when authorized by employee)

ZONE 2 (Local 3)

(Rest of State)

AREA A (Contact PLCA or IUOE for Location of Areas A & B).

	6/28/04 to 6/26/06	6/26/06 to 6/26/07	6/25/07 to 6/30/08	6/30/08 to 6/30/09	6/30/09 to 6/30/10
Group 1	\$31.48	\$32.41	\$33.08	\$33.76	\$34.76
Group 2	28.36	29.29	29.96	30.64	31.64
Group 3	25.23	26.16	26.83	27.51	28.51
Welfare	5.65	6.58	6.91	7.16	7.93
* Pension	4.00	5.00	6.00	7.00	7.00
** Vacation	2.70	3.55	2.70	2.70	2.72
*** Aff. Action	.61	.62	.61	.61	.61
Pen. H&W	1.69	2.14	2.14	2.14	2.14
Annuity	.40	.40	.40	.40	.40
Supp. D.	.75	—	.85	.87	.88
**** EPEC	.05	.05	.05	.05	.05

AREA B - Wages in this Area are \$2.00 per hour above the rates in each group of Area A. Fringes are the same.

Additional Overtime: In Area A and B - one and one-half times the applicable straight time hourly rate shall be paid for all work performed before a shift begins and after it ends and for all work on Saturdays. Double the straight time hourly rate for all work on Sundays and holidays.

Additional Holidays: Washington's Birthday, Memorial Day and day after Thanksgiving.

Local A.G.C. Highway Contract Provisions concerning Engineer Foreman will be applicable.

[Apprentice (per BE 8-25), \$2.15; Eff 7/15/02-Apprentice \$2.40]

**[Apprentice (per BE 8-25), \$2.20]

*** (Also \$1.00 for Apprentices in addition to above.)

**** (Deducted when authorized by employee)

Shift Work - Local Agreement applies.

COLORADO

Statewide (Local 9)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.94	\$33.84	\$35.60
Group 2	24.43	25.95	28.20
Group 3	18.46	20.71	22.46
Welfare	4.85	5.05	5.15
* Pension	4.80	5.88	6.90
Apprenticeship	.30	.30	.30
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(\$4.10 for Group 2; \$1.60 for Group 3)

(\$0.10 dues deduction when authorized by employee)

** (Deducted when authorized by employee)

CONNECTICUT

Statewide (Local 478)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.39	\$34.72	\$37.33
Group 2	26.75	27.75	29.91
Group 3	19.86	20.52	22.21
Welfare	8.65	9.15	9.40
Pension	3.70	4.20	4.70
Sub	.85	.85	.85
Apprenticeship	.70	.90	1.00
Annuity	2.65	2.65	2.65
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

*(Deducted when authorized by employee)

(Administrative dues - 2% of gross earning plus fringe benefit contributions, effective 4/6/98)

DELAWARE

Statewide (Local 542)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$28.58	\$30.28	\$32.60
Group 2	23.64	25.09	27.07
Group 3	19.34	20.56	22.25
* Welfare	16.0%	16.0%	16.0%
Pension	10.5%	10.5%	10.5%
Apprenticeship	1.0%	1.0%	1.0%
Pipeline Tng.	.50	.75	.75
Annuity	4.00	4.00	4.00
Sub	2.0%	2.0%	2.0%
LMCT	.25	.00	.00
** EPEC	.05	.05	.05

*(Add 2.20 surcharge to Welfare for Groups 1-3.)

** (Deducted when authorized by employee)

DISTRICT OF COLUMBIA

(Local 77)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$36.18	\$37.65	\$39.69
Group 2	27.42	28.46	29.90
Group 3	19.11	19.98	21.35
Welfare	4.20	4.45	4.70
Pension	2.00	2.25	2.50
Apprenticeship	.55	.55	.55
* Annuity	.75	1.00	1.50
Pipeline Tng.	.75	.75	.75
LMCT	.06	.00	.00
** EPEC	.05	.05	.05

(Dues deduction of \$.55 when authorized by employee.)

*(5/1/03 - \$.50 Annuity for Group 3)

** (Deducted when authorized by employee)

FLORIDA

ZONE 1 (Local 487)

	Glades	Lee	Okeechobee
Broward		Liberty	Palm Beach
Charlotte	Hendry	Martin	Saint Lucie
Collier	Highlands	Monroe	
Dade	Indian River		

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.79	\$36.92	\$39.85
Group 2	26.58	28.25	30.55
Group 3	18.76	19.98	21.66
* Welfare	4.40	4.40	4.40
** Pension	3.50	3.50	3.50
Apprenticeship	.20	.25	.30
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
*** EPEC	.05	.05	.05

*(\$.421 for Group 3)

** (\$.250 for Group 2; \$.150 for Group 3)

*** (Deducted when authorized by employee)

Local 673

Baker
Bradford
Brevard
Clay
Columbia
Duval

Flagler
Franklin
Gadsden
Hamilton
Jefferson
Lafayette

Leon
Madison
Nassau
Orange
Putnam
Saint Johns

Seminole
Suwannee
Taylor
Union
Volusia
Wakulla

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.84	\$36.78	+6.5%
Group 2	26.63	28.10	T.P.
Group 3	18.62	19.64	
Welfare	4.25	4.25	
* Pension	3.50	3.50	
Apprenticeship	.30	.30	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
** EPEC	.05	.05	

Working assessment 4% of gross.
*(\$2.50 for Group 2; \$1.50 for Group 3)
**(Deducted when authorized by employee)

ZONE 2 (Local 925)

Alachua
Citrus
De Soto
Dixie
Gilchrist

Hardee
Hernando
Hillsborough
Lake
Levy

Manatee
Marion
Osceola
Pasco
Pinellas

Polk
Sarasota
Sumter

	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.99	\$32.69	\$34.52	\$37.15
Group 2	24.78	24.48	25.85	27.85
Group 3	16.77	16.47	17.39	18.78
Welfare	4.65	4.95	5.05	5.15
* Pension	5.00	5.00	5.25	5.50
Apprenticeship	.25	.25	.25	.25
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
** EPEC	.05	.05	.05	.05

*(\$4.25 for Group 2; \$3.25 for Group 3; Eff 2/1/10-\$4.50 for Group 2; \$3.50 for Group 3)
**(Deducted when authorized by employee)

Working assessment: 3% of gross wages

ZONE 3 (Local 653)

Bay
Calhoun
Escambia
Gulf

Holmes
Jackson
Okaloosa

Santa
Walton
Washington

Rosa

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.14	\$34.72	\$37.25
Group 2	26.18	26.80	28.95
Group 3	18.67	19.34	20.87
Welfare	5.00	5.05	5.15
* Pension	4.75	5.00	5.25
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.30	.40

*(\$3.25 for Group 2; \$1.25 for Group 3)
**(Deducted when authorized by employee)

GEORGIA

ZONE 1 (Local 474)

Appling	Colquit	Lanier	Stewart
Atkinson	Columbia	Laurens	Sumter
Bacon	Cook	Lee	Tattnall
Baker	Crisp	Liberty	Taylor
Ben Hill	Decatur	Long	Telfair
Berrien	Dodge	Lowndes	Terrell
Blackley	Dooley	McIntosh	Thomas
Brantley	Doherty	Macon	Tift
Brooks	Early	Marion	Toombs
Bryan	Echols	Miller	Treuten
Bulloch	Effingham	Mitchell	Turner
Burke	Emanuel	Montgomery	Twiggs
Calhoun	Evans	Pierce	Ware
Camden	Glynn	Pulaski	Washington
Candler	Grady	Quitman	Wayne
Charlton	Houston	Randolph	Webster
Chatham	Irwin	Richmond	Wheeler
Chattahoochee	Jeff Davis	Schley	Wilcox
Clay	Jefferson	Screven	Wilkinson
Clinch	Jenkins	Seminole	Worth
Coffee	Johnson		

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.99	\$35.12	\$36.99
Group 2	25.78	26.45	27.69
Group 3	17.77	17.99	19.12
Welfare	4.65	5.05	5.15
* Pension	4.25	4.50	5.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.40	.40

*(\$3.50 for Group 2; \$2.50 for Group 3. Eff. 2/1/10 - \$4.50 Gp 2; 3.00 Gp 3)

** (Deducted when authorized by employee)

ZONE 2 (Local 926)

Baldwin	Fannin	Jackson	Pike
Banks	Fayette	Jasper	Polk
Barrow	Floyd	Jones	Putnam
Bartow	Forsyth	Lamar	Rabun
Bibb	Franklin	Lincoln	Rockdale
Butts	Fulton	Lumpkin	Spaldine
Carroll	Gilmer	McDuffie	Stephens
Catoosa	Cherokee	Madison	Talbot
Chattooga	Gordon	Meriwether	Taliaferro
Cherokee	Greene	Monroe	Towns
Clarke	Gwinnett	Morgan	Troup
Clayton	Habersham	Murray	Union
Cobb	Hall	Muscogee	Upson
Coweta	Hancock	Newton	Walker
Crawford	Haralson	Oconee	Walton
Dade	Harris	Oglethorpe	Warren
Dawson	Hart	Paulding	White
De Kalb	Heard	Peach	Whitfield
Douglas	Henry	Pickens	Wilkes
Elbert			

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.96	\$34.64	\$36.52
Group 2	25.75	25.97	27.22
Group 3	18.74	18.51	19.14
Welfare	4.65	5.05	5.15
* Pension	4.00	5.00	6.00
App.	.28	.38	.38
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(\$4.00 for Group 2; \$2.00 for Group 3; Eff. 2/1/10 - \$5.00 for Gp 2; \$3.00 for Gp 3)

(2% dues deducted when authorized)

** (Deducted when authorized by employee)

HAWAII

Refer to Art. I, Par. A

IDAHO

ZONE 1 (Northern) (Local 370)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.62	\$35.52	\$37.40
Group 2	27.42	29.77	31.27
Group 3	24.27	25.70	26.94
Welfare	5.55	5.30	5.40
Pension	3.25	3.75	4.75
App.	.47	.50	.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 2 (Southern) (Local 370)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.20	\$36.10	\$37.98
Group 2	28.72	30.35	31.88
Group 3	24.85	26.28	27.52
Welfare	5.55	5.30	5.40
Pension	2.67	3.17	4.17
App.	.47	.50	.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

*(Deducted when authorized by employee)

ILLINOIS

ZONE 1 (Local 150)

Boone	DuPage	Lake	Stephenson
Bureau (east of Route 26)	Jo Daviess	Lee	Putnam (east of Illinois River)
Carroll	Grundy	LaSalle	Will
Cook	Kane	Livingston	Whiteside
DeKalb	Kankakee	McHenry	Winnebago
	Kendall	Ogle	

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$37.35	\$38.73	\$41.07
Group 2	31.43	32.51	34.44
Group 3	28.72	29.67	31.42
Welfare	7.20	8.45	9.70
Pension	4.65	4.65	4.65
Apprenticeship	.90	.90	.90
* Vacation	1.70	1.70	1.70
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*Add Vacation to rate and figure Tax Deduction then submit full amount for each hour worked.

(Overtime doesn't apply to vacation)

(2% dues deduction on gross wages when authorized)

** (Deducted when authorized by employee)

ZONE 2 (Local 318)

	Hardin	Pope	White
Alexander		Pulaski	Williamson
Franklin		Saline	
Gallatin	Johnson	Union	
Hamilton	Massac		
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.20	\$34.66	\$36.93
Group 2	27.15	27.26	29.05
Group 3	21.91	21.75	23.19
Welfare	5.40	6.30	6.55
Pension	5.75	6.60	7.25
Apprenticeship	1.10	1.25	1.30
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(2.5% dues deduction on total package when authorized)

*(Deducted when authorized by employee)

ZONE 3 (Local 520)

	Greene	Madison	Perry		
Bond	Jefferson	Marion	Randolph		
Calhoun	Jersey	Monroe	Saint Clair		
Clinton	Macoupin	Montgomery	Washington		
Fayette					
	11/1/07 to 8/1/08	8/1/08 to 2/1/09	2/1/09 to 8/1/09	8/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$26.40	\$25.40	\$27.76	\$26.26	\$29.48
Group 2	19.35	18.35	20.36	18.86	21.60
Group 3	14.20	13.20	14.95	13.45	15.84
Welfare	6.70	7.30	7.30	7.80	7.80
Pension	7.35	7.75	7.75	8.25	8.25
Apprenticeship	1.00	1.00	1.00	1.00	1.00
Annuity	5.00	5.00	5.00	5.50	5.50
* Vacation	1.00	1.00	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75	.75	.75
LMCT	.00	.00	.00	.00	.00
** EPEC	.05	.05	.05	.05	.05

*Vacation: (Note: Vacation of \$90 per straight time hour, \$1.35 per time and one-half, and \$1.80 per double time hour is deducted from the rate. Deduct applicable vacation amount from the pay check after taxes and pay to the Local 520 Fund for all employees.) Eff. 11/1/05 Vac \$1.00 per straight time hour; \$1.50 per time and one-half; and \$2.00 per double time hour.

O.V.F. & Dues check off \$90 for overtime or \$1.00 for double overtime when authorized by employees. Eff. 11/1/05 OVF and dues check off of \$.80-\$1.20 for OT or \$1.60 for double OT.

Fringes paid for all hours on straight time basis.

Annuity, Training, Vacation and dues check off paid to Local 520 Funds for all employees.

Health & Welfare and Pension should be paid according to the National Pipeline Agreement

** (Deducted when authorized by employee)

ZONE 4 (Local 649)

Bureau (west of route 26)	Henry (East Half)	Marshall	Stark
Fulton	Knox	Mason	Tazewell
Hancock	McDonough	Peoria	Warren
Henderson	McLean	Putnam	Woodford

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.20	\$31.26	\$34.48
Group 2	23.14	23.85	26.59
Group 3	19.24	19.75	22.23
Welfare	5.25	5.45	5.45
Pension	7.00	8.00	8.00
Apprenticeship	1.00	1.10	1.10
Annuity	2.00	2.00	2.00
HRA	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(\$55 dues deduction when authorized by employee)

(Eff. 5/1/02 dues deduction 5% gross wages when authorized by employee)

*(Deducted when authorized by employee)

ZONE 5 (Local 965)

Adams	DeWitt	Morgan	Schuyler
Brown	Logan	Piatt	Scott
Cass	Macon	Pike	Shelby
Christian	Menard	Sangamon	

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.25	\$33.71	\$36.93
Group 2	26.20	26.31	29.05
Group 3	22.14	22.04	24.50
Welfare	6.05	7.05	7.05
Pension	6.20	6.95	6.95
Apprenticeship	.85	1.10	1.10
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05
* PEF	.10	.10	.10

(Deduct 5% from rate where authorized)

*(Deducted when authorized by employee)

ZONE 6 (Local 841)

Champaign	Cumberland	Ford	Richland
Clark	Douglas	Iroquois	Vermillion
Clay	Edgar	Jasper	Wabash
Coles	Edwards	Lawrence Wayne	
Crawford	Effingham	Moultrie	

	11/1/07 to 2/1/09	2/1/09 to 4/1/09	4/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.85	\$35.86	\$35.11	\$38.33
Group 2	26.80	28.46	27.71	30.45
Group 3	22.74	24.19	23.44	25.90
Welfare	5.20	5.30	5.55	5.55
Pension	4.75	5.00	5.50	5.50
Apprenticeship	.65	.65	.65	.65
Annuity	2.00	2.00	2.00	2.00
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
* EPEC	.05	.05	.05	.05

(\$50 Dues deduction when authorized by employee; Eff 5/1/03 - Dues deduction of 3% straight time for all hours worked when authorized)

*(Deducted when authorized by employee)

ZONE 7 (Local 150)

Henry (West Half)	Mercer	Whiteside	
	Rock Island	(West Part)	
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.55	\$34.56	\$36.53
Group 2	26.50	27.16	28.65
Group 3	24.62	25.18	26.54
Welfare	6.95	8.20	9.45
Pension	4.10	4.20	4.20
Apprenticeship	.85	.85	.85
Vacation	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(2% dues deducted from wages when authorized by employee)

*(Deducted when authorized by employee)

INDIANA

ZONE 1 (Local 150)

Lake	LaPorte	Porter	St. Joseph
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$35.70	\$36.87	\$38.93
Group 2	29.39	30.25	31.88
Group 3	24.46	25.07	26.36
Welfare	7.20	8.45	9.70
Pension	3.95	3.95	3.95
Apprenticeship	.85	.85	.85
* Vacation	1.45	1.45	1.45
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(Deducted from Rate)

(Dues of 3% deducted from rate when authorized by employee)

** (Deducted when authorized by employee)

ZONE 2 (Local 181)

Bartholomew	Floyd	Lawrence	Ripley
Brown	Franklin	Martin	Scott
Clark	Gibson	Ohio	Spencer
Crawford	Harrison	Orange	Switzerland
Dearborn	Jackson	Perry	Vanderburgh
Decatur	Jefferson	Pike	Warrick
Dubois	Jennings	Posey	Washington
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.57	\$34.06	+6.5%
Group 2	24.90	26.01	T.P.
Group 3	17.98	18.74	
Welfare	6.75	7.25	
Pension	4.75	5.00	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
* EPEC	.05	.05	

(Administrative Dues of 3% of gross wages deducted when authorized by employee)

*(Deducted when authorized by employee)

ZONE 3 (Local 103)

Adams	Delaware	Johnson	Tippecanoe	
Allen	Fayette	Madison	Tipton	
Benton	Grant	Marion	Union	
Blackford	Hamilton	Miami	Wabash	
Carroll	Hancock	Randolph	Wayne	
Cass	Henry	Rush	Wells	
Clinton	Howard	Shelby	White	
DeKalb	Huntington	Stueben	Whitley	
	Jay			
	4/1/08 to	2/1/09 to	4/1/09 to	
	2/1/09	4/1/09	2/1/10 to	
	2/1/11		2/1/11	
Group 1	\$32.97	\$35.21	\$34.91	\$37.97
Group 2	25.30	27.16	26.86	29.40
Group 3	19.47	21.04	20.24	22.35
Welfare	4.30	4.30	4.60	4.60
Pension	6.05	6.05	6.05	6.05
Apprenticeship	.75	.75	.75	.75
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
* EPEC	.05	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 4 (Local 150)

Elkhart	Kosciusko	Newton	Pulaski
Fulton	LaGrange	Noble	Starke
Jasper	Marshall		
	11/1/07 to	2/1/09 to	2/1/10 to
	2/1/09	2/1/10	2/1/11
Group 1	\$31.53	\$32.52	\$34.33
Group 2	23.86	24.47	25.75
Group 3	18.04	18.35	19.24
Welfare	6.95	8.20	9.45
Pension	3.75	3.75	3.75
Apprenticeship	.85	.85	.85
* Vacation	.95	.95	.95
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*Add vacation to gross and figure Tax Deduction then submit full amount for each hour worked.
(Administrative dues of 3% to be deducted from rate when authorized by employee.)

