

PIPE LINE LABOR MANUAL REVISIONS

Instruction Sheet

- 1. Please destroy Pages 201 through and including 270 in the Pipefitters Section, and replace them with revised Pages 201 through and including 270, Rev. 1/2008.**
- 2. 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. 1/2008.**
- 3. Please destroy Pages A-401 through and including A-438 in the Laborers Section, and replace them with revised pages A-401 through and including Pages A-438, Rev. 1/2008.**

**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. 2/2008.
2. Please destroy Page 500 with revision date of 3/2007 and replace with Page 500 with revision date of 3/2008.



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

(A)

JOB NOTIFICATION INFORMATION**• UNITED ASSOCIATION:**

Mr. William P. Hite, General President
901 Massachusetts Avenue, Washington, D.C., 20001
Phone: (202) 628-5823
FAX: (202) 628-5024

• 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

ROBERT I. JOHNSTON, *President*
DON W. THORN, *1st Vice President*
BRIAN L. GANSKE, *2nd Vice President*
CHRISTOPHER T. LEINES, *Treasurer*

PETER M. BILLEY
BERNIE BERMACK
GREGORY S.V. CURRAN
BRIAN L. GANSKE
ROBERT JOHNSTON
CHRISTOPHER T. LEINES
W. A. "Bill" LEONE

M. DAN MURPEY
DAVE STOTZ
SCOTT E. SUMMERS
DON W. THORN
ROBERT H. WESTPHAL
RONNIE F. WISE

LABOR COMMITTEE

CHARLES P. JOYCE, *Chairman*
Otis Eastern Service, Inc.
Wellsville, New York 14895

ROBERT I. JOHNSTON
Henkels & McCoy, Inc.
Blue Bell, Pennsylvania 19422-0900

CHRISTOPHER T. LEINES
Minnesota Limited, Inc..
Rogers, Minnesota 55374

DAVE STOTZ
Latex Construction Company
Conyers, Georgia 30012

SCOTT E. SUMMERS
ARB, Inc.
Lake Forest, California 92630

DON W. THORN
Welded Construction, LP
Perrysburg, Ohio 43552

ROBERT H. WESTPHAL
Michels 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



NATIONAL PIPELINE INDUSTRY JOINT POLICY COMMITTEE



PLCA
Pipe Line Contractors
Association



LIUNA
Laborers'
International
Union of
North America

COMMITTEE

MACK BENNETT (IUOE)

PHILLIP B. STEPHENSON (UA)

EDWARD M. SMITH (LIUNA)

CHARLES P. JOYCE (PLCA)

ED JACOBSON (IBT)

J. PATRICK TIELBORG, Secretary



IUOE
International Union of
Operating Engineers



IBT
International Brotherhood
of Teamsters



U A
United Association of Journeymen
and Apprentices of the Plumbing and
Pipe Fitting Industry of the
United States and Canada

NATIONAL PIPE LINE AGREEMENT

This AGREEMENT is made by and between the PIPE LINE CONTRACTORS ASSOCIATION, its contractor members and such other mainline pipe line contractors who execute an acceptance of the terms and provisions of this Agreement, hereinafter referred to as the "Employer," and THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO, hereinafter referred to as the "Union."

WITNESSETH:

That, WHEREAS, the parties hereto desire to stabilize employment in the Mainline Pipe Line Industry, and agree upon wage rates, hours and conditions of employment;

NOW, THEREFORE, the undersigned Employer and the Union, in consideration of the mutual promises and covenants herein contained, agree as follows:

I. COVERAGE

(A) This Agreement and the Attachments covering (1) Small Diameter Pipe (16" and under), (2) Station, (3) Maintenance, and (4) Mechanized Welding, which are included and made a part of this Agreement, shall apply to and cover all transportation mainline pipe line and underground cable (cable covered only when cable work is combined with or an integral part of pipe line project) work coming within the jurisdiction of Union contracted for or performed by Employer within the continental United States, as such work is more fully described in Paragraphs (B), (C), (D), (E) and (F) below. Work done in the State of Alaska shall also be covered by the terms of this Agreement; provided, however, that Employer and Union shall meet to agree upon the wage rates and any conditions relating to transportation, subsistence and camp jobs which may be necessary in that State. By mutual agreement, this contract may be extended to cover other territory.

(B) Transportation mainline pipe lines coming under this Agreement are defined as follows:

The construction, installation, double-jointing, rebevvelling, treating, reconditioning, testing, taking-up, re-laying, or relocation of cross-country pipe lines or any segments thereof transporting coal, gas, oil, water* or other transportable materials, vapors or liquids, including portions of such pipelines within private property boundaries up to the final metering station or connection.

The phrase "final metering station or connection" means that point where a valve, consumer connection, or town border station divides mainline

* (Parties will negotiate special wages and conditions for water lines.)

transmission lines or higher pressure lateral and branch lines from lower pressure distribution systems. If a metering station or connection is located on such mainline transmission line or higher pressure lateral or branch line or between two or more mainline transmission lines or higher pressure lateral or branch lines then such work is covered by this Agreement.

(C) Gathering lines which connect directly from the wells to the mainline pipe lines, gathering lines to or from gasoline extraction and gas dehydration plants, gathering lines to or from gas storage fields and water flood lines are included.

(D) All marine work, including "push" jobs in-shore and work done from barges in-shore or off-shore, is covered by this Agreement.

(E) Fabrication and installation of all launchers, receivers and appurtenant piping and related facilities on mainline pipelines including those portions within private property boundaries which are an integral part of the pipe line system. Employer shall have the right to perform all fabrication work on mainlines or pumping stations under either (1) the terms and conditions of this Agreement, or (2) in a permanent fabrication shop under the terms and conditions of the National Minimum Standard Agreement for a Commercial Pipe Fabricating Shop. All fabrication performed in a permanent fabrication shop must carry the United Association Union label.

(F) Small Diameter Pipe Line work (16" and under), all Station work, all Maintenance work, and all Mechanized Welding work is covered by this Agreement, but is subject to special conditions in accordance with the Special Agreements for each type of work set forth in Attachments 1-4 to this Agreement.

(G) Welding, cutting and setting of steel pipe supports as well as the setting, adjusting, aligning, repairing and maintaining of associated rollers is work that is covered by this Agreement.

(H) Such pipe line construction, installation, repair, maintenance, replacement or reconditioning as may be combined with or associated or comprising an integral part of other work more particularly and usually defined as Engineering or Building Construction, tank farms, refineries, single owner plant to plant connecting lines within a city limit and city distribution lines are not covered by this Agreement.

(I) For purposes of this Agreement, wherever the words "special work" are used, they shall refer to and include the following work (but shall not include work covered by Attachments 1-4) and special provisions pertaining to such work are set out in Article XXI hereafter.

1. Gathering lines as described in Paragraph (C) above
2. Marine work as described in Paragraph (D) above
3. Short lines
4. Highway relocation
5. Change outs
6. Congested area work
7. Road crossings and cable

8. River crossings
9. Bridge crossings
10. Fabrication
11. Testing and rehabilitation
12. Take-up and salvage
13. Double jointing in the field
14. Water lines including pipe made of material other than steel

(J) If and when Employer shall perform work covered by this Agreement under its own name, under the name of another, as a corporation, company, partnership, enterprise, or any combination, including a joint venture, this Agreement shall be applicable to all such work performed under the name of Employer or the name of any other corporation, company, partnership, enterprise, combination or joint venture.

(K) All of the work covered by this Agreement shall be done under and in accordance with the terms and conditions of this Agreement, whether done by Employer or any subcontractor of said Employer.

(L) In order to preserve work customarily performed by Employees working under this Agreement, it is agreed that as a primary working condition, all double-jointing and rebeveling of pipe shall be performed by an Employer bound to this Agreement, except as otherwise mutually agreed upon in writing by the Union and the Pipe Line Contractors Association with relation to any particular job or project. It is further agreed that no subterfuge shall be used to avoid the intent and scope of this provision, and this Agreement shall apply to all firms, corporations or contractors owned, financed or in any way controlled by an employer bound to this Agreement. A violation of this provision shall be considered a material breach of the Agreement and shall be grounds for the Union's immediate cancellation of the Agreement with the individual Employer which has violated this provision. The Union's right to terminate the Agreement under this provision shall not be exclusive and shall not impair any and all remedies which the Union might otherwise seek for a breach of this provision.

(M) In the event new methods or new equipment (including double-jointing racks) for cutting, welding or lining up pipe are utilized, the manning of such equipment and the methods to be used in operating such equipment shall be agreed upon by the Pipe Line Contractors Association and the Union.

(N) It is the intent of the Union to have uniform wages and working conditions in the industry. However, the parties recognize that in connection with the Union's organizing efforts to increase the market share of the union industry, it may be necessary to permit newly organized Employers to complete existing projects or projects where bids have been accepted under the conditions which the Employer bid the work. The Union also agrees that Employers granted any concessions under this paragraph will be obligated to sign the current National Pipe Line Agreement for future covered work. It is further agreed that the Union and the Association will meet on a regular basis (minimum two times annually) to review progress in plaining under this Article. Absent the above exception, the following continues to apply: In no

event shall Employer be required to pay higher rates of wages, or be subject to more unfavorable working rules than those established by Union for any other employer engaged in similar work.

(O) If any provision of this Agreement is in conflict with the laws or regulations of the United States or of the State in which the work is to be performed, such provision shall be superseded by such law or regulation, but all other provisions of this Agreement shall continue in full force and effect; provided that in no case shall wage rates be paid which are lower than those set out in this Agreement.

(P) Employer and Union agree that neither of them shall take any action or refuse to take any action which shall discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment because of such individual's race, age, color, religion, sex, national origin or disability.

(Q) This Agreement shall supersede all other agreements between Employer and any local of the Union for any work covered herein and described above.

(R) In order to be more competitive in certain areas in the country, the Pipe Line Contractors Association and the United Association may mutually agree to put into effect special wages and conditions for specific areas or projects. These special wages and conditions will apply to the areas or projects involved for the period of time to be established by the principal parties.

(S) All personal nouns or pronouns used in this Agreement refer to both the male and female gender.

II. TERRITORIAL JURISDICTION

No Local Union shall have territorial jurisdiction over work performed under this Agreement except as specifically determined by the United Association on a day-to-day basis.

III. UNION RECOGNITION, UNION SECURITY

(A) The Employer recognizes the Union as the sole bargaining representative for all the Employees covered by this Agreement with respect to wages, hours and other terms and conditions of employment.

(B) It is the intent and purpose of the parties hereto that all of the terms and conditions of employment for work covered under this Agreement shall be set out herein, and that neither the Union nor any representative thereof shall demand of any individual Employer any wages, hours or other terms and conditions of employment not specified herein, nor shall any individual Employer or representative thereof offer any wages, hours or other terms and conditions of employment not specified herein.

(C) Job site agreements or understandings made in the field between Union representatives and Employer representatives that are not covered by this Agreement or that are in variance with the terms and conditions of this Agreement will not be effective until a joint letter covering the matter and confirming the agreement or understanding has been signed by the Union and the Association.

(D) If, without prior mutual approval by the Pipe Line Contractors Association and the United Association, any individual Employer pays in excess of the wages set out in this Agreement in the form of extra money, extra hours, extra travel or stand-by time or in the form of a bonus by any subterfuge, and the Pipe Line Contractors Association and the United Association both agree that such excess payment is in violation of this Agreement, then such individual Employer shall be required to pay the same extra compensation to all journeymen covered by this Agreement and a proportionate additional compensation to all other Employees covered by this Agreement, and such requirement shall continue until that particular job is completed. In no event shall any penalty payment be made by any Employer until such time as the International Representative of the United Association and the Managing Director of the Pipe Line Contractors Association have reviewed the facts and mutually agree that such payment is due. When no mutual agreement between the Pipe Line Contractors Association and the United Association can be reached, the question shall be resolved by arbitration in accordance with the procedure set out in Article XIX, Sections (C), (D) and (E) of this Agreement. It is understood and agreed, however, that any profit-sharing, retirement or pension plan which an individual Employer may have established and which has not been set up for one particular job shall not be considered an excess payment or bonus.

(E) All Employees covered by this Agreement, as a condition of continued employment, shall, commencing on the 8th day following the beginning of such employment, or the effective date of this Agreement, whichever is later, acquire and, for the duration of this Agreement, maintain membership in the Union. This provision shall not apply in any State where such a requirement for continued employment is prohibited by law. In interpreting good standing, an Employer shall not discharge an employee for non-membership in the Union: (1) If he has reasonable grounds for believing that such membership was not available to the employee on the same terms or conditions generally applicable to other members; or (2) That membership was denied or terminated for reasons other than the failure of the employee to tender the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership. Either party to this Agreement shall have the right to reopen the negotiations pertaining to Union Security should the federal laws or any state laws applicable thereto be changed, by giving the other party thirty (30) days written notice.

(F) The business representative of the Union shall have access to any job at any time, but shall notify the field office of his presence on the job. The representatives of the Union shall use their best efforts not to hinder ongoing production.

**IV.
UNION DUES AND CHECK-OFF**

(A) Upon request of the Local Union having jurisdiction of the work being performed, and upon presentation of proper authorization forms executed by the individual Employees, the individual Employers agree to deduct from the wages of such individual Employee Union initiation fees and dues, and shall pay over to such Local Union the amount so deducted. The proper authorization forms for deductions will be provided to the Employer at the time of hire.

(B) All sums of money withheld by an Employer from the paychecks of Employees as Union initiation fees or dues for the benefit of the Employees' local union shall be transmitted to the Local Union no later than thirty (30) days after the date on which said sums of money were withheld.

(C) If Employer fails to transmit all sums of money so withheld within the thirty (30) day period, he shall be subject to an additional payment of up to 15% of the amount due but not less than \$100. If it becomes necessary for the Union to employ an attorney to collect such sums of money withheld by Employer, Employer shall also pay all court costs and attorneys' fees.

(D) Each Local Union shall have the authority to bring suit in a court of competent jurisdiction in the area where the Local Union has its headquarters for the purpose of collecting initiation fees and dues withheld but not transmitted within such thirty (30) day period.

(E) Any Employer more than three (3) months delinquent transmitting monies withheld pursuant to this Article may, at the Union's option, be required to supply a bond to secure future liabilities before the Union will pre-job any new projects with the delinquent Employer.

(F) For the purpose of venue and jurisdiction, each individual Employer hereby designates and appoints the Clerk of the United States District Court for the Northern District of Oklahoma, or the Clerk of the United States District Court in the area where the job is located, as agent for the service of process, and the Local Union shall promptly furnish the delinquent Employer, by certified mail, a copy of all pleadings and notices of suit.

(G) The arbitration provisions in Article XIX of this Agreement shall not be applicable to the rights and liabilities created by this Article.

**V.
EMPLOYMENT, LAY-OFF AND DISCHARGE
OF PERSONNEL**

(A) The Employer shall have full responsibility for management, and shall be the sole judge as to the number of Employees required, subject to the conditions hereinafter stated.

(B) The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and join-

ing of the pipe, and the Employer shall respect the jurisdiction of the Union in assigning the work to be done.

(C) The word "journeyman" shall mean all persons seeking employment as welders, spacers, stabbers, and persons carrying the line in pipeline construction. The word "helper" shall mean all persons seeking employment as welder helpers. The clamp man is classified as a graded helper.

(D) The Employer shall be the sole judge as to the competency of any Employee and shall have the right to discharge any Employee.

(E) At the start of each job all journeymen and welder helpers shall be hired by the employers signatory hereto in accordance with the following formula and subject to the conditions set out in Paragraph (C) hereinafter.

Number Hired			Number Hired		
Number of Employees Required	Directly By Employer	Number Dispatched By Union	Number of Employees Required	Directly By Employer	Number Dispatched By Union
1	0	1	7	4	3
2	1	1	8	4	4
3	2	1	9	5	4
4	2	2	10	5	5
5	3	2	11	6	5
6	3	3	12	6	6

Thereafter, the Employer shall have the right to hire the thirteenth (13th) journeyman and welder helper, and the Union shall dispatch the fourteenth (14th) journeyman and welder helper, and they shall alternate thereafter until the full crew has been employed.

(F) Once a job has started, replacements of additional journeymen and welder helpers needed will be hired either directly by the Employer or referred by the Union in accordance with the formula in effect at that time so that at all times the ratio of Employees on the job shall be as set forth in the applicable formula.

(G) The conditions to be followed in the initial hiring or replacement of Employees are:

1. The Employer retains the right to reject any job applicant for cause and may exercise the right before the Union dispatches any Employees required by Employer. Upon request, Employer will confirm by letter or telegram any verbal rejections made.

2. The selection of applicants for referral by Union or hired directly by Employer shall not be based on, or in any way affected by, Union membership, bylaws, rules, regulations, constitutional provisions or any other aspect of or obligation of Union membership, policy or requirements.

3. There shall be no limitation on Employer's right to select Employees with particular classifications or skills from among the Employees hired by Employer direct. Nor shall there be any limitation on Employer's right to assign Employees to particular classifications because of the Employee's membership or non-membership in a particular local union.

4. The Union must dispatch the Employees requested by the Employer at the start of a job within forty-eight (48) hours. The Union must dispatch the Employees requested after a job has started within twenty-four (24) hours. If such Employees are not actually en route to the job site within the time required, Employer may hire any Employees from any source. In this event, Union shall not interfere with Employer's right to hire Employees direct. If a stickrod Welder is hired directly by the Employer under Article V(G)(4) and has passed an owner's qualification test, he will not be required to pass a local union welding test to obtain employment as a Welder on that particular project. Upon conclusion of the Employee's employment with the Employer, however, such Welder will be required to pass a local union welding test prior to dispatch to any other Employer under the hiring procedures in Article V of the NPLA.

5. Union agrees that unless the Employer requests otherwise, no journeymen or welder helpers will be dispatched to the Employer's job until the welders required through the referral procedure have actually been dispatched.

(H) The Employer shall be the sole judge as to the number of Employees required. The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done. In addition to the welder foreman, the welders, and their helpers, Employer shall be required to employ journeymen spacers, stabbers and persons carrying the line as needed.

(I) Once the original crew has been hired, the Employer shall have the right to keep such crew intact for the duration of the job, regardless of the local union jurisdiction.

(J) The Employer shall have the right to keep and transfer such original crew from one job to another within the jurisdiction of the same local union, provided journeymen are paid waiting time for any days intervening between the two jobs, and travel pay in accordance with this Agreement.

(K) At the end of the job, the Employer will lay off welders, journeymen and welder helpers who are no longer needed. The lay off procedure should be such that the ratio of Employees hired directly by Employer and those referred by the Union shall be the same as that set out in the formula above.

VI. STEWARDS

(A) The Union and Employer representatives shall mutually agree upon the appointment of a steward at the pre-job conference. Separate stewards shall not be required on remote segments of a mainline pipeline construction job if the steward on the mainline job is given sufficient time and transportation to perform his duties as steward among the Employees on such remote segments.

(B) Following the pre-job conference, the steward shall be placed on the Employer's payroll on the date corresponding to one of the following two occurrences, whichever date is earliest:

1. The date of testing welders; or
2. The date that rigging up welding equipment, such as sleds, tack rigs, hot-pass rigs, etc., on the right-of-way begins.

(C) The steward shall be a working steward and shall perform his duties the same as any other journeyman, and shall not be discharged for Union activities. The steward's duties shall not include any matters relating to referral, hiring, retention, termination, or discipline of Employees.

(D) The steward shall not be permitted to take time away from his job duties to handle administrative work for the Union. The steward will be allowed a reasonable time to process grievances or complaints. Whenever the steward is occupied away from his job duties, his helper may be assigned to other work.

(E) It is agreed that the steward has no authority from the Union to cause a work stoppage.

(F) Where the steward has been regularly working on a job and for some unanticipated reason does not show up for work on a particular day, the Employees shall start and continue to work and the welder foreman shall notify the local union office of the steward's absence.

(G) The steward shall remain on the Employer's payroll until the tie-in work has been completed. After the firing line has finished its work, the steward may, at Employer's option, be used as one of the tie-in welders.

VII. FOREMEN

(A) The appointment of all foremen is the responsibility of Employer. Such appointments shall not be interfered with by Union. Such foremen may be paid on an hourly, weekly or monthly basis, as determined by Employer.

The welder foreman shall be covered by the Pipe Line Industry Benefit Fund and the Pipe Line Industry Pension Fund. Contributions shall be made by Employer for the same number of hours that the job is set up on per week except as provided in (B).

(B) When twelve (12) or fewer welders are employed, the welder foreman will be allowed to work with the tools, at the discretion of Employer. Such working foreman shall be paid a minimum of \$1.50 per hour more than the regular journeyman rate and contributions shall be made by Employer to the Pipe Line Industry Benefit Fund and the Pipe Line Industry Pension Fund for all hours worked by such foreman.

VIII. JOB NOTIFICATION AND ENFORCEMENT

(A) Employer agrees to notify Union promptly before starting any job covered under the terms of this Agreement. Such notification is to be sent to the Union's General Office, 901 Massachusetts Avenue, N.W., Washington, D.C. 20001, and shall describe for each job the location, size and proposed starting date. It is a violation of this Agreement to start a job without prior notification to the General Office and a local pre-job conference assigned by the General Office.

(B) Employer and Union shall hold a pre-job conference before the start of any job and Union's representatives at such conference shall be authorized by the Union to represent Union for the entire area covered by the job. It shall be the purpose of the pre-job conference to agree upon such matters as the length of the work week, the number of men to be employed, the applicable wage rates in accordance with the contract, and any other matters not including any interpretation of the clauses of this Agreement, it being agreed that any interpretation of the Agreement should be made between the Pipe Line Contractors Association and the United Association, so that proper application thereof may be made on the jobs. No representative of any individual Employer and no representative of the Union shall demand at the pre-job conference or at any other time during the continuance of the job any term or condition not covered by this Agreement. A copy of the report made on each pre-job conference shall be furnished to the Pipe Line Contractors Association and the United Association, and no agreement made at any pre-job conference which adds to or modifies in any way the terms and conditions of this Agreement shall be binding on any individual Employer or the Union unless approved and ratified by the Pipe Line Contractors Association and the United Association.

(C) Union agrees to send a copy of this Agreement to each of its locals having pipe line jurisdiction and agrees that the terms of this Agreement shall be recognized by each local union. The enforcement of this Agreement by Union is vested in the local union designated by the Union to handle work covered under this Agreement.

IX. ASSEMBLY POINT AND WAREHOUSE

(A) The time of each Employee shall start in the morning at his designated Assembly Point, which shall be agreed upon at the pre-job conference, but which in no event shall be on the pipe line right-of-way.

(B) If possible, there should be only one Assembly Point for all Employees and in no event shall there be more than two Assembly Points.

(C) If one city, town or community large enough to provide living accommodations for all Employees is located near the job site, then one Assembly Point may be designated not more than ten (10) miles outside the city limits and all Employees shall report to and their time shall begin at that Assembly Point. This distance may be increased beyond the ten (10) miles when circumstances warrant as agreed to by the principal parties.

(D) If one such city, town or community is not located near the job site, then one Assembly Point may be designated which is approximately the same distance from several cities, towns or communities where living accommodations are available.

(E) If living accommodations for all of the Employees cannot be found in the one large city, town or community contemplated in Paragraph (C), or in several cities, towns and communities contemplated in Paragraph (D), then a second Assembly Point which qualifies according to either Paragraph (C) or Paragraph (D), so far as available nearby living accommodations is concerned, may be designated by Employer, to which only the remaining Employees shall report and at which only their time shall begin.

(F) Notwithstanding the provisions of Paragraphs (C), (D), and (E) above, Employers bidding work in remote areas of the western part of the country may use assembly points closer to the job site so that non-productive riding time may be eliminated or reduced. It is agreed that the number of miles involved will vary.

(G) Employer shall make suitable and prompt transportation available from each Assembly Point agreed upon to the job site and back. The time of the Employees shall end at quitting time on the job site. The lunch period may start at anytime between 11:45 A.M. and 12:15 P.M. and continue for 30 uninterrupted minutes (pipe gang/firing line excluded). The Employer shall return the Employees to the Assembly Points in the shortest possible time. It is intended that the lapse of time used to transport the Employees from normal quitting time at the job site back to each Assembly Point shall not exceed the lapse of time from starting time at each Assembly Point in the morning to the job site.