** (Deducted when authorized by employee)

ZONE 5 (Local 841)

Boone	Hendricks	Morgan	Sullivan	
Clay	Knox	Owen	Vermillion	
Daviess	Monroe	Parke	Vigo	
Fountain	Montgomery	Putnam	Warren	
Greene				
	11/1/07 to	2/1/09 to	4/1/09 to	
	2/1/09	4/1/09	2/1/10	
			2/1/11	
Group 1	\$31.47	\$33.36	\$32.61	\$35.66
Group 2	23.80	25.31	24.56	27.10
Group 3	17.97	19.19	18.44	20.58
Welfare	5.20	5.30	5.55	5.55
Pension	4.75	5.00	5.50	5.50
Apprenticeship	.65	.65	.65	.65
Savings	2.00	2.00	2.00	2.00
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
* EPEC	.05	.05	.05	.05

(Dues deduction of \$5.50 when authorized by employee.)

*(Deducted when authorized by employee)

IOWA

ZONE 1 (Local 150)

Cedar Lee	Clinton Louisa	Des Moines Muscatine	Scott
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$31.82	\$32.84	\$34.69
Group 2	24.31	24.96	26.30
Group 3	17.01	17.46	18.31
Welfare	6.95	8.20	9.45
* Pension (GR 1/2)	4.10	4.10	4.10
Apprenticeship	.85	.85	.85
Vacation	.95	.95	.95
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(Eff. Scott County 11/1/07 - \$3.35)

(2% dues deduction when authorized by employee)

** (Deducted when authorized by employee)

ZONE 2 (Local 234)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.77	\$32.19	\$34.19
Group 2	21.16	22.10	23.44
Group 3	18.22	19.02	20.16
Welfare	6.90	7.00	7.50
* Pension	6.50	7.00	7.50
Apprenticeship	.50	.75	.85
** Admin. Dues	.80	.90	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
*** EPEC	.05	.05	.05

*(\$2.00 for Group 3)

** (Administrative Dues deduction when authorized by employee)

*** (Deducted when authorized by employee)

KANSAS

ZONE 1 (Local 101)

Johnson	Leavenworth	Wyandotte	
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.49	\$32.17	+6.5%
Group 2	21.79	23.01	T.P.
Group 3	17.75	18.75	
* Welfare	6.00	6.25	
** Pension	4.50	4.75	
Apprenticeship	.20	.20	
Vacation	1.07	1.07	
*** Suppl. Dues	.60	.60	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
**** EPEC	.05	.05	

(Administrative dues of \$.60 deducted when authorized by employee)

*(Eff 2/1/09 - \$5.75 Group 3; Eff 2/1/10 - \$6.00 Group 3)

** (Eff 2/1/09 - \$4.00 Group 2; \$3.75 Group 3; Eff 2/1/10 - \$4.25 Group 2; \$4.00 Group 3)

*** (Remit dues when authorized by employees. Add to wages then deduct.)

**** (Deducted when authorized by employee)

ZONE 2 (Local 101)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.32	\$34.04	+6.5%
Group 2	23.11	24.37	T.P.
Group 3	16.71	17.55	
* Welfare	6.00	6.25	
** Pension	4.50	4.75	
*** Training	.15	.15	
**** Sup. Dues	.60	.60	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
***** EPEC	.05	.05	

(Administrative dues of \$6.60 deducted when authorized by employee)

*(Eff. 2/1/09-\$5.75 for Group 3; Eff 2/1/10 - \$6.00 Group 3)

** (Eff. 2/1/09-\$2.75 for Group 3; Eff 2/1/10 - \$3.00 Group 3)

***Remit dues when authorized by employee. Add to wages then deduct.

**** (Deducted when authorized by employee)

KENTUCKY

ZONE 1 (Local 18)

	Boone	Campbell	Kenton	Pendleton
	5/1/08 to 2/1/09	2/1/09 to 2/1/09	2/1/09 to 2/1/09	5/1/09 to 2/1/10
Group 1	\$35.21	\$36.71	\$36.36	\$39.50
Group 2	29.22	30.42	30.07	32.80
Group 3	23.12	24.02	23.67	25.98
Welfare	5.51	6.31	6.66	6.66
Pension	4.00	4.00	4.00	4.00
Apprenticeship	.50	.50	.50	.50
Safety & Educ.	.04	.04	.04	.04
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
*EPEC	.05	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 2 (Local 181)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.33	\$33.81	+6.5%
Group 2	24.88	25.99	T.P.
Group 3	16.32	17.01	
Welfare	6.75	7.25	
Pension	4.75	5.00	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
* EPEC	.05	.05	

(Administrative dues of 3% of gross wages deducted when authorized by employee)

*(Deducted when authorized by employee)

LOUISIANA

Statewide (Local 406)

	11/1/06 to 11/1/07	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.30	\$34.86	\$34.71	\$36.94	\$39.98
Group 2	26.22	27.78	27.63	29.41	31.84
Group 3	18.33	19.89	19.74	21.07	22.89
Welfare	4.65	4.80	4.95	4.95	4.95
* Pension	4.00	4.00	4.00	4.00	4.00
Apprenticeship	.20	.20	.20	.20	.20
** Vacation	1.00	1.00	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75	.75	.75
LMCT	.00	.00	.00	.00	.00
*** EPEC	.05	.05	.05	.05	.05

(Dues deduction of 2% of gross wages when authorized by employee)

*(\$.00 for Group 2; \$1.00 for Group 3)

**(\$1.00 vacation to be deducted from wages after taxes)

*** (Deducted when authorized by employee)

MAINE

Statewide (Local 4)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$26.99	\$27.44	\$28.86
Group 2	17.96	17.63	17.98
Group 3	13.49	12.54	12.40
Welfare	7.83	8.80	9.05
Pension	6.00	6.75	7.43
Annuity	3.00	3.00	3.00
Apprenticeship	.23	.23	.30
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Dues of 1-1/4% of total package when authorized by employee)

*(Deducted when authorized by employee)

MARYLAND

ZONE 1 (Local 77)

Charles	Montgomery		Prince George		St. Mary's
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11	2/1/10 to 2/1/11	
Group 1	\$38.03	\$39.59	\$41.75		
Group 2	28.51	29.60	31.11		
Group 3	19.48	20.10	20.96		
Welfare	4.20	4.45	4.70		
Pension	2.00	2.25	2.50		
Apprenticeship	.55	.55	.55		
* Annuity	.75	1.00	1.50		
Pipeline Tng.	.75	.75	.75		
LMCT	.00	.00	.00		
** EPEC	.05	.05	.25		

(Administrative dues of \$.55 per hour deducted from rate when authorized by employee.)

*(\$.50 for Group 3)

** (Deducted when authorized by employee)

ZONE 2 (Local 37)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$35.44	\$37.40	+6.5%
Group 2	25.92	27.41	T.P.
Group 3	18.83	19.96	
Welfare	5.15	5.25	
Pension	3.25	3.50	
Apprenticeship	.65	.65	
Annuity	1.00	1.00	
* Vacation	.40	.40	
** Adm. Dues	1.11	1.13	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
*** EPEC	.05	.05	

*(\$.40 per hour Vacation deducted from rate.)

** (Admin. Dues of \$1.04 per hour deducted from rate when authorized by employee)

*** (Deducted when authorized by employee)

MASSACHUSETTS

ZONE 1 (Local 98)

Berkshire

Franklin

Hampden

Hampshire

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$36.19	38.00	\$39.92
Group 2	29.27	30.74	32.19
Group 3	22.30	23.42	25.36
Welfare	7.27	7.45	7.45
Pension	3.20	3.80	4.40
Apprenticeship	.30	.30	.30
Central Pension	1.00	1.00	1.00
Annuity	3.13	3.13	3.13
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Dues of 2.5% and Social Action to be deducted from rate when authorized by employee)

*(Deducted when authorized by employee)

ZONE 2 (Local 4)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.28	\$34.01	\$35.76
Group 2	25.46	26.40	27.29
Group 3	20.75	21.14	21.43
Welfare	8.38	8.80	9.05
Pension	6.35	6.75	7.43
Apprenticeship	.30	.30	.30
Annuity	3.00	3.00	3.00
* Coop. Trust Fund	2.0%	2.0%	2.0%
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(Coop. Trust Fund is 2% of total package)

(Dues deduction of 1-1/4% of total package)

** (Deducted when authorized by employee)

MICHIGAN

Statewide (Local 324)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$27.31	28.30	+6.5%
Group 2	22.61	23.68	T.P.
Group 3	20.12	21.07	
Welfare	7.85	8.00	
Pension	6.35	6.95	
* Vacation	15.0%	15.0%	
Apprenticeship	.20	.35	
Retiree Ben. Fund	.45	.45	
** Supp. Vacation	.02	.02	
Labor Mgm. Ed. Com.	.02	.02	
Annuity	1.00	1.00	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
*** EPEC	.05	.05	

*(Vacation is 15% of gross wages and should be added to wages for the purpose of computing payroll deductions)

**Supp. Vac. also subject to taxes.)

*** (Deducted when authorized by employee)

MINNESOTA

Statewide (Local 49)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$53.70	\$34.72	\$37.40
Group 2	25.48	25.99	27.98
Group 3	23.00	23.00	24.09
Welfare (Gp 1&2)	6.45	7.50	7.80
Welfare (Gp 3)	5.36	6.96	7.80
Pension (Gp 1)	6.40	6.70	6.95
Pension (Gp 2)	4.60	4.90	5.15
Pension (Gp 3)	2.90	2.90	3.15
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(\$.60 Administrative dues deducted when authorized by employee)

*(Deducted when authorized by employee)

MISSISSIPPI

Statewide (Local 624)

	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 6/1/09	6/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.84	\$32.69	\$34.57	\$34.47	\$37.15
Group 2	25.73	25.58	26.78	26.68	29.02
Group 3	18.85	18.70	20.03	19.93	21.77
Welfare	4.80	4.95	4.95	5.05	5.05
* Pension	5.00	5.00	5.25	5.25	5.50
App	.25	.25	.30	.30	.35
Pipeline Tng.	.75	.75	.75	.75	.75
LMCT	.00	.00	.00	.00	.00
** EPEC	.05	.05	.05	.05	.05

(3% Administrative dues deducted when authorized by employee)

*(Eff. 2/1/09 Group 2 - \$4.00; Group 3 - \$3.00)

** (Deducted when authorized by employee)

MISSOURI

ZONE 1 (Local 101)

Clay	Jackson	Platte	Ray
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.48	\$32.16	+6.5%
Group 2	24.20	25.57	T.P.
Group 3	20.15	21.29	
• Welfare	6.00	6.25	
** Pension	4.50	4.75	
Apprenticeship	.20	.20	
Vacation	1.07	1.07	
*** Suppl. Dues	.60	.60	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
**** EPEC	.05	.05	

*(Eff 2/1/09 - \$6.00 for Group 3)

** (Eff 2/1/09 - \$4.50 for Group 3)

*** (Remit dues when authorized by employee. Add to wages then deduct.)

**** (Deducted when authorized by employee)

ZONE 2 (Local 513)

Counties of St. Louis and St. Louis City

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
	Group 1	\$28.55	\$29.91	+6.5%
Group 2	24.83	26.01	T.P.
Group 3	21.06	22.05	
• Welfare	5.80	6.00	
• Pension	6.75	7.15	
Apprenticeship	.62	.64	
Annuity	3.20	3.50	
• Vacation	1.35	1.35	
** Suppl. Dues	2.5%	2.5%	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
*** EPEC	.05	.05	

*(Vacation should be deducted in accordance with local vacation plan.)

** (Suppl. Dues deducted when authorized by employee)

*** (Deducted when authorized by employee)

ZONE 3 (Local 513)

Franklin	Jefferson	St. Charles	
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$28.55	\$29.91	+6.5%
Group 2	24.83	28.01	T.P.
Group 3	21.06	22.05	
• Welfare	5.80	6.00	
• Pension	6.75	7.15	
Apprenticeship	.62	.64	
Annuity	3.20	3.50	
• Vacation	1.35	1.35	
** Suppl. Dues	2.5%	2.5%	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
*** EPEC	.05	.05	

*(Vacation of \$.70 per straight time hour and \$1.05 for overtime hours is included in above rates and should be deducted in accordance with local vacation plan.)

** (Suppl. Dues deducted from gross wage when authorized)

*** (Deducted when authorized by employee)

ZONE 4 (Local 101)

Buchanan	Cass	Clinton	Lafayette
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.50	\$32.19	+6.5%
Group 2	24.21	25.58	T.P.
Group 3	20.18	21.32	
* Welfare	6.00	6.25	
** Pension	4.50	4.75	
Apprenticeship	.20	.20	
Vacation	1.07	1.07	
*** Suppl. Dues	.60	.60	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
**** EPEC	.05	.05	

*(Eff 2/1/09 - \$6.00 for Group 3)
 **(Eff 2/1/09 - \$4.50 for Group 3)
 *** (Remit dues when authorized by employee)
 **** (Deducted when authorized by employee)

ZONE 5 (Local 101)

Andrew	Cooper	Henry	Mercer
Atchison	Daviess	Holt	Nodaway
Bates	DeKalb	Howard	Pettis
Benton	Gentry	Johnson	Saline
Caldwell	Grundy	Linn	Sullivan
Carroll	Harrison	Livingston	Worth
Charlton			

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.50	\$32.19	+6.5%
Group 2	24.21	25.58	T.P.
Group 3	20.18	21.32	
* Welfare	6.00	6.25	
** Pension	4.50	4.75	
Apprenticeship	.20	.20	
Vacation	1.07	1.07	
*** Suppl. Dues	.60	.60	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
**** EPEC	.05	.05	

*(Eff 2/1/09 - \$6.00 for Group 3)
 **(Eff 2/1/09 - \$4.50 for Group 3)
 *** (Remit dues when authorized by employee)
 **** (Deducted when authorized by employee)

ZONE 6 (Local 101)

Barry	Dallas	Lawrence	Taney
Barton	Douglas	McDonald	Vernon
Camden	Greene	Newton	Webster
Cedar	Hickory	Ozark	Wright
Christian	Jasper	Polk	St. Clair
Dade	Laciede	Stone	

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.16	\$33.84	+6.5%
Group 2	25.87	27.24	T.P.
Group 3	21.82	22.96	
* Welfare	6.00	6.25	
** Pension	4.00	4.25	
*** Suppl. Dues	.50	.50	
Apprenticeship	.20	.20	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
**** EPEC	.05	.05	

*(Eff 2/1/09 - \$6.00 for Group 3)
 **(Eff 2/1/09 - \$4.00 for Group 3)
 *** (Remit dues when authorized by employee)
 **** (Deducted when authorized by employee)

ZONE 7 (Local 513)

Adair	Gasconade	Montgomery	Reynolds
Audrian	Howell	Morgan	Ripley
Bollinger	Iron	New Madrid	St. Francis
Boone	Knox	Oregon	Ste. Genevieve
Butler	Lewis	Osage	Schuyler
Callaway	Macon	Pemiscot	Scotland
Cape Girardeau	Madison	Perry	Scott
Carter	Marion	Phelps	Shannon
Clark	Miller	Pike	Shelby
Cole	Mississippi	Pulaski	Stoddard
Crawford	Moniteau	Putnam	Texas
Dent	Monroe	Ralls	Washington
Dunkin		Randolph	Wayne

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$26.55	\$27.82	+6.5%
Group 2	20.26	21.22	T.P.
Group 3	15.72	16.45	
Welfare	5.80	6.00	
Pension	6.75	7.15	
Apprenticeship	.59	.60	
Annuity	3.20	3.50	
* Vacation	1.15	1.15	
** Suppl. Dues	2.5%	2.5%	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
*** EPEC	.05	.05	

*(Vacation of \$1.15 per straight time hour and \$1.725 for overtime hours is included in above rates and should be deducted in accordance with local vacation plan.)

** (Suppl. Dues 2.5% from gross wage when authorized by employee)

*** (Deducted when authorized by employee)

ZONE 8 (Local 513)

Lincoln	Warren		
		11/1/07 to 2/1/09	2/1/09 to 2/1/10
Group 1		\$28.53	\$29.89
Group 2		25.09	26.28
Group 3		21.40	22.41
Welfare		5.80	6.00
Pension		6.75	7.15
Apprenticeship		.62	.64
Annuity		3.20	3.50
* Vacation		1.35	1.35
** Suppl. Dues		2.5%	2.5%
Pipeline Tng.		.75	.75
LMCT		.00	.00
*** EPEC		.05	.05

*(Vacation of \$1.35 per straight time hour and \$2.03 for overtime hours is included in above rates and should be deducted in accordance with local vacation plan.)

** (Suppl. Dues 2.5% from gross wages when authorized by employee)

*** (Deducted when authorized by employee)

MONTANA

Statewide (Local 400)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$31.76	\$32.68	\$34.19
Group 2	25.45	25.86	26.91
Group 3	22.24	22.44	24.27
Welfare	4.45	4.80	5.15
Pension (Gp. 1)	4.00	5.00	6.00
Pension (Gp. 2)	3.10	4.10	5.10
Pension (Gp. 3)	3.10	4.10	5.10
Apprent. Gr. 1	1.50	1.50	1.50
Apprent. Gr. 2 & 3	.50	.50	.50
* Vacation	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(Deduct vacation from net wages.)

** (Deducted when authorized by employee)

NEBRASKA

Statewide (Local 571)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.59	\$33.52	\$38.15
Group 2	26.38	25.85	28.60
Group 3	18.87	18.89	20.02
Welfare	4.00	5.05	5.15
* Pension	4.00	4.00	4.00
Training	.30	.50	.75
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(Eff. 2/1/09: \$3.00 for Group 2; \$1.50 for Group 3; Eff. 2/1/10: \$3.25 for Group 2; \$1.75 for Group 3)

** (Deducted when authorized by employee)

NEVADA

ZONE 1 (Local 12)

	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Group 1	\$36.53	\$38.18	+2.30
Group 2	35.00	36.65	T.P.
Group 3	33.47	35.12	
Welfare	7.90	8.05	
Pension	4.55	5.05	
Vac. & Supp. dues	2.82	2.82	
Training	.50	.50	
ECCC	.14	.14	
* EPEC	.05	.05	

(Additional! Overtime: Time and one-half after 8 up to 11 hours, Monday-Friday and for Saturday up to 11 hours. All other hours over 11 hours and on Sunday at double time.)

(Additional Holidays: Memorial Day, President's Day, Veterans Day and day after Thanksgiving.)

(Zone Pay: From City Hall of Las Vegas -

20 - 40 miles: add \$2.00 to wage rates.

40 - 60 miles: add \$3.00 to wage rates.

over 60 miles: add \$3.50 to wage rates.

(Local A.G.C. Highway Contract Provisions concerning Engineer Foreman will be applicable.)

(Shift Work - Local agreement applies.)

*(Deducted when authorized by employee)

ZONE 2 (Local 3)

Contact PLCA or IUOE for exact location of Area (A), Area (B), Area (C) and Area (D).

AREA (A)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Group 1	\$30.03	\$30.03	\$30.65	\$31.89
Group 2	28.06	28.06	28.68	29.92
Group 3	26.08	26.08	26.70	27.94
Welfare	6.40	6.40	6.40	6.65
Pension	5.00	6.00	7.00	7.00
Aff. Action	.66	.66	.66	.66
Pensioned H & W	1.15	1.25	1.48	1.71
* Vacation	3.00	3.00	3.00	3.00
Supp. Dues	.80	.80	.80	.83
NPLTF	.50	.50	.75	.75
LMCT	.25	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(Deduct Vacation from rate, Vacation rate is 1.5 times for overtime.)

** (Deducted when authorized by employee)

AREA (B) - Wages in this area are \$1.50 per hour above rates in each group of Area (A). Fringe contributions are the same as Area (A) above. Between 50 and 150 miles of Washoe County Courthouse. (Time starts and stops at jobsite with employees furnishing own transportation.)

AREA (C) - Wages in this area are \$2.00 per hour above rates in each group of Area (A). Fringe contributions are the same as Area (A) above. Between 150 and 300 miles of Washoe County Courthouse. (Time starts and stops at jobsite with employees furnishing own transportation.)

AREA (D) - Wages in this area are \$3.00 per hour above rates in each group of Area (A). Fringe contributions are the same as Area (A) above. Over 300 miles of Washoe County Courthouse. (Time starts and stops at jobsite with employees furnishing own transportation.)

The following special conditions apply to all of Zone 2:

Additional Overtime: Double time after 12 hours; time and one-half on Saturday up to 12 hours; double time on Sunday.

Additional Holidays: Memorial Day, day after Thanksgiving and Admission Day.

Local AGC Highway Contract Provisions concerning Master Mechanic will be applicable.

Shift work - local agreement applies.

NEW HAMPSHIRE

ZONE 1 (Local 98)

	Hillsboro	Merrimack	Sullivan
Cheshire Crafton			
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.14	\$32.87	\$34.02
Group 2	24.62	24.97	25.96
Group 3	17.55	17.55	18.05
Welfare	7.15	7.15	7.28
Pension	2.25	3.70	4.30
Apprenticeship	.05	.05	.05
CPF	.30	.30	.30
Annuity	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Dues deduction of 2.5% of gross wages when authorized by employee.)

*(Deducted when authorized by employee)

ZONE 2 (Local 4)

Balknap Carroll	Coos	Rockingham	Stafford
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$25.83	\$26.18	\$27.51
Group 2	18.31	17.90	18.37
Group 3	13.42	12.50	12.40
Welfare	7.83	8.80	9.05
Pension	6.00	6.75	7.43
Apprenticeship	.23	.30	.30
Annuity	3.00	3.00	3.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Dues deduction of 1.5% of total package where authorized by employee)

*(Deducted when authorized by employee)

NEW JERSEY

Statewide (Local 825)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Group 1	\$38.75	\$39.90	\$41.90	+2.25%
Group 2	35.25	36.40	38.40	T.P.
Group 3	31.74	32.89	34.89	
Welfare	3.00	8.25	8.25	
Pension (CPF)	4.25	4.50	4.50	
Savings	1.00	1.00	1.00	
Apprenticeship	.50	1.00	1.00	
Supp. Unemp.	1.15	1.00	1.00	
Annuity	5.00	5.00	5.25	
* EPEC	.05	.05	.05	

*(Deducted when authorized by employee)

(Additional Overtime: Time and one-half on Saturday and double time on Sunday. OT also applies to fringes.)

(Additional Holidays: Washington's Birthday, Decoration Day, Veteran's Day, Presidential Election Day. (Paid holidays in accordance with provisions of Local AGC Highway Agreement.)

(Guaranteed work week in accordance with provisions of Local AGC Highway Agreement.)

Local AGC Highway Agreement provisions concerning Lead Engineer or Master Mechanic will be applicable.)

NEW MEXICO

Statewide (Local 953)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$35.56	\$37.24	\$39.71
Group 2	28.44	29.69	31.59
Group 3	21.31	22.14	23.46
Welfare	3.00	3.00	3.00
* Pension (CPF)	3.98	4.48	4.48
Apprenticeship	.35	.35	.35
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(Dues deduction of \$2.20 when authorized by employee.)

*(Eff. 2/1/09 \$3.14 for Group 2; \$1.88 for Group 3; Eff. 2/1/10 \$3.64 for Group 2; \$2.38 for Group 3)

** (Deducted when authorized by employee)

ZONE 2 (Local 138)

Nassau and Suffolk Counties

	6/1/07 to 5/31/08	6/1/08 to 6/1/09
Group 1	\$45.33	\$47.31
Group 2	41.50	43.32
Group 3	37.65	39.33
Welfare	11.10	12.00
Pension	5.60	5.60
Apprenticeship	.69	.69
Legal	.45	.45
* Annuity	8.50	8.50
Unemployment	1.15	1.15
** Vacation	2.00	2.00
PAC	.10	.10
Defense	.15	.15
*** EPEC	.05	.05

Dues Checkoff: \$1.70 per hour on all hours paid when authorized by employee.

Additional Overtime: Double time after 8 and 40 and on Saturday and Sunday.

Additional Holidays: Lincoln's Birthday, Washington's Birthday, Memorial Day, Columbus Day, Good Friday and Veteran's Day.

(Paid holidays in accordance with provisions of Local General Contractors Association Agreement.)

Local General Contractors Association Agreement provisions concerning Master Mechanic will be applicable.

*(2 x for all overtime)

** (Note: The following amounts are deducted from wages after taxes and are included in the fringe benefit rate: Included in wages and dues, defense, legal, vacation, and PAC.)

*** (Deducted when authorized by employee)

ZONE 3 (Local 17)

	Erie Genesee (Western Part)	Orleans Wyoming	
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.73	\$33.89	\$36.03
Group 2	27.11	27.99	29.74
Group 3	22.30	22.88	24.22
Welfare	6.30	7.10	7.60
Pension	3.00	3.25	3.75
Sub.	1.40	1.40	1.40
Apprenticeship	1.21	1.21	1.21
CPF Group 1 & 2	5.80	6.25	6.75
CPF Group 3	4.56	4.95	5.45
EJWF Supp.	.90	.90	.90
Pers. Acc. Plan	1.15	1.15	1.15
Pipeline Trng.	.75	.75	.75
LMCT:	.00	.00	.00
* EPEC	.05	.05	.05

(Overtime: In accordance with provisions of Local AGC Highway/Heavy Agreement, overtime shall include weighted fringe. The weighted fringe will be included in the wages and will be deducted and remitted.)

Savings and Dues deducted from Rate in accordance with Local Agreement when authorized by employee.

*(Deducted when authorized by employee)

ZONE 4 (Local 825)

	Rockland		Sullivan		Ulster
	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09	7/1/10
Group 1	\$38.75	\$39.90	\$41.90	+2.25%	+2.25%
Group 2	35.25	36.40	38.40	T.P.	T.P.
Group 3	31.74	32.89	34.89		
Welfare	8.00	8.25	8.25		
Pension	4.25	4.50	4.50		
Savings	1.00	1.00	1.00		
Apprenticeship	.50	1.00	1.00		
Sub.	1.15	1.00	1.00		
Annuity	5.00	5.00	5.25		
*EPEC	.05	.05	.05		

*(Deducted when authorized by employee)

Additional Overtime: Time and one-half on Saturday and double time on Sunday. OT applied to fringes.

Additional Holidays: Washington's Birthday, Decoration Day, Veteran's Day, Presidential Election Day. (Paid holidays in accordance with provisions of Local AGC Highway Agreement.)

Local AGC Highway Agreement provisions concerning Lead Engineer or Master Mechanic will be applicable.

ZONE 5 (Local 137)

	Putnam		Westchester	
	3/3/07 to 3/1/08	3/1/08 to 3/1/09	3/1/09 to 3/1/10	3/1/10 to 3/1/11
Group 1	\$38.13	\$40.13	\$42.14	\$44.14
Group 2	35.84	33.85	35.60	37.34
Group 3	27.84	27.56	29.06	30.54
• Welfare	10.94	11.15	11.40	11.65
• Pension	4.13	4.21	4.29	4.37
** Annuity	7.00	7.15	7.35	7.65
•• Apprenticeship	.70	.70	.70	.70
••• Dues	1.15	1.20	1.20	1.25
•••• P.A.C.	.05	.05	.05	.05
•••••EPEC	.05	.05	.05	.05

*Overtime applies-time and one-half or double time)

** (40 hours only)

*** (Deduct from rate for all hours paid.)

**** (Remit when authorized by employee.)

***** (Deducted when authorized by employee)

Additional Overtime: Time and one-half on Saturday and double time on Sunday.

Additional Holidays: Lincoln's Birthday, Washington's Birthday, Good Friday, Columbus Day, November Election Day, Memorial Day, and Veteran's Day. (Paid holidays in accordance with provisions of Local Highway Agreement.)

(Guaranteed work week in accordance with provisions of Local Highway Agreement; Saturday is included in guarantee where work week includes Saturday.)

Local Highway Agreement provisions concerning Master Mechanic will be applicable.

ZONE 6 (Local 463)

Niagara

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$31.71	\$32.85	\$34.55	\$35.79
Group 2	24.12	25.26	26.58	27.82
Group 3	20.87	22.01	23.17	24.41
Welfare	5.20	5.80	6.40	6.40
Pension	4.90	5.15	5.40	5.40
Apprenticeship	.60	.60	.60	.60
Central Pension	3.60	3.60	3.60	3.60
Pers. Acc. Plan	3.00	3.00	3.00	3.00
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
** EPEC	.05	.05	.05	.05

** (Deducted when authorized by employee)

Overtime: In accordance with provisions of Local AGC Highway/Heavy Agreement, overtime shall include weighted fringe. The weighted fringe will be included in the wages and will be deducted and remitted to the IUOE Local 463 WD & OE Fund.

ZONE 7

(A) Local 106

Albany, Broome, Chenango, Clinton, Columbia, Dutchess (to the northern boundary line of Poughkeepsie), Essex, Franklin, Fulton, Greene, Hamilton, Herkimer (east of a line north and south through the railroad station at Little Falls, New York), Montgomery, Otsego, Rensselaer, Saratoga, Schoharie, Schoharie, Tioga, Warren and Washington.

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.86	\$34.61	\$37.09
Group 2	27.81	28.26	30.33
Group 3	21.72	21.86	23.53
Welfare	6.30	7.10	7.60
Pension	3.70	4.45	4.70
Apprenticeship	1.00	1.00	1.00
Central Pension	4.85	5.10	5.35
Pers. Acc. Plan	.60	.60	.60
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

*(3% dues deduction when authorized.)

(Savings and Defense (.75) and/or Dues deducted when authorized.)

*(Deducted when authorized by employee)

(B) Local 545

Cayuga, Cortland, Herkimer (west of a line through the railroad station at Little Falls, New York), Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tompkins.

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.27	\$31.37	32.67
Group 2	25.09	26.19	27.15
Group 3	19.88	20.98	21.60
Welfare	6.30	7.10	7.60
Pension	4.00	4.50	5.00
Apprenticeship	2.00	2.00	2.00
Central Pension	3.00	3.00	4.00
Pers. Acc. Plan	2.00	2.00	2.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Savings and Defense and/or Dues deducted when authorized.)

*(Deducted when authorized by employee)

(C) Local 832

Allegheny, Livingston, Monroe, Chemung, Ontario, Schuylers, Stueben, Wayne, Yates, and eastern part of Genessee (including City of Batavia)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.54	\$33.25	\$35.38
Group 2	27.43	27.89	29.67
Group 3	22.27	22.47	23.90
Welfare	5.80	7.10	7.60
Pension	5.60	5.85	6.55
Apprenticeship	.95	.95	.95
Central Pension	3.65	3.90	4.00
Pers. Acc. Plan	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Savings and Defense and/or Dues (3.5% gross wages) deducted when authorized.)

*(Deducted when authorized by employee)

NORTH CAROLINA

Statewide (Local 470)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.14	\$35.17	\$37.40
Group 2	25.93	26.50	28.10
Group 3	18.42	18.54	19.53
Welfare	4.25	4.75	4.75
* Pension	4.50	5.00	5.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.15	.25

*(Eff. 2/1/09 \$4.00 for Group 2; \$2.50 for Group 3; Eff 2/1/10 - \$4.50 for Group 2; \$3.00 for Group 3)

** (Deducted when authorized by employee)

NORTH DAKOTA

Statewide (Local 49)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.71	\$31.55	\$33.99
Group 2	22.75	23.13	24.94
Group 3	16.99	16.99	17.28
Welfare (Gp 1&2)	6.45	7.50	7.80
Welfare (Gp 3)	5.32	6.60	7.80
Pension (Gp 1)	5.85	6.15	6.40
Pension (Gp 2)	4.60	4.90	5.15
Pension (Gp 3)	2.50	2.50	2.75
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(\$6.00 Administrative Dues deducted when authorized by employee)

*(Deducted when authorized by employee)

OHIO

ZONE 1 (Local 18)

	Ashtabula Cuyahoga Erie	Geauga Lake	Lorain Medina	Portage Summit	
		5/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1		\$34.41	\$36.71	\$36.36	\$39.50
Group 2		29.41	30.41	30.06	32.79
Group 3		23.41	25.16	24.81	27.20
Welfare		6.31	6.31	6.66	6.66
Pension		4.00	4.00	4.00	4.00
Apprenticeship		.50	.50	.50	.50
Safety & Educ.		.04	.04	.04	.04
Pipeline Tng.		.75	.75	.75	.75
LMCT		.00	.00	.00	.00
* EPEC		.05	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 2 (Local 66)

	Columbiana	Mahoning	Trumbull	
		11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1		\$31.51	\$32.57	\$34.14
Group 2		25.87	26.65	27.83
Group 3***		20.62	21.14	21.97
Welfare		6.10	6.70	7.30
Pension		5.35	5.75	6.50
Apprenticeship		.30	.33	.36
Annuity		2.80	3.05	3.30
Sub & United.		.07	.07	.07
* Defense		1.04	1.18	1.20
Pipeline Tng.		.75	.75	.75
LMCT		.00	.00	.00
** EPEC		.05	.05	.05

(Working dues 2% of gross wages when authorized by employee.)

*(Deducted)

** (Deducted when authorized by employee)

*** (Wel. \$5.15; Pen \$4.06; Eff 11/1/05 - Wel. \$5.50; Pen. \$4.60; Eff 11/1/06 - Wel. \$5.80; Pen. \$4.95; Eff. 11/1/07 - Wel. \$6.10; Pen. \$5.35)

ZONE 3 (Local 18)

(Rest of State)

	5/1/08 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 5/1/09	5/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.02	\$33.22	\$35.46	\$35.11	\$38.17
Group 2	27.69	26.89	28.81	28.46	31.09
Group 3	22.62	21.82	23.49	23.14	25.42
Welfare	5.51	6.31	6.31	6.66	6.66
Pension	4.00	4.00	4.00	4.00	4.00
Apprenticeship	.50	.50	.50	.50	.50
Safety & Educ.	.04	.04	.04	.04	.04
Pipeline Tng.	.75	.75	.75	.75	.75
LMCT	.00	.00	.00	.00	.00
* EPEC	.05	.05	.05	.05	.05

*(Deducted when authorized by employee)

OKLAHOMA

Statewide (Local 627)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.84	\$34.50	\$35.75
Group 2	26.63	27.13	28.15
Group 3	19.12	19.62	20.12
Welfare	4.00	4.70	5.30
• Pension	5.00	5.75	6.75
Apprenticeship	.05	.12	.25
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(3% Administrative dues on gross wages deducted from rate when authorized by employee.)

*(\$.00 for Group 2; \$1.50 for Group 3)

** (Deducted when authorized by employee)

OREGON

Statewide (Local 701)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$35.22	\$36.89	\$39.56
Group 2	30.56	32.00	34.35
Group 3	25.81	27.01	29.04
Welfare	5.60	6.50	6.50
Pension	4.40	2.65	2.65
Ann.	.00	1.50	2.00
• Vacation/Sav	1.25	.00	.00
Apprenticeship	.50	.50	.50
Pipeline Org.	.10	.10	.10
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
** PL Org	.10	.10	.10

Additional Pay: \$.65 to \$3.00 per hour in specified areas and time starts at the job site with employees furnishing own transportation.

(3% Administrative Dues of gross wages deducted when authorized)

*(Deducted after taxes)

** (Deducted when authorized by employee)

PENNSYLVANIA

ZONE 1 (Local 542)

Bucks Delaware Montgomery Philadelphia

Chester

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.50	\$35.48	\$38.18
Group 2	29.41	31.18	33.61
Group 3	25.06	26.58	28.66
• Welfare	16.0%	16.0%	16.0%
Pension	10.5%	10.5%	10.5%
Apprenticeship	1.0%	1.0%	1.0%
Annuity	4.00	4.00	4.00
• Sub	2.0%	2.0%	2.0%
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(% on gross wages)

*(Group 1 & 2 eff 2/1/09 take % plus additional \$3.08 for Welfare and 5.18 for Sub; Group 3 take % plus \$2.27 for Welfare)

** (Deducted when authorized by employee)

ZONE 2 (Local 66)

Allegheny	Centre	Indiana	Somerset
Armstrong	Clearfield	Jefferson	Venango
Beaver	Crawford	Lawrence	Warren
Blair	Erie	McKean	Washington
Butler	Fayette	Mercer	Westmoreland
Cambria	Greene		

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$29.86	\$31.21	\$32.97
Group 2	24.65	25.74	27.15
Group 3***	22.07	22.85	23.64
Welfare	6.40	6.85	7.30
Pension	5.35	5.50	6.00
Apprenticeship	.30	.33	.36
Annuity	1.75	2.00	2.25
Sub	.05	.05	.05
Bldg. Fund	.10	.10	.15
• Def.	.28	.43	.47
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(Dues deduction of 2% of gross wages when authorized by employee.)

*(Deduct)

** (Deducted when authorized by employee)

*** (Eff. 2/1/09 Gp 3: Wel \$6.75; Pen \$5.20. Eff. 2/1/10 - Wel \$7.30; Pen \$6.00)

ZONE 3 (Local 66)

Bedford	Clinton	Franklin	Mifflin
Cameron	Elk	Fulton	Potter
Clarion	Forest	Huntington	

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$29.86	\$31.21	\$32.97
Group 2	24.65	25.74	27.15
Group 3***	22.07	22.85	23.64
Welfare	6.40	6.85	7.30
Pension	5.35	5.50	6.00
Apprenticeship	.30	.33	.36
Annuity	1.75	2.00	2.25
Sub	.05	.05	.05
Bldg. Fund	.10	.10	.15
• Def.	.28	.43	.47
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(Dues deduction of 2% of gross wages when authorized by employee.)