X.

WORKING AND SAFETY RULES

(A) There shall be no inequitable minimum or maximum amount of work which an Employee may be required to perform during the working day, and there shall be no restriction imposed against the use of any type machinery, tools or labor saving devices, except as provided in Article I, Paragraph (L) above. At the discretion of Employer, Employees may be changed from one classification to another within the jurisdiction of the Union. During emergencies, any Employee of Employer may be assigned to any work; provided, however, that no Employee's hourly rate shall be lowered under this

provision, and provided further that in the event an Employee is assigned to work calling for a higher rate of pay, he shall receive such higher rate for hours so employed.

(B) Stringer bead and hot-pass welders and helpers can be required to weld back on incomplete welds, as long as their wage rate is not lowered.

(C) All maintenance and repair of micro-wire equipment from the lugs out shall be done either by the welder using such equipment or, at Employer's option, by some other journeyman.

(D) Employer shall have the right to make and revise from time to time safety and working rules which are not inconsistent with any of the terms of this Agreement. Union agrees to cooperate in the enforcement of such safety and working rules. Employer, Union, and all Employees shall at all times abide by all Federal and State Safety Regulations.

(E) No Employee will be required to take a physical examination as a prerequisite to employment.

(F) No foreman or other Employee shall be subject to any penalties or fines assessed by Union so long as he is in compliance with the terms and conditions of this Agreement.

(G) 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 this Agreement.

XI.

WAGE RATES AND CLASSIFICATIONS

(A) The hourly wage rates, per diem, and fringe benefits shall be as follows:

1. The wage rates, per diem and fringe benefits shown in Exhibits "A" and "B" are amended to reflect the 2008 increases that apply to Journeymen and Helpers, respectively, for the periods indicated. Wage, per diem and fringe benefit rates for periods prior to January 1, 2008 are available upon request from the UA or the PLCA.

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. Exhibit "A" reflects this increase.

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 per diem increase for Welder Journeymen shall be based on \$42.50/day);

(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 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

performed by the pipe gang to repair a bead, to rectify a "hi-lo" condition or wall thickness change, etc.

2. Whenever a welder is required to back weld a completed weld behind the firing line.

(L) Welders working on "hot work" shall be paid \$2.00 an hour above the regular journeyman rate and helpers working on "hot work" shall be paid the graded helper rate for each day engaged in such work. Journeymen and helpers on "hot work" shall not receive such premium pay unless required by Employer to be in the area of danger. "Hot work" is defined as work on lines in service where there is the danger of fire or explosion. Premium pay shall not be required on work on lines not in service where such lines have been purged with air movers, water or other acceptable methods. Even if such lines have been purged by such methods, if fire or explosion results, then premium pay shall be required. The Welder Foreman and Steward will agree on what constitutes "hot work." Lines in service are defined as lines not cut and isolated from any source of flammable product.

(M) The pay day shall be once each week, unless the Employer agrees to allow Employees one draw on money earned; under such conditions, pay day may be once every two weeks. At Employer's option, all Employees shall be given the option to be paid by direct deposit of wages on a weekly basis to the bank or financial institution of the Employee's choice, in which case pay stubs will be provided to the Employees within the time period referenced above. This optional manner of payment, once adopted by the Employer, may not be changed except upon advance notification to the Employees and the Union. Employees are to be paid during their regular shift. When Employees are laid off or discharged, their check for wages due them at the time of the layoff or discharge must be delivered during their regular shift. Employer and Union may agree at the pre-job conference to an alternate plan.

(N) When no work is performed on pay day, Employer shall not be required to deliver checks for wages before the expiration of the number of hours which would ordinarily have been worked during that day.

(O) 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.

(P) The wage rate for all Employees covered by this Agreement shall be that of the County or State in which the pipe gang is currently working or in which it was located when the pipe was laid out.

XII.

OVERTIME AND HOLIDAY PAY

(A) The work week shall begin Monday and shall end Sunday. All hours worked by an Employee in excess of eight hours per day and in excess of forty straight time hours per week shall be paid for at the rate of time and one-half the straight time rate. Work performed on Sundays shall be paid for at the rate of time and one half. In all states after an employee has worked eight (8) hours, he will be on overtime until he is relieved and provided with

at least an eight (8) hour break before returning to work. Reporting time pay provisions will not apply when on overtime pay; however, waiting time as provided for in this Agreement will apply. Work performed on Christmas, Thanksgiving, Labor Day, New Year's Day and July 4 shall be paid for at double the straight time hourly rate; provided, however, that in the event one of the holidays hereinabove named occurs during the first forty hours of any work week, hours worked on such holidays shall not be counted in computing the forty hours after which the Employee is entitled to a rate of time and one-half the straight time rate.

(B) If one of the holidays named in Paragraph (A) above falls on Sunday, it shall be observed on Monday. Accordingly, if such an event occurs, work performed on Sunday shall be paid for at the regular rate for that day; work performed on Monday will be paid for at double the straight time hourly rate. If no work is performed on Monday, no pay other than waiting time to journeymen shall be required.

XIII. WAITING TIME

(A) Journeymen shall be paid waiting time for any days lost during the normal scheduled work week. For any day lost during any one work week, the waiting time payment shall be a lump sum which is the equivalent of five (5) hours' pay at the straight time rate applicable on that particular job.

(B) The applicable waiting time for each State is based on the journeyman rate and not the stringer bead, hot-pass, steward or other premium rates. In no event shall the waiting time payment be included in counting the eight or forty hours after which overtime is payable.

(C) If no work is performed on a holiday designated by this Agreement, journeymen shall be paid waiting time. However, if an official holiday as designated by this Agreement comes on a Sunday, and the Employer is working a regular six day week, such journeymen will not be paid waiting time for that day.

(D) If the regularly scheduled work week is less than seven (7) days, journeymen shall not be paid any waiting time for the days lost which are not part of the regularly scheduled work week.

(E) If a journeyman's Assembly Point is moved from one location to another he shall be paid eight hours at the straight time rate whether any working time is actually lost or not. Such hours shall not be counted in computing the forty hours after which overtime is payable, and no contributions shall be required to the Pipe Line Industry Benefit, Pension and Advancement Funds for such moving time hours.

(F) If the Assembly Point for a helper or graded helper on loop work is moved in excess of 100 miles such helper or graded helper shall be paid four hours at the straight time rate whether any working time is actually lost or not. Such hours shall not be counted in computing the forty hours after which overtime is payable, and no contributions shall be required to the Pipe Line Industry Benefit, Pension and Advancement Funds for such moving time hours.

(G) If one or more days of work are lost during the work week and

journeymen are paid waiting time for such lost days, then Employer may require journeymen to make up such lost days in the future by working on days which are not part of the regularly scheduled work week without incurring any liability for payment of waiting time on such days not worked in the future. However, once the Employer declares a make-up day, such day must then be worked or, if no work is provided on such day, then waiting time will be paid. The Employer must declare its intent to work no later than 10 a.m. the day prior to the day the Employer plans to work. Informing the Steward shall constitute sufficient notice.

(H) Even if no days are lost during the regularly scheduled work week, those journeymen regularly employed in utility, tie-in crews, gate or valve settings, road crossings or fabrication work may work on the days not part of the regularly scheduled work week or on holidays without the Employer becoming liable for waiting time payments to the other journeymen. Those journeymen regularly employed as stringer bead welders, hot-pass welders, firing line welders, spacers, or stabbers may be worked in tie-in crews, gate or valve settings, road crossings, or utility or fabrication work on the days not part of the regularly scheduled work week or on holidays, when needed, without the Employer becoming liable for waiting time payments to other journeymen provided each journeyman in the classifications needed is given equal opportunity to work, starting with the firing line.

(I) If the regularly scheduled work week is less than seven (7) days, in emergencies, when the Business Agent of the Local Union is notified beforehand, Employer may require journeymen to work on the days not part of the regularly scheduled work week without incurring liability for waiting time payments on future such days not worked.

(J) In the absence of an emergency if Employer is working a regularly scheduled work week which is less than seven (7) days and works the pipe gang and/or firing line two (2) consecutive weeks on days which are not part of the regularly scheduled work week he will incur liability for waiting time payments on such days not worked in the future on said job.

XIV. TRAVEL EXPENSES

(A) The journeyman will receive the applicable IRS allowable rate per mile travel pay via the nearest route from the city or town in which he is located at the time he receives his dispatch to the location of the job site. The journeyman will be entitled to travel pay to the job site (initial travel pay) and an equal amount of travel pay upon completion of the job (return travel pay). The journeyman WILL NOT receive either initial or return travel pay unless he remains on the job from the date he is hired until the job is completed, or until he is released by employer. If he fails to complete the job for any reason he shall not be entitled to any travel pay.

(B) Journeymen or helpers hired directly by Employer or dispatched by Union to jobs in the continental United States from Alaska will only be entitled to receive travel pay from the point at which they enter the continental United States to the job site.

(C) When a job converts from micro-wire to stick rod and vice versa, all journeymen welders shall be entitled to travel pay at that time. However, other journeymen employed will be entitled to travel pay only as otherwise provided in this Agreement.

(D) The welder helper will receive 66% of the applicable IRS allowable rate per mile travel pay via the nearest route from the city or town in which he is located at the time he receives his dispatch to the location of the job site. The welder helper will be entitled to travel pay to the job site (initial travel pay) and an equal amount of travel pay upon completion of the job (return travel pay). The welder helper WILL NOT receive either initial or return travel pay unless he remains on the job from the date he is hired until the job is completed, or until he is released by the Employer. If he fails to complete the job for any reason he shall not be entitled to any travel pay.

(E) The cost of any transportation provided by Employer shall be charged against the travel expense to which a journeyman or helper is entitled under this clause; provided, however, that such charge shall not exceed the cost of a commercial airline ticket.

(F) Travel expense provided for herein shall not be applicable when the Employee's Assembly Point is moved from one location to another on the same job.

(G) When a helper is hired direct by Employer or dispatched by Union, and no work at all is available for him, he shall be paid eight (8) hours at the straight time rate applicable for that job. If work is available for the helper, but not on the day assigned for his arrival to the job site, then he shall be paid four (4) hours' pay at the applicable wage rate for that job at the straight time rate for each day for which work is not provided.

(H) Whenever any dispute arises over travel pay, the final decision shall be made by agreement between a representative of the Pipe Line Contractors Association and a representative of the Union.

XV. REPORTING TIME PAY

(A) After a welder helper has been hired and ordered to report for work at the regular starting time, and no work is provided for him on the day that he has so reported, he shall receive pay equivalent to four (4) hours at the rate applicable for that day. This pay shall be provided notwithstanding he has not been ordered to report for work on that particular day, if the welder helper has been working regularly and the Employer has failed to notify him not to report for work the preceding day at or before the end of his regular shift or 5:30 p.m., whichever is later. The reporting time pay of four hours at the rate applicable for that day is based upon the basic helper rate and not any premium rate.

(B) Any welder helper who reports to work and for whom any work is provided, regardless of the time that he works, shall receive the equivalent of not less than four (4) hours pay.

(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 four (4) hours pay at the straight time rate. No fringe benefit contributions are required on a failed test.

(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

2. Pay equal to the number of hours for that day for which the job has been set up (normally scheduled work day) provided he successfully completes the first test.

The welder will be paid work time and fringe benefit contributions under this Agreement for any additional tests required regardless of the outcome of the tests and regardless of the day taken. Welders, however, must pass all required tests to be eligible for employment.

(D) Welders will not be entitled to any separate test pay for single or multiple tests other than as set out in this Article.

(E) Welders reporting for qualification tests must arrive at the job site at the designated work time on the day designated by Employer for their arrival. If not, they shall not be entitled to receive waiting time pay for that day.

(F) A welder shall be tested or placed on waiting time upon arrival at the job site, provided that it is the day designated by Employer for his arrival. Hours paid for under this provision shall be counted in computing the 40-hour week.

(G) Welder helpers who perform no work while the welder is taking a qualification test are entitled to no pay.

XVIII.

WORK STOPPAGES, SECONDARY BOYCOTTS AND JURISDICTIONAL DISPUTES

(A) No local union nor the International Union, nor any representative of either, shall cause or promote a strike, slowdown, stoppage of work or any interference, directly or indirectly, with the operation and progress of the work; nor shall any Employer or the Pipe Line Contractors Association engage in any lockout during the life of this Agreement, it being the good faith intention of the parties hereto that by the execution of this Agreement industrial peace shall be maintained. All grievances, disputes, differences of opinion and other questions concerning this Agreement shall be settled in accordance with the procedure for settlement of grievances and disputes set out in Article XIX below. Any settlement where hours or pay are involved shall be retroactive.

(B) If either the local union or the International Union or any representative of either causes or promotes a strike, slow down, stoppage of work or any interference with the operation or progress of the work, or if the Employer breaches this Agreement, then the Employer (where the Union interfered with the work) or the International Union (where Employer has breached the Agreement) may at its option declare the provisions of Article XIX inoperative and seek whatever remedy may be available from the National Labor Relations Board or any Federal or State court having jurisdiction of the matter.

(C) It shall not be a violation of this Agreement or of the no-strike clause if members of the United Association refuse to cross a picket line established by another craft union within the pipe line industry.

(D) Questions regarding the interpretation of this Agreement are to be resolved by the parties to this Agreement in accordance with Article XIX.

Questions regarding work coverage or jurisdictional disputes between or among local unions affiliated with the United Association will be resolved by the United Association, and shall be binding on all parties to this Agreement. Work coverage or jurisdictional disputes between local unions affiliated with the United Association shall not be cause for work stoppages.

XIX.
PROCEDURE FOR SETTLEMENT OF
GRIEVANCES AND DISPUTES

(A) Any grievances, disputes or differences of opinion which arise between the Employer's supervisory personnel and Union representatives in the field shall be settled on the job, wherever possible; provided that such settlements shall not vary any of the wages, terms or conditions of this Agreement.

1. Any Employee who believes that he has a grievance shall first take the matter up with the welder foreman.

2. If the matter is not satisfactorily adjusted by the foreman, the grievance shall be referred to the job steward. The job steward and the foreman will attempt to resolve the grievance.

3. If the grievance is not settled between the steward and foreman, the Employer's superintendent will be summoned to enter the discussion. When the matter cannot be settled at this level, it will be referred to the Union's Business Agent and Employer's superintendent.

4. In the event the grievance, dispute, or difference of opinion shall not have been satisfactorily settled during the preceding steps within forty-eight (48) hours, then the Union representative shall refer it to the appropriate International Union representative, and the Employer's superintendent shall refer it to the Managing Director or Executive Director of the Pipe Line Contractors Association. These parties shall immediately make every effort to settle the difference, grievance or dispute.

(B) Any other grievance, dispute, difference of opinion or controversy of any kind or character between the Union and the Association and/or individual Employer signatory hereto involving or relating to the interpretation or application of the terms of this Agreement, and the relations between the parties arising during the term of this Agreement which cannot be settled by the parties, shall be settled by the arbitration procedure which is set out below.

(C) If, within forty-eight (48) hours, no adjustment or settlement is reached by the procedure set out above, the matter shall immediately be referred in writing to an Arbitration Board consisting of six (6) members, all of whom shall be familiar with the mainline, cross country pipe line construction industry, three (3) to be appointed by the International Union, and three (3) by the Pipe Line Contractors Association. These six (6) individuals shall constitute the Arbitration Board.

(D) The Members of the Arbitration Board shall not have the power to amend or alter the provisions of this Agreement but shall within fourteen (14) days of their appointment determine the procedure that they will use in con-

sidering the evidence and render a decision based on the evidence submitted by the parties, such decision to be consistent with the terms and provisions of this Agreement. The decision of the Arbitration Board shall be binding upon both parties.

(E) In the Unlikely Event that the six (6) member Arbitration Board is unable to reach a decision, then either party may institute the following procedure:

1. Within seven (7) days after notification by the Arbitration Board that it is unable to reach a decision, the Pipe Line Contractors Association and the International Union shall attempt to mutually agree upon one (1) person to whom the matter shall be referred.

2. If within forty-eight (48) hours no mutual agreement has been reached by the procedure set out above, the Association will immediately contact the Federal Mediation & Conciliation Service to obtain a list of three (3) individuals with as much experience and knowledge as possible in the pipe line construction industry. A copy of this list will be furnished to the Union, and thereafter, the Association and Union shall attempt to mutually agree upon one (1) of the individuals listed. If no agreement can be reached, the Union and the Association will each strike one (1) name from the list and the remaining individual will be the Arbitrator.

3. A statement of the facts shall be presented to the Arbitrator within forty-eight (48) hours after his selection either:

(a) Jointly, if the Union and the Association mutually agree; or

(b) Separately, if no mutual agreement and the Association will submit a written statement of the facts setting out the Employer's position and the Union will submit a written statement setting out the Union's position.

4. All information submitted to the Arbitrator will be in writing. No personal appearances or oral testimony will be allowed. The Arbitrator will then issue, within five (5) days, a decision based upon the evidence submitted.

(F) The Union and Employer involved shall bear the expense of their appointed Arbitrators. In the event an Arbitrator from the Federal Mediation & Conciliation Service is selected, then the Union and Employer shall be jointly responsible for that person's expenses.

(G) In the event Employer fails or refuses to comply with the grievance procedure set out hereinabove, the provisions of Article XVIII shall not be binding upon the Union. If Union fails or refuses to comply with the grievance procedure set out herein above, then Employer shall have the right to declare this entire Agreement null and void.

XX. JURISDICTIONAL DISPUTES

The Pipe Line Contractors Association and the four International Unions with which National Pipe Line Agreements have been negotiated have estab-

lished a Policy Committee for the purpose of hearing and considering matters of concern to the pipeline construction industry, such as jurisdictional disputes and any other matters affecting the welfare of the industry.

Whenever a jurisdictional dispute arises between Union and any other union over proper jurisdiction of work assigned by an individual Employer, no work stoppage shall occur, and the individual signatories hereto agree to abide by any decision reached by the Policy Committee.

The Policy Committee decisions are incorporated and made a part of this Agreement, and should be referred to specifically as if set out herein. The Policy Committee decisions may be obtained by contacting the Union or the Pipe Line Contractors Association.

XXI. SPECIAL WORK

(A) Whenever the Employer performs any of the special work described in Article I, Paragraph (I) above, except that covered by the Attachments, the special provisions set out herein shall apply and, to the extent they differ from the provisions in other parts of this Agreement, they shall supersede such provisions.

(B) The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done.

TAKEUP JOBS (SALVAGE PIPE)

1. Roughcutters will be paid \$2.00 per hour above the regular helper rate.
2. One helper will be employed for each roughcutter.
3. Bevelers will be paid \$2.00 per hour above the regular helper rate.
4. Utility Welder or some other journeyman designated by Employer will act in the capacity of foreman. In the event the pipe being salvaged is also being re-laid or re-conditioned as part of the same job, and where the distance is such that the welder foreman is readily available, then no other welder foreman will be required.

RECONDITIONING

(A) Over the Trench -- Line In or Out of Service.

1. Journeymen welders will be used for all welding.
2. One helper will be hired for each welder.
3. One journeyman other than the welders will be employed.
4. Welder foreman.

(B) In the Yard (Where Manual Double Jointing Is Performed)

1. Welders may make their own stringer beads and finish welds.
2. One helper will be employed for each welder. Helpers will be employed to roll all pipe on the welding rack.
3. Bevelers will be paid \$2.00 per hour above the regular helper rate.
4. One helper will be employed for every two bevelers.
5. Roughcutters will be paid \$2.00 per hour above the regular helper rate.
6. One helper at a rate 70 cents per hour above the rate paid to other welder helpers on the job will be employed as attendant for the oxygen manifold and acetylene generator.
7. Welder foreman.
8. It is recognized that rigging up of equipment on a double joint rack that is to be used in the lining-up and welding of pipe is the work of the United Association.

NOTE: When pipe is not being double jointed in the reconditioning yard, the journeyman and helper at a rate 70 cents per hour above the rate paid to other welder helpers on the job need not be employed.

NOTE: The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done.

(C) Re-Laying Reconditioned Pipe.

1. If certain joints, portions of joints, or infrequent sections are removed to be replaced with new or better pipe, then when the pipeline is relaid, Employer shall have the sole right to determine the number and classifications of the Employees to be hired; provided that Employer shall respect the jurisdiction of the Union in assigning the work to be done so that welder helpers will not be assigned to work heretofore done by graded helpers or journeymen, and graded helpers will not be assigned to work heretofore done by journeymen.

2. The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done.

MARINE BARGE AND MARINE PUSH-JOBS

On marine barge and marine push-jobs, Employer shall have the sole right to determine the number and classifications of the Employees to be hired; provided that Employer shall respect the jurisdiction of the Union in assigning the work to be done so that welder helpers will not be assigned to

work heretofore done by graded helpers or journeymen, and graded helpers will not be assigned to work heretofore done by journeymen.

1. The Employer will make every effort to secure safe water transportation and adequate and safe loading and unloading facilities for the men (ladder on barges, docks, lifebelts, seating for all, radar where possible).

2. Employees will be paid riding time on the first trip from land to quarter boat, and on the last trip from quarter boat to dock of origin or back to the dock last left from.

3. Board and room shall be furnished at no cost to the men, when required to live on quarter boats.

4. The Employer will provide crew boats for trips to shore, except when the distance to be traveled to and from shore is excessive.

The Employer shall regulate time schedules and decide when crew boats will go to and from shore. If no work is done on a particular day, the men shall be paid for their full shifts unless they are brought to shore or given an opportunity to be brought to shore. In such event they shall be paid their regular waiting time only.

5. The Employer will make every effort to provide daily mail service and once a week laundry service. Laundry service will be paid for by the Employee.

6. A crew room shall be made available for off-duty men, with reading material, radio and television; soft drinks and cigarettes will be made available at regular prices.

7. Marine push-jobs will also include shoves on a main line job where ramps or racks with dollies and rollers are set up as opposed to the pipe being carried in by tractors.

8. When the stringer bead welders' regularly assigned helpers are using a power buffer or power grinder, such helpers shall receive \$2.00 per hour above the basic helper rate for that job. This premium applies in the "Pipe Gang" area only, and is applicable on "push" jobs in-shore and on work done from barges in-shore and off-shore.

GATHERING LINES, RIVER & BRIDGE CROSSINGS, HIGHWAY RELOCATION, CHANGE OUTS, SHORT LINES AND WORK IN CONGESTED AREAS

1. Employer shall have the sole right to determine the number and classifications of the Employees to be hired; provided that Employer shall respect the jurisdiction of the Union in assigning the work to be done so that welder helpers will not be assigned to work heretofore done by graded helpers or journeymen, and graded helpers will not be assigned to work heretofore done by journeymen.

2. On River and Bridge Crossings and Highway Relocation work all welders will receive premium pay when running their own beads and finishing welds.

3. On all such work the manning shall be decided by the Employer, but it is recognized that the work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done.

DOUBLE JOINTING IN THE FIELD

Employer will respect Union jurisdiction for all double jointing in the field.

HYDROSTATIC TESTING

1. Journeymen and/or welders and graded helpers will be employed to assist in the lining-up, beveling and testing of these lines. The Employer and the Union recognize that journeymen and welders who are qualified (with necessary OQ documentation) to perform hydrostatic testing on pipe lines possess a special skill. Furthermore, the Union and the Employer recognize that safety requirements dictate that only qualified journeymen and/or welders will be employed to perform hydrostatic testing on pipe lines. Employer in accordance with Article V shall be the sole judge as to the competency of any journeymen or welders assigned for hydrostatic testing. Journeymen and/or welders for hydrostatic testing will be dispatched Employees. The graded helper will be an Employer hire.

2. The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done.

3. If any night work is performed under this section by employees of any other craft, a U.A. Employee will be assigned to that crew.

FABRICATION

1. Where a fabrication crew is set up, the following formula will be used to determine the number of journeymen and graded helpers required in addition to the welders and their helpers.

Welders	Journeymen	Graded Helpers
1-3	0	0
4	1	0
5-10	1	1
11 or more	2	1

2. If the fabrication crew is set up as part of a mainline job, and where the distance is such that the welder foreman is readily available, then no other welder foreman will be required for the fabrication crew.

Employer may designate one welder to act as the lead welder or fabricator or tack and layout man and pay him a rate \$1.00 above the regular journeyman rate.

3. In the event a welder is required to go completely inside the pipe in order to back weld on fabrication work, the Employer will pay such welder engaged in such back welding at the wage rate of \$3.00 per hour above his regular rate for the job only for the days on which such back welding is performed.

ROAD BORING, CASING AND CABLE

1. One welder and one helper shall work on road casings where the casing is to be welded.

2. On other types of casing where no welding is required, one journeyman and one helper shall be employed.

3. The welding and aligning of pipe for road casing and slick bore pipe shall be performed by a welder and helper as defined in this Agreement.

4. The work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done.

WATER LINES INCLUDING THE LAYING OF PIPE MADE OF MATERIAL OTHER THAN STEEL

It is recognized that the work coming under the jurisdiction of the Union includes, regardless of the materials and mode or method used, the preparation of the pipe for joining, lining up of the pipe and the handling of the clamps, and joining of the pipe, and Employer shall respect the jurisdiction of the Union in assigning the work to be done. Parties will negotiate special wages and conditions for water lines on a per job basis.

XXII.

AUTOMATIC DOUBLE JOINTING RACKS

The manning requirements and other special provisions for double jointing racks are as follows:

(A) First O.D. Head Position

1. Two Journeymen
2. One welder
3. One graded helper to line up seams and to help with line-up.
4. Levers or buttons to be operated by one of the journeymen or the welder listed above.

(B) Second O.D. Head Position.

1. One welder
2. One graded helper

(C) I.D. Head Position

1. One I.D. head welder
2. One graded helper

NOTES: (The following notes apply to all double-jointing racks.)

1. One spell-off welder per rack per shift will be employed to relieve at all head positions. The spell-off welder will receive premium pay of \$1.00 per hour above the journeyman rate only when he is required to go inside the pipe.

2. No additional helper shall be required for the spell-off welder.

3. One patch welder shall perform utility and cut-outs and patch welds on rack. This welder may be the steward. In the event, however, there is more utility or cut-out work than this one patch welder can reasonably perform during his regular shift, then another journeyman will be employed to help with this work, or at Employer's option the patch welder will be allowed to perform the extra work after his regular shift.

4. I.D. Head welder shall receive premium pay of \$1.00 per hour above the journeyman rate.

5. Helpers shall roll all pipe from grinders through inspection.

6. Employees operating the automatic grinding stations on double-jointing racks will receive a rate of \$.75 per hour below the applicable journeyman rate.

7. Other helpers or graded helpers shall be employed as needed, depending upon the work required.

8. It is understood that all fabrication of double-jointing racks, rigging them up in the field, tearing them down and moving will be done by the United Association personnel.

9. Premium pay will not be paid for back welding inside the pipe on double-jointing, nor shall any additional pay be due to welders for tearing down the rack on the theory of "welding back."

10. A U.A. mechanic will be allowed to do maintenance and repair welding on the rack whenever required.

XXIII.

PIPE LINE INDUSTRY FRINGE CONTRIBUTIONS

(A) All Employers working under the terms of this Agreement shall make contributions for each hour paid to Employees covered hereunder, including hours paid to journeymen for waiting time, and for passing a test, and to welder helpers for reporting time:

1. For Journeymen and Non-Journeymen, the sums set forth in the Exhibits and Attachments to this Agreement (and as hereinafter modified

by the Parties in accordance with this Agreement) are to be paid to the Pipe Line Industry Benefit Fund. The Agreement and Declaration of Trust of the Pipe Line Industry Benefit Fund is incorporated and made a part of this Agreement by reference thereto.

2. For Journeymen and Non-Journeymen, the sums set forth in the Exhibits and Attachments to this Agreement (and as hereinafter modified by the Parties in accordance with this Agreement) are to be paid to the Pipe Line Industry Pension Fund ("PIPF"). The Agreement and Declaration of Trust of the Pipe Line Industry Pension Fund is incorporated and made part of this Agreement by reference thereto.

3. For all Employees, the sum of \$.50 per hour is to be paid to the Pipe Line Industry Advancement Fund ("PLIAF"). The \$.50 contribution to the PLIAF will not be applicable on Special Agreement work. Contributions to the Pipe Line Industry Advancement Fund are irrevocable; however, this contribution is elective for any Employer who is not a member of the Pipe Line Contractors Association. The Pipe Line Industry Advancement Fund is administered by the Pipe Line Contractors Association and the rules and regulations of this Fund are incorporated and made a part of this Agreement by reference thereto.

4. For all Employees, the sums set forth in the Exhibits and Attachments to this Agreement (and as hereinafter modified by the Parties in accordance with this Agreement) are to be paid to the United Association International Training Fund ("ITF"). The Agreement and Declaration of Trust of the United Association International Training Fund is incorporated and made a part of this Agreement by reference thereto.

5. For all Employees, the sums set forth in Exhibits and Attachments to this Agreement (and as hereinafter modified by the Parties in accordance with this Agreement) are to be paid to the United Association Local 798 Training Fund. The Agreement and Declaration of Trust of the United Association Local 798 Training Center is incorporated and made a part of this Agreement by reference thereto.

(B) For all Employees, Employer shall deduct and remit when authorized by Employee, amounts to be remitted to the Employee's Home Local Union 401(k) Plan. Amounts remitted for the 401(k) plan are deferrals (or deductions) from wages only. There are no matching employer contributions. To initiate such deferrals, the Employee must provide the Employer with a fully executed wage deferral agreement that is consistent with the requirements of the Home Local Union's Plan. The Employee and Employer are bound by the terms of the Home Local Union's Plan and the rules for eligibility and benefits set forth in such Plan. The Agreement and Declaration of Trust of each Home Local Union's 401(k) Plan to which the Employer remits authorized wage deferrals pursuant to a fully executed wage deferral agreement is incorporated and made a part of this Agreement by reference thereto.

(C) The submitting of contributions/deductions provided for in this Article shall be governed by the provisions of Article XXIV.

(D) Notwithstanding the specific contribution rates set forth in this Agreement (including the Exhibits and Attachments thereto), the Parties agree that contributions to the fringe benefit funds shall increase periodically in accordance with the terms set forth in Article XI(A) and Attachment 1, and such increased rates shall be binding on the Parties hereto.

XXIV.

SUBMITTING REPORTS AND CONTRIBUTIONS, LATE FILING CHARGES AND DELINQUENCIES

(A) All contributions due and owing to the Pipe Line Industry Benefit Fund, the Pipe Line Industry Pension Fund, the Local 798 Training Center, and any 401(k) Fund designated in accordance with Article XXIII(B), above, shall be deemed and are considered to be the assets of each such trust fund.

(B) Upon the written request of any Employee who is a member of a local union having jurisdiction of work covered by this Agreement, the Director of the Benefit and Pension Funds provided for in this Agreement shall immediately transfer to the fringe funds established by the Employee's local union all contributions made on his behalf to such Funds by Employers working under this Agreement, subject to approval by the Board of Trustees.

(C) Changes in the amounts to be contributed to each Fund may be made by agreement between the Pipe Line Contractors Association and the Union.

(D) The Pipe Line Industry Benefit Fund, the Pipe Line Industry Pension Fund, and the U.A. Local 798 Training Center shall be administered by their respective Board of Trustees, appointed in accordance with the applicable Trust Agreements.

(E) There have heretofore been prepared and executed Trust Agreements for the Benefit Fund, Pension Fund, and Training Center. The Employers have also agreed to adopt the Trust Agreements for any Local Union 401(k) Fund designated by an Employee in accordance with Article XXIII(B) above. The Employers consent to the appointment and retention of the current and future governing boards of trustees of each Trust Fund to which contributions are to be made under this Agreement. Such Trust Agreements set out the type of health and welfare, pension, training and other benefits which are provided by the Funds and the manner and procedure to be followed in qualifying for such benefits. The Trustees shall have the authority to determine the amount of each of such benefits which can be provided by the resources of the Funds and the time when such benefit payments may begin.

(F) Each Employer working under this Agreement agrees to be bound by the terms and provisions of the Trust Agreements referred to hereinabove, and to promptly pay all contributions to the office of the Pipe Line Industry Benefit Fund upon forms supplied by that office, and to any Local Union 401(k) Fund designated by an Employee in accordance with Article XXIII(B) above.

(G) If, in the opinion of the Board of Trustees of any of the above named Funds, any individual Employer has had a record of delinquent contri-

butions to such an extent that it is necessary for the protection of the beneficiaries of such Funds that some security for the contributions be obtained, said Board of Trustees is authorized to require such individual Employer to deposit the sum of \$300 per Employee in an escrow account designated by the Director of the Funds. Upon completion of the job, any amounts in excess of the contributions due shall be refunded to the individual Employer.

(H) No Employer working under the terms of this Agreement shall be obligated or required to make any other contributions or payments in and to any other Trust Fund administered for the purpose of any of the provisions authorized pursuant to the National Labor Relations Act, as amended, when engaged in work covered by the terms of this Agreement.

(I) When a man is taken from any crew to be used temporarily as a welder helper, and such man's wage rate is higher than the welder helper wage rate, he shall be paid the higher wage rate; and if Employer is required to pay into other fringe funds for that man, Employer will not be required to make any contributions to the fringe funds called for in the National Pipe Line Agreement; provided, that contributions to the fringe funds called for by this National Pipe Line Agreement shall be required if the temporary welder helper has worked more than eight hours in that capacity. Nevertheless, if Employer has called upon Union to supply a permanent welder helper, and Union has failed to do so, Employer shall not be required to make such contributions for hours worked by the temporary welder helper.

(J) Each Employer shall report and pay regularly, and no less frequently than its regular payroll period, all contributions due.

(K) All contributions become delinquent after thirty (30) days from the end of the reporting period, and a late report charge of up to 15% of the amount due but not less than \$100.00 shall be paid into the Funds by said delinquent Employer; provided, further, that if it becomes necessary in the opinion of the Board of Trustees to refer such delinquency to an attorney for collection, said Employer agrees to pay all court costs and all attorneys' fees in addition to the late report charge.

(L) For the purpose of venue and jurisdiction, each individual Employer hereby designates and appoints the Clerk of the United States District Court for the Northern District of Oklahoma as agent for the service of process, and the Funds' Director shall promptly furnish all delinquent Employers, by certified mail, a copy of all pleadings and notices of suit.

(M) The arbitration provisions in Article XIX of this Agreement shall not be applicable to the rights and liabilities created by this Article.

(N) Notwithstanding any other provision of this Agreement, the Union shall be authorized to withhold labor and refuse Employee referrals to any Employer that becomes more than 60 days delinquent in its fringe benefit contributions to any trust fund. No Employee shall be terminated or retaliated against by any Employer for participating in any work stoppage or cessation initiated by the Union pursuant to this subsection. The exercise of this right

by the Union shall not impair the rights of the Union or Trustees of the Funds to pursue collection of delinquent contributions through litigation or administrative collection on any surety bond.

XXV.

SUBSTANCE ABUSE POLICY

A Substance Abuse Policy has been negotiated by the Pipe Line Contractors Association and the United Association and is attached hereto and made a part of this Agreement as Attachment 5.

XXVI.

ALCOHOL MISUSE PREVENTION POLICY

An Alcohol Misuse Prevention Policy has been negotiated by the Pipe Line Contractors Association and the United Association and is made part of the Agreement as Attachment 6.

XXVII.

HISTORICAL PRECEDENT

Since the inception of the National Pipe Line Agreements, which cover all mainline cross-country pipe line construction, only four (4) unions have been recognized, and all work relating to such pipe line construction has been performed by these four (4) unions. They are: The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, 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. The recognition of only these four (4) unions on such work is hereby reaffirmed.

XXVIII.

INTERPRETATIONS

Interpretations to this Agreement have been agreed upon between the Pipe Line Contractors Association and the United Association and are attached hereto and made a part of this Agreement as Attachment 7.

XXIX.

INDIAN PREFERENCE IN EMPLOYMENT

The hiring procedures contained in this Agreement shall not apply in the "territorial jurisdiction" of any Indian Nation which has adopted an Indian Preference in Employment Law, provided that those persons covered by the law and seeking covered employment under this Agreement possess the "necessary qualifications" which are essential to the performance of that specific job.

XXX.

EFFECTIVE DATE, TERMINATION AND RENEWAL

(A) This Agreement shall become effective, when signed by the parties hereto and shall remain in full force and effect until its termination as provided herein below.

(B) The provisions of this Agreement shall continue in full force and effect from November 1, 2005 (AS AMENDED ON JULY 19, 2007) until December 31, 2010 and thereafter from year to year unless terminated at the option of either party after sixty (60) days' notice in writing to the other.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 27th day of January, 2006, and thereafter amended it as of July 19, 2007.

THE UNITED ASSOCIATION OF
JOURNEYMEN AND APPRENTICES OF
THE PLUMBING AND PIPEFITTING
INDUSTRY OF THE UNITED STATES
AND CANADA

William P. Hite

By: William P. Hite
General President

Phillip B. Stephenson

By: Phillip B. Stephenson
Department of Pipeline and
Gas Distribution

PIPE LINE CONTRACTORS ASSOCIATION

W. A. Leone

By: W. A. Leone
President

J. Patrick Tielborg

By: J. Patrick Tielborg
Managing Director and General Counsel

EXHIBIT "A"

RE: UNITED ASSOCIATION JOURNEYMEN	
HOURLY WAGE RATES	
	1/1/08 to 12/31/08
	<u>Wages</u>
Alabama	\$42.00
Alaska	---
Arizona	\$42.76
Arkansas	\$42.00
California	\$42.76
Colorado	\$42.00
Connecticut	\$42.76
Delaware	\$42.27
D.C.	\$42.27
Florida	\$42.00
Georgia	\$42.00
Idaho	\$42.00
Illinois	\$42.27
Indiana	\$42.27
Iowa	\$42.27
Kansas	\$42.00
Kentucky	\$42.27
Louisiana	\$42.00
Maine	\$42.27
Maryland	\$42.27
Massachusetts	\$42.76
Michigan	\$42.27
Minnesota	\$42.27
Mississippi	\$42.00
Missouri	\$42.27
Montana	\$42.00
Nebraska	\$42.00
Nevada	\$42.76
New Hampshire	\$42.27
New Jersey	\$42.76
New Mexico	\$42.00
New York	\$42.27
North Carolina	\$42.00
North Dakota	\$42.00
Ohio	\$42.27
Oklahoma	\$42.00
Oregon	\$42.27
Pennsylvania	\$42.27
Rhode Island	\$42.76

EXHIBIT "A"

RE- UNITED ASSOCIATION JOURNEYMEN HOURLY WAGE RATES	
	1/1/08 to 12/31/08
	Wages
South Carolina	\$42.00
South Dakota	\$42.00
Tennessee	\$42.00
Texas	\$42.00
Utah	\$42.00
Vermont	\$42.27
Virginia	\$42.27
Washington	\$42.27
West Virginia	\$42.27
Wisconsin	\$42.27
Wyoming	\$42.00

JOURNEYMAN FRINGE BENEFITS (ALL STATES)	
	1/1/08 to 12/31/08*
	Fringes
Pipeline Industry Benefit Fund	\$4.00
Pipeline Industry Pension Fund	\$12.90
Pipeline Industry Advancement Fund	\$.50
Local 798 Training Fund	\$.50
International Training Fund	\$.10
TOTAL	\$18.00

* Per agreement of the Parties, for the period from January 1 through December 31, 2008, all PIBF contributions subject to reciprocation shall be \$7.90, and all PIPF contributions subject to reciprocation shall be \$9.00.

JOURNEYMAN PER DIEM (ALL STATES)	
	1/1/08 to 12/31/08
	Per Diem
Welder Journeymen	\$102.50
Non-Welder Journeymen	\$42.50

EXHIBIT "B"

RE: UNITED ASSOCIATION HELPER WAGE RATES AND FRINGE BENEFITS	
	1/1/08 to 12/31/08
	<u>Wages</u>
Alabama	\$16.80
Alaska	
Arizona	\$20.46
Arkansas	\$17.62
▶ California:	
Zone 1	\$27.30
Zone 2A	\$30.50
Zone 2B	\$29.18
Zone 3	\$28.03
Colorado	\$20.00
Connecticut	\$24.08
Delaware	\$16.68
D.C.	\$19.34
Florida	\$18.06
Georgia	\$18.35
▶ Idaho:	
Zone 1	\$25.00
Zone 2	\$23.53
▶ Illinois:	
Zone 1	\$30.03
Zone 2	\$25.76
Zone 3	\$23.61
▶ Indiana	
Zone 1	\$30.03
Zone 2	\$20.80
▶ Iowa	
Zone 1	\$22.45
Zone 2	\$17.64
▶ Kansas	
Zone 1	\$21.43
Zone 2	\$16.68
Zone 3	\$16.68
Zone 4	\$20.18
Kentucky	\$18.19
Louisiana	\$19.92
Maine	\$16.88
▶ Maryland	
Zone 1	\$18.73
Zone 2	\$21.29

EXHIBIT "B"

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

	1/1/08 to 12/31/08
Massachusetts	\$25.47
Michigan	\$23.48
◆ Minnesota	
Zone 1	\$22.30
Zone 2	\$16.56
Mississippi	\$18.00
◆ Missouri	
Zone 1	\$26.01
Zone 2	\$23.29
Zone 3	\$22.15
Zone 4	\$20.63
Zone 5	\$24.63
Zone 6	\$23.15
Montana	\$19.34
Nebraska	\$17.56
◆ Nevada	
Zone 1	\$24.81
Zone 2	\$22.89
New Hampshire	\$18.89
New Jersey	\$25.67
New Mexico	\$18.34
◆ New York	
Zone 1	\$29.55
Zone 1A	\$29.63
Zone 2	\$27.30
Zone 3	\$28.23
Zone 4	\$28.47
Zone 5	\$23.65
Zone 6	\$23.29
Zone 7	\$25.01
Zone 7A	\$22.27
Zone 7B	\$22.99
Zone 7C	\$23.26
Zone 7D	\$23.42
Zone 7E	\$24.30
Zone 7F	\$22.69
Zone 7G	\$25.86
Zone 8A	\$24.24
Zone 8B	\$24.40
Zone 9	\$25.82
Zone 10	\$23.98
Zone 11	\$20.86
Zone 12	\$22.30
Zone 13	\$24.99

EXHIBIT "B"
(cont'd)

PIPELINE INDUSTRY WELDER HELPER	
WAGE RATES	
	1/1/08 to 12/31/08
North Carolina	\$18.46
North Dakota	\$16.68
Ohio	\$24.50
Oklahoma	\$18.40
Oregon	\$23.95
Pennsylvania	
Zone 1	\$23.35
Zone 2	\$21.40
Zone 3	\$21.91
Rhode Island	\$25.23
South Carolina	\$18.46
South Dakota	\$17.73
Tennessee	\$18.31
Texas	\$18.45
Utah	\$20.55
Vermont	\$19.62
Virginia	\$18.92
Washington	\$23.65
West Virginia	\$21.16
Wisconsin	\$21.43
Wyoming	\$20.26

See pages 240 - 247 for description of Zones.

HELPER FRINGE BENEFITS	
(ALL STATES)	
	1/1/08 to 12/31/08
Pipeline Industry Benefit Fund	\$4.00
Pipeline Industry Pension Fund	\$7.58
Pipeline Industry Advancement Fund	\$.50
Local 798 Training Fund	\$.50
International Training Fund	\$.10
TOTAL	\$12.68

* Per agreement of the Parties, for the period from January 1 through December 31, 2008, all PIBF contributions subject to reciprocation shall be \$5.90, and all PIPF contributions subject to reciprocation shall be \$5.68.

HELPER PER DIEM	
(ALL STATES)	
	1/1/08 to 12/31/08
Helper	\$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

ILLINOIS

Zone 1:

In Illinois:

Boone	Grundy	Lake	Will
Cook	Kane	LaSalle	Winnebago
DeKalb	Kankakee	Livingston	
DuPage	Kendall	McHenry	

Zone 2:

Adams	Dewitt	Knox	Morgan	Scott
Brown	Douglas	Lee	Moultrie	Shelby
Bureau	Edgar	Logan	Ogle	Stark
Carroll	Ford	Macon	Peoria	Stephenson
Cass	Fulton	Marshall	Piatt	Tazewell
Champaign	Hancock	Mason	Pike	Vermillion
Christian	Henderson	McClellan	Putnam	Warren
Clark	Henry	McDonough	Rock Island	Whiteside
Cole	Iroquois	Menard	Sangamon	Woodford
Cumberland	Jo Davies	Mercer	Schuyler	

Zone 3:

Rest of State

INDIANA

Zone 1:

Jasper	Lake	LaPorte	Newton	Porter
--------	------	---------	--------	--------

Zone 2:

Rest of State

IOWA

Zone 1:

Scott

Zone 2:

Rest of State

KANSAS

Zone 1:

Johnson Wyandotte

Zone 2:

Anderson	Geary	Marshall	Reno
Chase	Jackson	McPherson	Republic
Clay	Jefferson	Miami	Riley
Cloud	Leavenworth	Morris	Saline
Coffey	Linn	Osage	Shawnee
Dickinson	Lyon	Ottawa	Wahauensee
Douglas	Marion	Pottawatomie	Washington
Franklin			

Zone 3:

Allen	Cherokee	Harper	Neosho
Atchison	Cowley	Harvey	Sedgwick
Bourbon	Crawford	Kingman	Summer
Brown	Doniphan	Labette	Wilson
Butler	Elk	Montgomery	Woodson
Chatauqua	Greenwood	Nemaha	

Zone 4:

Rest of State

MARYLAND

Zone 1:

Calvert	Kent	Queen Annes	Talbot
Caroline	Montgomery	Somerset	Winconico
Charles	Prince Georges	St. Marys	Worchester
Dorchester			

Zone 2:

Rest of State

MINNESOTA

Zone 1:

Anoka	Hennepin	Scott	Washington
Carlton	Isanti	Sherburne	Wright
Carver	Itasca	St. Louis (North of T.55N)	
Chisago	Lake	St. Louis (South of T.55N)	
Cook	Pine		
Dakota	Ramsey		

Zone 2:

Rest of State

MISSOURI

Zone 1:

St. Louis County

Zone 2:

Clay	Jackson	Platte	Ray
------	---------	--------	-----

Zone 3:

Buchanan	Cass	Lafayette
----------	------	-----------

Zone 4:

Andrew	Dade	Holt	Ozark
Atchison	Dallas	Jasper	Pettis
Barry	Daviess	Johnson	Folk
Barton	DeKalb	Laclede	Saline
Bates	Douglas	Lawrence	Stone
Benton	Gentry	Livingston	St. Clair
Caldwell	Greene	McDonald	Taney
Camden	Grundy	Mercer	Vernon
Carroll	Harrison	Morgan	Webster
Cedar	Henry	Newton	Worth
Christian	Hickory	Nodaway	Wright
Clinton			

Zone 5:

Franklin	Jefferson	St. Charles
----------	-----------	-------------

Zone 6:

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

NEVADA

Zone 1:

Clark	Esmeralda	Lincoln	Nye
-------	-----------	---------	-----

Zone 2:

Rest of State

NEW YORK

Zone 1:

Bronx	New York	Queens	Richmond
Kings			

Zone 1A:

Nassau	Suffolk
--------	---------

Zone 2:

Westchester	Putnam
-------------	--------

Zone 3:

Rockland

Zone 4:

Columbia (Townships of Ancram, Claverack, Clermont, Copake, Galatin, Germantown, Greenport, Hillside, Hudson, Livingston, Philmont and Taconic)

Dutchess

Zone 5:

Delaware
Green

Orange
Otsego

Sullivan

Ulster

Zone 6:

Erie

Zone 7:

Broome, Tioga (Townships of Richford, Berkshire, Newark Valley, Oswego, Tioga, Barton and Nichols)

Chenango (Townships of Columbus, Linklaen, Otsego, Smyrna, Pitcher, Pharsalis, Plymouth, North Norwich, German, McDonough, Preston, Norwich, Smithville, Oxford, Guilford, Greene, Coventry, Bainbridge and Afton)

Delaware (Townships of Sidney, Masonville, Walton, Tompkins, Deposit, Hancock and Colchester)

Zone 7A:

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)

Fulton (Townships of Stratford, Oppenheim, Caroga and Ephrata)

Madison, Oneida (Townships of Florence, Camden, Amnsville, Lee, Ava, Boonville, Western Steuben, Vienna, Rome, Floyd, Westmoreland, Vernon, August and Verona)

Zone 7B:

Onondaga

Zone 7C:

Clinton Essex Warren

Zone 7D:

Oswego

Zone 7E:

Franklin Jefferson Lewis St. Lawrence

Zone 7E:

Cortland, Tompkins, Tioga (Townships of Spencer and Candor)

Schuyler (Townships of Catherine)

Zone 7G:

Chenango (Townships of Sheburne, Columbus and New Berlin)

Delaware (Townships of Franklin, Hamden, Stamford, Delhi, Kortright, Harpersfield, Meredith and Davenport).