*(Eff. 2/1/09 Gp 3: Wel \$6.75; Pen \$5.20. Eff. 2/1/10 - Wel \$7.30; Pen \$6.00)

** (Deduct)

*** (Deducted when authorized by employee)

ZONE 4 (Local 542)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$28.58	\$30.30	\$32.66
Group 2	24.61	26.12	28.21
Group 3	22.11	23.49	25.36
* Welfare	16.0%	16.0%	16.0%
Pension	10.5%	10.5%	10.5%
Apprenticeship	1.0%	1.0%	1.0%
Annuity	4.00	4.00	4.00
* Sub	2.0%	2.0%	2.0%
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(% on gross wages)

*(Group 1 take % plus \$2.85 for Welfare and \$.11 for Sub; Group 2 take % plus \$2.84 for Welfare and \$.12 for Sub; Group 3 take % plus \$2.27 for Welfare; 2/1/10 Gp 1 take % plus \$2.85 for Wel and \$.11 for Sub; Gp 2 take % plus \$2.84 for Wel and \$.12 for Sub; Gp 3 take % plus \$2.27 for Wel)

** (Deducted when authorized by employee)

RHODE ISLAND

Statewide (Local 57)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$29.28	\$30.67	\$32.93
Group 2	21.81	22.83	23.85
Group 3	16.91	17.88	19.10
Welfare	7.78	8.78	9.78
Pension	5.92	5.92	5.92
Apprenticeship	.40	.50	.50
Legal	.10	.10	.10
Annuity	3.25	3.25	3.25
Lab/Mgm Uni. Tr.	.50	.50	.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(Administrative dues of \$.40 per hour when authorized by employee.)

(\$.03 PEAF deduction when authorized.)

*(Deducted when authorized by employee)

SOUTH CAROLINA

Statewide (Local 470)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.14	\$35.17	\$37.40
Group 2	25.93	26.50	28.10
Group 3	18.42	18.54	19.53
Welfare	4.25	4.75	4.75
* Pension	4.50	5.00	5.50
Pipeline Tng.	.25	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.15	.25

*(Eff. 2/1/09 - \$4.00 for Group 2; \$2.50 for Group 3; Eff 2/1/10 - \$4.50 for Group 2; \$3.00 for Group 3)

** (Deducted when authorized by employee)

SOUTH DAKOTA

Statewide (Local 49)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.71	\$31.55	\$33.94
Group 2	22.75	23.13	24.89
Group 3	18.04	18.04	18.45
Welfare (Gp 1&2)	6.45	7.50	7.80
Welfare (Gp 3)	5.36	6.69	7.80
Pension (Gp 1)	5.85	6.15	6.45
Pension (Gp 2)	4.60	4.90	5.20
Pension (Gp 3)	2.50	2.50	2.80
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

(\$6.00 Administrative dues deducted when authorized by employee)

*(Deducted when authorized by employee)

TENNESSEE

Statewide Local 369

Bedford	Gibson	Lauderdale	Perry
Benton	Giles	Lawrence	Robertson
Carroll	Hardeman	Lewis	Rutherford
Cheatham	Herdin	Lincoln	Shelby
Chester	Haywood	McNairy	Stewart
Crockett	Henderson	Madison	Sumner
Davidson	Henry	Marshall	Tipton
Decatur	Hickman	Mauy	Wayne
Dickson	Houston	Montgomery	Weakley
Dyer	Humphreys	Moore	Williamson
Fayette	Lake	Obion	Wilson

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.99	\$34.72	\$37.05
Group 2	26.78	26.05	28.25
Group 3	18.77	17.54	19.18
Welfare	4.65	5.05	5.15
* Pension	4.00	5.00	5.50
Apprenticeship	.25	.30	.35
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(Administrative dues of 2% of gross wages deducted when authorized by employee.)

*(Eff. 2/1/09 \$4.00 for Group 2; \$3.00 for Group 3)

** (Deducted when authorized by employee)

Local 917

Anderson
Blodsoe
Blount
Bradley
Campbell
Cannon
Carter
Claiborne
Clay
Cocke
Coffee
Cumberland
DeKalb

Fentress
Franklin
Grainger
Greene
Grundy
Humblen
Hamilton
Hancock
Hawkins
Jackson
Jefferson
Johnson
Knox

Loudon
McMinn
Macon
Marion
Meigs
Monroe
Morgan
Overton
Pickett
Polk
Putnam
Rhea
Roane

Scott
Sequatchie
Sevier
Smith
Sullivan
Trousdale
Unicoi
Union
Van Buren
Warren
Washington
White

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.86	\$35.39	\$38.37
Group 2	26.65	26.35	28.68
Group 3	18.64	17.89	19.60
Welfare	4.33	4.33	4.33
* Pension	4.35	5.00	5.00
Apprenticeship	.35	.35	.35
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(Eff. 2/1/09 \$4.00 for Group 2; \$3.00 for Group 3)

** (Deducted when authorized by employee)

(Administrative dues of 3% of gross wages deducted when authorized by employee.)

TEXAS

ZONE 1 (Local 178)

Anderson	Denton	Howard	Parmer
Andrews	Delta	Hunt	Potter
Aransas	Dickens	Hutchison	Rains
Archer	Donley	Irion	Randall
Armstrong	Eastland	Jack	Red River
Bailey	Ector	Johnson	Roberts
Baylor	Ellis	Jones	Rockwall
Bee	Erath	Kaufman	Runnels
Borden	Fannin	Kent	Rusk
Bosque	Fisher	King	Scurry
Bowie	Floyd	Knox	Shackelford
Briscoe	Foard	Lamar	Shelby
Brown	Franklin	Lamb	Sherman
Callahan	Freestone	Limestone	Smith
Camp	Guines	Lipscomb	Somervell
Carson	Garza	Loving	Stephens
Cass	Glasscock	Lubbock	Sterling
Castro	Gray	Lynn	Stonewall
Cherokee	Grayson	McCulloch	Swisher
Childress	Gregg	Marion	Tarrant
Clay	Hale	Martin	Taylor
Cochran	Hall	Midland	Terry
Coke	Hamilton	Mitchell	Throckmorton
Coleman	Hansford	Montague	Titus
Collin	Hardeman	Moore	Tom Green
Collingsworth	Harrison	Morris	Upshur
Comanche	Hartley	Motley	Van Zandt
Concho	Haskell	Nacogdoches	Wheeler
Cooke	Hemphill	Navarro	Wichita
Cottle	Henderson	Nolan	Wilbarger
Crosby	Hill	Ochiltee	Winkler
Dallam	Hockley	Oldham	Wise
Dallas	Hood	Palo Pinto	Wood
Dawson	Hopkins	Panola	Yoakum
Deaf Smith	Houston	Parker	Young

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.94	\$34.97	\$36.80
Group 2	25.19	26.31	27.51
Group 3	18.23	19.00	20.44
Welfare	4.95	5.10	5.25
* Pension	4.00	5.00	6.00
*** Apprenticeship	.30	.30	.30
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(2% Dues Deduction when authorized by employee.)

*(Eff. 2/1/09 \$4.00 for Group 2; \$1.85 for Group 3; Eff. 2/1/10 \$5.00 for Group 2; \$2.00 for Group 3)

*** (Deducted when authorized by employee)

** (Deduct)

ZONE 2 (Local 450)

Angelina	Fayette	Lampasas	Robertson
Atascosa	Fort Bend	La Salle	Sabine
Austin	Frio	Levaca	San Augustine
Bandera	Galveston	Lee	San Jacinto
Bastrop	Gillespie	Leon	San Patricio
Bell	Goliad	Liberty	San Saba
Bexar	Gonzales	Live Oak	Schleicher
Blanco	Grimes	Llano	Starr
Brazoria	Guadalupe	McLennan	Sutton
Brazos	Hardin	McMullen	Travis
Brooks	Harris	Madison	Trinity
Burleson	Hays	Mason	Tyler
Burnet	Hidalgo	Matagorda	Uvalde
Caldwell	Jackson	Maverick	Victoria
Calhoun	Jasper	Medina	Walker
Cameron	Jefferson	Menard	Waller
Chambers	Jim Hogg	Milam	Washington
Colorado	Jim Wells	Mills	Webb
Comal	Karnes	Montgomery	Wharton
Coryell	Kendall	Newton	Willacy
Dewitt	Kenedy	Nueces	Williamson
Dimmett	Kerr	Orange	Wilson
Duval	Kimble	Polk	Zapata
Edwards	Kinney	Real	Zavalla
Falls	Kleburg	Refugio	

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.04	\$35.57	\$38.55
Group 2	26.38	27.45	29.80
Group 3	18.47	19.09	20.82
Welfare	4.80	4.95	4.95
* Pension	4.05	4.05	4.05
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05
App.	.00	.50	.50

(Dues Deduction when authorized)
 *(\$2.50 for Group 2; \$1.40 for Group 3)
 ** (Deducted when authorized by employee)
 (3% of gross wages deducted when authorized by employee)

Brewster	El Paso	Presidio	Upton
Crane	Hudspeth	Reagan	Val Verde
Crockett	Jeff Davies	Reeves	Ward
Culberson	Pecos	Terrell	

ZONE 3 (Local 953)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$35.56	\$37.24	+6.5%
Group 2	27.69	28.91	T.P.
Group 3	19.94	20.71	
Welfare	3.00	3.00	
* Pension	3.98	4.48	
Apprenticeship	.35	.35	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
** EPEC	.05	.05	

(\$20 Dues deduction when authorized)
 *(Eff. 2/1/09 - \$3.14 for Group 2; \$1.88 for Group 3)
 ** (Deducted when authorized by employee)

UTAH

Statewide (Local 3)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.25	\$32.43	+6.5%
Group 2	24.90	26.71*	T.P.
Group 3	17.66	19.04	
Welfare	5.75	5.75	
• Pension	6.14	6.14	
•• Apprenticeship	.75	.75	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
••• EPEC	.05	.05	

* (Eff. 2/1/09 - \$4.39 for Group 2; \$3.02 for Group 3)

**(\$5.50 for Groups 2 & 3)

•••(Deducted when authorized by employee)

VERMONT

Statewide (Local 98)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$31.84	\$32.63	\$34.18
Group 2	22.62	22.95	23.87
Group 3	15.81	15.81	16.27
Welfare	7.45	7.45	7.45
Pension	2.25	3.64	4.50
Apprenticeship	.05	.05	.05
Central Pension	.30	.30	.30
Annuity	1.00	1.00	1.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
• EPEC	.05	.05	.05

(Dues deduction of 2% gross wages deducted when authorized by employee.)

*(Deducted when authorized by employee)

VIRGINIA

ZONE 1 (Local 77)

	Fauquier King George	Loudoun Prince William	Stafford
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$36.18	\$37.65	\$39.69
Group 2	27.42	28.46	29.90
Group 3	19.11	19.98	21.35
Welfare	4.20	4.45	4.70
Pension	2.00	2.25	2.50
Apprenticeship	.55	.55	.55
• Annuity	.75	1.00	1.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
•• EPEC	.05	.05	.05

(Administrative dues of \$.55 per hour deducted when authorized by employee.)

*(\$.50 for Group 3)

••(Deducted when authorized by employee)

ZONE 2 (Local 147)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$35.01	\$36.29	\$38.02
Group 2	26.64	28.12	30.23
Group 3	19.00	19.48	21.12
Welfare	3.75	4.00	4.25
* Pension	3.85	4.50	4.50
Apprenticeship	.28	.28	.28
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

(Administrative dues of 2% of gross wages deducted when authorized by employee.)

*(\$.10 for Group 2; \$.20 for Group 3)

** (Deducted when authorized by employee)

WASHINGTON

ZONE 1 (Local 370)

	Douglas (Part)*	Lincoln Okanogan (Part)*	Walla Walla Whitman Yakima (Part)*
Adams			
Asotin	Ferry	Pend Oreille	*That Part East of the 120th Meridian
Benton	Franklin	Spokane	
Chelan (Part)*	Garfield	Stevens	
Columbia	Grant		

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$33.62	\$35.52	\$37.40
Group 2	27.42	29.77	31.27
Group 3	24.27	25.70	26.94
Welfare	5.55	5.30	5.40
Pension	3.25	3.75	4.75
Apprenticeship	.47	.50	.50
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 2 (Local 701)

	Klickitat	Skamania	Wahkiakum
Clark			
Cowlitz			

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$36.68	\$38.43	\$41.20
Group 2	31.82	33.32	35.76
Group 3	26.90	28.15	30.25
Welfare	5.60	6.50	6.50
Pension	4.40	2.65	2.65
Ann.	.00	1.50	2.00
** Vacation	1.25	.00	.00
Apprenticeship	.50	.50	.50
Pipeline Org.	.10	.00	.00
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

Additional Pay: \$.65 to \$2.75 per hour in specified areas and time starts and stops at job site with employees furnishing own transportation.

*(Deducted when authorized by employee)

** (Deduct after taxes)

ZONE 3 (Locals 612 & 302)

(Rest of state)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$34.92	\$36.25	\$38.58
Group 2	30.05	31.14	33.14
Group 3	25.13	25.97	27.63
Welfare	6.60	7.05	7.55
Pension	5.20	5.80	6.20
Apprenticeship	.58	.60	.65
Union Prog. (ded.)	.20	.20	.20
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
* EPEC	.05	.05	.05

Subsistence: \$7.00 to \$10.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

*(Deducted when authorized by employee)
(2% of gross wages for dues to be deducted)

WEST VIRGINIA

Statewide (Local 132)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$30.30	\$32.22	\$34.92
Group 2	22.64	24.08	26.12
Group 3	18.84	19.97	21.59
Welfare	7.32	7.67	8.07
Pension (Gp 1)	4.00	4.00	4.00
Pension (Gp 2)	3.75	3.75	3.75
Pension (Gp 3)	2.30	2.30	2.30
Apprenticeship	.45	.45	.45
* Annuity	2.60	2.60	2.60
Pipeline Tng.	.75	.75	.75
LMCT	.00	.00	.00
** EPEC	.05	.05	.05

*(\$.89 for Group 2 - no annuity for Group 3)
(ACT deduction \$.25 from Gp 1 & 2 when authorized by employee.)
**(Deducted when authorized by employee)

WISCONSIN

Statewide (Local 139)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$31.57	\$32.71	+6.5%
Group 2	27.04	27.95	T.P.
Group 3	22.44	23.12	
Welfare	8.75	9.00	
Pension	7.00	8.00	
Apprenticeship	.55	.60	
Education	.08	.08	
Labor Mgm.	.10	.10	
Pipeline Tng.	.75	.75	
LMCT	.00	.00	
* EPEC	.05	.05	

(Deduct dues of 2% of gross.)
*(Deducted when authorized by employee)

WYOMING

Statewide (Local 800)

	11/1/07 to 6/1/08	6/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
Group 1	\$32.06	\$31.99	\$33.24	\$35.00
Group 2	23.85	23.78	24.60	26.51
Group 3	16.45	16.38	20.06	21.72
Welfare	4.88	4.95	5.05	5.15
* Pension	5.25	5.25	5.78	6.60
Apprenticeship	.70	.70	1.00	1.30
** Sup. Dues	3%	3%	3%	3%
Pipeline Tng.	.75	.75	.75	.75
LMCT	.00	.00	.00	.00
** EPEC	.05	.05	.05	.05

*(Eff. 2/1/09: Gp 2 - \$4.25; Gp 3 - \$1.25)

(Dues of 3% of gross wages when authorized by employee.)

** (Deducted when authorized by employee)

OHIO VALLEY AND SOUTHERN STATES REGIONAL OFFICE

Robert E. Richardson, Vice President and Regional Manager

22 Century Blvd., Suite 450

Nashville, Tennessee 37214

Telephone: (615) 885-7196

FAX No.: (615) 885-6765

States of: Alabama, Florida, Georgia, Kentucky, Louisiana, Mississippi, Ohio, South Carolina, Tennessee, Puerto Rico, the Virgin Islands

and the Laborers' International Union of North America, and shall become effective on work in such areas and on the dates indicated in Appendix "A".

(2) In all other States or Zones effective January 1, and June 1, each year, the Employer will initially recognize and put into effect highway construction wages (including welfare, pension and other fringe benefits) which have been negotiated during the 6-month periods immediately preceding January 1, and June 1, each year, provided copies of such highway construction agreements are furnished to the Association office in Dallas in accordance with the following provisions and conditions:

(a) The highway construction agreements furnished to the Association office must be negotiated between a local of the Laborers' International Union of North America and a recognized Employer's Association.

(b) Said highway agreements must be furnished to the Association office on or before January 1 and June 1 of each year in order to be recognized; or the Union may notify the Association prior to January 1 and June 1 of each year that a particular local is still in negotiations, and that copies of the completed highway agreements will be sent to the Association office within thirty (30) days after the applicable January 1 or June 1 date.

(c) In the event no current or recognized highway agreements have been furnished to the Association office in accordance with the provisions of Paragraphs (a) and (b) above, then the last published or recognized wages (including welfare, pension and other fringe benefits) will be published and recognized until the next applicable January 1 or June 1 date.

(d) After initial recognition on January 1 or June 1, subsequent increases in wages and fringes called for and set out in such local highway agreements will be put into effect in accordance with the dates negotiated locally.

(e) It is understood that Employer will not be required to recognize or put into effect any highway construction wages (including welfare, pension, and other fringe benefits) received in the Association office after January 1, or 30 days after January 1, if applicable, of each year until the following June 1 of that year, nor those received after June 1, or 30 days after June 1, if applicable, of each year until the following January 1.

(f) The parties to this Agreement specifically recognize that only the wages and fringe benefits from the applicable highway agreements will be recognized for inclusion in this National Pipe Line Agreement. All other terms and conditions of the National Pipe Line Agreement will remain in effect for covered work.

(B) The rates to be paid for intermediate classifications shall be as set out below and the amount indicated shall be the amount per hour to be paid over and above the basic wage rate set out in the Appendix to this Agreement, and is payable only for the days that employee is performing the work covered by the intermediate classification.

Buffing Machine Man .....	.60
Dope Pot Firemen (hot or cold, nonmechanical) .....	.75
Drillers	1.25
*EM Scope	2.00
*(Laborers entitled to the premium only when a Laborer is assigned to operate the EM Scope. Contact PLCA or LIUNA for Guidelines)	
Form Builder/Concrete Finisher	1.00
Hazardous Waste Specialist/Asbestos Abatement	1.00
(employee must be certified under applicable state regulations at dispatch)	
*Hot Dope Man .....	.75
*(main dope crew only—contact PLCA or LIUNA for Guidelines)	
Hot Pay .....	.75
(where employee required to be in the area of danger and there is the possibility of fire or explosion because of a cut or weld being made)	
Jackhammermen	2.00
Loaders and Tampers	1.25
Nozzleman on Sandblasting	2.00
(sandblasting for Laborers will include all sand- blasting except that which is done in preparation of the welding or completing the welding process which is the jurisdiction of the UA)	
Powdermen, Blasters	1.75
Power Saw Operators	2.00
Skid Truck (When Laborer assigned on permanent basis) .....	.75
Steward	1.00
(Steward premium is above his assigned base rate)	
Swamper (tractor pipe gang only) .....	.75

XI. WORKERS COMPENSATION COOPERATION

In an effort to enhance the competitive position of the signatory Employers and to provide greater work opportunities for the members of the signatory Union, it is hereby agreed that the parties may negotiate and implement alternative dispute resolution (ADR) procedures to resolve workers' compensation claims disputes when and where permissible and/or legal.