Zone 8A:

Albany (Town Of Colonie)	Fulton Green	Montgomery Rensselaer	Schenectady Schoharie
Colombia	(Catskill Township)	(See 8B) Saratoga	Washington

Zone 8B:

Albany (except Town of Colonie)

Columbia (Townships of Stuyvesant, Stockport, Kunderhook, New Lebanon, Canaan, Ghent, Chatham and Austerlitz)

Green (except Catskill Township)

Rensselaer (Townships of North Greenbush, East Greenbush, Scholack, Nassau, Stephentown and Town of Rensselaer)

Zone 9:

Niagara

Zone 10:

Genesee Livingston	Monroe	Orleans	Wyoming
-----------------------	--------	---------	---------

Zone 11:

Allegheny Cattaraugus	Chautaugua (Townships of French Creek, Clymer, Chautaugua, Gerry, Ellington, Elletts 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	Clarion	Franklin	Mercer
Armstrong	Clearfield	Fulton	Mifflin
Beaver	Clinton	Greene	Potter
Bedford	Crawford	Huntingdon	Somerset
Blair	Elk	Indiana	Venango
Butler	Erie	Jefferson	Warren
Cambria	Fayette	Lawrence	Washington
Cameron	Forest	McKean	Westmoreland
Centre			

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			

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, 2008.

	JOURNEYMEN	HELPERS
Wages	\$29.49	\$12.21 (\$15.46 for Laborers' Comparison)
Fringe Benefits	\$8.89	\$6.32
PIBF	\$4.00	\$4.00
PIPF	\$4.59	\$2.02
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 reciprocity shall be \$4.30 for Journeymen and Helpers, and all PIPF contributions subject to reciprocity shall be \$4.29 for Journeymen and \$1.72 for Helpers. Reciprocity 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.

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, 2008.

	JOURNEYMEN	HELPERS
Wages	\$29.57	\$12.75 (\$16.00 Laborers' Comparison)
Fringe Benefits	\$9.90	\$6.32
PIBF	\$4.00	\$4.00
PIPF	\$5.60	\$2.02
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 reciprocity shall be \$4.30 for Journeymen and Helpers, and all PIPF contributions subject to reciprocity shall be \$5.30 for Journeymen and \$1.72 for helpers. Reciprocity 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 Points(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.

IV. WAGES AND FRINGE BENEFITS

(A) Wages and Fringe Benefits will be the same as the Special Agreement for Small Diameter Pipe (16" and under) (except that the contribution to the Local 798 Training Fund shall be \$.25 per hour) or Building Trade wages and fringes whichever are greater.

(B) During emergencies, any employee of the Employer may be assigned to any work provided; however, no employee's hourly rate shall be lowered under this provision. Emergencies shall be defined as an imminent threat to life or property.

(C) All overtime will be paid at one and one-half times the straight-time rate, except for work performed on the following holidays which will be paid at double the straight-time rate: New Year's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving Day and Christmas Day. If any of the above holidays falls on a Sunday, the Monday following shall be considered a holiday.

(D) The Employer shall have the right to select all foremen. The foremen shall be paid a minimum of an additional \$1.50 per hour above his regular wage rate.

(E) The following conditions for Stewards under this Agreement shall apply:

1. Wage Rates — The Steward shall be paid \$1.00 per hour above the basic Welder or Journeyman rate.

2. Hours — The Steward shall be paid for the number of hours for which the job is set up for the number of hours worked. The steward's hours will not attach to any other employee on the job. The Steward will be a working steward.

V. WORKING RULES

(A) The job starts at the jobsite and shall end at quitting time at the jobsite; however, the lunch period shall be excluded. The work week and work day shall be established at the pre-job conference.

(B) Journeymen shall be paid waiting time for any days lost during the normal scheduled work week as follows:

1. If the jurisdiction of the work is awarded to a U.A. Pipeline Local Union the waiting time provisions of the National Pipe Line Agreement will apply; or

2. If the jurisdiction of the work is awarded to a Building Trades Local Union then the waiting time provisions (if any) of the Local Building Trades Agreement will apply.

(C) Travel Pay for Journeymen and Helpers/Apprentices shall apply as follows:

1. If the jurisdiction of the work is awarded to a U.A. Pipeline Local Union the travel expense provision of the National Pipe Line Agreement will apply; or

2. If the jurisdiction of the work is awarded to a Building Trades Local Union then the travel expense provisions (if any) of the Local Building Trades Agreement will apply.

(D) Reporting time for Journeymen and Helpers/Apprentices will be applicable as follows:

1. If the jurisdiction of the work is awarded to a U.A. Pipeline Local Union the reporting time provisions of the National Pipe Line Agreement will apply; or

2. If the jurisdiction of the work is awarded to a Building Trades Local Union then the reporting time provisions (if any) of the Local Building Trades Agreement will apply.

(E) The employees needed to carry out the instrumentation and threading piping will be hired at the discretion of Employer.

(F) Rig pay to be paid on the same basis as the National Pipe Line Agreement.

ATTACHMENT 3

SPECIAL AGREEMENT FOR MAINTENANCE WORK

This Special Agreement to the National Pipe Line Agreement sets forth the terms and conditions under which Maintenance 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

(A) This Special Agreement shall only be effective when the International Brotherhood of Teamsters ("Teamsters"), the International Union of Operating Engineers ("Operators"), and the Laborers International Union of North America ("Laborers") have each agreed to enter into a maintenance agreement similar to this Special Agreement for Maintenance Work.

(B) The wage rates, fringes and other conditions set out in this Special Agreement will apply to the work described in Article I, Section C, below, performed in the Continental United States with the exception of such work performed in California, Illinois, Indiana (Jasper, Lake, La Porte, 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.

(C) This Special Agreement shall cover maintenance of all existing transportation mainline pipelines (existing pipelines) coming within the jurisdiction of the Union. This Special Agreement is intended to cover on-going maintenance, integrity work, repair, renovation, restoration, removal, modification, addition and/or replacement of existing pipelines, including the following:

1. replacement of existing pipelines of less than 1 (one) mile, per location, regardless of size;
2. hydrostatic testing of existing pipelines for re-qualification regardless of size or length;
3. anomaly investigation and repair including recoating and/or replacement of pipe; and
4. installation/replacement of mainline valves and/or launchers/receivers for integrity programs.

For purposes of this Section C only, the term "existing pipelines" is limited to a constructed pipeline already completed and shall not apply to any new pipeline.

(D) This Special Agreement shall apply through completion of jobs involving such work.

(E) The principal parties may request additional coverage to this Special Agreement by written request with approval contingent upon agreement by all four international unions.

VI. WAGES, FRINGE BENEFITS, AND PER DIEM

(A) Wage Rates, Fringe Benefits and Per Diem for work performed under this Special Agreement on pipeline of 16" or less will be the same as those paid for work performed under the Special Agreement for Small Diameter Pipe (see Attachment 1 to the National Pipe Line Agreement for applicable rates).

(B) For work covered under this Special Agreement for pipe over 16," the Employer must request rates from the PLCA and the Union. The Union and the PLCA may agree upon Small Diameter Pipe Rates, intermediary rates, or full National Pipe Line Agreement rates.

III. OTHER CONDITIONS

(A) Hiring/Discharge

The Employer has the right to hire the first Employee on the project. If only one Employee is hired, he will be the Steward. The second (2nd) and seventh (7th) Employee shall be determined by the Union at the pre-job conference. At least 50% of all hires (if qualified) must be represented by the Local Unions in whose jurisdiction the work will be performed. Thereafter, the Employer retains the right to hire 75% of the employees. The Steward shall be appointed by the Union, except as noted above, and will be discussed at the pre-job.

(B) Portability

Once the crew is hired, the Employer can move that crew within the covered project without change regardless of the Local Union jurisdiction.

(C) Composite Crew

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 jurisdictional 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.

(D) Work Week

The work week will be determined by the Employer and will be discussed at the pre-job conference.

(E) Assembly Point/Warehouse

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

(F) Pre-Job Conference

The Employer agrees to notify the Union of jobs obtained by the Employer. The Employer and representatives of the Union will hold an initial pre-job conference so that the start and continuation of the work may progress without interruption and the Union representatives at such pre-job conference shall be authorized by the Union to represent the Union for the entire area covered by the Job. The Union will invite each Local Union with jurisdiction to the pre-job. A pre-job will not be necessary each time the crew moves from one location or local jurisdiction to another after the initial pre-job.

(G) Bonus

If any individual Employer pays any wages in excess of the wages negotiated in this Agreement with any Union(s) in the form of extra money, extra hours, extra travel or standby time or in the form of a bonus by any subterfuge, and if the Pipe Line Contractors Association and the Union(s) shall jointly determine that such bonus is for the purpose of pirating men from other individual employers, or results in conditions injurious to the pipeline construction industry, then such individual Employer shall be required to pay a proportionate additional compensation to all Employees covered by this Agreement and such requirement shall continue until that particular job is completed. It is understood and agreed, however, that any profit-sharing, retirement or pension plan which an individual Employer may have in effect which has not been set up for that particular job shall not be considered a bonus.

IV.
DURATION

The term of this Special Agreement will be from January 1, 2006 to December 31, 2006 unless mutually extended by the parties. The Parties agree, however, that if the Teamsters, Operators and Laborers agree to multiple years of coverage, this Special Agreement term will be extended on the same basis. No past practice or precedence will apply to any work covered by this Special Agreement.

ATTACHMENT 4

SPECIAL AGREEMENT FOR MAINLINE MECHANIZED WELDING

This Special Agreement to the National Pipe Line Agreement sets forth the terms and conditions under which Mainline Mechanized Welding 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 mechanized welding performed on mainline work covered by the National Pipe Line Agreement.

II. CLASSIFICATIONS

(A) UA Technician

A U.A. Technician (or Technicians) will be assigned for the repair and maintenance of the mechanized welding equipment (excluding that normally done by other crafts on tractors and generating sets). The U.A. Technician (or Technicians) will be a qualified employee who has received actual training on the repair and maintenance of the mechanized welding equipment. The U.A. Technician(s) will be obligated to show proof of training. Union agrees that U.A. Technicians must be available for any jobs on which Employers use mechanized welding equipment. The Owner or Supplier of the mechanized welding equipment can place a designated Technician Representative (who may make actual repair if U.A. Technicians are unable to make repair) in a supervisory capacity over the Technician or Technicians comprising the repair and maintenance crew.

(B) Foreman

The appointment of all foremen is the responsibility of the Employer. Foremen may be paid on an hourly, weekly, or monthly basis as determined by the Employer.

III. WAGES AND FRINGE BENEFITS

(A) Wages and Fringe Benefits

1. The UA Technician(s) will be paid the Journeyman wage rate and fringe benefits under the National Pipe Line Agreement or applicable Project Agreement.

2. The Helper shall be paid the Helper wage rate and fringe benefits under the National Pipe Line Agreement or applicable Project 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 - \$8.00 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.

(E) O.D. Welder

There may be two devices (one or more may be used) set up on the band to complete each O.D. weld. There shall be one Welder and one Helper employed for each device.

(F) Mechanic Work

The work of servicing welding heads, both internally and externally, and servicing the mechanized welding equipment from the lugs out, will be performed by a U.A. Technician or Welder.

(G) Premium Pay/Hiring

No premium pay shall be paid for any job assignment unless specifically provided for in this Agreement. Hiring shall be in accordance with the formulas set out in the National Pipe Line Agreement.

ATTACHMENT 5

**COPY OF
SUBSTANCE ABUSE POLICY
AVAILABLE
UPON REQUEST FROM UA OR PLCA.**

ATTACHMENT 6

**COPY OF
ALCOHOL MISUSE POLICY
AVAILABLE
UPON REQUEST FROM UA OR PLCA.**

ATTACHMENT 7

NATIONAL PIPE LINE AGREEMENT INTERPRETATIONS BETWEEN THE PIPE LINE CONTRACTORS ASSOCIATION AND THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPE FITTING INDUSTRY OF THE UNITED STATES AND CANADA, AFL-CIO

(Effective June 17, 1999, as amended July 19, 2007)

The Interpretations set out below have been agreed to by the Pipe Line Contractors Association and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada and are made a part of the National Pipe Line Agreement as if set out therein.

1. Road Boring: When a Welder is assigned and working with the road boring crew on any particular day, he will be entitled to the hours of the road boring crew for that day. For example, if the full road boring crew continues to work after regular quitting time and the Welder assigned to that crew that day is sent in before quitting time or at quitting time and not allowed to remain with the crew while it continues working after regular quitting time, he will be entitled to any additional hours worked by that crew that day. If the Welder assigned to the road boring crew is temporarily reassigned to perform other work and the full road boring crew continues to work performing regular road boring crew work that day, the Welder will be entitled to the same hours worked provided he returns to that crew or is relieved by the contractor from returning to the road boring crew.

2. Welding Rigs: There are certain procedures applicable to rigs when performing work under the National Pipe Line Agreement. These are as follows:

(a) Rig Pay on Single Qualification Test - The Welder's rig will be entitled to be paid the same number of hours the man is paid on a single qualification test.

(b) Rig Pay on Multiple Tests - On multiple tests the Welder's rig will be entitled to be paid the same number of hours the man is paid for multiple tests.

(c) Gassing Up - All trucks and welding machines will be gassed up during regular working hours unless the contractor has negotiated a rental and fuel rate. Welders are entitled to a full tank of gas for their truck and welding machine on the same day they complete work on that job and they are laid off; this does not include the drag-up tank.

3. Dispatching Employees: The contractor will provide the Union with the same advance notice of starting date for the Union's quota to be dispatched as it provides for its contractor-hired employees.

4. **Drug Testing:** The Substance Abuse Policy negotiated by the Association (PLCA) and the United Association (U.A.) will be applicable on all jobs covered by the National Pipe Line Agreement. The Journeyman shall be paid waiting time for any days lost during the normal scheduled work week in those cases which require completed testing before employment. In such cases, the Journeyman shall receive for any day lost during any one work week the sum of five hours plus fringes, and the Helper will receive a sum of four hours plus fringes. No payment or fringe contributions will be made if a test is positive for a prohibited drug.

5. **Reporting time for Welder Helper:** The Agreement provides that the Welder Helper shall receive the equivalent of not less than four hours pay at the straight time rate for any hours he misses during the normal scheduled work week unless he is told the night before that there will be no work the following day. These four hours are cumulative.

6. **Job Steward Hours:** Under the National Pipe Line Agreement a journeyman acting as job steward is entitled to be paid 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 or welders working on testing.

It has been agreed by the PLCA and United Association that the maximum of thirteen (13) hours is based on a 10 hour work day, and that if the work day is set up on or extended to 11 hours or more the steward will be entitled to 3 hours above the number of hours the job is set up or extended, provided some other journeymen, except the UA mechanic, journeymen or welder on testing, works those hours. As an example, if the contractor sets the work week at 6-12's, and a UA journeyman other than the UA mechanic, journeymen or welder on testing works 16 hours the steward would be entitled to 15 hours.

EXHIBIT "E"

**JURISDICTIONAL AGREEMENT IN
STATE OF CALIFORNIA**

January 20, 1954

Local Unions 250 at Los Angeles, 460 at Bakersfield, 246 at Fresno and 342 at Oakland of the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United State and Canada, and the United Association itself, entered into an agreement dated June 23, 1952, with certain contractors covering the construction of transportation gas and oil pipe lines in California, which said agreement differs from the Mainline Pipe Line Agreement entered into between the United Association and certain pipe line contractors, dated January 1, 1952, which also covers the construction of transportation gas and oil pipe lines in California, as well as in other states of the United States and Canada.

Representatives of the four local unions in California and Archie Virtue and Charles C. Balch, General Organizers for the United Association, entered into an agreement dated January 20, 1954 in order to clarify the coverage of both agreements insofar as work in the state of California is concerned.

By virtue of said agreement, all transportation pipe line work in California under contract calling for the construction of less than 30 miles of pipe line shall be constructed under the terms of the Statewide Pipe Line Agreement hereinabove referred to. All transportation pipe line work 30 miles in length or longer shall be constructed under the terms of the Mainline Pipe Line Agreement.

The 30 miles in length need not be continuous nor unbroken but may consist of two or more sections or loops which total 30 miles in length or longer.

In evidence of the understanding between the parties, Charles C. Balch, acting for the United association, and Richard A. Gump acting for the Pipe Line Contractors Association, have executed this memorandum.

/s/ Charles C. Balch
Charles C. Balch

/s/ Richard A. Gump
Richard A. Gump
Executive Secretary



** MAJOR PROJECTS**

NOTE:

In all states except California, Nevada, New Jersey, and New York (Zones 1, 2, 4 and 5), the increases effective 11/1/05 apply only to work bid or let on or after 11/1/05.

ALABAMA

ZONE 1 (Local 328)

Colbert DeKalb Franklin	Jackson Lauderdale Lawrence	Limestone Madison Marion	Maxwell Morgan		
	5/1/03 to 8/1/04	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/09
Group 1	\$28.95	\$29.43	\$30.70	\$32.06	\$33.14
Group 2	22.27	22.41	23.24	24.85	26.18
Group 3	15.52	15.33	15.73	17.34	18.67
Welfare	3.00	4.00	4.65	4.65	5.00
* Pension	4.25	4.25	4.25	4.50	4.75
Pipeline Tag.	.25	.25	.50	.75	.75
LMCT	.50	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05	.05

*(\$.50 for Group 2; \$1.00 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 Mozize Pike Washington Wilcox		
	5/1/03 to 8/1/04	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/09
Group 1	\$28.95	\$29.43	\$30.70	\$32.06	\$33.14
Group 2	22.27	22.41	23.24	24.85	26.18
Group 3	15.52	15.33	15.73	17.34	18.67
Welfare	3.00	4.00	4.65	4.65	5.00
* Pension	4.25	4.25	4.25	4.50	4.75
Pipeline Tag.	.25	.25	.50	.75	.75
LMCT	.50	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05	.05

*(\$.50 for Group 2; \$1.00 for Group 3)

(4% dues deducted when authorized)

** (Deducted when authorized by employee)

ZONE 3 (Local 313)

(Rest of State)

	5/1/03 to 8/1/04	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/09
Group 1	\$28.95	\$29.43	\$30.70	\$32.06	\$33.14
Group 2	22.27	22.41	23.24	24.85	26.18
Group 3	15.52	15.33	15.73	17.34	18.67
Welfare	3.00	4.00	4.65	4.65	5.00
* Pension	4.25	4.25	4.25	4.50	4.75
Pipeline Tag.	.25	.25	.50	.75	.75
LMCT	.50	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05	.05

*(\$.50 for Group 2; \$1.00 for Group 3)

(\$3.30 dues deducted when authorized)

** (Deducted when authorized by employee)

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

ARIZONA

Statewide (Local 435)

	11/1/05 to 11/1/06	11/1/06 to 6/1/07	6/1/07 to 11/1/07	11/1/07 to 12/1/07	12/1/07 to 2/1/09
Group 1	\$32.50	\$35.48	\$32.86	\$34.53	\$34.38
Group 2	23.28	24.26	23.64	25.31	25.16
Group 3	14.28	15.26	14.64	16.31	16.16
Welfare	3.95	4.45	4.80	4.80	4.95
Pension	2.90	3.03	3.30	3.30	3.30
Apprenticeship	.25	.25	.25	.26	.26
* Vacation	.50	.50	.50	.50	.50
Pipeline Tag.	.50	.50	.50	.75	.75
LMCT	.25	.25	.25	.00	.00
** EPEC	.05	.05	.05	.05	.05

*(Deducted from Rate after Taxes)

** (Deducted when authorized by employee)

ARKANSAS

Statewide (Local 624)

	5/1/03 to 8/1/04	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.15	\$28.63	\$29.85	\$31.36	\$32.99
Group 2	20.47	20.62	21.92	23.43	25.06
Group 3	13.22	13.04	13.91	15.42	17.05
Welfare	3.00	4.00	4.65	4.65	4.65
* Pension	5.00	5.00	5.00	5.00	5.00
Apprenticeship	.05	.05	.10	.20	.25
Pipeline Tag.	.25	.25	.50	.75	.75
LMCT	.50	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05	.05

(2.5% Dress deduction when authorized by employee.)

*(\$3.50 for Group 2; \$2.50 for Group 3; Eff 5/1/02 - \$4.50 for Group 2; \$3.50 for Group 3; 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
Imperial			
Inyo			
Kern			
	7/1/06 to 7/1/07	7/1/07 to 7/1/08	7/1/08 7/1/09
Group 1	\$34.54	\$36.54	+2.30
Group 2	33.40	35.10	TP
Group 3	32.35	33.65	TP
Welfare	7.80	7.90	
Pension	4.05	4.55	
Vac. & Supp Dues	2.80	2.82	
Training	.65	.50	
BCCC	.05	.05	
* EPEC	.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.

Subletting: \$24.00 to \$30.00 per day in specified areas and time starts and stops at the job site with employee furnishing own transportation. In free zone employer will provide transportation and riding time pay one way. (Inyo and Mono \$26.00).

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 6/25/08
Group 1	\$31.48	\$32.41	\$33.08
Group 2	28.36	29.29	29.96
Group 3	25.23	26.16	26.83
Welfare	5.65	6.58	6.91
* Pension	4.00	5.00	6.00
** Vacation	2.70	3.55	2.70
*** Aff. Action	.61	.62	.61
Pen. H&W	1.69	2.14	2.14
Annuity	.40	.40	.40
Supp. D.	.75	—	.85
**** EPEC	.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)**

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 3/1/09
Group 1	\$29.99	\$31.05	\$32.06	\$32.94
Group 2	21.87	22.54	23.55	24.43
Group 3	15.85	16.37	17.38	18.46
Welfare	4.00	4.65	4.65	4.85
* Pension	3.35	3.60	4.20	4.80
Apprenticeship	.34	.30	.30	.30
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$2.70 for Group 2; \$1.70 for Group 3; Eff. 11/1/05-\$2.90 for Group 2; \$1.70 for Group 3; Eff. 11/1/06-\$3.50 for Group 2; \$2.30 for Group 3; Eff. 11/1/07-\$4.10 for Group 2; \$2.70 for Group 3.)