Such alternative dispute resolution procedures shall be final and binding on the parties and shall be made a part of this Agreement to the extent permitted by law.

XII. TRAINING

(A) Training and certification procedures concerning all work and safety factors involved on the job will be instituted for all laborers by the Local Union or the Laborers International Union of North America. Union will work to develop a certification program to show dispatched employees are trained and qualified to work in the pipeline industry.

**2005-2011 16" AND UNDER ADDENDUM TO THE
NATIONAL PIPE LINE AGREEMENT
BETWEEN THE PIPE LINE CONTRACTORS ASSOCIATION
AND THE LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA**

The wage rates, fringes and conditions set out herein will apply in the states and for the type of work described below through completion of jobs involving such work where the Laborers' International Union of North America receives a job notification for work bid or awarded on or after November 1, 2005, through January 31, 2011 (subject to increases in 2006 and 2007 and wage re-openers in the fourth [4th] and fifth [5th] year of the Agreement). This Addendum applies only to jobs for which both a signatory(ies) to the National Pipe Line Agreement and a non-signatory(ies) are bidding the work. Unless this Addendum is extended by mutual agreement of the parties prior to January 31, 2011, this Addendum shall expire on that date for all jobs not started prior to that date.

A. States

Alabama	New Mexico
Arizona	North Carolina
Arkansas	North Dakota
Colorado	Oklahoma
Florida	South Carolina
Georgia	South Dakota
Kansas	Tennessee
Louisiana	Texas
Mississippi	Utah
Nebraska	Virginia
	Wyoming

B. Scope of Work

16" and under.

C. Wage Rates, Fringes and Conditions:

1. Wages and Fringes

a. In all states set out in A. above, the following wage rates and fringes will apply for work bid on or after November 1, 2006, through February 1, 2011:

General Laborer -	Eff. 2/1/09 - \$14.33; Eff. 2/1/10 - \$15.05
	Total Package (minimum \$2.00 fringe deduction)
Steward -	\$ 1.00 premium above rate
Collection Trust -	\$ 0.04 deducted
Power Saw -	\$ 2.00 premium above rate
Per Diem -	\$ 32.50 per day per diem to be paid for number of days in work week set out in the pre-job form.

16" Addendum wage increase total package .90 effective November 1, 2006, and November 1, 2007; re-opener in fourth and fifth year of Agreement.

b. For 12" and under see 12" Addendum below.

2. Conditions. 16" Addendum. The following conditions will apply for all states set out in A. above:

- a. Contractor has the right to hire 75% of employees direct for all states and scope of work set out above.
- b. Intermediate classifications will have a cap of \$1.00, except power saw and steward.
- c. Employees who are required to report to the warehouse will receive four (4) hours show-up pay when no work is provided; if work is started, employees will receive pay for actual hours worked, with a minimum payment of four (4) hours.
- d. Contractor may establish an assembly point/warehouse on the right-of-way or another location.
- e. The parties involved have agreed that Teamsters driving vehicles transporting crews to the jobsite will be allowed to work in Laborers Classifications after reaching the jobsite and vice versa insofar as the Laborers are concerned.
- f. Composite Crew. By mutual agreement contractor may establish for a project or job a crew or crews known as a "composite" which shall consist of the required crafts in such proportions as are respective to the type of work to be performed. In performing its work, the composite crew shall be allowed relaxation from strict craft jurisdiction, provided the employees from each craft are assigned to their craft's jurisdiction as far as practicable and possible, but not inconsistent with the provisions of the Addendums and National Pipe Line Agreement.

**2005-2011 12" AND UNDER ADDENDUM TO THE
NATIONAL PIPE LINE AGREEMENT
BETWEEN THE PIPE LINE CONTRACTORS ASSOCIATION
AND THE LABORERS' INTERNATIONAL UNION
OF NORTH AMERICA**

The wage rates, fringes and conditions set out herein will apply in the States and for the type of work described below through completion of jobs involving such work where the Laborers' International Union of North America receives a job notification for work bid or awarded on or after November 1, 2005, through January 31, 2011 (subject to increases in 2006 and 2007 and wage re-openers in the fourth [4th] and fifth [5th] year of the Agreement). This Addendum applies only to jobs for which both a signatory(ies) to the National Pipe Line Agreement and non-signatory(ies) are bidding the work. Unless this Addendum is extended by mutual agreement of

the parties prior to January 1, 2011, this Addendum shall expire on that date for all jobs not started prior to that date:

A. States

Connecticut	New Hampshire
Delaware	New York (Zones 6-13)
D.C.	Ohio
Idaho	Pennsylvania (excluding Bucks, Chester, Delaware, Montgomery and Philadelphia counties only)
Iowa	
Kentucky	
Maine	
Maryland	
Massachusetts	Rhode Island
*Michigan	Vermont

B. Wage Rates, Fringes and Conditions:

- In all states set out in A., the following wage rates and fringes will apply for work bid and let after November 1, 2005 through January 31, 2011:

Deduct \$3.00 from current full base rate plus fringes. In "PL" states add per diem back into rate before deducting \$3.00. Call PLCA or Union for questions.

- Conditions. 12" Addendum: The following conditions will apply for all states set out in A.:

- Employees who are required to report to the warehouse will receive four (4) hours show-up pay when no work is provided; if work is started, employees will receive pay for actual hours worked, with a minimum payment of four (4) hours.
- Contractor may establish an assembly point which will not exceed 25 miles from living accommodations and in no event will the assembly point be on the right-of-way or move along the right-of-way.

*Michigan – Wages and Fringes for 12" and Under Addendum.

Rate*	To Be
Welfare	Determined
Pension	
Vacation*	
Training	
Pipeline LECET	
MI LECET	
Annuity	
LEBPCY	
PAC*	

*Vacation and PAC are deductions from the Rate.

There are special jobs within the scope of work of this Agreement for which all the wages and conditions contained herein may not be appropriate due to competition or other reasons. In such cases, adjustments will be made in accordance with recognized principles agreed to by the parties during negotiations. For additional clarification on work to be covered, please contact the designated representatives of the Pipe Line Contractors Association and the Laborers' International Union of North America.

IN WITNESS WHEREOF, the parties hereto have executed these Addenda (16" and 12") this 17th day of JANUARY, 2006.

LABORERS' INTERNATIONAL UNION OF NORTH AMERICA

By: Terence M. O'Sullivan
Terence M. O'Sullivan,
General President

PIPE LINE CONTRACTORS ASSOCIATION

By: Robert H. Westphal
Robert H. Westphal, President

By: J. Patrick Tielborg
J. Patrick Tielborg, Managing Director
& General Counsel

APPENDIX "A"

ALABAMA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.75	\$15.10	\$15.75	+5%
Welfare	2.50	2.50	2.65	T.P.
Pension	1.35	1.70	1.85	
Training & Safety	.25	.25	.25	
Coll. Trust	.04	.04	.04	
Pipeline LECET	.10	.10	.10	
Regional LECET	.05	.05	.05	
** PAC	.05	.05	.05	

(Dues deductions of 4% of gross wages when authorized by employee +.15 per hour.)

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

ALASKA

Refer to Art. 1 Paragraph A

ARIZONA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.87	\$15.85	+5%
Welfare	3.00	3.00	T.P.
Pension	2.00	2.00	
Training	.25	.25	
Coll. Trust	.04	.04	
Regional LECET	.05	.05	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

ARKANSAS (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$15.52	\$16.35	+5%
Welfare	2.40	2.35	T.P.
Pension	2.57	2.80	
Training	.25	.25	
Coll. Trust	.04	.04	
Regional LECET	.05	.05	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

CALIFORNIA (PL)

ZONE 1

	Los Angeles Mono Orange	Riverside San Bernardino San Luis Obispo	Santa Barbara Ventura
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$24.02	\$25.35	+5%
Welfare	4.16	4.26	T.P.
Pension	5.25	5.25	
Vacation	3.21	3.60	
Training	.63	.64	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

Subsistence: \$30.00 in specified areas and time starts and stops at the job site with employees furnishing own transportation. In free zone employer will provide transportation and riding time pay one way. (Inyo and Mono Counties and Trona, \$32.00)

Supplemental Dues included in vacation.

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 2 (A)

	Alameda Contra Costa	Marin San Francisco	San Mateo Santa Clara
	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$24.44	\$26.30	+5%
Welfare	5.54	5.54	T.P.
Pension	4.11	4.11	
Vacation	2.28	2.28	
Training	.34	.34	
Coll. Trust	.04	.04	
Annuity	1.01	1.01	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 2 (B)

Alpine	Kings	Nevada	Solano
Amador	Lake	Placer	Sonoma
Butte	Lassen	Plumas	Stanislaus
Calaveras	Madera	Sacramento	Sutter
Colusa	Mariposa	San Benito	Tehama
Del Norte	Mendocino	San Joaquin	Trinity
El Dorado	Merced	Santa Cruz	Tulare
Fresno	Modoc	Shasta	Tuolumne
Glenn	Monterey	Sierra	Yolo
Humbolt	Napa	Siskiyou	Yuba

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$23.32	\$25.12	+5%
Welfare	5.54	5.54	T.P.
Pension	4.11	4.11	
Vacation	2.28	2.28	
Training	.34	.34	
Coll. Trust	.04	.04	
Annuity	1.01	1.01	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

Subsistence: \$19.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

Supplemental Dues included in Vacation.

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$0.05 when authorized by employee.)

ZONE 3

San Diego County only

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$24.22	\$25.41	+5%
Welfare	4.16	4.26	T.P.
Pension	3.65	3.85	
Vacation	2.20	2.42	
Training	.63	.64	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

Subsistence: \$24.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

Remit dues when authorized.

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$0.05 when authorized by employee.)

COLORADO (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$15.83	\$16.12	\$15.60	\$16.72	+5% T.P.
Welfare	4.10	4.30	4.50	4.50	
Pension	1.25	1.40	1.55	1.55	
Training	.30	.31	.32	.32	
** Vacation	.60	.75	.90	.90	
Coll. Trust	.04	.04	.04	.04	
Nat. H&S	.03	.03	.03	.03	
Pipeline LECET	.10	.10	.10	.10	
NW LECET	.05	.06	.06	.07	
*** PAC	.05	.05	.05	.05	

(Deduct .45 dues when authorized.)

*(Any increase in fringes to be deducted from wages; eff. 2/1/09 \$45.00 per day per diem based on work week)

** (Vacation to be added to rate for taxes then deduct.)

*** (PAC deduction of \$.05 when authorized by employee)

CONNECTICUT

Statewide

	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10
Rate	\$23.11	\$23.36	\$24.36
Welfare	6.79	7.39	7.54
Pension	3.85	3.85	4.10
Training	.35	.35	.40
Legal	.26	.26	.26
Annuity	---	2.00	2.00
LECET	.15	.15	.15
Coll. Trust	.04	.04	.04
Health & Safety	.15	.15	.15
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)

DELAWARE (PL)

	ZONE 1 Newcastle	ZONE 2 Kent	ZONE 3 Sussex	ZONE 1 Newcastle	ZONE 2 Kent	ZONE 3 Sussex
	11/1/07 to 2/1/09	11/1/07 to 2/1/09	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/09 to 2/1/10	2/1/09 to 2/1/10
* Rate	\$17.39	\$16.11	\$12.47	\$17.61	\$16.83	\$13.49
Welfare	3.80	3.80	3.80	3.80	3.80	3.80
Pension	4.05	4.05	4.05	5.25	4.68	4.05
Training	.51	.51	.51	.51	.51	.51
Coll. Trust	.04	.04	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10	.10	.10
Del LEC	.20	.20	.20	.20	.20	.20
Ann	3.00	3.00	---	3.00	3.00	---
** PAC						

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

DISTRICT OF COLUMBIA (PL)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$17.90	\$18.37	\$18.95	+5%
Welfare	2.22	2.52	3.15	T.P.
Pension	1.32	1.35	1.50	
Training	.50	.50	.25	
Coll. Trust	.04	.04	.04	
Pipeline LECET	.10	.10	.10	
Mid-Atlantic LECET	.15	.15	.15	
** PAC	.05	.05	.05	

(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

FLORIDA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.00	\$16.77	+5%
Welfare	2.50	2.75	T.P.
Pension	2.26	2.26	
Training	.25	.25	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Regional LECET	.05	.05	
** PAC	.05	.05	

(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

GEORGIA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.30	\$16.91	+5%
Welfare	2.60	2.75	T.P.
Pension	1.74	2.00	
Training & Safety	.25	.25	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Regional LECET	.05	.05	
** PAC	.05	.05	

(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

HAWAII

Refer to Article I, Paragraph A

IDAHO (PL)

ZONE 1

Beneva
Bonner
Boundary

Clearwater
Idaho*
Kootenai

Latah
Lewis
Nez Perce

Shoshone

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
** Rate	\$22.25	\$23.40	+5% T.P.
Welfare	4.95	5.00	
Pension	2.10	2.30	
Training	.35	.40	
Coll. Trust	.04	.04	
*** Credit Union	1.00	1.00	
*** Dues Deduction	.75	.75	
Pipeline LECET	.10	.10	
NW LECET	.05	.05	
**** PAC	.05	.05	

*That part of Idaho County NORTH of Parallel 46 in the State of Idaho.

** (Any increase in fringes to be deducted from wages. Eff. 2/1/09 \$45.00 per day per diem on work week.)

*** The Credit Union and Dues Deduction are included in the above-listed wage rates and are deducted from the employee's net wages. Dues deduction when authorized by employee.

**** (PAC deduction of \$0.05 when authorized by employee.)

ZONE 2

Rest of State

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$22.93	\$21.36	+5% T.P.
Welfare	4.40	4.95	
Pension	2.50	5.00	
Training	.25	.25	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
NW LECET	.05	.05	
** PAC	.05	.05	

* (Any increase in fringes to be deducted from wages. Eff. 2/1/09 \$45.00 per day per diem on work week.)

** (PAC deduction of \$0.05 when authorized by employee.)

ILLINOIS

ZONE 1 (Local 165)

Peoria County

	11/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
Rate	\$23.79	\$24.24	\$24.89	\$25.40
Welfare	5.85	6.05	6.25	6.75
Pension	5.94	6.84	7.49	8.14
Annuity	2.47	2.87	3.22	3.22
Training	.60	.60	.70	.80
LECET (ded)	.22	.22	.22	.22
Coll. Trust	.04	.04	.04	.04
National LECET	..	..	..	..
Pipeline LECET	.10	.10	.10	.10
* PAC	.05	.05	.05	.05

* (PAC deduction of \$0.05 when authorized by employee.)

ZONE 2 (Local 44, 100, 397 and 670)

Madison	St. Clair	
	8/1/07 to 8/1/08	8/1/08 to 8/1/09
* Rate	\$38.66	\$39.91 to \$40.41
Training	--	--
LECET	--	--
Coll. Trust	--	--
Pipeline LECET	--	--
** PAC	--	--

*(Fringes to be deducted from Rate.)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 3

Boone Cook DuPage	Grundy Kane Kendall		Lake McHenry Will	
	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
Rate	\$31.53	\$33.13	\$34.73	
* Welfare	7.46	7.97	8.83	
* Pension	4.84	5.68	6.17	
Training	.17	.22	.27	
LMCC	.12	.12	.12	
Coll. Trust	.04	.04	.04	
Pipeline LECET	.10	.10	.10	
Area LECET	.05	.05	.05	
** PAC	.05	.05	.05	
Fringe Escrow	--	--	--	

(2.75% dues deduction on gross wages when authorized by employee)

*(Boone, Kane, Kendall, McHenry: Welfare - \$7.20; Pension \$5.10)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 4 (Local 393)

Bureau	LaSalle		Putnam		5/1/08 to 5/1/09	5/1/09 to 5/1/10	5/1/10 to 5/1/11
	10/1/04 to 5/1/05	5/1/05 to 5/1/06	5/1/06 to 5/1/07	5/1/07 to 5/1/08			
* Rate	\$22.39	\$23.24	\$24.46	\$25.66	\$26.67	\$27.32	+1.80
Welfare	5.00	5.70	6.34	6.54	6.25	6.75	TP
Pension	4.50	4.50	4.50	4.90	5.40	6.05	
Training	.50	.60	.60	.60	.70	.80	
LECET	.12	.12	.16	.16	.16	.16	
Coll. Trust	.04	.04	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	.10	.10	
** PAC	.05	.05	.05	.05	.05	.05	
Midwest Found.	.10	.10	.10	.10	.10	.10	
*** Vacation	2.00 (deduct)	2.00 (deduct)	2.00	2.50	2.50	2.50	
**** Fed L.P.L.	.07 (deduct)		.07	.07	--	--	
**** ILLC	--	.10	.10	.10	.15	.15	
**** MKT PRES	--	.10	.10	.15	.20	.25	
Supp H & W	--	--	--	--	.54	.54	

*(Dues deduction 4.5%)

** (PAC deduction of \$.05 when authorized by employee)

*** (Vacation is deducted)

**** (Deduct)

ZONE 5 (Local 196, 218, 338, 459, 581, 622, 670, 677, 742 and 1084)

Bond Calhoun Clinton	Green Jersey Macoupin	Monroe Montgomery Randolph	Washington
	8/1/07 to 8/1/08	8/1/08 to 8/1/09	
* Rate	\$38.46	\$40.31 - 40.46	
Training	---	---	
National LECET	---	---	
Coll. Trust	---	---	
Pipeline LECET	---	---	
** PAC	---	---	

*(Fringes to be deducted from Rate. Macoupin County is Local 338.)

** (PAC deduction of 5.05 when authorized by employee.)

ZONE 6 (Local 159)

Clark Edgar	Coles Shelby	Cumberland	Douglas
	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09
			5/1/09 to 5/1/10
Rate	\$24.12	\$24.92	\$25.56
Welfare	5.05	5.05	5.05
Pension	5.33	5.73	5.98
Training	.60	.60	.70
Annuity	---	.25	1.00
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
LECET	.30	.30	.30
* Vacation	.60	1.00	1.00
** PAC	.05	.05	.05
Dues (ded)	1.60	1.65	1.80
SATP	---	---	---

*(Deduct from net wages)

** (PAC deduction of 5.05 when authorized by employee.)

ZONE 7 (Local 309)

Mercer	Rock Island
	1/1/08 to 1/1/09
	1/1/09 to 1/1/10
Rate	\$23.41
Welfare	5.60
Pension	4.90
Training	.70
LECET	.67
Coll. Trust	.04
* Vacation	1.15
Pipeline LECET	.10
** PAC	.05
** Loc Pac	.10

*(Deduct from net wages)

** (PAC deduction of 5.05 when authorized by employee.)

(Dues 5% of gross.)

ZONE 8A (Local 231)

Adams

	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
Rate	\$20.78	\$21.13	\$21.38	\$21.78
Welfare	5.30	5.80	6.30	6.55
Pension	6.03	6.53	7.03	7.53
Training	.60	.60	.70	.80
Annuity	1.00	1.00	1.00	1.50
Health & Safety	.03	.03	.03	.03
LECET	.12	.12	.12	.12
Ill. Leg. (deduct)	.05	.05	.10	.10
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05
MROC (deduct)	.08	.08	.08	.08
ILC (deduct)	--	--	.10	.10

ZONE 8B (Local 231)

Fulton

Tazwell

	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
Rate	\$24.15	\$25.10	\$26.20	\$26.55
Welfare	5.30	5.80	6.30	6.55
Pension	6.03	6.53	7.03	7.53
Training	.60	.60	.70	.80
Annuity	1.00	1.00	1.00	2.00
Health & Safety	.03	.03	.03	.03
LECET	.16	.16	.16	.16
Ill. Leg.	.05	.05	.05	.05
Coll. Trust	.04	.04	.04	.04
National LECET	--	--	--	--
Pipeline LECET	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05
MROC (deduct)	.08	.08	.30	.08

ZONE 8C

Hancock

McDonough

	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
Rate	\$21.24	\$21.59	\$21.84	\$22.24
Welfare	5.30	5.80	6.30	6.55
Pension	6.03	6.53	7.03	7.53
Training	.60	.60	.70	.80
Annuity	1.00	1.00	1.00	1.50
Health & Safety	.03	.03	.03	.03
LECET	.22	.22	.22	.22
Ill. Leg. (deduct)	.05	.05	.10	.10
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
PAC (deduct)	.05	.05	.05	.05
MROC (deduct)	.08	.08	.08	.08
ILC (deduct)	--	--	.10	.10

ZONE 9 (Locals 32, 727)

Carroll DeKalb	Jo Daviess Lee		Ogle Stephenson		Whiteside Winnebago	
	5/1/07 to 5/1/08		5/1/08 to 5/1/09		5/1/09 to 5/1/10	
	Lo32	Lo 727	Lo32	Lo 727	Lo32	Lo 727
Rate	\$24.34	(\$24.66)	\$26.55		\$27.95	\$27.73
Welfare	6.05	(6.05)	6.25		6.75	6.75
Pension	6.19	(5.73)	6.44		7.09	6.63
Annuity	3.32	(3.50)	3.32		3.32	4.00
Training	.60	(.60)	.70		.80	.80
LECET	.12	(.12)	.12		.12	.12
Coll. Trust	.04	(.04)	.04		.04	.04
* Vacation	1.05	(2.50)	1.05		1.05	2.80
Pipeline LECET	.10		.10		.10	.10
** PAC .05	.05		.05		.05	.05
* MROC	.08		.08		.04	.04
* Working Dues Local 32	3.25%		4.00%		4.00%	
* Working Dues Local 727	4.5%		4.5%			4.5%
Midwest Reg F.C.	.10		.10		.10	.10
Supp. H & W	--		.54		.54	.54

*(Deduct from net wages.)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 10 (Locals 362, 538, 751 and 996)

Ford Henderson Henry	Iroquois Kankakee Knox		*Livingston *Marshall *McLean		*Stark *Warren *Woodford	
	5/1/05 to 5/1/06		5/1/06 to 5/1/07		5/1/07 to 5/1/08	
	5/1/05 to 5/1/06	5/1/06 to 5/1/07	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
* Rate	\$33.53-35.53	\$24.79	\$25.94	\$27.99	\$39.32-46.75	
Welfare	6.34	6.34	6.54	6.79		
Pension	4.67	4.67	5.07	5.32		
Annuity	2.00	2.00	3.00	3.00		
Training	.60	.60	.60	.70		
LECET	.14	.14	.14	.14		
Coll. Trust	.04	.04	.04	.04		
Pipeline LECET	.10	.10	.10	.10		
** PAC	.05	.05	.05	.05		

*(Contact PLCA for rates/fringes)

** (PAC deduction of \$.05 when authorized by employee)

ZONE 11 (Local 1197)

Clay Crawford Edwards	Effingham Fayette Hamilton		Jasper Jefferson Lawrence		Marion Richland Wabash	Wayne White
	4/1/07 to 4/1/08		4/1/08 to 4/1/09			
	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/08 to 4/1/09	4/1/09 to 4/1/10		
Rate	\$20.90	\$21.90	\$22.45			
Welfare	5.35	5.45	5.45			
Pension	3.73	3.98	4.63			
Training	.60	.60	.80			
* Vacation	.70	.70	.70			
Annuity	2.42	2.42	2.97			
LECET	.30	.30	.30			
Coll. Trust	.04	.04	.04			
Pipeline LECET	.10	.10	.10			
** PAC	.05	.05	.05			
EBOLT	--	--	--			
Dues (ded)	1.40	1.50	1.50			
LPL (ded)	.05	.05	.05			

*(Vacation deducted)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 12 (Local 773)

	Alexander Franklin Gallatin Gardin	Jackson Johnson Massac	Perry Pope Pulaski	Saline Union Williamson
	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10	
Rate	\$21.10	\$22.00	\$22.55	
Welfare	5.35	5.45	5.45	
Pension	3.73	3.98	4.63	
Training	.60	.70	.80	
Annuity	2.42	2.42	2.97	
LECET	.30	.30	.30	
Coll. Trust	.04	.04	.04	
Pipeline LECET	.10	.10	.10	
* Vacation	.70	.70	.70	
EBOLT	---	.10	.10	
** PAC	.05	.05	.05	
Dues (ded)	1.40	1.50	1.50	
LPL (ded)	.05	.05	.05	

*(Deduct from net wages)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 13 (Locals 231 and 477)

	Brown *Cass *Christian	*Logan Mason *Menard	*Morgan Pike *Sangamon	Schuyler *Scott
	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
* Rate	\$21.68	\$22.03	\$22.28	\$22.68
Welfare	5.30	5.80	6.30	6.55
Pension	6.03	6.53	7.03	7.53
Training	.60	.60	.70	.80
LECET	.22	.22	.22	.22
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05
H & S	.03	.03	.03	.03

*(Cass, Christian, Logan, Menard, Morgan, Sangamon, Scott - Local 477 - check PLCA)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 14

Vermillion (Local 703)

	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
Rate	\$24.26	\$25.91	\$26.90
Welfare	5.05	5.05	5.05
Pension	6.59	6.84	7.49
* Vacation	1.00	1.00	1.00
Training	.60	.70	.80
Coll. Trust	.04	.04	.04
LECET	.30	.30	.30
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05
Legal	.30	.30	.30
* Dues	1.55	1.80	1.80
Ann.	---	.25	.25

*(deducted)

ZONE 15 (Local 703)

Champaign	Dewitt		Piat	
	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10	
Rate	\$24.71	\$25.95	\$26.90	
Welfare	5.05	5.05	5.05	
Pension	6.59	6.84	7.49	
Legal	.30	.30	.30	
Training	.60	.70	.80	
Annuity	--	.25	.25	
* Vacation	1.00	1.00	1.00	
Coll. Trust	.04	.04	.04	
LECET	.30	.30	.30	
Pipeline LECET	.10	.10	.10	
** PAC	.05	.05	.05	
* Dues	1.55	1.80	1.80	
SATP	--	.06	.06	

*(Deduct)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 16 (Local 159)

Macon	Moultrie			
	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10	
Rate	\$24.92	\$25.66	\$26.11	
Welfare	5.05	5.05	5.05	
Pension	5.73	5.98	6.63	
Training	.60	.70	.80	
Coll. Trust	.04	.04	.04	
LECET	.30	.30	.30	
Pipeline LECET	.10	.10	.10	
Annuity	.25	1.00	1.50	
* PAC	.05	.05	.05	
* Vacation	1.00	1.00	1.00	
SATP	--	.06	.06	

*(Deduct)

Dues check off \$1.85

INDIANA

ZONE 1

Lake	LaPorte		Newton		Porter		
	6/1/04 to 6/1/05	6/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10	
Rate	\$20.94	\$21.24	\$21.49	\$21.99	\$22.49	\$23.92	
Welfare	4.00	4.50	5.00	5.25	5.50	5.55	
Pension	2.00	2.65	3.25	3.85	4.45	4.45	
Training	.30	.35	.35	.35	.35	.40	
Coll. Trust	.04	.04	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	.10	.10	
* PAC	.05	.05	.05	.05	.05	.05	
BCRC	--	--	--	--	--	.05	

*(PAC deduction of \$.05 when authorized by employee.)

3% working dues

ZONE 1A

Jasper	Starke					
	6/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10	
Rate	\$19.22	\$19.22	\$19.47	\$19.72	\$21.15	
Welfare	4.50	5.00	5.25	5.50	5.55	
Pension	2.65	3.25	3.85	4.45	4.45	
Training	.35	.35	.35	.35	.40	
Coll. Trust	.04	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	.10	
* PAC	.05	.05	.05	.05	.05	
SAT	--	--	--	--	.03	

*(PAC deduction of \$.05 when authorized by employee.)

3% working dues

ZONE 2

Crittenden	Henderson		Union		Webster (from Kentucky)		
	7/1/03 to 6/1/04	6/1/04 to 6/1/05	6/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	
Rate	\$19.21	\$19.86	\$20.41	\$19.56	\$19.61	\$19.51	
Welfare	3.50	4.00	4.50	5.00	5.25	5.60	
Pension	1.85	2.00	2.15	2.70	3.30	4.05	
Training	.25	.30	.35	.35	.35	.35	
Coll. Trust	.04	.04	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	.10	.10	
* PAC	.05	.05	.05	.05	.05	.05	

*(PAC deduction of \$.05 when authorized by employee.)

3% working dues

ZONE 3

(Rest of Indiana)

	6/1/04 to 6/1/05	6/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
	Rate	\$19.17	\$19.72	\$19.77	\$20.52	\$20.12	$20.95
Welfare	4.00	4.50	5.00	5.25	5.50	5.55
Pension	2.00	2.15	2.70	2.80	4.05	4.30
Training	.30	.35	.35	.35	.35	.40
National LECET	--	--	--	--	--	--
Coll. Trust	.04	.04	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10	.10	.10
* PAC	.05	.05	.05	.05	.05	.05
SAT	--	--	--	--	--	.03

*(PAC deduction of \$.05 when authorized by employee.)

3% working dues

IOWA (PL except Zone 1)

ZONE 1

Scott County

	1/1/08 to 1/1/09	1/1/09 to 1/1/10
Rate	\$23.41	\$23.66
Welfare	5.60	5.75
Pension	4.90	5.55
Training	.70	.80
Coll. Trust	.04	.04
* Vacation	1.15	1.25
Pipeline LECET	.10	.10
LECET	.67	.67
** PAC	.05	.10

*(deduct from net wages)

***(PAC deduction of \$0.05 when authorized by employee.)

(5% dues deduct)

(PL) ZONE 2

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.90	\$15.77	+5%
Welfare	5.20	5.20	T.P.
Pension	1.35	1.45	
Training	.35	.40	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
*** PAC	.10	.10	
Iowa LECET	.15	.20	

(Dues Deduction when authorized by employee)

*(Eff. 2/1/09 \$45.00 per day per diem based on work week.)

***(PAC deduction of \$0.10 when authorized by employee.)

(5% dues deduct)

KANSAS (PL except Zones 1 & 2)

ZONE 1 (Local 1290)

Atchison

Johnson

Leavenworth

Miami

Wyandotte

	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10
Rate	\$22.28	\$25.23	\$26.03
Welfare	4.75	4.85	5.05
Pension	3.50	3.75	4.00
Vacation	1.25	1.25	1.50
* Dues Supp.	.90	1.00	1.10
Training	.49	.59	.59
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
** PAC	.05	.05	.05

(Employer will make withholding deductions from full amount of wages including the \$1.25 per hour for Vacation; then, the full \$1.25 per hour amount for Vacation will be paid to that Fund.)

*(Deduct and remit dues when authorized by employee.)

***(PAC deduction of \$0.05 when authorized by employee.)

ZONE 2 (Locals 142 & 1290)

Anderson	Franklin	Marshall	Republic
Chase	Geary	McPherson	Riley
Clay	Jackson	Morris	Saline
Cloud	Jefferson	Osage	Shawnee
Loffey	Linn	Ottawa	Wabaussee
Dickinson	Lyon	Pottawatomic	Washington
Douglas	Marion	Reno	

	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10
Rate	\$14.30	\$14.25	\$14.55
Welfare	4.00	4.05	4.05
Pension	1.70	1.85	2.00
Training	.15	.20	.20
Vacation	1.00	1.00	1.00
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee. Dues deduction \$.65)

(PL) ZONE 3 (Local 579 & 1290)

Rest of State

	11/1/07 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$15.86	\$16.83	+5%
Welfare	4.00	4.05	T.P.
Pension	1.00	1.00	
Training	.20	.20	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem on work week (Counties of Brown, Doniphan and Nemaha; Lo 579: Rate \$15.48; Wel. \$4.85; Pen. \$1.65; Tng. .10; CT .04; PL LEC .10)

** (PAC deduction of \$.05 when authorized by employee.)

KENTUCKY (PL)

Statewide (Boone, Kenton & Campbell are in Ohio; Crittenden, Henderson, Union & Webster are in Indiana)

	11/1/07 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.31	\$14.86	+5%
Welfare	4.95	5.20	
Pension	3.10	3.35	
Training	.35	.40	
Coll. Trust	.04	.04	
Ky. LECET	.18	.20	
Pipeline LECET	.10	.10	
** PAC	.05	.05	
Reg. LECET	.05	.05	

*(Effective 2/1/09 \$45.00 per diem per day based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

LOUISIANA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$17.80	\$18.50	+5%
Welfare	1.30	1.30	T.P.
Pension	3.41	3.82	
Training	.25	.25	
Coll. Trust	.04	.04	
Regional LECET	.05	.05	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

MAINE (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10
* Rate	\$12.77	\$13.17
Welfare	6.60	6.60
Pension	3.45	4.20
Training	.40	.45
Legal	.15	.20
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
N.E. LECET	.15	.15
Annuity	1.60	1.60
NELHSF	.15	.15
** PAC	.05	.05
Unified Trust	.25	.25

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

MARYLAND (PL)

ZONE 1 (Lo 657)

	Charles Calvert	Montgomery	Prince Georges	St. Marys
	11/1/06 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 2/1/10
* Rate	\$17.09	\$17.59	\$18.52	\$18.95
Welfare	3.25	3.35	3.15	3.15
Pension	1.15	1.35	.80	1.55
Training	.50	.50	.32	.25
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
Mid-Atlantic LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

(5% dues deduction)

ZONE 2 (Lo 710)

	Caroline Dorchester	Kent Queen Annes	Somerset Talbot	Wiconico Worchester
	11/1/06 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 2/1/10
* Rate	\$17.09	\$17.59	\$18.52	\$19.48
Welfare	3.25	3.35	3.15	3.25
Pension	1.15	1.35	.80	.85
Training	.50	.50	.32	.32
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
Mid-Atlantic LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

(4% dues deduction)

ZONE 3 (Lo 616)

	Alleghany	Garrett	Washington		
		11/1/06 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 2/1/10
				2/1/10 to 2/1/11	
* Rate		\$19.42	\$19.87	\$19.87	\$20.74
Welfare		2.35	2.52	3.15	3.25
Pension		1.15	1.35	.80	.85
Training		.25	.25	.17	.32
Coll. Trust		.04	.04	.04	.04
Pipeline LECET		.10	.10	.10	.10
Mid-Atlantic LECET		.05	.05	.05	.05
** PAC		.05	.05	.05	.05
Defined contrib.					1.07

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

(4% dues deduction)

ZONE 4 (Lo 710)

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$19.42	\$19.87	\$19.87	\$20.74	+5%
Welfare	2.35	2.52	3.15	3.25	T.P.
Pension	1.15	1.35	.80	.85	
Training	.25	.25	.17	.32	
Coll. Trust	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	
Mid-Atlantic LECET	.05	.05	.05	.05	
** PAC	.05	.05	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

(4% dues deduction)

MASSACHUSETTS

ZONE 1

Suffolk County (Boston, Chelsea, Revere, Winthrop, Deer & Nut Islands)

Middlesex County (Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Medford, Melrose,

Reading, Somerville, Stoneham, Wakefield, Winchester, Winthrop, and Woburn only)

Norfolk County (Brookline, Dedham, and Milton only)

	12/1/07 to 6/1/08	6/1/08 to 6/1/09
Rate	\$26.70	\$27.80
Welfare	6.60	6.60
Pension	4.10	4.35
Annuity	5.40	5.40
NELLMCE	.15	.15
Unified Trust	.50	.50
Training	.45	.45
Legal	.20	.20
H & Safety	.15	.15
CT	.04	.04
Pipeline LECET	.10	.10
* PAC	.05	.05

Dues and LPL of .90 deducted from Rate.

*(PAC deduction of \$.05 when authorized by employee.)

ZONE 2

Rest of State

	12/1/07 to 6/1/08	6/1/08 to 6/1/09
Rate	\$25.00	\$25.85
Welfare	6.60	6.60
Pension	4.10	4.35
Annuity	3.75	4.00
NELL-MCT	.15	.15
Unified Trust	.50	.50
Training	.45	.45
Legal	.20	.20
H & Safety	.15	.15
CT	.04	.04
Pipeline LECET	.10	.10
* PAC	.05	.05

Dues and LPL of .90 deducted from Rate.

*(PAC deduction of \$.05 when authorized by employee.)

MICHIGAN

Statewide

	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
Rate	\$22.92	\$23.62	\$23.22
H & W	3.95	4.45	5.05
Pension	4.05	4.30	5.55
* Vacation	2.05	2.25	1.85
Training	.35	.35	.35
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
MI LECET	.17	.17	.14
** PAC	.05	.05	.05

*(Deduct vacation from Rate)

** (PAC deduction of \$0.05 when authorized by employee.)

MINNESOTA

ZONE 1

	Cook Dakota	Itasca Lake	Scott Sherburne	St. Louis (South of Washington Wright)
	Hennepin Isanti	Pine Ramsey	St. Louis (North of T.55N)	Washington Wright
	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
Rate	\$25.04	\$26.09	\$27.14	\$27.67
Welfare	5.60	5.75	6.05	6.35
Pension	3.30	3.65	3.90	4.67
* Vacation	1.60	1.75	2.00	2.00
Training	.21	.20	.20	.20
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
MN LECET	.05	.06	.06	.06
** PAC	.05	.05	.05	.05

*(Eff 6/1/01, Vacation deducted from rate.)

** (PAC deduction of \$0.05 when authorized by employee.)

ZONE 2

	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
Rate	\$19.72	\$20.74	\$21.69	\$22.09
Welfare	5.60	5.75	6.05	6.35
Pension	3.00	3.30	3.65	4.55
* Vacation	1.60	1.75	1.90	1.90
Training	.21	.20	.20	.20
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
MN LECET	.05	.06	.06	.06
** PAC	.05	.05	.05	.05

*(Eff. 6/1/01 Vacation deducted from rate.)