(\$0.10 dues deduction when authorized by employee)

**[Deducted when authorized by employee]

CONNECTICUT**Statewide (Local 478)**

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 3/1/09
Group 1	\$31.94	\$32.67	\$32.99	\$33.39
Group 2	25.61	26.03	26.35	26.75
Group 3	19.05	19.14	19.46	19.86
Welfare	5.50	6.65	7.65	8.65
Pension	2.40	2.70	3.20	3.70
Sub	.85	.85	.85	.85
Apprenticeship	.55	.60	.65	.70
Annuity	2.65	2.65	2.65	2.65
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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)

	5/1/03 to 8/1/04	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$24.63	\$25.68	\$26.41	\$27.48	\$28.58
Group 2	20.09	20.98	21.47	22.54	23.64
Group 3	16.13	16.87	17.16	18.23	19.34
* Welfare	16.0%	16.0%	16.0%	16.0%	16.0%
Pension	10.5%	10.5%	10.5%	10.5%	10.5%
Apprenticeship	1.0%	1.0%	1.0%	1.0%	1.0%
Pipeline Tag.	.25	.25	.50	.50	.50
Annuity	4.00	4.00	4.00	4.00	4.00
Sub	2.0%	2.0%	2.0%	2.0%	2.0%
LMCT	.50	.50	.25	.25	.25
** EPEC	.05	.05	.05	.05	.05

*(Add 1.70 surcharge to Welfare for Groups 1-3.)

** (Deducted when authorized by employee)

DISTRICT OF COLUMBIA

(Local 77)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$31.77	\$33.43	\$34.77	\$36.18
Group 2	23.43	24.67	26.01	27.42
Group 3	15.53	16.36	17.70	19.11
Welfare	3.30	3.60	3.90	4.20
Pension	2.00	2.00	2.00	2.00
Apprenticeship	.55	.55	.55	.55
* Annuity	.75	.75	.75	.75
Pipeline Tag.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.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 (Locals 487 and 673)

Local 487

	Glades	Lee	Okaloosa
Broward		Liberty	Palm Beach
Charlotte	Henry	Martin	Saint Lucie
Collier	Highlands	Mourou	
Dade	Indian River		

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.98	\$31.90	\$33.51	\$34.79
Group 2	22.21	23.69	25.30	26.58
Group 3	14.82	15.87	17.48	18.76
* Welfare	4.00	4.00	4.00	4.40
** Pension	3.50	3.50	3.50	3.50
*** Apprenticeship	.20	.20	.20	.20
Pipeline Tag.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
**** EPEC	.05	.05	.05	.05

Working Assessment of \$.25 per hour worked shall be deducted from wages after taxes for work in jurisdiction of Local 673.

*(\$.81 for Group 3, 11/1/07 - \$.421, Op 3; \$.425 Op 3 for Lo 673)

** (\$2.50 for Group 2; \$1.50 for Group 3)

*** (Eff. 11/1/05 App .30 for Lo 673, reduce rate .10)

**** (Deducted when authorized by employee)

Local 673

Baker	Flagler	Leon	Seminole
Bradford	Franklin	Madison	Suwannee
Brevard	Gadsden	Nassau	Taylor
Clay	Hamilton	Orange	Union
Columbia	Jefferson	Putnam	Volusia
Duval	Lafayette	Saint Johns	Wakulla

	8/1/04 to 11/1/05	11/1/05 to 7/1/06	7/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.98	\$31.80	\$31.55	\$33.16	\$34.84
Group 2	22.21	23.59	23.34	24.95	26.63
Group 3	14.82	15.77	15.33	16.94	18.62
* Welfare	4.00	4.00	4.25	4.25	4.25
** Pension	3.50	3.50	3.50	3.50	3.50
Apprenticeship	.20	.30	.30	.30	.30
Pipeline Tng.	.25	.50	.50	.75	.75
LMCT	.50	.25	.25	.00	.00
*** EPEC	.05	.05	.05	.05	.05

Working assessment of \$.25 per hour worked shall be deducted from wages after taxes:

*(\$.81 for Group 3; Eff. 7/1/06-\$4.25 for Group 3)

**(\$2.00 for Group 2; \$1.00 for Group 3; Eff. 5/1/03-\$2.50 for Group 2; \$1.50 for Group 3)

*** (Deducted when authorized by employee)

ZONE 2 (Local 925)

Alachua	Hardee	Manatee	Polk
Citrus	Hernando	Marion	Sarasota
De Soto	Hillsborough	Osceola	Sumter
Dixie	Lake	Pasco	
Gilchrist	Levy	Piellas	

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.18	\$30.10	\$31.31	\$32.99
Group 2	21.66	22.49	23.60	24.78
Group 3	14.08	14.48	15.59	16.77
Welfare	4.00	4.65	4.65	4.65
* Pension	4.25	4.60	5.00	5.00
Apprenticeship	.25	.25	.25	.25
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$.30 for Group 2; \$.20 for Group 3; Eff 11/1/06-\$3.50 for Group 2; \$.25 for Group 3; Eff. 11/1/07-\$4.00 for Group 2; \$.30 for Group 3)

** (Deducted when authorized by employee)

Working assessment: 3% of gross wages

ZONE 3 (Local 653)

Bay	Holmes	Santa	Ross
Calhoun	Jackson	Walton	
Escambia	Okaloosa	Washington	
Gulf			

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.43	\$30.70	\$32.06	\$33.14
Group 2	22.41	23.24	24.85	26.18
Group 3	15.33	15.73	17.34	18.67
Welfare	4.00	4.65	4.65	5.00
* Pension	4.25	4.25	4.50	4.75
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$.25 for Group 2; \$1.00 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	Dooly	McIntosh	Thomas
Brantley	Doherty	Macon	Tift
Brooks	Early	Marion	Toombs
Bryan	Echols	Miller	Treutlen
Bulloch	Effingham	Mitchell	Turner
Burke	Emanuel	Montgomery	Twiggs
Cathoun	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		

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.18	\$31.45	\$32.56	\$33.99
Group 2	22.41	23.24	24.35	25.78
Group 3	14.83	15.23	16.34	17.77
Welfare	4.00	4.65	4.65	4.65
* Pension	3.50	3.50	4.00	4.25
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$2.50 for Group 2; \$1.50 for Group 3. Eff. 11/1/06 - \$3.00 Op 2; 2.00 Op 3; Eff. 11/1/07 - \$3.25 Op 2; 2.25 Op 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	Glascock	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			

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.68	\$30.67	\$32.28	\$33.96
Group 2	21.91	22.46	24.07	25.75
Group 3	15.33	15.45	17.06	18.74
Welfare	4.00	4.65	4.65	4.65
* Pension	4.00	4.00	4.00	4.00
App.	—	.28	.28	.28
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$3.00 for Group 2; \$1.00 for Group 3)

(2% dues deducted when authorized)

** (Deducted when authorized by employee)

HAWAII

Refer to Art. I, Par. A

IDAHO

ZONE 1 (Northern) (Local 370)

	5/1/03 to 8/1/04	8/1/04 to 6/1/05	6/1/05 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.78	\$30.01	\$29.76	\$31.23	\$32.39	\$33.62
Group 2	23.76	24.79	24.54	25.75	26.19	27.42
Group 3	20.21	21.10	20.85	21.88	23.04	24.27
Welfare	4.45	4.70	4.95	5.15	5.35	5.55
Pension	2.50	2.50	2.50	2.75	3.00	3.25
App.	.47	.47	.47	.47	.47	.47
Pipeline Tng.	.25	.25	.25	.50	.75	.75
LMCT	.50	.50	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 2 (Southern) (Local 370)

	5/1/03 to 8/1/04	8/1/04 to 6/1/05	6/1/05 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.11	\$30.34	\$30.09	\$31.81	\$32.97	\$34.20
Group 2	24.09	25.12	24.87	26.33	27.49	28.72
Group 3	20.54	21.43	21.18	22.46	23.62	24.85
Welfare	4.45	4.70	4.95	5.15	5.35	5.55
Pension	2.17	2.17	2.17	2.17	2.42	2.67
App.	.47	.47	.47	.47	.47	.47
Pipeline Tng.	.25	.25	.25	.50	.75	.75
LMCT	.50	.50	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05	.05	.05

*(Deducted when authorized by employee)

ILLINOIS

ZONE 1 (Local 150)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Boone				
Bureau (east of Route 26)	DuPage	Lake	Seaman	
Carroll	Jo Daviess	Lee	Putnam (east of Illinois River)	
Cook	Grundy	LaSalle	Wabash	
DeKalb	Kane	Livingston	Watts	
	Kankakee	McHenry	Windsor	
	Kendall	Ogle	Winn	
			Winn	
			Winn	
			Winn	
Group 1	\$34.02	\$35.29	\$36.28	\$37.35
Group 2	28.38	29.37	30.36	31.43
Group 3	25.80	26.66	27.65	28.72
Welfare	5.35	5.95	6.55	7.20
Pension	4.30	4.40	4.50	4.65
Apprenticeship	.30	.60	.75	.90
* Vacation	1.56	1.60	1.70	1.70
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.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)

Alexander Franklin Gallatin Hamilton	Hardin Jackson Johnson Massac	Pope Pulaski Saline Union	White Williamson	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.99	\$31.99	\$32.46	\$34.20
Group 2	23.28	24.94	25.41	27.15
Group 3	18.29	19.70	20.17	21.91
Welfare	4.30	4.30	5.40	5.40
Pension	5.65	5.65	5.75	5.75
Apprenticeship	.86	.94	1.02	1.10
Pipeline Trg.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

(2.5% dues deduction on total package when authorized)

*(Deducted when authorized by employee)

ZONE 3 (Local 520)

Bond Calhoun Clinton Fayette	Greene Jefferson Jersey Macoupin	Madison Marion Monroe Montgomery	Perry Randolph Saint Clair Washington			
	8/1/06 to 11/1/06	11/1/06 to 8/1/07	8/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/2010
Group 1	\$24.23	\$25.98	\$24.58	\$26.40	reopener	reopener
Group 2	17.18	18.93	17.53	19.35		
Group 3	12.03	13.78	12.38	14.20		
Welfare	6.20	6.20	6.70	6.70		
Pension	6.45	6.45	7.35	7.35		
Apprenticeship	1.00	1.00	1.00	1.00		
Annuity	5.00	5.00	5.00	5.00		
* Vacation	1.00	1.00	1.00	1.00		
Pipeline Trg.	.50	.75	.75	.75		
LMCT	.25	.00	.00	.00		
** EPEC	.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) Fulton Hancock Henderson	Henry (East Half) Knox McDonough McLeta	Marshall Mason Peoria Putnam	Stark Thayer Warren Woodford
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.35	\$29.18	\$29.83	\$30.20
Group 2	21.63	22.12	22.77	23.14
Group 3	17.91	18.22	18.87	19.24
Welfare	4.25	4.65	4.90	5.25
Pension	5.50	5.75	6.00	7.00
Apprenticeship	.70	.80	.90	1.00
Annuity	2.00	2.00	2.00	2.00
HRA	—	.50	1.00	1.00
Pipeline Tng.	.25	.75	.75	.75
LMCT	.50	.00	.00	.00
* EPEC	.05	.05	.05	.05

(\$35 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 945)

	Adams Brown Case Christian	DeWitt Logan Macon Menard	Morgan Pitt Pike Sangamon	Schuyler Scott Shelby
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.45	\$29.68	\$31.43	\$33.25
Group 2	21.74	22.63	24.38	26.20
Group 3	17.87	18.57	20.32	22.14
Welfare	6.05	6.15	6.15	6.15
Pension	5.50	6.20	6.20	6.20
Apprenticeship	.80	.85	.85	.85
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05
* PEF	.10	.10	.10	.10

(Deduct 3% from rate where authorized)

*(Deducted when authorized by employee)

ZONE 6 (Local 841)

	Champaign Clark Clay Colas Crawford	Cumberland Douglas Edgar Edwards Effingham	Ford Iroquois Jasper Lawrence Wayne Moultrie	Richland Verillion Wabash	
	8/1/04 to 11/1/05	11/1/05 to 4/1/06	4/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.00	\$31.43	\$30.78	\$31.53	\$33.85
Group 2	23.29	24.38	23.73	23.48	26.80
Group 3	19.42	20.32	19.67	21.42	22.74
Welfare	4.20	4.60	5.00	5.00	5.20
Pension	4.00	4.25	4.50	4.50	4.75
Apprenticeship	.60	.60	.60	.60	.65
Savings	2.00	2.00	2.00	1.00	2.00
Pipeline Tng.	.25	.50	.50	.75	.75
LMCT	.50	.25	.25	.00	.00
* EPEC	.05	.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 Rock Island		Whiteside (West Part)	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.77	\$31.85	\$32.68	\$33.55
Group 2	24.06	24.80	25.63	26.50
Group 3	22.27	22.92	23.75	24.62
Welfare	5.10	5.70	6.30	6.95
Pension	3.75	3.85	3.95	4.10
Apprenticeship	.25	.55	.70	.85
Vacation	.93	.93	1.00	1.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09		
Group 1	\$32.72	\$33.85	\$34.79	\$35.70		
Group 2	26.71	27.54	28.48	29.39		
Group 3	22.01	22.61	23.55	24.46		
Welfare	5.35	5.95	6.55	7.20		
Pension	3.60	3.70	3.80	3.95		
Apprenticeship	.25	.55	.70	.85		
* Vacation	1.32	1.35	1.45	1.45		
Pipeline Tng.	.25	.50	.75	.75		
LMCT	.50	.25	.00	.00		
** EPEC	.05	.05	.05	.05		

*(Deducted from Rate)

(Dues of 2% deducted from rate when authorized by employee)

** (Deducted when authorized by employee)

ZONE 2 (Local 181)

Bartholomew Brown Clark Crawford Dearborn Decatur Dubois	Floyd Franklin Gibson Harrison Jackson Jefferson Jennings		Lawrence Martin Ohio Orange Perry Pike Posey		Ripley Scott Spencer Switzerland Vanderburgh Warrick Washington	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09		
Group 1	\$29.22	\$30.69	\$31.85	\$32.57		
Group 2	21.91	23.02	24.18	24.90		
Group 3	15.32	16.10	17.26	17.98		
Welfare	5.00	5.25	5.75	6.75		
Pension	4.50	4.75	4.75	4.75		
Pipeline Tng.	.25	.50	.75	.75		
LMCT	.50	.25	.00	.00		
* EPEC	.05	.05	.05	.05		

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

*(Deducted when authorized by employee)

ZONE 3 (Local 103)

	Delaware	Johnson	Tipitance				
Adams	Fayette	Madison	Tipton				
Allen	Grant	Marion	Union				
Benton	Hamilton	Miami	Webb				
Blackford	Hancock	Randolph	Wayne				
Carroll	Henry	Rush	Wells				
Cass	Howard	Shelby	White				
Clinton	Huntington	Stueben	Whitely				
Decatur	Jay						
DeKalb							
	8/1/04 to 11/1/05	11/1/05 to 4/1/06	4/1/06 to 11/1/06	11/1/06 to 4/1/07	4/1/07 to 11/1/07	11/1/07 to 4/1/08	4/1/08 to 2/1/09
Group 1	\$29.37	\$30.89	\$30.44	\$32.10	\$31.80	\$31.52	\$33.22
Group 2	22.06	23.22	22.77	24.43	24.13	21.85	25.55
Group 3	16.51	17.39	16.94	18.60	18.30	21.02	19.72
Welfare	3.90	3.90	4.05	4.05	4.05	4.05	4.05
Pension	5.05	5.30	5.55	5.55	5.80	3.80	6.05
Apprenticeship	.40	.60	.65	.65	.70	.70	.75
Pipeline Tng.	.25	.50	.50	.75	.75	.75	.75
LMCT	.50	.25	.25	.00	.00	.00	.00
*EPEC	.05	.05	.05	.05	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 4 (Local 150)

	Kosciusko	Newton	Polk	
Elkhart	LaGrange	Noble	Stark	
Fulton	Marshall			
Jasper				
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.03	\$30.00	\$30.76	\$31.53
Group 2	21.72	22.33	23.09	23.86
Group 3	16.18	16.51	17.27	18.04
Welfare	5.10	5.70	6.30	6.95
Pension	3.40	3.50	3.60	3.75
Apprenticeship	.25	.55	.70	.85
* Vacation	.90	.90	.95	.95
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.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)

	Hendricks	Morgan	Sullivan		
Boone	Knox <td>Owen <td>Vernillion </td></td>	Owen <td>Vernillion </td>	Vernillion		
Clay	Monroe <td>Parke <td>Vigo </td></td>	Parke <td>Vigo </td>	Vigo		
Davies	Montgomery <td>Putnam <td>Warrick </td></td>	Putnam <td>Warrick </td>	Warrick		
Fountain					
Greene					
	8/1/04 to 11/1/05	11/1/05 to 4/1/06	4/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.92	\$29.24	\$28.59	\$30.25	\$31.47
Group 2	20.61	21.57	20.92	22.58	23.80
Group 3	15.06	15.74	15.09	16.75	17.97
Welfare	4.20	4.60	5.00	5.00	5.20
Pension	4.00	4.25	4.50	4.50	4.75
Apprenticeship	.60	.60	.60	.60	.65
Savings	2.00	2.00	2.00	2.00	2.00
Pipeline Tng.	.25	.50	.75	.75	.75
LMCT	.50	.25	.00	.00	.00
* EPEC	.05	.05	.05	.05	.05

(Dues deduction of \$.50 when authorized by employee.)

*(Deducted when authorized by employee)

IOWA

ZONE 1 (Local 150)

Cedar Lee	Clinton Louisa	Des Moines Muscatine	Scott	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.24	\$30.24	\$31.02	\$31.82
Group 2	22.09	22.73	23.51	24.31
Group 3	15.32	15.59	16.37	17.01
Welfare	5.10	5.70	6.30	6.95
* Pension (GR 1/2)	3.75	3.85	3.95	4.10
Apprenticeship	.25	.55	.70	.85
Vacation	.90	.90	.95	.95
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$3.00 for Group 3 except Scott County; Eff 11/1/05 - \$3.10 for Group 3 except Scott County. Eff. 11/1/06 - \$3.20; Eff. 11/1/07 - \$3.35)

(2% dues deduction when authorized by employee)

** (Deducted when authorized by employee)

ZONE 2 (Local 234)

(Rest of State)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.69	\$28.74	\$29.77	\$30.77
Group 2	18.54	19.13	20.16	21.16
Group 3	15.21	15.70	16.98	18.23
Welfare	5.30	6.00	6.40	6.90
* Pension	5.75	6.00	6.25	6.50
Apprenticeship	.50	.50	.50	.50
** Admin. Dues	.65	.65	.75	.80
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
*** EPEC	.05	.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		
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.53	\$28.60	\$29.46	\$30.49
Group 2	19.27	19.90	20.76	21.79
Group 3	15.44	15.86	16.72	17.75
* Welfare	4.50	5.10	5.60	6.00
** Pension	3.75	4.00	4.25	4.50
Apprenticeship	.20	.20	.20	.20
Vacation	1.07	1.07	1.07	1.07
*** Suppl. Dues	.60	.60	.60	.60
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.20	.25	.00
**** EPEC	.05	.05	.05	.05

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

*(Eff 11/1/07 - \$5.75 Group 3)

** (Eff 11/1/07 - \$4.00 Group 2; \$3.75 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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.28	\$30.38	\$31.27	\$32.32
Group 2	20.51	21.17	22.06	23.11
Group 3	14.51	14.77	15.66	16.71
* Welfare	4.50	5.10	5.60	6.00
** Pension	3.75	4.00	4.65	4.50
Training	.15	.15	.15	.15
*** Sup. Dues	.60	.60	.60	.60
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
**** EPEC	.05	.05	.05	.05

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

*(Eff. 11/1/07-\$5.75 for Group 3))

***(Eff. 11/1/07-\$2.75 for 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	
	8/1/04 to 11/1/05	11/1/05 to 5/1/06	5/1/06 to 11/1/06	11/1/06 to 5/1/07	5/1/07 to 11/1/07	11/1/07 to 5/1/08	5/1/08 to 2/1/09	
Group 1	\$31.16	\$32.99	\$32.44	\$34.14	\$33.79	\$35.56	\$35.21	
Group 2	25.46	27.00	26.45	28.15	27.80	29.57	29.22	
Group 3	19.65	20.90	20.35	22.05	21.70	23.47	23.12	
Welfare	5.11	5.31	5.51	5.51	5.51	5.51	5.51	
Pension	3.00	3.00	3.30	3.30	3.65	3.65	4.00	
Apprenticeship	.45	.45	.50	.50	.50	.50	.50	
Safety & Educ.	.04	.04	.04	.04	.04	.04	.04	
Pipeline Tng.	.25	.50	.50	.75	.75	.75	.75	
LMCT	.50	.25	.25	.00	.00	.00	.00	
EPEC	.05	.05	.05	.05	.05	.05	.05	

*(Deducted when authorized by employee)

ZONE 2 (Local 181)

(Rest of State)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.01	\$30.47	\$31.62	\$32.33
Group 2	21.91	23.02	24.17	24.88
Group 3	13.76	14.46	15.61	16.32
Welfare	5.00	5.25	5.75	6.75
Pension	4.50	4.75	4.75	4.75
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
EPEC	.05	.05	.05	.05

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

*(Deducted when authorized by employee)

LOUISIANA

Statewide (Local 406)

	5/1/03 to 6/1/05	6/1/05 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.83	\$30.04	\$31.65	\$33.30	\$35.01
Group 2	23.51	23.39	24.57	26.22	27.93
Group 3	16.37	15.92	16.68	18.33	20.04
Welfare	3.00	4.30	4.65	4.65	4.65
* 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.	.25	.25	.75	.75	.75
LMCT	.50	.50	.00	.00	.00
*** EPEC	.05	.05	.05	.05	.05

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

*(\$2.00 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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$25.92	\$26.56	\$26.61	\$26.99
Group 2	17.32	17.53	17.58	17.96
Group 3	13.06	13.06	13.11	13.49
Welfare	5.40	5.98	6.78	7.83
Pension	4.25	5.00	5.81	6.00
Annuity	3.00	3.00	3.00	3.00
Apprenticeship	.13	.13	.13	.23
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	
Group 1	\$33.40	\$35.14	\$36.55	\$38.03
Group 2	24.34	25.62	27.03	28.51
Group 3	15.75	16.59	18.00	19.48
Welfare	3.30	3.60	3.90	4.20
Pension	2.00	2.00	2.00	2.00
Apprenticeship	.55	.55	.55	.55
* Annuity	.75	.75	.75	.75
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

(Administrative dues of \$5.55 per hour deducted from rate when authorized by employee.)

*(\$5.50 for Group 3)

** (Deducted when authorized by employee)

ZONE 2 (Local 37)

(Rest of State)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$31.50	\$33.45	\$34.16	\$35.44
Group 2	22.44	22.93	24.64	25.92
Group 3	15.68	15.84	17.55	18.83
Welfare	4.50	5.00	5.00	5.15
Pension	2.50	3.00	3.00	3.25
Apprenticeship	.50	.55	.55	.65
Annuity	1.00	1.00	1.00	1.00
* Vacation	.40	.40	.40	.40
** Adm. Dues	1.04	1.08	1.11	1.11
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
*** EPEC	.05	.05	.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
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$33.72	\$34.85	\$35.55	\$36.19
Group 2	27.13	27.93	28.63	29.27
Group 3	20.49	20.96	21.66	22.30
Welfare	4.75	5.50	6.32	7.27
Pension	2.00	2.40	2.80	3.20
Apprenticeship	.30	.30	.30	.30
Central Pension	1.00	1.00	1.00	1.00
Annuity	3.13	3.13	3.13	3.13
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 3/1/09
Group 1	\$31.26	\$31.81	\$31.81	\$32.28
Group 2	24.77	24.99	24.99	25.46
Group 3	20.28	20.28	20.28	20.75
Welfare	5.40	6.35	7.30	8.38
Pension	4.25	5.00	5.94	6.35
Apprenticeship	.30	.30	.30	.30
Annuity	3.00	3.00	3.00	3.00
* Coop. Trust Fund	2.0%	2.0%	2.0%	2.0%
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$24.70	\$25.64	\$26.52	\$27.01
Group 2	20.50	21.24	22.12	22.61
Group 3	18.15	18.87	19.63	20.12
Welfare	6.50	7.25	7.50	7.85
Pension	4.75	5.00	5.75	6.35
* Vacation	15.0%	15.0%	15.0%	15.0%
Apprenticeship	.20	.20	--	.20
Reserve Ben. Fund	.30	.30	.30	.42
** Supp. Vacation	.02	.02	.02	.02
Labor Mgm. Ed. Com.	.10	.10	.05	.05
Annuity	1.00	1.00	1.00	1.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
*** EPEC	.05	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.65	\$31.73	\$32.58	\$33.70
Group 2	21.90	23.51	24.36	25.48
Group 3	19.68	21.03	21.88	23.00
Welfare (Gp 1&2)	5.25	5.25	5.95	6.45
Welfare (Gp 3)	4.16	4.16	4.86	5.36
Pension (Gp 1)	6.00	6.00	6.20	6.40
Pension (Gp 2)	4.20	4.20	4.40	4.60
Pension (Gp 3)	2.50	2.50	2.70	2.90
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

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

*(Deducted when authorized by employee)

MISSISSIPPI

Statewide (Local 624)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.43	\$30.35	\$31.61	\$32.99
Group 2	21.70	23.24	24.50	25.88
Group 3	14.68	16.36	17.62	19.00
Welfare	4.00	4.65	4.65	4.65
* Pension	4.25	4.50	4.75	5.00
App	--	.10	.20	.25
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

(2% Administrative dues deducted when authorized by employee)

*(Eff. 11/1/05 Group 2 - \$3.50; Group 3 - \$3.00)

** (Deducted when authorized by employee)

MISSOURI

ZONE 1 (Local 101)

Clay	Jackson	Platte	Ray	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.53	\$28.60	\$29.46	\$30.48
Group 2	21.55	22.32	23.18	24.20
Group 3	17.72	18.27	19.13	20.15
* Welfare	4.50	5.10	5.60	6.00
** Pension	3.75	4.00	4.25	4.50
Apprenticeship	.20	.20	.20	.20
Vacation	1.07	1.07	1.07	1.07
*** Suppl. Dues	.60	.60	.60	.60
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
**** EPEC	.05	.05	.05	.05

*(Eff 11/1/07 - \$5.75 for Group 3))

** (Eff 11/1/07 - \$4.25 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

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$25.69	\$26.98	\$27.81	\$28.55
Group 2	22.15	23.26	24.09	24.83
Group 3	18.56	19.49	20.32	21.06
Welfare	4.70	4.70	5.10	5.80
Pension	6.45	6.45	6.45	6.75
Apprenticeship	.57	.59	.60	.62
Annuity	2.05	2.75	3.20	3.20
* Vacation	1.35	1.35	1.35	1.35
** Suppl. Dues	2.5%	2.5%	2.5%	2.5%
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
*** EPEC	.05	.05	.05	.05

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

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

*** (Deducted when authorized by employee)

ZONE 3 (Local 513)

Franklin	Jefferson	St. Charles		
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$25.69	\$26.98	\$27.81	\$28.55
Group 2	22.15	23.26	24.09	24.83
Group 3	18.56	19.49	20.32	21.06
Welfare	4.70	4.70	5.10	5.80
Pension	6.45	6.45	6.45	6.75
Apprenticeship	.57	.59	.60	.62
Annuity	2.05	2.75	3.20	3.20
* Vacation	1.35	1.35	1.35	1.35
** Suppl. Dues	2.5%	2.5%	2.5%	2.5%
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
*** EPEC	.05	.05	.05	.05

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

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

*** (Deducted when authorized by employee)

ZONE 4 (Local 101)

Buchanan	Cass	Clinton	Lafayette	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.55	\$28.62	\$29.48	\$30.50
Group 2	21.56	22.33	23.19	24.21
Group 3	17.74	18.30	19.16	20.18
* Welfare	4.50	5.10	5.60	6.00
** Pension	3.75	4.00	4.25	4.50
Apprenticeship	.20	.20	.20	.20
Vacation	1.07	1.07	1.07	1.07
*** Suppl. Dues	.60	.60	.60	.60
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
**** EPEC	.05	.05	.05	.05

*(Eff 11/1/07 - \$5.75 for Group 3)

** (Eff 11/1/07 - \$4.25 for Group 3)

*** (Remit dues when authorized by employee)

**** (Deducted when authorized by employee)

ZONE 5 (Local 101)

Andrew Atchison Bates Benton Caldwell Carroll Charlton	Cooper Davies DeKalb Gentry Grundy Harrison	Henry Holt Howard Johnson Linn Livingston	Mercer Nodaway Petts Saline Sullivan Worth	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.55	\$28.62	\$29.48	\$30.50
Group 2	21.56	22.33	23.19	24.21
Group 3	17.74	18.30	19.16	20.18
* Welfare	4.50	5.10	5.60	6.00
** Pension	3.75	4.00	4.25	4.50
Apprenticeship	.20	.20	.20	.20
Vacation	1.07	1.07	1.07	1.07
*** Suppl. Dues	.60	.60	.60	.60
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
**** EPEC	.05	.05	.05	.05

*(Eff 11/1/07 - \$5.75 for Group 3)

** (Eff 11/1/07 - \$4.25 for Group 3)

*** (Remit dues when authorized by employee)

**** (Deducted when authorized by employee)

ZONE 6 (Local 101)

Barry Barton Camden Cedar Christian Dade	Dallas Douglas Greene Hickory Jasper Laclede	Lawrence McDonald Newton Ozark Polk Stone	Taney Vernon Webster Wright St. Clair	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.21	\$30.28	\$31.14	\$32.16
Group 2	23.22	23.99	24.85	25.87
Group 3	19.39	19.94	20.80	21.82
* Welfare	4.50	5.10	5.60	6.00
** Pension	3.25	3.50	3.75	4.00
*** Suppl. Dues	.50	.50	.50	.50
Apprenticeship	.20	.20	.20	.20
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
**** EPEC	.05	.05	.05	.05

*(Eff 11/1/07 - \$5.75 for Group 3)

** (Eff 11/1/07 - \$3.75 for Group 3)

*** (Remit dues when authorized by employee)

**** (Deducted when authorized by employee)

ZONE 7 (Local 513)

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

	5/1/03 to 8/1/04	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$23.26	\$23.93	\$25.15	\$15.90	\$26.55
Group 2	17.50	17.94	18.86	19.61	20.26
Group 3	13.34	13.61	14.32	15.07	15.72
Welfare	4.45	4.70	4.70	5.10	5.80
Pension	6.20	6.45	6.45	6.45	6.75
Apprenticeship	.49	.55	.55	.56	.59
Annuity	1.80	2.05	2.75	3.20	3.20
* Vacation	1.15	1.15	1.15	1.15	1.15
** Suppl. Dues	2.5%	2.5%	2.5%	2.5%	2.5%
Pipeline Tng.	.25	.25	.50	.50	.75
LMCT	.50	.50	.25	.25	.00
*** EPEC	.05	.05	.05	.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
Group 1	\$25.67	\$26.96
Group 2	22.39	23.52
Group 3	18.88	19.83
Welfare	4.70	4.70
Pension	6.45	6.45
Apprenticeship	.57	.59
Annuity	2.05	2.75
* Vacation	1.35	1.35
** Suppl. Dues	2.5%	2.5%
Pipeline Tng.	.25	.50
LMCT	.50	.25
*** 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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.79	\$28.66	\$30.23	\$31.76
Group 2	21.55	22.25	23.82	25.45
Group 3	19.56	20.14	21.71	22.24
Welfare	3.70	4.45	4.45	4.45
Pension (Gp. 1)	3.75	4.00	4.00	4.00
Pension (Gp. 2)	3.07	3.10	3.10	3.10
Pension (Gp. 3)	2.00	2.00	2.00	3.10
Apprent. Gr. 1	1.40	1.40	1.40	1.50
Apprent. Gr. 2 & 3	.50	.50	.50	.50
* Vacation	1.00	1.00	1.00	1.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(Deduct vacation from net wages.)

** (Deducted when authorized by employee)

NEBRASKA

Statewide (Local 571)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 4/1/07	4/1/07 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.98	\$32.90	\$34.51	\$33.26	\$34.59
Group 2	22.71	24.14	25.75	25.25	26.38
Group 3	15.13	16.13	17.74	17.46	18.87
Welfare	4.00	4.00	4.00	4.00	4.00
* Pension	2.50	2.45	2.45	3.65	4.00
Training	.20	.25	.25	.30	.30
Pipeline Tng.	.25	.50	.75	.75	.75
LMCT	.50	.25	.00	.00	.00
** EPEC	.05	.05	.05	.05	.05

*(\$2.45 for Group 2; \$1.23 for Group 3 Eff. 11/1/07; \$3.00 for Group 2; \$1.50 for Group 3)

** (Deducted when authorized by employee)

NEVADA

ZONE 1 (Local 12)

	7/1/05 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Group 1	\$32.95	\$34.50	\$36.53
Group 2	31.85	33.40	35.00
Group 3	30.74	32.29	33.47
Welfare	7.90	7.90	7.90
Pension	3.75	4.05	4.55
Vac. & Supp. dues	2.75	2.80	2.82
Training	.50	.50	.50
ECCC	.17	.17	.14
* EPEC	.05	.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 (H).

AREA (A)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Group 1	\$30.03	\$30.03
Group 2	28.06	28.06
Group 3	26.08	26.08
Welfare	6.40	6.40
Pension	5.00	6.00
A.F. Action	.66	.66
Pensioned H & W	1.15	1.25
* Vacation	3.00	3.00
Supp. Dues	.80	.80
NPLTF	.50	.50
LMCT	.25	.25
** EPEC	.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)**

Cheshire Crafton	Hillboro	Merrimack	Suffran	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.93	\$30.95	\$31.56	\$32.14
Group 2	22.77	23.43	24.04	24.62
Group 3	16.03	16.36	16.97	17.55
Welfare	4.75	5.45	6.25	7.15
Pension	1.65	1.85	2.05	2.25
Apprenticeship	.05	.05	.05	.05
CPF	.30	.30	.30	.30
Annuity	1.00	1.00	1.00	1.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07
			11/1/07 to 2/1/09
Group 1	\$24.90	\$25.49	\$25.49
Group 2	17.74	17.97	17.97
Group 3	13.08	13.08	13.08
Welfare	5.40	5.98	6.78
Pension	4.25	5.00	5.81
Apprenticeship	.13	.13	.13
Annuity	3.00	3.00	3.00
Pipeline Tng.	.25	.50	.75
LMCT	.50	.25	.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 #25)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Group 1	\$38.75	\$39.90
Group 2	35.25	36.40
Group 3	31.74	32.89
Welfare	8.00	8.25
Pension (CPF)	4.25	4.50
Savings	1.00	1.00
Apprenticeship	.50	1.00
Supp. Unemp.	1.15	1.00
Annuity	5.00	5.00
* EPEC	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.35	\$32.27	\$33.88	\$35.56
Group 2	23.63	25.15	26.76	28.44
Group 3	16.90	18.02	19.63	21.31
Welfare	3.00	3.00	3.00	3.00
* Pension (CPF)	3.98	3.98	3.98	3.98
Apprenticeship	.35	.35	.35	.35
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

(Dues deduction of \$20 when authorized by employee.)

*(\$.64 for Group 2; \$1.38 for Group 3)

** (Deducted when authorized by employee)

NEW YORK

ZONE 1 (Locals 14 and 15)

Bronx Richmond	Kings	New York	Queens
Local 14			
	7/1/02 to 7/1/03	7/1/03 to 7/1/04	7/1/07 to 7/1/08
Group 1	\$40.25		52.94
Group 2	30.44		
Group 3	24.56		
Welfare	4.85		
Pension	3.40	3.65	6.35
Annuity	7.75	8.50	4.70
Voluntary Annuity	2.55	2.65	9.25
Apprenticeship	.40	.40	.75
* Dues	.90	.90	1.41
Defense	.05	.05	.05
** EPEC	.05	.05	.05

Local 15			
	7/1/02 to 7/1/03	7/1/03 to 7/1/04	
Group 1	\$36.31	\$35.81	
Group 2	30.44	29.94	
Group 3	24.56	24.06	
Welfare	4.20	4.20	
Pension	3.40	3.65	
Vacation	1.00	1.00	
Annuity	7.75	7.75	
Apprenticeship	.50	.50	
* Dues	.80	.80	
Defense	.05	.05	
** EPEC	.05	.05	

NOTE: OT applies to Vacation, Annuity, Dues and Training.

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, Armistice Day and Election Day.

(Paid holidays in accordance with provisions of Local General Contractor's Association Agreement.)

Local General Contractor's Association agreement provisions concerning Master Mechanic will be applicable.

* (Remit dues when authorized by employee.)

** (Deducted when authorized by employee)

ZONE 2 (Local 138)**Nassau and Suffolk Counties**

	5/1/02 to 5/31/03	6/1/03 to 5/31/04	6/1/07 to 5/31/08
Group 1	\$36.19	\$38.83	\$45.33
Group 2	33.67	36.21	41.50
Group 3	28.61	30.95	37.66
Welfare	7.60	8.35	11.10
Pension	5.60	5.60	5.60
Apprenticeship	.69	.69	.69
Legal	.35	.35	.45
* Annuity	7.50	7.50	8.50
Unemployment	1.15	1.15	1.15
** Vacation	1.00	2.00	2.00
PAC	.08	.08	.10
Defense	.15	.15	.15
*** EPEC	.05	.05	.05

Dues Checkoff: \$1.67 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)

Cattaraugus Chautauqua	Eric Genesee (Western Part)	Orleans Wyoming		
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.47	\$31.26	\$31.88	\$32.73
Group 2	24.11	25.64	26.26	27.11
Group 3	19.59	20.83	21.45	22.30
Welfare	5.00	5.20	5.20	6.30
Pension	2.25	2.25	3.25	3.00
Sub.	1.40	1.40	1.40	1.40
Apprenticeship	1.21	1.21	1.21	1.21
CPF Group 1 & 2	5.05	5.30	5.55	5.80
CPF Group 3	3.75	4.00	4.25	4.56
EJWF Supp.	.60	.70	.80	.90
Pers. Acc. Plan	1.15	1.15	1.15	1.15
Pipeline Ing.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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)

Delaware Orange	Rockland	Sullivan	Ulster
	7/1/06 to 7/1/07	7/1/07 to 7/1/08	
Group 1	\$38.75	\$39.90	
Group 2	35.25	36.40	
Group 3	31.74	32.89	
Welfare	8.00	8.25	
Pension	4.25	4.50	
Savings	1.00	1.00	
Apprenticeship	.50	1.00	
Sub.	1.15	1.00	
Amnity	5.00	5.00	
*EPEC	.05	.05	

*(Deducted when authorized by employee)

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

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

ZONE 5 (Local 137)

Dutchess	Putnam	Westchester		
	3/4/03 to 3/1/05	3/3/05 to 3/1/06	3/3/06 to 3/1/07	3/3/07 to 3/1/08
Group 1	\$34.54	\$36.60	\$37.25	\$38.13
Group 2	32.58	34.38	35.05	35.84
Group 3	25.74	26.96	27.34	27.84
• Welfare	6.60	8.40	9.65	10.94
• Pension	3.96	4.13	4.13	4.13
** Annuity	6.40	6.75	6.90	7.00
• Apprenticeship	.57	.70	.70	.70
*** Duas	1.15	1.15	1.15	1.15
**** 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
Group 1	\$31.71	\$32.85
Group 2	24.12	25.26
Group 3	20.87	22.01
Welfare	5.20	5.80
Pension	4.90	5.15
Apprenticeship	.60	.60
Central Pension	3.60	3.60
Pers. Acc. Plan	3.00	3.00
Pipeline Tng.	.75	.75
LMCT	.00	.00
** EPEC	.05	.05

** (Deducted when authorized by employee)

Overtime: In accordance with provisions of Local AOC 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, Northern part of 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, Schenectady, Schoharie, Tioga, Warren and Washington.

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.26	\$32.16	\$33.00	\$33.86
Group 2	24.50	26.11	26.95	27.81
Group 3	18.70	20.02	20.86	21.72
Welfare	5.00	5.20	5.20	6.30
Pension	2.95	2.95	3.95	3.70
Apprenticeship	1.00	1.00	1.00	1.00
Central Pension	4.00	4.35	4.60	4.85
Pers. Acc. Plan	1.00	.80	.60	.60
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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.

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$26.79	\$28.22	\$29.26	\$30.27
Group 2	21.86	23.04	24.08	25.09
Group 3	16.90	17.83	18.87	19.88
Welfare	5.00	5.20	5.20	6.30
Pension	3.00	3.50	4.25	4.00
Apprenticeship	2.00	2.00	2.00	2.00
Central Pension	3.00	3.00	3.00	3.00
Pers. Acc. Plan	2.00	2.00	2.00	2.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

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

*(Deducted when authorized by employee)

(C) Local 832

Alleghany, Livingston, Monroe, Chemung, Ontario, Schuyler, Stueben, Wayne, Yates, and eastern part of Gettysburg (including City of Batavia)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.69	\$30.70	\$31.66	\$32.54
Group 2	24.82	25.59	26.55	27.43
Group 3	19.90	20.43	21.39	22.27
Welfare	5.00	5.20	5.20	5.80
Pension	3.85	3.85	4.85	5.60
Apprenticeship	.95	.95	.95	.95
Central Pension	2.65	3.65	3.65	3.65
Pers. Acc. Plan	1.40	1.40	1.30	1.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.18	\$31.35	\$32.46	\$34.14
Group 2	22.41	23.14	24.25	25.93
Group 3	14.83	15.63	16.74	18.42
Welfare	4.00	4.25	4.25	4.25
* Pension	3.50	4.00	4.50	4.50
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$2.50 for Group 2; \$1.50 for Group 3; Eff 11/1/05 - \$3.00 for Group 2; \$1.50 for Group 3; Eff 11/1/06 - \$3.50 for Group 2; \$2.00 for Group 3)

** (Deducted when authorized by employee)

NORTH DAKOTA

Statewide (Local 49)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.08	\$29.01	\$29.73	\$30.71
Group 2	19.56	21.05	21.77	22.75
Group 3	14.23	15.29	16.01	16.99
Welfare (Gp 1&2)	5.25	5.25	5.95	6.45
Welfare (Gp 3)	4.12	4.12	4.82	5.32
Pension (Gp 1)	5.45	5.45	5.65	5.85
Pension (Gp 2)	4.20	4.20	4.40	4.60
Pension (Gp 3)	2.10	2.10	2.30	2.50
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

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

*(Deducted when authorized by employee)

OHIO

ZONE 1 (Local 18)

	Ashabula Cuyahoga Eric	Geauga Lake	Lorain Medina	Portage Summit	
	5/1/06 to 11/1/06	11/1/06 to 5/1/07	**5/1/07 to 11/1/07	11/1/07 to 5/1/08	5/1/08 to 2/1/09
Group 1	\$32.44	\$34.14	\$33.79	\$35.16	\$34.81
Group 2	26.44	28.14	27.79	29.16	29.81
Group 3	21.44	23.14	22.79	24.16	23.81
Welfare	5.51	5.51	5.51	5.91	5.91
Pension	3.30	3.30	3.65	3.65	4.00
Apprenticeship	.50	.50	.50	.50	.50
Safety & Educ.	.04	.04	.04	.04	.04
Pipeline Tng.	.50	.75	.75	.75	.75
LMCT	.25	.00	.00	.00	.00
* EPEC	.05	.05	.05	.05	.05

*(Deducted when authorized by employee)

** (6/20/07 Welfare to \$5.91/reduce wage .40)

ZONE 2 (Local 66)

	Columbiana	Mahoning	Trumbull	
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.38	\$29.73	\$30.61	\$31.51
Group 2	23.00	24.09	24.97	25.87
Group 3***	18.55	18.84	19.72	20.62
Welfare	5.30	5.50	5.80	6.10
Pension	4.46	4.60	4.95	5.35
Apprenticeship	.26	.30	.30	.30
Annuity	2.02	2.40	2.60	2.80
Sub & United.	.07	.07	.07	.07
* Defense	.93	.93	.98	1.04
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.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)

	5/1/06 to 11/1/06	11/1/06 to 5/1/07	5/1/07 to 11/1/07	11/1/07 to 5/1/08	5/1/08 to 2/1/09
Group 1	\$31.34	\$33.00	\$32.65	\$34.37	\$34.02
Group 2	25.01	26.67	26.32	28.04	27.69
Group 3	19.94	21.60	21.25	22.97	22.62
Welfare	5.51	5.51	5.51	5.51	5.51
Pension	3.30	3.30	3.65	3.65	4.00
Apprenticeship	.50	.50	.50	.50	.50
Safety & Educ.	.04	.04	.04	.04	.04
Pipeline Tng.	.50	.75	.75	.75	.75
LMCT	.25	.00	.00	.00	.00
* EPEC	.05	.05	.05	.05	.05

*(Deducted when authorized by employee)

OKLAHOMA

Statewide (Local 627)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.63	\$30.55	\$32.16	\$33.84
Group 2	21.86	23.34	24.95	26.63
Group 3	14.78	15.83	17.44	19.12
Welfare	4.00	4.00	4.00	4.00
* Pension	5.00	5.00	5.00	5.00
Apprenticeship	.05	.05	.05	.05
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.85	.05	.05	.05

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

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

** (Deducted when authorized by employee)

OREGON

Statewide (Local 701)

	11/1/07 to 2/1/09
Group 1	\$35.22
Group 2	30.56
Group 3	25.81
Welfare	5.60
Pension	4.40
* Vacation/Sav	1.25
Apprenticeship	.50
Pipeline Org.	.10
Pipeline Tng.	.75
LMCT	.00
** EPEC	.05
** PL Org	.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)

	Delaware	Montgomery	Philadelphia	
Bucks Chester				
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	
			11/1/07 to 3/1/09	
Group 1	\$29.92	\$30.89	\$32.16	\$33.50
Group 2	26.02	26.80	28.07	29.41
Group 3	21.91	22.45	23.72	25.06
* Welfare	16.0%	16.0%	16.0%	16.0%
Pension	10.5%	10.5%	10.5%	10.5%
Apprenticeship	1.0%	1.0%	1.0%	1.0%
Annuity	4.00	4.00	4.00	4.00
* Sub	2.0%	2.0%	2.0%	2.0%
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

(% on gross wages)

*(Group 1&2 eff 11/1/05 take % plus additional \$2.58 (\$2.83 - 11/1/06; \$3.08 - 11/1/07) for Welfare and \$1.18 for Sub; Group 3 take % plus \$1.77 (\$2.02 - 11/1/06; \$2.27 - 11/1/07) for Welfare)

** (Deducted when authorized by employee)

ZONE 2 (Local 66)

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

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$26.78	\$27.94	\$28.84	\$29.86
Group 2	21.82	22.73	23.63	24.65
Group 3***	19.39	20.15	21.05	22.07
Welfare	5.30	5.70	6.10	6.40
Pension	4.30	4.60	4.95	5.35
Apprenticeship	.30	.30	.30	.30
Annuity	1.75	1.75	1.75	1.75
Sub	.05	.05	.05	.05
Bldg. Fund	—	.10	.10	.10
* Def.	.33	.28	.28	.28
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

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

*(Deduct)

** (Deducted when authorized by employee)

*** (Eff. 8/1/04 Gp 3: Wel \$5.15; Pen \$3.90. Eff. 11/1/05 - Wel \$5.55; Pen \$4.20; Eff 11/1/06 - Wel \$5.95; Pen \$4.55; Eff 11/1/07 - Wel \$6.25; Pen \$4.95)

ZONE 3 (Local 66)

Bedford	Clinton	Franklin	Mifflin
Cameron	Elk	Fulton	Potter
Clarion	Forest	Huntington	

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$26.78	\$27.94	\$28.84	\$29.86
Group 2	21.82	22.73	23.63	24.65
Group 3*	19.39	20.15	21.05	22.07
Welfare	5.30	5.70	6.10	6.40
Pension	4.30	4.60	4.95	5.35
Apprenticeship	.30	.30	.30	.30
Annuity	1.75	1.75	1.75	1.75
Sub	.05	.05	.05	.05
Bldg. Fund	—	.10	.10	.10
** Def.	.33	.28	.28	.28
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
*** EPEC	.05	.05	.05	.05

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

*(Eff. 8/1/04 Gp 3: Wel \$5.15; Pen \$3.90. Eff. 11/1/05 - Wel \$5.55; Pen \$4.20; Eff 11/1/06 - Wel \$5.95; Pen \$4.55; Eff 11/1/07 - Wel \$6.25; Pen \$4.95)

** (Deduct)

*** (Deducted when authorized by employee)

ZONE 4 (Local 542)

(Rest of State)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$25.61	\$26.36	\$27.44	\$28.58
Group 2	21.83	22.39	23.47	24.61
Group 3	19.40	19.89	20.97	22.11
* Welfare	16.0%	16.0%	16.0%	16.0%
Pension	10.5%	10.5%	10.5%	10.5%
Apprenticeship	1.0%	1.0%	1.0%	1.0%
Annuity	4.00	4.00	4.00	4.00
* Sub	2.0%	2.0%	2.0%	2.0%
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

(% on gross wages)

*(Group 1 take % plus \$1.35 for Welfare and \$.11 for Sub; Group 2 take % plus \$1.34 for Welfare and \$.12 for Sub; Group 3 take % plus \$.77 for Welfare; 11/1/05 Gp 1 take % plus \$2.35 for Wel and \$.11 for Sub; Gp 2 take % plus \$2.34 for Wel and \$.12 for Sub; Gp 3 take % plus \$1.77 for Wel; Eff 11/1/06 take additional \$.25 Wel for all groups; Eff 11/1/07 take additional \$.25 Wel for all groups.)