** (PAC deduction of \$0.05 when authorized by employee.)

MISSISSIPPI (PL)

Statewide (Lo 692)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$15.50	\$16.00	+5%
Welfare	2.40	2.55	T.P.
Pension	2.64	3.00	
Training	.25	.25	
Coll. Trust	.04	.04	
Regional LECET	.05	.05	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

MISSOURI

ZONE 1 (Local 42, 53, 110)

St. Louis

	3/1/07 to 3/1/08	3/1/08 to 3/1/09	3/1/09 to 3/1/10
* Rate	\$26.28	\$26.98	\$27.32
Welfare	4.80	4.95	5.75
Pension	4.00	4.25	4.25
** Vacation	1.00	1.00	1.00
Training	.53	.53	.54
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
*** PAC	.05	.05	.05

*(Rate includes Supp. Dues to be deducted when authorized by employee, 3.5% supplemental dues.)

** (Deduct vacation from rate.)

*** (PAC deduction of \$.05 when authorized by employee.)

ZONE 2 (Local 663)

	Cass	Clay	Jackson	Platte	Ray
		4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10	
Rate		\$24.18	\$25.18	\$26.03	
Welfare		4.75	4.85	5.05	
Pension		3.50	3.75	4.00	
Training		.49	.59	.59	
Vacation		1.25	1.25	1.50	
* Dues Supp.		.90	1.00	1.10	
Coll. Trust		.04	.04	.04	
Pipeline LECET		.10	.10	.10	
** PAC		.05	.05	.05	

*(Rate includes Supp. Dues to be deducted when authorized by employee.)

(Employer will make withholding deductions from full amount of wages including the \$1.25 per hour for Vacation; then, the full \$1.25 per hour amount for Vacation will be paid to that Fund.)

** (PAC deduction of \$.05 when authorized by employee.)

ZONE 3 (Local *663 and 579)

	Clinton Daviss DeKalb Gentry	Grundy Harrison Holt Lafayette	Livingston Merecer Nodaway Worth
	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10
Rate	\$21.29	\$22.14	\$23.09
Welfare	4.75	4.85	5.05
Pension	2.70	3.00	3.00
Vacation	1.25	1.15	1.15
Training	.44	.44	.44
** Dues Supp.	.80	.90	1.05
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
*** PAC	.05	.05	.05

*(Call PLCA for Lo 663)

** (Remit dues when authorized by employee.)

(Deduct withholding from wages and vacation then pay full vacation to Fund)

*** (PAC deduction of \$.05 when authorized by employee.)

ZONE 4 (Locals 319, 663 and 676)

	Dade Dallas Douglas Greene Henry Hickory Jasper Johnson	Littlede Lawrence McDonald Morgan Newton Ozark Pettis Polk	Saline Stone St. Clair Taney Vernon Webster Wright
	4/1/07 to 4/1/08	4/1/08 to 4/1/09	4/1/09 to 4/1/10
Rate	\$19.74	\$20.64	\$21.39
Welfare	4.75	4.85	5.05
Pension	2.70	2.85	3.00
Vacation	.90	.90	1.00
Training	.44	.44	.49
* Dues Supp.	.85	.95	1.05
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
** PAC	.05	.05	.05

*(Remit dues when authorized by employee.)

(Deduct Withholding from Wages and Vacation then pay full Vacation to Fund)

** (PAC deduction of \$.05 when authorized by employee.)

(.0275% supplemental dues)

ZONE 5 (Locals 660, 718 and 840)

	*Jefferson	*St. Charles
	5/1/07 to 5/1/08	5/1/08 to 5/1/09
Rate	\$24.92	\$25.42
Welfare	4.75	4.85
Pension	3.00	3.50
Training	.53	.53
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
** PAC	.05	.05

*(Jefferson - \$25.47; \$26.26 eff 5/1/09; St. Charles - \$26.59; \$27.38 eff. 5/1/09)

** (PAC deduction of \$.05 when authorized by employee.)

(5% dues deducted)

ZONE 6 (Locals 110, 424, *660, 662, 718, 840, 916, 955 and 1104)

Adair	Gasconade	Monroe	Schuyler
Audrian	Howard	*Montgomery	Scott
Bollinger	Howell	New Madrid	Scotland
Boone	Iron	Oregon	Shannon
Butler	Knox	Osage	Shelby
Callaway	Lewis	Peniscot	Stoddard
Cape Girardeau	*Lincoln	Perry	St. Francis
Carter	Linn	Phelps	Ste. Genevieve
Charlton	Macon	Pike	Stoddard
Clark	Madison	Pitaski	Sullivan
Cole	Maries	Putnam	Texas
Cooper	Marion	Ralls	*Warren
Crawford	Miller	Randolph	Washington
Dent	Mississippi	Reynolds	Wayne
Dunklin	Moniteau	Ripley	

	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09	5/1/09 to 5/1/10
* Rate	\$22.57	\$22.97	\$23.97	\$25.01
Welfare	4.65	4.75	4.85	5.05
Pension	3.20	3.50	3.50	3.50
Training	.48	.53	.53	.54
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Lincoln, Montgomery, and Warren)

(Remaining Counties: Rate \$23.97; \$24.76 eff. 5/1/09; same fringes)

** (PAC deduction of \$.05 when authorized by employee.)

(3.5% dues deduct Lincoln; Montgomery, Warren; all other counties 3.5%)

MONTANA (PL)

Statewide (Lo 1686)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$17.35	\$18.42	+5%
Welfare	4.30	4.37	T.P.
Pension	1.45	1.45	
Training	.35	.35	
** Vacation	1.00	1.00	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
NW LECET	.05	.05	
*** PAC	.05	.05	
** Dues	.30	.30	

*(Any increase in fringes to be deducted from wages. Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (Deduct)

*** (PAC deduction of \$.05 when authorized by employee.)

NEBRASKA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.45	\$15.18	+5%
Welfare	4.00	4.25	T.P.
Pension	2.25	2.25	
Training	.40	.40	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
** PAC	.10	.10	
Local LECET	.05	.10	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.10 when authorized by employee.)

NEVADA

ZONE 1 (Local 872)

Clark	Esmeralda	Lincoln	Nye
	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09
* Rate	\$22.27	\$23.27	\$24.52
Welfare	5.14	5.65	5.91
Pension	4.95	5.12	5.29
Annuity	1.29	1.29	1.29
** Vacation	3.75	3.82	3.89
Training	.45	.45	.45
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
NW LECET	—	.05	.05
*** PAC	.05	.05	.05

Zone Pay

Zone 1 (0-30 miles) = Free zone

Zone 2 (30-50 miles) = \$1.50 per hour

Zone 3 (over 50 miles) = \$3.25 per hour

*(Any increase in fringes to be deducted from wages)

** (Add to base rate, tax, then deduct after taxes)

*** (PAC deduction of \$0.05 when authorized by employee.)

ZONE 2

(Rest of State - Contact PLCA or Union for Location of Area A & B)

AREA A

	10/1/07 to 10/1/08	10/1/08 to 1/1/09	1/1/09 to 10/1/09
Rate	\$21.25	\$22.15	\$22.00
Welfare	3.25	3.35	3.75
Pension	3.40	3.80	3.80
Training	.22	.42	.42
Coll. Trust	.04	.04	.04
* Vacation	2.11	2.11	2.11
Pipeline LECET	.10	.10	.10
NW LECET	.05	.05	.05
** PAC	.05	.05	.05

*(Vacation and Dues included in rate and are to be deducted)

AREA B: Wages remain the same as Area A above within 50 mile radius of either Carson City or Washoe County Courthouse. 50-150 from Washoe County Courthouse rate increases by \$2.00. 150-300 miles the Wage Rate increases by \$3.00; in excess of 300 miles then \$4.00.

NOTE: When contractor furnishes daily transportation to workmen from Reno or Carson City to and from job site, no travel time, subsistence or remote area pay shall be paid.

** (PAC deduction of \$0.05 when authorized by employee.)

NEW HAMPSHIRE (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$12.43	\$12.83	+5%
Welfare	6.60	6.60	T.P.
Pension	4.10	4.85	
Training	.40	.45	
Legal	.15	.20	
Coll. Trust	.04	.04	
NE Annuity	1.37	1.37	
Pipeline LECET	.10	.10	
NE LLMCT	.15	.15	
NELHSF	.15	.15	
** PAC	.05	.05	
Unified Trust	.25	.25	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

(\$6.5 dues deduct)

NEW JERSEY

Statewide

	3/1/06 to 3/1/07	3/1/07 to 3/1/08	3/1/08 to 3/1/09	3/1/09 to 3/1/10
Rate	\$25.75	\$26.90	\$28.00	\$29.50
Welfare	7.00	7.00	7.25	7.50
Pension	3.10	3.60	4.10	4.25
Defined Contri- bution Fund	3.75	4.25	4.25	4.75
Training	.50	.50	.50	.60
Vacation	2.00	2.00	2.25	2.25
Health & Safety	.05	.05	.05	.05
LECET	.20	.20	.20	.20
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
* PAC	.10	.10	.30	.35

Additional Overtime: Time and one-half on Saturdays and double time on Sundays

Additional Holidays and Holiday Pay: Washington's Birthday, Presidential Election Day, Veterans Day, Memorial Day (holiday pay in accordance with provisions of local UTCA Agreement)

Partial Pay Day - Show Up Time: In accordance with provisions of local UTCA Agreement

Local UTCA Agreement provision concerning Shop Steward will be applicable

*(PAC deduction of \$.35 when authorized by employee.)

3 1/2% dues deduct Lo 172, 2 1/2% dues deduct Lo 472

NEW MEXICO (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.14	\$17.96	+5%
Welfare	1.85	3.00	T.P.
Pension	3.52	1.55	
Training	.25	.31	
Coll. Trust	.04	.04	
Regional LECET	.05	.05	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

NEW YORK

ZONE 1 (Local 731)

Bronx	Kings	New York	Queens	Richmond
	7/9/07 to 7/1/08 :	7/1/08 to 7/1/09	7/1/09 to 7/1/10	
Rate	\$35.24	\$35.64	\$36.64	
Welfare	10.70	10.86	11.25	
Pension	8.44	9.94	11.19	
NY Annuity	3.05	3.25	3.35	
Coll. Trust	.04	.04	.04	
Pipeline LECET	.10	.10	.10	
NY LECET	.10	.10	.10	
Training	.42	.42	.42	
* PAC	.05	.05	.05	

*(PAC deduction of \$.05 when authorized by employee.)

ZONE 1A (Local 1298)

Nassau	Suffolk	
	6/1/07 to 6/1/08	6/1/08 to 6/1/09
Rate	\$28.05	\$29.30
* Welfare	7.37	7.56
* Pension	5.97	6.97
** Vacation	2.00	2.00
** Legal	.25	.25
NY Annuity	4.25	4.35
* NY Health/Safety	.05	.00
* NY LECET	.10	.10
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
Training	.50	.50
*** PAC	.05	.05

*(Up to 40 hours only.)

(Dues deduction of \$1.25 when authorized by employee.)

** (Deducted from rate after taxes.)

*** (PAC deduction of \$.05 when authorized by employee.)

ZONE 2 (Local 60)

Westchester	Putnam	
	4/1/07 to 4/1/08	4/1/08 to 4/1/09
Rate	\$30.25	\$31.05
Welfare	5.30	5.70
Pension	5.10	5.90
Training	.50	.50
NY Annuity	4.00	4.00
NY LECET	.10	.10
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
* PAC/Leg/Dues	1.02	1.12

*(Deduction of dues when authorized by employee.)

ZONE 3 (Local 754)

Rockland

	4/1/06 to 4/1/07	4/1/07 to 4/1/08	4/1/08 to 4/1/09
Rate	\$28.55	\$28.55	\$29.90
Welfare	6.20	7.70	7.70
Pension	3.95	3.95	4.45
Annuity	2.00	2.00	2.00
* Savings	2.10	2.10	2.10
* Dues	1.25	1.25	1.75
Nat.H & S	.05	.05	.05
Trg.	.45	.45	.45
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
NY LECET	.10	.10	.10
** PAC	.05	.05	.05
ORG. FUND	.35	.35	.35
Loc LECET	.10	.10	.10

*(Deducted from wage. Dues when authorized by employee.)

***(PAC deduction of \$.05 when authorized by employee.)

ZONE 4 (Local 1000)

Columbia (Townships of Ancram, Claverack, Clermont, Copake, Galatin, Germantown, Greenport, Hillside, Hudson, Livingston, Philmont and Taconic)
Dutchess

	5/1/07 to 5/1/08	5/1/08 to 5/1/09
Rate	\$26.31	\$27.31
Welfare	6.65	6.95
Pension	5.60	6.30
Training	.45	.55
NY LECET	.10	.10
Coll. Trust	.04	.04
* Vacation	1.70	1.70
Pipeline LECET	.10	.10
Annuity	3.75	3.75
** PAC	.05	.05

*(Vacation and dues deducted from rate.)

***(PAC deduction of \$.05 when authorized by employee.)

ZONE 5A (Local 17)

Delaware

Green (Township of Catskill)

Orange

	Sullivan 7/1/06 to 7/1/07	Ulster 7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Rate	\$28.65	\$29.50	\$30.60	\$31.60
Welfare	4.50	4.65	5.20	5.65
Pension	5.50	5.55	6.00	6.30
Training	1.05	1.05	1.25	1.30
NY LECET	.40	.40	.50	.50
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
Annuity	3.00	3.25	3.35	3.70
Supp. Unemploy.	.70	.70	.70	.70
* PAC	.10	.15	.15	.15
Vac/Dues (deduct)		1.40	1.55	1.55

*(PAC deduction of \$.15 when authorized by employee.)

ZONE 5B (Local 17)

Chenango (Townships of Sheburne, Columbus, New Berlin).

Otsego

	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Rate	\$23.60	\$24.70	\$25.70
Welfare	4.65	5.20	5.65
Pension	5.85	6.00	6.30
Training	.30	.50	.55
NY LECET	.40	.50	.50
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
Annuity	3.25	3.35	3.70
Supp. Unemploy.	.75	.70	.70
Vac/Working Dues (deduct)	.15	.15	1.35
* PAC	1.30	1.35	.15

*(PAC deduction of \$.15 when authorized by employee.)

ZONE 6 (Local 210)

Eric

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$24.96	\$25.31
Welfare	9.41	9.77
Pension	4.26	5.00
Training	.58	.58
Ann.	1.50	1.50
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NY LECET	.10	.10
* PAC	.10	.05

*(PAC deduction of \$.05 when authorized by employee.)

ZONE 7 (Local 7)

Broome, Tioga (except for Townships of Spencer and Candor)

Chenango (except for Townships of New Berlin, Columbus and Sherburne)

Delaware (Townships of Sidney, Masonville, Walton, Tompkins, Deposit, Hancock and Colchester)

	8/1/04 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$19.05	\$21.09	\$22.32	\$23.31
Welfare	3.30	3.65	3.80	4.15
Pension	4.10	4.65	4.80	5.20
Ann.	1.35	2.00	2.00	2.45
Training	.75	.75	.85	.50
NY LECET	.10	.45	.45	.03
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
* PAC	.05	.05	.05	.02
Reg. Health/Safety	.05	—	—	.05

*(PAC deduction of \$.05 when authorized by employee.)
Dues 5% (deducted)

ZONE 7A (Local 35)

Herkimer, Oneida (Townships of Sangerfield, West Winfield, Bridgewater, Marshall, Paris, New Hartford, Whitestown, Marcy, Trenton, Deerfield, Forestport, Kirkland and Remsen)

Montgomery (Townships of St. Johnsville, Minden, Canajoharie, Palatine and Root)

Hamilton (Townships of Stratford, Oppenheim, Caroga and Ephrata)

Madison, Oneida (Townships of Florence, Camden, Annsville, Lee, Ava, Boonville, Western Steuben, Vienna,

Rome, Floyd, Westmoreland, Vernon, August, and Verona)

Hamilton

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$22.65	\$23.35
Welfare	6.01	6.15
Pension	5.28	5.88
Training	.35	.50
NY LECET	.15	.15
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
* PAC	.05	.05
Ann.	.95	1.11

*(PAC deduction of \$0.05 when authorized by employee.)

ZONE 7B (Local 633)

Onondaga

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$21.97	\$22.46
Welfare	4.45	4.70
Pension	5.20	5.70
Training	.60	.60
Annuity	2.00	2.00
NY LECET	.15	.15
Coll. Trust	.04	.04
Health & Safety	.05	.05
Pipeline LECET	.10	.10
* PAC	.05	.05

*(PAC deduction of \$0.05 when authorized by employee.)

Dues deduct 6%

ZONE 7C (Local 186)

Clinton

Essex

Warren

	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 3/31/10
Rate	21.82	\$22.24	\$22.24
Welfare	5.70	6.25	6.25
Pension	5.40	6.05	7.53
Training	.60	.60	.60
NY LECET	.10	.10	.10
Coll. Trust	.04	.04	.04
Health & Safety	.05	.05	.05
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05
Dues Deduct	2.03	2.06	2.06

*(PAC deduction of \$0.05 when authorized by employee.)

ZONE 7D (Local 633)

Oswego

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$21.97	\$22.46
Welfare	4.45	4.70
Pension	6.95	7.45
Training	.50	.50
Annuity	.40	.40
NY LECET	.10	.10
Coll. Trust	.04	.04
Health & Safety	.05	.05
Pipeline LECET	.10	.10
* PAC	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
Dues deduct 7%

ZONE 7E (Local 322)

Franklin

Jefferson

Lewis

St. Lawrence

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$21.77	\$22.03
Welfare	4.75	4.90
Pension	5.55	6.55
Training	.40	.40
NY LECET	.10	.10
Coll. Trust	.04	.04
Health & Safety	.05	.05
Pipeline LECET	.10	.10
* PAC	.05	.05
Defined Contribution	1.25	1.25

*(PAC deduction of \$.05 when authorized by employee.)
Dues deduct 7%

ZONE 7F (Local 589)

Cortland

Schuyler (Townships of Catherine and Odyssea)

Tompkins

Tioga (Townships of Spencer and Candor)

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$21.87	\$22.96
Welfare	3.60	3.60
Pension	4.85	5.00
Training	.30	.50
Defined Contribution	3.45	3.55
LECET	.10	.03
Coll. Trust	.04	.04
Health & Safety	.05	.07
Pipeline LECET	.10	.10
* PAC	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
Dues deduct 5%

ZONE 8A (Locals 157)

Albany (Town of Colonie) Columbia	Fulton Montgomery Rensselaer (See 8B)	Saratoga Schenectady Schoharie	Washington
	7/1/07 to 7/1/08	7/1/08 to 7/1/09	
Rate	\$22.99	\$23.74	
Pension	5.40	5.65	
Welfare	4.75	5.50	
Training	.40	.40	
Annuity	1.75	1.75	
NY LECET	.05	.05	
Coll. Trust	.04	.04	
National LECET	--	--	
Pipeline LECET	.10	.10	
* PAC	.05	.05	
NY H&S	.05	.05	

*(PAC deduction of \$.05 when authorized by employee.)