**(Deducted when authorized by employee)

RHODE ISLAND

Statewide (Local 57)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.76	\$27.45	\$29.21	\$29.28
Group 2	20.65	19.99	21.75	21.81
Group 3	16.04	15.15	16.91	16.91
Welfare	4.93	6.83	7.33	7.78
Pension	4.17	4.67	4.67	5.92
Apprenticeship	.40	.40	.40	.40
Legal	.10	.10	.10	.10
Annuity	3.25	3.25	3.25	3.25
Lab/Mgm Uni. Tr.	.50	.50	.50	.50
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.18	\$31.35	\$32.46	\$34.14
Group 2	22.41	23.14	24.25	25.93
Group 3	14.83	15.63	16.74	18.42
Welfare	4.00	4.25	4.25	4.25
* Pension	3.50	4.00	4.50	4.50
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$.50 for Group 2; \$1.50 for Group 3; Eff 11/1/05 - \$3.00 for Group 2; \$1.50 for Group 3; Eff 11/1/06 - \$3.50 for Group 2; \$2.00 for Group 3)

**(Deducted when authorized by employee)

SOUTH DAKOTA

Statewide (Local 49)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$27.08	\$29.01	\$29.73	\$30.71
Group 2	19.56	21.05	21.77	22.75
Group 3	15.23	16.34	17.06	18.04
Welfare (Gp 1&2)	5.25	5.25	5.95	6.45
Welfare (Gp 3)	4.16	4.16	4.86	5.36
Pension (Op 1)	5.45	5.45	5.65	5.85
Pension (Op 2)	4.20	4.20	4.40	4.60
Pension (Op 3)	2.10	2.10	2.30	2.50
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

(\$1.60 Administrative dues deducted when authorized by employee)

*(Deducted when authorized by employee)

TENNESSEE

Statewide Local 369

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.23	\$30.70	\$32.31	\$33.99
Group 2	23.46	23.49	25.10	26.78
Group 3	15.88	15.48	17.09	18.77
Welfare	3.20	4.65	4.65	4.65
* Pension	4.00	4.00	4.00	4.00
Apprenticeship	.25	.25	.25	.25
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

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

*(\$.20 for Group 2; \$1.00 for Group 3)

** (Deducted when authorized by employee)

Local 917

Anderson	Fentress	Loudon	Scott
Bledsoe	Franklin	McMinn	Sewitchie
Bloom	Granger	Macon	Servix
Bradley	Greene	Marion	Smith
Campbell	Grundy	Meigs	Sullivan
Cannon	Hamblen	Monroe	Trostdale
Carter	Hamilton	Morgan	Union
Clairborne	Hancock	Overton	Van Buren
Clay	Hawkins	Pickett	Warren
Cocke	Jackson	Polk	Washington
Coffee	Jefferson	Putnam	White
Cumberland	Johnson	Rhea	
Dekalb	Knox	Roane	

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.23	\$31.65	\$32.86	\$33.86
Group 2	23.46	24.44	25.65	26.63
Group 3	15.88	16.43	17.64	18.64
Welfare	3.20	3.60	4.00	4.33
* Pension	4.00	4.00	4.00	4.33
Apprenticeship	.25	.35	.35	.35
Pipeline Trg.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(\$2.00 for Group 2; \$1.00 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	Dosley	Irion	Randall
Armstrong	Eastland	Jack	Red River
Bailey	Ector	Johnson	Roberts
Baylor	Ellis	Jones	Rockwall
Bee	Erath	Kaufman	Runnels
Borden	Fannin	Kent	Rusk
Boasque	Fisher	King	Scurry
Bowie	Floyd	Knox	Shackelford
Briscoe	Foard	Lamar	Shelby
Brown	Franklin	Lamb	Sherman
Callahan	Freestone	Limestone	Smith
Camp	Gaines	Lipacomb	Somervell
Carson	Garza	Loving	Stephens
Casa	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

	8/1/04 to 11/1/05	11/1/05 to 6/1/06	6/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.68	\$31.30	\$30.95	\$32.41	\$33.94
Group 2	21.37	22.55	22.20	23.66	25.19
Group 3	14.84	15.59	15.24	16.70	18.23
Welfare	4.00	4.30	4.65	4.80	4.95
* Pension	4.00	4.00	4.00	4.00	4.00
*** Apprenticeship	.30	.30	.30	.30	.30
Pipeline Trg.	.25	.50	.50	.75	.75
LMCT	.50	.25	.25	.00	.00
** EPEC	.05	.05	.05	.05	.05

(2% Does Deduction when authorized by employee.)

*(\$3.55 for Group 2; \$1.50 for Group 3)

** (Deducted when authorized by employee)

*** (Deduct)

ZONE 2 (Local 450)

Angelina	Fayette	Lampasas	Robertson
Atascosa	Fort Bend	La Salle	Saïthe
Austin	Frio	Levaca	Saï Augustine
Banders	Galveston	Lee	Saï Jacinto
Bastrop	Gillespie	Leon	Saï Patricio
Bell	Goliad	Liberty	Saï Saba
Bexar	Gonzales	Live Oak	Saï Scheiber
Blanco	Grimes	Llano	Starr
Brazoria	Guadalupe	McLennan	Strom
Brazos	Hardin	McMullen	Texas
Brooks	Harris	Madison	Tobias
Burleson	Hays	Mason	Tyler
Burnet	Hidalgo	Matagorda	Uvalde
Caldwell	Jackson	Maverick	Victoria
Calhoun	Jaeger	Medina	Waller
Cameron	Jefferson	Menard	Waller
Chambers	Jim Hogg	Milam	Washington
Colorado	Jim Wells	Mills	Webb
Comal	Karnes	Montgomery	Warton
Coryell	Kendall	Newton	Whitney
Dewitt	Kennedy	Nueces	Williamson
Dimmett	Kerr	Orange	Wilson
Duval	Kimble	Polk	Zapata
Edwards	Kinney	Real	Zavala
Falls	Kleburg	Refugio	

	8/1/04 to 11/1/05	11/1/05 to 6/1/06	6/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/09
Group 1	\$29.63	\$31.25	\$30.90	\$32.51	\$34.04
Group 2	22.41	23.59	23.24	24.85	26.38
Group 3	14.93	15.68	15.33	16.94	11.47
Welfare	4.00	4.30	4.65	4.65	4.80
* Pension	4.05	4.05	4.05	4.05	4.05
Pipeline Tng.	.25	.50	.50	.50	.75
LMCT	.50	.25	.25	.25	.00
** EPEC	.05	.05	.05	.05	.05

(Dues Deduction when authorized)

*(\$.50 for Group 2; \$1.40 for Group 3)

** (Deducted when authorized by employee)

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

ZONE 3 (Local 953)

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

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/09
Group 1	\$30.35	\$32.27	\$33.88	\$35.56
Group 2	22.92	24.40	26.01	27.69
Group 3	15.60	16.65	18.26	19.94
Welfare	3.00	3.00	3.00	3.00
* Pension	3.98	3.98	3.98	3.98
Apprenticeship	.35	.35	.35	.35
Pipeline Tng.	.25	.50	.50	.75
LMCT	.50	.25	.25	.00
** EPEC	.05	.05	.05	.05

(\$3.20 Dues deduction when authorized)

*(\$.64 for Group 2; \$1.38 for Group 3)

** (Deducted when authorized by employee)

UTAH

Statewide (Local 3)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.18	\$28.97	\$29.45	\$30.25
Group 2	22.41	23.10	23.83	24.90
Group 3	14.87	15.38	16.36	17.66
Welfare	5.25	5.30	5.75	5.75
* Pension	3.50	4.38	5.26	6.14
** Apprenticeship	.75	.75	.75	.75
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
*** EPBC	.05	.05	.05	.05

* (Eff. 11/1/06 - \$3.76 for Group 2; \$2.26 for Group 3; Eff. 11/1/07; \$4.39 for Group 2; \$2.64 for Group 3)

**(\$5.0 for Groups 2 & 3)

*** (Deducted when authorized by employee)

VERMONT

Statewide (Local 98)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.93	\$30.75	\$31.31	\$31.84
Group 2	21.15	21.53	22.09	22.62
Group 3	14.66	14.72	15.28	15.81
Welfare	4.75	5.65	6.50	7.45
Pension	1.65	1.85	2.05	2.25
Apprenticeship	.05	.05	.05	.05
Central Pension	.30	.30	.30	.30
Annuity	1.00	1.00	1.00	1.00
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPBC	.05	.05	.05	.05

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

*(Deducted when authorized by employee)

VIRGINIA

ZONE 1 (Local 77)

	Arlington Fairfax	Fauquier King George	Loudoun Prince William	Stafford
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$31.77	\$33.43	\$34.77	\$36.18
Group 2	23.43	24.67	26.01	27.42
Group 3	15.53	16.36	17.70	19.11
Welfare	3.30	3.60	3.90	4.20
Pension	2.00	2.00	2.00	2.00
Apprenticeship	.55	.55	.55	.55
* Annuity	.75	.75	.75	.75
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPBC	.05	.05	.05	.05

(Administrative dues of \$5.5 per hour deducted when authorized by employee.)

*(\$.50 for Group 3)

** (Deducted when authorized by employee)

ZONE 2 (Local 147)

(Rest of State)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$30.20	\$32.12	\$33.53	\$35.01
Group 2	22.26	23.75	25.16	26.64
Group 3	15.03	16.11	17.52	19.00
Welfare	3.35	3.35	3.55	3.75
* Pension	3.85	3.85	3.85	3.85
Apprenticeship	.28	.28	.28	.28
Pipeline Tag.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

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

*(\$3.10 for Group 2; \$2.10 for Group 3)

**(Deducted when authorized by employee)

WASHINGTON**ZONE 1 (Local 370)**

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

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$29.76	\$31.23	\$32.39	\$33.62
Group 2	24.54	25.75	26.19	27.42
Group 3	20.85	21.88	23.04	24.27
Welfare	4.95	5.15	5.35	5.55
Pension	2.50	2.75	3.00	3.25
Apprenticeship	.47	.47	.47	.47
Pipeline Tag.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

*(Deducted when authorized by employee)

ZONE 2 (Local 701)

	Klickitat	Skamania	Wahkiakum	
Clark				
Cowlitz				
	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$31.49	\$32.95	\$34.08	\$36.68
Group 2	26.86	28.09	29.22	31.82
Group 3	22.17	23.17	24.30	26.90
Welfare	4.70	5.10	5.10	5.60
Pension	2.00	2.25	2.25	4.40
Def. Pen. Cont.	1.50	1.50	2.15	
** Vacation	1.25	1.25	1.25	1.25
Apprenticeship	.50	.50	.50	.50
Pipeline Org.	.10	.10	.10	.10
Pipeline Tag.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

Additional Pay: \$3.65 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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$32.09	\$33.14	\$34.03	\$34.92
Group 2	27.46	28.27	29.16	30.05
Group 3	22.77	23.35	24.24	25.13
Welfare	4.95	5.50	6.05	6.60
Pension	4.00	4.45	4.79	5.20
Apprenticeship	.51	.58	.58	.58
Union Prog. (ded.)	.15	.20	.20	.20
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$26.72	\$27.97	\$29.05	\$30.30
Group 2	19.52	20.31	21.39	22.64
Group 3	16.01	16.51	17.59	18.84
Welfare	5.47	6.22	6.82	7.32
Pension (Gp 1)	4.00	4.00	4.00	4.00
Pension (Gp 2)	3.75	3.75	3.75	3.75
Pension (Gp 3)	2.30	2.30	2.30	2.30
Apprenticeship	.45	.45	.45	.45
* Annuity	2.60	2.60	2.60	2.60
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
Group 1	\$28.09	\$29.69	\$30.89	\$31.57
Group 2	23.78	25.16	26.36	27.04
Group 3	19.40	20.56	21.76	22.44
Welfare	8.30	8.30	8.65	8.75
Pension	5.25	5.75	6.00	7.00
Apprenticeship	.40	.45	.45	.55
Education	.08	.08	.08	.08
Labor Mgm.	.10	.10	.10	.10
Pipeline Tng.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
* EPEC	.05	.05	.05	.05

(Deduct dues of 2% of gross.)

*(Deducted when authorized by employee)

WYOMING

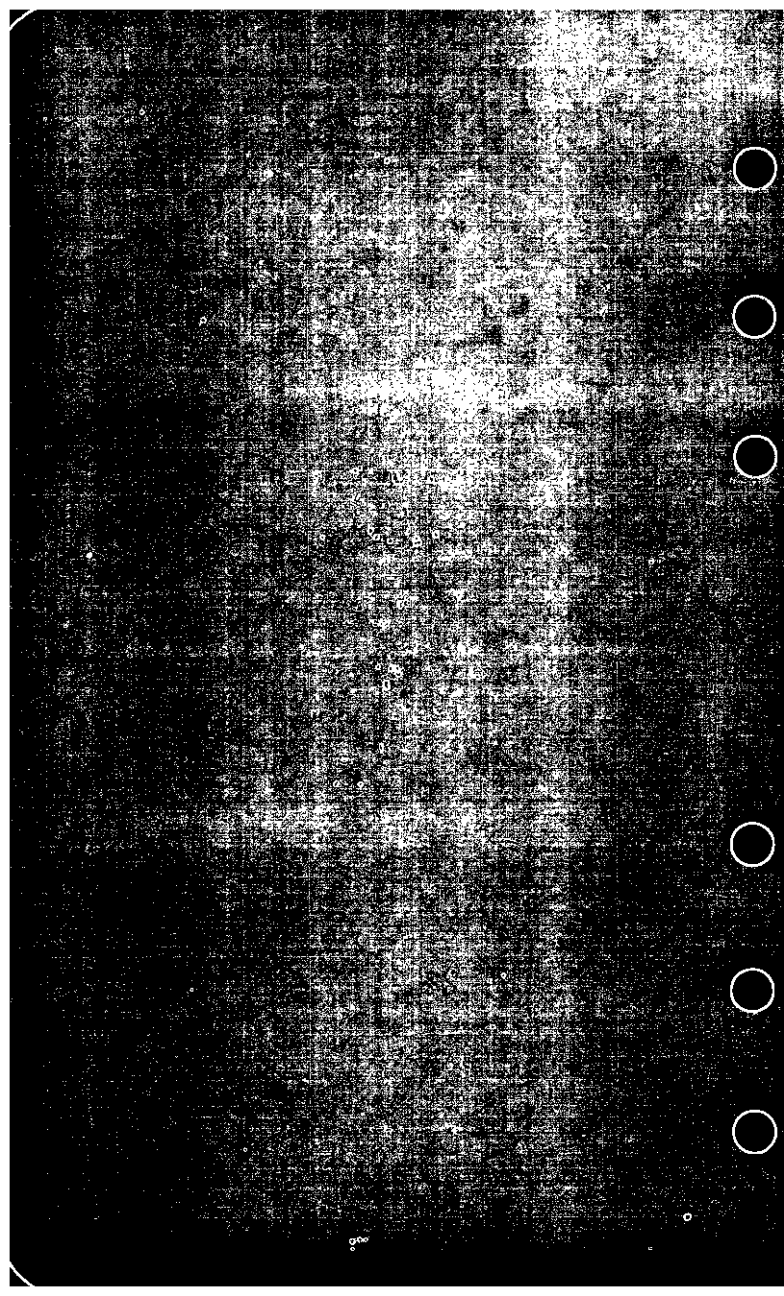
Statewide (Local 800)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/09
Group 1	\$28.53	\$30.45	\$31.31	\$32.06
Group 2	20.76	22.24	23.10	23.85
Group 3	14.18	14.84	15.70	16.45
Welfare (Gr 1&2)	4.45	4.45	4.45	4.88
(Gr 3)	4.05	4.45	4.45	4.88
* Pension	4.00	4.00	4.75	5.25
Apprenticeship	.70	.70	.70	.70
** Sup. Dues	.60	3%	3%	3%
Pipeline Trg.	.25	.50	.75	.75
LMCT	.50	.25	.00	.00
** EPEC	.05	.05	.05	.05

*(Eff. 11/1/05: Gp 2 - \$3.00; Gp 3 - \$1.50; Eff. 11/1/06: Gp 2 - \$3.75; Gp 3 - \$2.25; Eff. 11/1/07: Gp 2 - \$4.25; Gp 3 - \$2.75)

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

** (Deducted when authorized by employee)



APPENDIX "A"

Notes Per Diem

No per diem paid on days Reporting Time Paid.

ALABAMA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.75	\$15.10
Welfare	2.50	2.50
Pension	1.35	1.70
Training & Safety	.25	.25
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Regional LBCET	.05	.05
** PAC	.05	.05

(Does deductions of 4% of gross wages when authorized by employee.)

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

ALASKA

Refer to Art. I Paragraph A

ARIZONA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.35	\$14.87
Welfare	3.00	3.00
Pension	1.81	2.00
Training	.25	.25
Coll. Trust	.04	.04
Regional LBCET	.05	.05
Pipeline LBCET	.10	.10
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

ARKANSAS (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.45	\$14.82	\$15.21	\$15.52
Welfare	1.50	2.00	2.35	2.40
Pension	2.00	2.00	2.20	2.57
Training	.25	.25	.25	.25
Coll. Trust	.04	.04	.04	.04
Regional LBCET	.05	.05	.05	.05
Pipeline LBCET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

CALIFORNIA (PL)

ZONE 1

Imperial Inyo Kern	Los Angeles Mono Orange	Riverside San Bernadino San Luis Obispo	Santa Barbara Ventura
	11/1/06 to 11/1/07	11/1/07 2/1/09	
* Rate	\$23.02	\$24.02	
Welfare	4.16	4.16	
Pension	5.25	5.25	
Vacation	3.16	3.21	
Training	.47	.63	
Coll. Trust	.04	.04	
Pipeline LBCET	.10	.10	
** PAC	.05	.05	

Substenance: \$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 11/1/05 \$42.50 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
	11/1/06 to 11/1/07	11/1/07 2/1/09
* Rate	\$24.50	\$24.44
Welfare	5.44	5.54
Pension	3.26	4.11
Vacation	2.28	2.28
Training	—	.34
Coll. Trust	.04	.04
Annuity	1.01	1.01
Pipeline LBCET	.10	.10
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 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	Tuolumne
Fresno	Modoc	Shasta	Yuba
Glenn	Monterey	Sierra	
Humboldt	Napa	Siskiyou	

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$23.41	\$23.32
Welfare	5.44	5.54
Pension	3.26	4.11
Vacation	2.28	2.28
Training	—	.34
Coll. Trust	.04	.04
Amnity	1.01	1.01
Pipeline LBCET	.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 11/1/05 \$42.50 per day per diem based on work week.)

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

ZONE 3

San Diego County only

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$23.34	\$24.22
Welfare	4.16	4.16
Pension	3.45	3.65
Vacation	2.20	2.20
Training	.37	.63
Coll. Trust	.04	.04
Pipeline LBCET	.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 11/1/05 \$42.50 per day per diem based on work week.)

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

COLORADO (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$15.83	\$16.12
Welfare	4.10	4.30
Pension	1.25	1.40
Training	.30	.31
** Vacation	.60	.75
Coll. Trust	.04	.04
Nat. H&S	.03	.03
Pipeline LBCET	.10	.10
NW LBCET	.05	.06
*** PAC	.05	.05

(Deduct .29 dues when authorized.)

*(Any increase in fringes to be deducted from wages; eff. 11/1/05 \$42.50 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

	5/1/03 to 8/1/04	8/1/04 to 3/31/05	4/1/05 to 4/1/06	4/1/06 to 4/1/07	4/1/07 to 4/1/08
Rate	\$22.81	\$22.75	\$22.11	\$22.50	\$23.11
Welfare	3.59	3.79	4.99	5.94	6.79
Pension	2.40	2.45	3.15	3.50	3.85
Training	.35	.35	.35	.40	.35
Legal	.11	.11	.26	.26	.26
Annuity	1.75	1.75	2.00	2.00	---
LBCET	.15	.15	.15	.15	.15
Coll. Trust	.04	.04	.04	.04	.04
National LBCET	---	---	---	---	---
Health & Safety	.15	.15	.15	.15	.15
Pipeline LBCET	.10	.10	.10	.10	.10
* PAC	.05	.05	.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
	11/1/06 to 11/1/07	11/1/06 to 11/1/07	11/1/06 to 11/1/07	11/1/07 to 2/1/09	11/1/07 to 2/1/09	11/1/07 to 2/1/09
* Rate	\$17.07	\$15.82	\$12.38	\$17.39	\$16.11	\$12.47
Welfare	3.80	3.80	3.80	3.80	3.80	3.80
Pension	3.40	3.40	3.40	4.05	4.05	4.05
Training	.51	.51	.51	.51	.51	.51
Coll. Trust	.04	.04	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10	.10	.10
Del LBC	.20	.20	.20	.20	.20	.20
Ann	3.00	3.00	---	3.00	3.00	---
** PAC						

*(Effective 11/1/05 \$42.50 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
* Rate	\$17.90	\$18.37
Welfare	2.22	2.52
Pension	1.32	1.35
Training	.50	.50
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Mid-Atlantic LBCET	.15	.15
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

FLORIDA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$15.30	\$16.00
Pension	2.22	2.50
Welfare	2.50	2.26
Training	.25	.25
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Regional LBCET	.05	.05
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

GEORGIA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$16.00	\$16.30
Welfare	2.55	2.60
Pension	1.35	1.74
Training & Safety	.25	.25
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Regional LBCET	.05	.05
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 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

Benewy Boomer Boundary	Clearwater Idaho*	Latah Lewis Nez Perce	Shoshone
	Kootenai		
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	
** Rate	\$21.46	\$22.25	
Welfare	4.95	4.95	
Pension	1.90	2.10	
Training	.35	.35	
Coll. Trust	.04	.04	
*** Credit Union	1.00	1.00	
*** Does Deduction	.70	.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. 11/1/05 \$42.50 per day per diem on work week.)

*** The Credit Union and Does Deduction are included in the above-listed wage rates and are deducted from

the employee's net wages. Does deduction when authorized by employee.

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

ZONE 2

Rest of State

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$21.92	\$22.93
Welfare	4.40	4.40
Pension	2.50	2.50
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. 11/1/05 \$42.50 per day per diem on work week.)