Dues deduct 4%

ZONE 8B (Local 190)

Albany (except Town of Colonie)
Columbia (Townships of Stuyvesant, Stockport, Kunderhook, New Lebanon, Canaan, Ghent, Chatham, Austerlitz)
Green (except Catskill Township)
Rensselaer (Townships of North Greenbush, East Greenbush, Scholack, Nassau, Stephentown and Town of Rensselaer)

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$22.69	\$23.19
Welfare	4.10	4.85
Pension	6.85	7.35
Training	.65	.65
NY LECET	.10	.10
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
* PAC	.05	.05
Ann.	1.00	1.00

*(PAC deduction of \$.05 when authorized by employee.)

ZONE 9 (Local 91)

Niagara

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$23.67	\$23.92
Welfare	10.89	11.14
Pension	9.77	10.77
Training	.55	.55
NY Safety	.05	.05
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NY LECET	.10	.10
* PAC	.15	.15

*(PAC deduction of \$.15 when authorized by employee.)

Dues 9% (deduct)

ZONE 10 (Local 435)

Genessee Ontario (Townships of Victor, Farmington, East Bloomfield, West Bloomfield,
Livingston Richmond, Bristol and Canadice)
Monroe Wayne (Townships of Ontario, Williamson, Sodus, Walworth, Marion,
Orleans Macedon and Palmyra) Wyoming

	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$23.12	\$24.12	\$25.07
Welfare	4.54	4.79	5.04
Pension	2.43	2.43	2.68
Training	.45	.53	.53
Annuity	3.25	3.25	3.25
NY LECET	1.03	1.18	1.29
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
* PAC	.10	.10	.10
Med. Ann.	—	.50	.50
R H & S	—	—	.05

*(PAC deduction of \$.10 when authorized by employee.)
Dues 7% (deduct)

ZONE 11A (Local 621)

Allegany Cattaraugus
Chatauga (Townships French Creek, Clymer, Harmony/North Harmony, Busi, Kiantone, Carroll, Mina,
Sherman, Ellicott, Poland, Jamestown, Gerry, Chatauga, Ellington, Ellery and Stockton)

	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Rate	\$21.40	\$22.00	\$22.74
Welfare	4.85	5.10	5.20
Pension	3.89	4.44	5.00
Training	.45	.50	.55
NY LECET/H&S	.10	.10	.10
Coll. Trust	.04	.04	.04
Health /Safety	.05	.05	.05
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05
Money Purchase	3.00	3.00	

*(PAC deduction of \$.05 when authorized by employee.)
Dues 6% (deduct)

ZONE 11B (Local 621 and 680)

Chatauga (Townships Ripley, Westfield, Portland, Pomfret, Dunkirk, Sheridan, Hanover, Villenova,
Arkwright, Cherry Creek and Charlotte)

	7/1/07 to 7/1/08	7/1/08 to 7/1/09	7/1/09 to 7/1/10
Rate	\$21.95	\$22.95	\$23.69 ⁺
Welfare	4.85	5.10	5.20
Pension	3.89	4.44	5.00
Training	.45	.50	.55
NY LECET	.10	.10	.10
Coll. Trust	.04	.04	.04
Health /Safety	.05	.05	.05
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05
Money Purchase	3.00	3.00	3.00

*(PAC deduction of \$.05 when authorized by employee.)
Dues 6% (deduct)

ZONE 12 (Local 1358)

Chemung Schuyler (except Townships of Catherine and Odyssea) Stueben

	7/1/08 to 7/1/09
Rate	\$21.73
Welfare	4.20
Pension	6.21
Ann	2.25
Training	.50
NY LECET/H&S	.10
Coll. Trust	.04
Pipeline LECET	.10
* PAC	.05

(PAC deduction of \$.05 when authorized by employee.)
Dues 5% (deduct)

ZONE 13 (Locals 435)

Seneca Yates
Ontario (Townships of South Bristol, Conandaigua, Manchester, Hopewell, Seneca, Gorham, Phelps, Naples, and Geneva) Wayne (Townships of Arcadia, Lyons, Galen, Savannah, Huron, Rose, Wolcott, and Butler)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 to 7/1/09
Rate	\$25.00	\$25.80	\$25.07
Welfare	4.65	4.80	5.04
Pension	3.75	4.10	2.68
Training	.35	.35	.53
NY LECET	.15	.15	1.29
Coll. Trust	.04	.04	.04
Dues Assessment	7%	7%	7%
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05
Annuity	1.42	1.60	3.25
R H & S	--	--	.05
Med. Ann.	--	--	.50

(PAC deduction of \$.05 when authorized by employee.)

ZONE 14 (Locals 633)

Cayuga

	7/1/08 to 7/1/09
Rate	\$25.15
Welfare	4.70
Pension	5.70
Training	.60
NY LECET	.15
Coll. Trust	.04
* Dues Assessment	6%
Pipeline LECET	.10
* PAC	.05
Annuity	2.00
R H & S	.05

(Deducted when authorized by employee)

NORTH CAROLINA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.09	\$16.14	+5%
Welfare 2.00	3.00	3.30	T.P.
Pension	1.00	1.65	
Training	.50	.50	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Mid-Atlantic LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

Union dues deduct 4% +.15 per hr.

NORTH DAKOTA

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 6/1/10
Rate	\$12.74	*\$19.07	\$21.69
Welfare	5.75	6.05	6.05
Pension	2.50	2.75	3.65
** Vacation	--	1.90	.90
Training	.20	.20	.20
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
LECET	.06	.06	.06
*** PAC	.05	.05	.05

*(Effective 6/1/09 \$42.50 per day per diem based on work week.)

** (Deducted from rate)

*** (PAC deduction of \$.05 when authorized by employee.)

Dues 4% (deduct)

OHIO (PL)

Statewide (Boone, Kenton & Campbell from Kentucky)

	11/1/06 to 1/1/07	11/1/07 to 2/1/09	2/1/09 to 2/1/10
* Rate	\$22.73	\$23.49	\$24.27
Welfare	4.40	4.40	4.80
Pension	2.00	2.20	2.50
Training	.10	.15	.15
Coll. Trust	.04	.04	.04
Tri-Fund LECET	.05	.05	.05
Pipeline LECET	.10	.10	.10
** PAC	.05	.05	.05

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

OKLAHOMA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.14	\$16.65	+5%
Welfare	1.85	1.85	T.P.
Pension	2.50	3.00	
Coll. Trust	.04	.04	
Regional LECET	.05	.05	
Trng.	.25	.25	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

Dues 4% +.10 per hr.

OREGON

Statewide

	6/1/07 to 6/1/08	6/1/08 to 7/1/09
* Rate	\$23.12	\$24.66
Welfare	5.00	5.10
Pension	5.45	5.45
Training	.55	.60
** Dues Deduction	.95	1.03
National LECET	--	--
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NW LECET	.07	.10
*** PAC	.05	.05

*(Any increase in fringes to be deducted from wages)

** (Dues Deduction and Credit Union are included in the rate and are to be deducted when authorized by employee.)

*** (PAC deduction of \$.05 when authorized by employee.)

PENNSYLVANIA

ZONE 1

Bucks	Chester	Delaware	Montgomery	Philadelphia	
	8/1/04 to 11/1/05	11/1/05 to 5/1/06	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09
Rate	\$16.50	\$21.55	\$23.05	\$23.80	\$24.95
Welfare	4.76	4.76	6.26	7.26	8.01
Pension	9.33	9.33	5.83	10.58	10.58
Training	.17	.76	.76	.76	.76
* Legal	.30	.30	.30	.30	.30
LECET 1	--	--	.23	.23	.23
Coll. Trust	.04	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10	.10
Mid-At. LECET	.05	.05	--	--	--
** PAC	.05	.05	.30	.30	.30
Annuity			4.60	--	--
RH&S			.12	.12	.12

*(Legal contribution of \$.30 is included in rate.)

** (PAC deduction when authorized by employee.)

(.50 MOB between 5/1/02 to 5/1/03)

ZONE 2

Allegheny	Clarion	*Franklin	Mercer	
Armstrong	Clearfield	*Fulton	*Mifflin	
Beaver	*Clinton	Greene	*Potter	
*Bedford	*Crawford	*Huntingdon	Somerset	
Blair	Elk	Indiana	Venango	
Butler	Eric	*Jefferson	Warren	
Cambria	Fayette	Lawrence	Washington	
*Cameron	*Forest	McKean	Westmoreland	
*Centre				
	1/1/07 to 1/1/08	1/1/08 to 1/1/09	1/1/09 to 1/1/10	1/1/10 to 1/1/11
Rate	\$21.80	\$22.60	\$23.30	\$23.75
Welfare	7.10	7.45	7.95	8.45
Pension	3.58	4.08	4.38	4.78
Training & Safety	.25	.25	.25	.25
Coll. Trust	.04	.04	.04	.04
Health & Safety	.07	.07	.07	.07
Pipeline LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Deduct .10 from Rate)

** (PAC deduction of \$.05 when authorized by employee.)

Dues 4.9% (deduct)

ZONE 3

Adams	Lackawanna	Montour	Sullivan
Berks	Lancaster	Northampton	Susquehanna
Bradford	Lebanon	Northumberland	Tioga
Carbon	Lehigh	Perry	Union
Columbia	Luzerne	*Pike	Wayne
Cumberland	Lycoming	Schuylkill	Wyoming
Dauphin	Monroe	Snyder	York
Juniata			
	6/1/07 to 6/1/08	6/1/08 to 5/1/09	5/1/09 to 5/1/10
Rate	\$18.38	\$19.18	\$19.73
Welfare	5.74	5.94	6.39
Pension	3.75	4.10	4.35
Training	--	.15	.25
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
Mid-At. LECET	.04	.04	.04
* PAC	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)

Dues 4% (deduct)

RHODE ISLAND

Statewide

	12/3/07 to 12/1/08	12/1/08 to 6/1/09
Rate	\$24.40	\$25.25
Welfare	7.15	7.90
Pension	4.60	4.60
Training	.40	.40
Legal	.05	.05
NE Annuity	3.05	3.05
NE LECET	.15	.15
Coll. Trust	.04	.04
NE LAB H & S	.15	.15
Pipeline LECET	.10	.10
* PAC	.05	.05

*(PAC deduction of 5.05 when authorized by employee)

SOUTH CAROLINA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.30	\$16.91	+5%
Welfare	2.60	2.75	T.P.
Pension	1.74	2.00	
Training & Safety	.25	.25	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Regional LECET	.05	.05	
** PAC	.05	.05	

*(Eff. 2/1/09 \$45.00 per day per diem based on work week.)

***(PAC deduction of 5.05 when authorized by employee.)

Dues 5% (deduct) +.20 per hr.

SOUTH DAKOTA (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.38	\$15.26	+5%
Welfare	5.20	5.20	T.P.
Pension	1.10	1.20	
Training	.40	.40	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
** PAC	.10	.10	
Local LECET	.15	.20	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

***(PAC deduction of 5.10 when authorized by employee.)

Dues 5% (deduct)

TENNESSEE (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.45	\$17.07	+5%
Welfare	2.60	2.75	T.P.
Pension	1.75	2.00	
Training & Safety	.25	.25	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Regional LECET	.05	.05	
** PAC	.05	.05	

*(Eff. 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

Dues 4% (deduct) +.15 per hr.

TEXAS (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.14	\$16.65	+5%
Welfare	1.85	1.85	T.P.
Pension	2.50	3.00	
Coll. Trust	.04	.04	
Trng.	.25	.25	
Reg. LECET	.05	.05	
Pipeline LECET	.10	.10	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

UTAH (PL)

Statewide (Lo 295)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$17.61	\$18.26	+5%
Welfare	2.70	3.00	T.P.
Pension	1.85	2.00	
Training	.35	.35	
** Vacation	1.00	1.00	
** Admin Due	3% of gross	3% of gross	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
NW LECET	.05	.05	
*** PAC	.05	.05	

*(Any increase in fringes to be deducted from wages. Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (Vacation and Administrative Fund are included in rate and should be deducted from rate after taxes.)

*** (PAC deduction of \$.05 when authorized by employee.)

VERMONT (PL)

Statewide

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$14.54	\$15.00	+5%
Welfare	6.60	6.60	T.P.
Pension	3.45	4.20	
Training	.40	.45	
Legal	.15	.20	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
NE Annuity	1.30	1.30	
NELLMCT	.15	.15	
NELHSF	.15	.15	
** PAC	.05	.05	
Dues (ded)	.65	.65	

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

VIRGINIA (PL)

Zone 1 (Local 11)

	Fairfax	King and Queen	Page	Shenandoah
Arlington	Fauquier	King William	Prince William	Spotsylvania
Caroline	Frederick	Loudoun	Rappahannock	Stafford
Clarke	Greene	Madison	Richmond	Warren
Culpepper	King George	Orange	Rockingham	Westmoreland
Essex				

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.53	\$17.48	+5%
Welfare	3.25	3.25	T.P.
Pension	1.25	1.61	
Training	.50	.25	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Mid-Atl. LECET	.20	.20	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

Union dues deduct 5% gross +.10 per hr.

Zone 2 (Locals 351 and 980)

(Rest of State)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$16.53	\$16.59	+5%
Welfare	3.25	3.60	T.P.
Pension	1.10	1.75	
Training	.60	.60	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
Mid-Atl. LECET	.25	.25	
** PAC	.05	.05	

*(Effective 2/1/09 \$45.00 per day per diem based on work week.)

** (PAC deduction of \$.05 when authorized by employee.)

Union dues deduct 4% gross +.15 per hr.

WASHINGTON (PL except Zones 3 & 4)

(PL) Zone 1 - Eastern

Adams, Asotin, Benton, Columbia, Ferry, Franklin, Garfield, Grant, Lincoln, Okanogan, Pend, Spokane, Stevens, Walla Walla, Whitman, and Douglas County (East of the 120 Meridian)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$21.68	\$22.81	+5%
Welfare	4.95	5.00	T.P.
Pension	2.10	2.30	
Training	.35	.40	
** Credit Union	1.00	1.00	
** Dues Deduction	.75	.75	
National LECET	--	--	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
NW LECET	.05	.05	
*** PAC	.05	.05	

*(Any increase in fringes to be deducted from wages. Effective 2/1/09 \$45.00 per day per diem based on work week.)

**The Credit Union and Dues Deductions are included in the above listed wage rates and are deducted from the employee's net wages. Dues Deduction when authorized by employee.

Zone Pay: \$7.00 to \$10.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

*** (PAC deduction of \$.05 when authorized by employee.)

(PL) Zone 2 - Central

Chelaw, Kittitas, Yakima, and Douglas County (west of the 120 Meridian)

	11/1/07 to 2/1/09	2/1/09 to 2/1/10	2/1/10 to 2/1/11
* Rate	\$20.87	\$22.10	+5%
Welfare	4.95	5.00	T.P.
Pension	2.90	3.00	
Training	.35	.40	
** Credit Union	1.00	1.00	
** Dues Deduction	.75	.75	
National LECET	--	--	
Coll. Trust	.04	.04	
Pipeline LECET	.10	.10	
NW LECET	.05	.05	
*** PAC	.05	.05	

*(Any increase in fringes to be deducted from wages. Effective 2/1/09 \$45.00 per day per diem based on work week.)

**The Credit Union and Dues Deductions are included in the above listed wage rates and are deducted from the employee's net wages. Dues Deduction when authorized by employee.

Zone Pay: \$7.00 to \$10.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

*** (PAC deduction of \$.05 when authorized by employee.)

Zone 3 - Western

Grays Harbor, Island, Jefferson, King, Kitsop, Lewis, Mason, Pierce, San Juan, Skagit, Snohomish, Thurston.

Whatcom and Pacific (portion of Pacific County that is north of a straight line made by extending the north boundary of Wahkiakum County west to the Pacific Ocean) Counties.

	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09
* Rate	\$26.26	\$28.04	\$29.66
Welfare	4.95	4.95	5.00
Pension	2.80	2.90	3.00
Training	.35	.35	.40
** Credit Union	1.00	1.00	1.00
** Dues Deduction	.70	.75	.75
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
NW LECET	.05	.06	.06
*** PAC	.05	.05	.05
WCISAP	--	--	--

*(Any increase in fringes to be deducted from wage.)

**The Credit Union and Dues Deductions are included in the above listed wage rates and are deducted from the employee's net wages. Dues Deduction when authorized by employee.

Zone Pay: \$7.00 to \$10.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

*** (PAC deduction of \$.05 when authorized by employee.)

Zone 4 - Southwest

Clark, Cowlitz, Klickitat, Skamania, Wahlelakum and Pacific (portion of Pacific County south of a straight line

made by extending the north boundary line with Wahlelakum County west to the Pacific Ocean) Counties.

	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09
Rate	\$24.99	\$25.94	\$27.46
Welfare	4.95	4.95	5.00
Pension	2.80	2.90	3.00
Training	.40	.35	.40
* Credit Union	1.00	1.00	1.00
** Dues Deduction	.70	.75	.75
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
NW LECET	.05	.05	.05
WCISAP	--	--	--
*** PAC	.05	.05	.05

*(Eff. 6/1/02 - Deduct from net pay after taxes.)

**The Dues Deduction is included in the above listed wage rates and is deducted from the employee's net wages. Dues Deduction when authorized by employee.

Zone Pay: \$7.00 to \$10.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation.

*** (PAC deduction of \$.05 when authorized by employee.)

WEST VIRGINIA

Statewide

	1/1/07 to 12/1/07	12/1/07 to 12/1/08	12/1/08 to 12/1/09
Rate	\$21.61	\$21.86	\$22.36
Welfare	4.25	4.50	4.75
Pension	2.75	3.00	3.50
Training	1.00	1.00	.50
LECET	.25	.25	.15
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
Annuity	2.00	2.00	2.10
* PAC	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
Dues 4%; 5% for Locals 379 and 453 (deduct)

WISCONSIN

Statewide

	6/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10
Rate	\$22.32	\$22.92	\$23.77	\$24.67	\$25.57
Welfare	6.02	6.62	7.00	7.30	7.55
Pension	3.40	3.60	3.82	4.12	4.52
* Vacation	.55	.61	.73	.83	.94
Training	.23	.23	.23	.23	.23
Coll. Trust	.04	.04	.04	.04	.04
WI LECET	.08	.08	.08	.08	.08
Pipeline LECET	.10	.10	.10	.10	.10
** PAC	.05	.05	.05	.05	.05

*(Working Vacation deducted from rate.)

** (PAC deduction of \$.05 when authorized by employee.)

WYOMING

Statewide

	7/1/07 to 7/1/08	7/1/08 to 7/1/09
* Rate	\$15.30	\$15.30
Welfare	4.30	4.37
Pension	2.70	3.53
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NW LECET	.05	.05
** Dues Check off	5.8%	5.8%
NW Laborers - Employees		
Educ. Trg. Trust Fund	.33	.63
*** PAC	.05	.05

*(Eff. 7/1/07 - \$60 per diem per day)

** (Dues Check-off is in addition to rate and added to gross wages, taxed and remitted to union when authorized by employee.)

*** (PAC deduction of \$.05 when authorized by employee.)