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

ILLINOIS

ZONE 1 (Local 165)

Peoria County

	11/1/06 to 5/1/07	5/1/07 to 11/1/07
Rate	\$23.79	\$24.24
Welfare	5.85	6.05
Pension	5.94	6.84
Annuity	2.47	2.87
Training	.60	.60
LECET (ded)	.22	.22
Coll. Trust	.04	.04
National LECET	---	---
Pipeline LECET	.10	.10
* PAC	.05	.05

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

ZONE 2 (Local 100, 397, 670 and 742)

Madison	St. Clair		8/1/05 to 8/1/06	8/1/06 to 8/1/07	8/1/07 to 8/1/08
	10/1/04 to 8/1/05	8/1/05 to 8/1/06			
* Rate	\$33.69 to 34.09	\$35.35		\$36.95	\$38.66
Training	--	--			
LBCET	--	--			
Coll. Trust	--	--			
Pipeline LBCET	--	--			
** 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	6/1/07 to 6/1/08	6/1/07 to 6/1/08
Rate	\$31.53	\$33.13		
* Welfare	7.46	7.97		
* Pension	4.84	5.68		
Training	.17	.22		
LMCC	.12	.12		
Coll. Trust	.04	.04		
Pipeline LBCET	.10	.10		
Area LBCET	.05	.05		
** PAC	.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	5/1/09	5/1/10
	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	+1.80	+1.90	+1.80
Welfare	5.00	5.70	6.34	6.54	TP	TP	TP
Pension	4.50	4.50	4.50	4.90			
Dental	--	--	--	--			
Annuity	--	--	--	--			
Training	.50	.60	.60	.60			
LBCET	.12	.12	.16	.16			
Coll. Trust	.04	.04	.04	.04			
National LBCET	--	--	--	--			
Pipeline LBCET	.10	.10	.10	.10			
** PAC	.05	.05	.05	.05			
Midwest Found.	.10	.10	.10	.10			
*** Vacation	2.00 (deduct)	2.00 (deduct)	2.00	2.50			
**** Fed L.P.L.	.07 (deduct)	.07	.07	.07			
**** ILLC	--	.10	.10	.10			
**** MKT PRES	--	.10	.10	.15			

*(Dues deduction 4.5%)

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

*** (Vacation is deducted)

**** (Deduct)

ZONE 5 (Local 196, 218, 338, 489, 581, 622, 670, 677, 742 and 1084)

Bond Calhoun Clinton	Green Jersey Macoupin	Monroe Montgomery Randolph	Washington	
	10/1/04 to 8/1/05	8/1/05 8/1/06	8/1/06 to 8/1/07	8/1/07 to 8/1/08
* Rate	\$33.69 - \$34.09	\$34.95	\$36.15 - \$36.95	\$38.46
Training	--	--	--	--
National LBCET	--	--	--	--
Coll. Trust	--	--	--	--
Pipeline LBCET	--	--	--	--
** PAC	--	--	--	--

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

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

ZONE 6 (Local 189)

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

*(Deduct from net wages)

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

ZONE 7 (Local 389)

Mercer	Rock Island		
	1/1/06 to 1/1/07	1/1/07 to 1/1/08	1/1/08 to 1/1/09
Rate	\$22.21	\$22.66	\$23.41
Welfare	5.45	5.60	5.60
Pension	4.00	4.40	4.90
Training	.60	.60	.70
LBCET	.67	.67	.67
Coll. Trust	.04	.04	.04
* Vacation	1.15	1.15	1.15
Pipeline LBCET	.10	.10	.10
** PAC .05	.05	.05	.05
** Loc Pac	.10	.10	.10

*(Deduct from net wages)

***(PAC deduction of \$.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
Rate	\$20.78	\$21.13
Welfare	5.30	5.80
Pension	6.03	6.53
Training	.60	.60
Annuity	1.00	1.00
Health & Safety	.03	.03
LBCET	.12	.12
Ill. Leg. (deduct)	.05	.05
Coll. Trust	.04	.04
National LBCET	--	--
Pipeline LBCET	.10	.10
PAC (deduct)	.05	.05
MROC (deduct)	.08	.08

ZONE 8B (Local 231)

Petron

Tazwell

	5/1/06 to 5/1/07	5/1/07 to 5/1/08
Rate	\$24.15	\$25.10
Welfare	5.30	5.80
Pension	6.03	6.53
Training	.60	.60
Annuity	1.00	1.00
Health & Safety	.03	.03
LBCET	.16	.16
Ill. Leg.	.05	.05
Coll. Trust	.04	.04
National LBCET	--	--
Pipeline LBCET	.10	.10
PAC (deduct)	.05	.05
MROC	.08	.08

ZONE 8C

Hancock

McDonough

	5/1/06 to 5/1/07	5/1/07 to 5/1/08
Rate	\$21.24	\$21.59
Welfare	5.30	5.80
Pension	6.03	6.53
Training	.60	.60
Annuity	1.00	1.00
Health & Safety	.03	.03
LBCET	.22	.22
Ill. Leg. (deduct)	.05	.05
Coll. Trust	.04	.04
National LBCET	--	--
Pipeline LBCET	.10	.10
PAC (deduct)	.05	.05
MROC (deduct)	.08	.08

ZONE 9 (Locals 32, 727)

Carroll DeKalb	Jo Davieas Lee		Ogle Stephenson		Whiteside Winnebago			
	5/1/04 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	
	Lo32	Lo 727	Lo32	Lo 727	Lo32	Lo 727	Lo32	Lo 727
Rate	\$20.99	(\$20.98)	\$22.39	(\$22.38)	\$23.27	(23.31)	\$24.34	(\$24.66)
Welfare	5.00		5.70		6.34		6.05	(6.05)
Pension	5.33		5.33		5.33		6.19	(5.73)
Annuity	2.17	(\$2.22)	2.17	(2.22)	3.00		3.32	(3.50)
Training	.50		.60		.60		.60	(.60)
LBCET	.12		.12		.12		.12	(.12)
Coll. Trust	.04		.04		.04		.04	(.04)
* Vacation	1.05	(\$1.67)	1.05	(1.67)	1.05	(2.00)	1.05	(2.50)
Pipeline LBCET	.10		.10		.10		.10	
** PAC .05	.05		.05		.05		.05	
* MROC	.08		.08		.08		.08	
* Working Does Local 32	3.25%		3.25%		3.25%		3.25%	
* Working Does Local 727	4.5%		4.25%		4.5%		4.5%	
Midwest Reg F.C.	.10		.10		.10		.10	

*(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 *McLeap		*Stark *Warren *Woodford	
	5/1/04 to 5/1/05		5/1/05 to 5/1/06		5/1/06 to 5/1/07	
	5/1/04 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	\$32.38-33.88	\$33.53-35.53	\$24.79	\$25.94		
Welfare			6.34	6.54		
Pension			4.67	5.07		
Annuity			2.00	3.00		
Training			.60	.60		
LBCET			.14	.14		
Coll. Trust			.04	.04		
Pipeline LBCET			.10	.10		
** PAC			.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
	4/1/04 to 4/1/05		4/1/05 to 4/1/06		4/1/06 to 4/1/07		4/1/07 to 4/1/08
	4/1/04 to 4/1/05	4/1/05 to 4/1/06	4/1/06 to 4/1/07	4/1/07 to 4/1/08			
Rate	\$18.55	\$19.85	\$20.65	\$20.90			
Welfare	4.75	5.00	5.25	5.35			
Pension	3.33	3.33	3.33	3.73			
Training	.50	.60	.60	.60			
* Vacation	.70	.70	.70	.70			
Annuity	1.27	1.77	1.92	2.42			
LBCET	.30	.30	.30	.30			
Coll. Trust	.04	.04	.04	.04			
Pipeline LBCET	.10	.10	.10	.10			
** PAC	.05	.05	.05	.05			
EBOLT	.12	.12					
Does (ded)	1.30 (ded)	1.30	1.40	1.40			
LPL (ded)		.05	.05	.05			

*(Vacation deducted)

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

ZONE 12 (Local 773)

	Alexander Franklin Gallatin Hardin	Jackson Johnson Massac	Perry Pope Pulaski	Salt Union Wilkinson
	4/1/03 to 4/1/04	4/1/04 to 4/1/05	4/1/05 to 4/1/06	4/1/06 to 4/1/07
Rate	\$19.45	\$19.65	\$19.85	\$20.65
Welfare	3.85	4.75	5.00	5.25
Pension	2.50	3.33	3.33	3.33
Training	.40	.50	.60	.60
Annuity	2.15	1.27	1.77	1.92
LBCET	.30	.30	.30	.30
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
* Vacation	.60	.70	.70	.70
EBOLT	.12	.12	--	--
** PAC	.05	.05	.05	.05
Dues (ded)		1.30 (ded)	1.30 (ded)	1.40
LPL (ded)				.05

*(Deduct from net wages)

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

ZONE 13 (Locals 231 and 477)

	Brown	*Logan Mason	*Morgan Pike	Schojler *Scott
	*Case *Christian	*Memard	*Sangamon	
	5/1/04 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	\$21.01	\$21.61	\$21.68	\$22.03
Welfare	4.30	4.80	5.30	5.80
Pension	5.05	5.30	6.03	6.53
Training	.50	.60	.60	.60
LBCET	.30	.22	.22	.22
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
Vacation	.60 (ded)	--	--	--
Annuity	--	--	--	--
** PAC	.05	.05	.05	.05
H & S	--	.03	.03	.03

*(Case, Christian, Logan, Memard, Morgan, Sangamon, Scott - Local 477 - check PLCA)

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

ZONE 14
Vermilion (Local 703)

	5/1/04 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	\$20.85	\$21.90	\$23.10	\$24.26
Welfare	4.60	4.85	5.05	5.05
Pension	6.30	6.30	6.30	6.59
* Vacation	.60	--	--	1.00
Training	.50	.60	.60	.60
Coll. Trust	.04	.04	.04	.04
LBCET	.30	.30	.30	.30
Pipeline LBCET	.10	.10	.10	.10
* PAC	.05	.05	.05	.05
Legal	.30	.30	.30	.30
* Dues	1.50 (ded)	1.50	1.50	1.55

*(deducted)

ZONE 15 (Local 703)

Champaign	Dewitt		Platt	
	5/1/04 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	\$22.35	\$22.96	\$23.76	\$24.71
Welfare	4.60	4.85	5.05	5.05
Pension	5.25	5.69	6.09	6.59
Legal	.30	.30	.30	.30
Training	.50	.60	.60	.60
Annuity	1.05	--	--	--
* Vacation	.60	.60	.60	1.00
Coll. Trust	.04	.04	.04	.04
LBCET	.30	.30	.30	.30
Pipeline LBCET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05
* Dues	--	--	--	1.55

*(Deduct)

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

ZONE 16 (Local 159)

Macon	Moultrie			
	5/1/04 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	\$22.85	\$24.12	\$24.12	\$24.92
Welfare	4.60	5.05	5.05	5.05
Pension	4.35	5.33	5.33	5.73
Training	.50	.60	.60	.60
National LBCET	--	--	--	--
Coll. Trust	.04	.04	.04	.04
LBCET	.30	.30	.30	.30
Pipeline LBCET	.10	.10	.10	.10
Annuity	.35	--	--	.25
* PAC	.05	.05	.05	.05
* Vacation	.60	.60	.60	1.00

*(Deducted)

Dues check off \$1.65

INDIANA

ZONE 1

Late	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	
Rate	\$20.94	\$21.24	\$21.49	\$21.99	\$22.49	
Welfare	4.00	4.50	5.00	5.25	5.50	
Pension	2.00	2.65	3.25	3.85	4.45	
Training	.30	.35	.35	.35	.35	
Coll. Trust	.04	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	.10	
* PAC	.05	.05	.05	.05	.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
Rate	\$19.22	\$19.22	\$19.47	\$19.72
Welfare	4.50	5.00	5.25	5.50
Pension	2.65	3.25	3.85	4.45
Training	.35	.35	.35	.35
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
* PAC	.05	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
3% working dues

ZONE 2

Crittenden Webster (from Kentucky)	Henderson		Union			
	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
Rate	\$19.17	\$19.72	\$19.77	\$20.52	\$21.27
Welfare	4.00	4.50	5.00	5.25	5.50
Pension	2.00	2.15	2.70	2.80	2.90
Training	.30	.35	.35	.35	.35
National LECET	--	--	--	--	--
Coll. Trust	.04	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10	.10
* PAC	.05	.05	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
3% working dues

IOWA (PL except Zone 1)

ZONE 1

Scott County

	1/1/06 to 12/31/06	11/1/07 to 12/31/07	1/1/08 to 1/1/09
Rate	\$22.21	\$22.66	\$23.41
Welfare	5.45	5.60	5.60
Pension	4.00	4.40	4.90
Training	.60	.60	.70
Coll. Trust	.04	.04	.04
* Vacation	1.15	1.15	1.15
Pipeline LBCET	.10	.10	.10
LBCET	.67	.67	.67
** PAC	.05	.05	.05

*(deduct from net wages)

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

(PL) ZONE 2

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.33	\$14.90
Welfare	5.10	5.20
Pension	1.25	1.35
Training	.35	.35
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
** PAC	.15	.10
Iowa LBCET	.15	.15

(Dues Deduction when authorized by employee)

*(Eff. 11/1/05 \$42.50 per day per diem based on work week.)

** (PAC deduction of \$.10 when authorized by employee.)

KANSAS (PL except Zones 1 & 2)

ZONE 1 (Local 1290)

	Atchison	Johnson	Leavenworth	Miami	Wyandotte
		4/1/06 to 4/1/07	4/1/07 to 4/1/08		
Rate		\$23.28	\$22.28		
Welfare		4.65	4.75		
Pension		3.10	3.50		
Vacation		1.25	1.25		
* Dues Supp.		.80	.90		
Training		.39	.49		
Coll. Trust		.04	.04		
Pipeline LBCET		.10	.10		
** PAC		.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 \$.05 when authorized by employee.)

ZONE 2 (Locals 143 & 1290)

Anderson
Chase
Clay
Cloud
Coffey
Dickinson
Douglas

Franklin
Geary
Jackson
Jefferson
Linn
Lyon
Marion

Marshall
McPherson
Morris
Oauge
Ottawa
Pottawatomie
Reno

Republic
Riley
Sellew
Shelburne
Washington
Washington

	4/1/06 to 4/1/07	4/1/07 to 4/1/08
Rate	\$13.45	\$14.30
Welfare	4.00	4.00
Pension	1.65	1.70
Training	.15	.15
Savings	1.00	1.00
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
* PAC	.05	.05

*(PAC deduction of \$.05 when authorized by employee. Dues deduction \$.60)

(PL) ZONE 3 (Local 579 & 1290)

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 2/1/09
* Rate	\$15.12	\$15.86
Welfare	4.00	4.00
Pension	1.00	1.00
Training	.20	.20
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
** PAC	.05	.05

*(Effective 11/1/06 \$42.50 per day per diem on work week. (Counties of Brown, Dost/phan and Nemaha: Rate \$14.56; Wel. \$4.75; 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)

	11/1/06 11/1/07	11/1/07 2/1/09
* Rate	\$13.72	\$14.31
Welfare	4.95	4.95
Pension	3.00	3.10
Training	.33	.35
Coll. Trust	.04	.04
Ky. LECET	.10	.10
Pipeline LECET	.10	.10
** PAC	.05	.05
Reg. LECET	.05	.05

*(Effective 11/1/05 \$42.50 per diem per day based on work week.)

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

LOUISIANA (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$16.59	\$17.05	\$17.55	\$17.80
Welfare	1.15	1.15	1.25	1.30
Pension	2.00	2.50	2.91	3.41
Training	.25	.25	.25	.25
Coll. Trust	.04	.04	.04	.04
Regional LBCET	.05	.05	.05	.05
Pipeline LBCET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

MAINE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$11.95	\$12.77
Welfare	6.60	6.60
Pension	3.45	3.45
Training	.40	.40
Legal	.10	.15
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
N.E. LBCET	.15	.15
Annuity	1.60	1.60
NELHSP	.15	.15
** PAC	.05	.05
Unified Trust	.25	.25

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

MARYLAND (PL)

ZONE 1

	Kent Montgomery Prince Georges	Queen Annes Somerset St. Marys	Talbot Winchester Worcester
Calvert			
Caroline			
Charles			
Dorchester			

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$17.09	\$17.59
Welfare	3.25	3.35
Pension	1.15	1.35
Training	.50	.50
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Mid-Atlantic LBCET	.10	.10
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

ZONE 2

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$19.42	\$19.87
Welfare	2.35	2.52
Pension	1.15	1.35
Training	.25	.25
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
Mid-Atlantic LECET	.05	.05
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

MASSACHUSETTS**ZONE 1**

Suffolk County (Boston, Chelsea, Revere, Winthrop, Deer & Nut Islands)
 Middlesex County (Arlington, Belmont, Burlington, Cambridge, Everett, Malden, Midford, Melrose,
 Reading, Somerville, Stoughton, Wakefield, Winchester, Winthrop, and Woburn only)
 Norfolk County (Brookline, Dedham, and Milton only)

	12/1/06 to 6/1/07	6/1/07 to 12/1/07	12/1/07 to 6/1/08
Rate	\$25.05	\$26.25	\$26.70
Welfare	6.60	6.60	6.60
Pension	4.10	4.10	4.10
Annuity	4.90	4.90	5.40
NELLMCT	.15	.15	.15
Unified Trust	.50	.50	.50
Training	.40	.45	.45
Legal	.15	.15	.20
H & Safety	.15	.15	.15
CT	.04	.04	.04
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05

Dues and LPL of .80 deducted from Rate.

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

ZONE 2

(Rest of State)

	12/1/06 to 6/1/07	6/1/07 to 12/1/07	12/1/07 to 6/1/08
Rate	\$23.45	\$24.65	\$25.00
Welfare	6.60	6.60	6.60
Pension	4.10	4.10	4.10
Annuity	3.15	3.15	3.75
NELL-MCT	.15	.15	.15
Unified Trust	.50	.50	.50
Training	.40	.45	.45
Legal	.15	.15	.20
H & Safety	.15	.15	.15
CT	.04	.04	.04
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05

Dues and LPL of .70 deducted from Rate.

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

MICHIGAN

Statewide

	6/1/03 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
Rate	\$21.64	\$21.64	\$22.04	\$22.49	\$22.92
H & W	2.95	3.50	3.60	3.70	3.95
Pension	2.35	2.73	3.23	3.73	4.05
* Vacation	1.55	1.55	1.65	1.85	2.05
Training	.35	.35	.35	.35	.35
Coll. Trust	.04	.04	.04	.04	.04
Amnity	.90	.97	.97	.97	.97
Pipeline LBCET	.10	.10	.10	.10	.10
MI LBCET	.12	.12	.12	.12	.17
** PAC	.05	.05	.05	.05	.05

*(Deduct vacation from Rate)

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

MINNESOTA

ZONE 1

	Cook Dakota	Itasca Lake	Scott Sherburne	St. Louis (South of Washington Wright)
Rate	\$25.04	\$26.09		
Welfare	5.60	5.75		
Pension	3.30	3.65		
* Vacation	1.60	1.75		
Training	.21	.20		
Coll. Trust	.04	.04		
Pipeline LBCET	.10	.10		
MN LBCET	.05	.06		
** PAC	.05	.05		

*(EFF 6/1/01, Vacation deducted from rate.)

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

ZONE 2

Rest of State

	6/1/06 to 6/1/07	6/1/07 to 6/1/08
Rate	\$19.72	\$20.74
Welfare	5.60	5.75
Pension	3.00	3.30
* Vacation	1.60	1.75
Training	.21	.20
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
MN LBCET	.05	.06
** PAC	.05	.05

*(EFF. 6/1/01 Vacation deducted from rate.)

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

MISSISSIPPI (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.49	\$14.86	\$15.20	\$15.50
Welfare	1.50	1.00	1.35	2.40
Pension	2.00	2.00	2.25	2.64
Training	.25	.25	.25	.25
Coll. Trust	.04	.04	.04	.04
Regional LECET	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

MISSOURI

ZONE 1 (Local 42, 83, 110)

St. Louis

	3/1/04 to 3/1/05	3/1/05 to 3/1/06	3/1/06 to 3/1/07	3/1/07 to 3/1/08	3/1/08 to 3/1/09
* Rate	\$24.48	\$25.08	\$25.58	\$26.28	+11.10
Welfare	3.60	4.10	4.70	4.80	
Pension	3.75	3.75	3.75	4.00	
** Vacation	1.00	1.00	1.00	1.00	
Training	.48	.48	.48	.53	
Coll. Trust	.04	.04	.04	.04	
Pipeline LECET	.10	.10	.10	.10	
*** PAC	.05	.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)

Case	Clay	Jackson	Platte	Ray
	4/1/06 to 4/1/07	4/1/07 to 4/1/08		
Rate	\$23.28	\$24.18		
Welfare	4.65	4.75		
Pension	3.10	3.50		
Training	.39	.49		
Vacation	1.25	1.25		
* Dues Supp.	.80	.90		
Coll. Trust	.04	.04		
Pipeline LECET	.10	.10		
** PAC	.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 879)

Andrew	Clinton	Grundy	Livingston
Atchison	Dewees	Harrison	Mercer
Bachman	DeKalb	Holt	Nodaway
Caldwell	Gentry	*Lafayette	Worth
	5/1/06 to	4/1/07 to	
	4/1/07	4/1/08	
Rate	\$21.19	\$21.29	
Welfare	4.65	4.75	
Pension	3.00	2.70	
Vacation	1.15	1.25	
Training	.44	.44	
** Dues Supp.	.80	.80	
Coll. Trust	.04	.04	
Pipeline LBCET	.10	.10	
*** PAC	.05	.05	

*(Lafayette - \$19.64; Pen 2.70; dues deduct .85)

** (Remit dues when authorized by employee.)

(Deduct withholding from wages and vacation then pay full vacation to Fund)

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

ZONE 4 (Locals 319, 663 and 676)

Barry	Dado	Laclede	Saline
Barton	Dallas	Lawrence	Stone
Bates	Douglas	McDonald	St. Clair
Benton	Greene	Morgan	Taney
Camden	Henry	Newton	Vernon
Carroll	Hickory	Ozark	Webster
Cedar	Jasper	Pottis	Wright
Christian	Johnson	Pott, T	
	4/1/06 to	4/1/07 to	
	4/1/07	4/1/08	
Rate	\$18.79	\$19.74	
Welfare	4.65	4.75	
Pension	2.70	2.70	
Vacation	.90	.90	
Training	.44	.44	
* Dues Supp.	.85	.85	
Coll. Trust	.04	.04	
Pipeline LBCET	.10	.10	
** PAC	.05	.05	

*(Remit dues when authorized by employee.)

(Deduct Withholding from Wages and Vacation then pay full Vacation to Fund)

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

(.0275% supplemental dues)

ZONE 5 (Locals 660, 718 and 840)

Franklin	*Jefferson	*St. Charles
	5/1/06 to	5/1/07 to
	5/1/07	5/1/08
* Rate	\$23.97	\$24.92
Welfare	4.65	4.75
Pension	3.00	3.00
Training	.48	.53
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
** PAC	.05	.05

*(Jefferson - \$24.97; St. Charles - \$25.54)

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

(.0275% supplemental dues.)

ZONE 6 (Locals 424, *660, 662, 718, 840, 916, 955 and 1104)

Adair	Gasconade	Monroe	Schuyler
Andria	Howard	*Montgomery	Scott
Bollinger	Howell	New Madrid	Scottland
Boone	Iron	Oregon	Shannon
Burler	Knox	Osage	Shelby
Callaway	Lewis	Pemiscot	Stoddard
Cape Girardeau	*Lincoln	Perry	St. Francis
Carier	Linn	Phelps	Ssa. Genevieve
Charlton	Macon	Plbe	Stoddard
Clark	Madison	Pulaski	Stullvin
Cole	Marion	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
* Rate	\$22.57	\$22.97
Welfare	4.65	4.75
Pension	3.20	3.50
Training	.48	.53
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
** PAC	.05	.05

*(Lincoln, Montgomery, and Warren)
 (Remaining Counties: Rate \$23.47; same fringes except Pension \$3.00)
 **(PAC deduction of \$.05 when authorized by employee.)
 (3.5% dues deduct)

MONTANA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$16.54	\$17.35
Welfare	4.30	4.30
Pension	1.45	1.45
Training	.35	.35
** Vacation	1.00	1.00
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
NW LBCET	.05	.05
*** PAC	.05	.05
** Dues	.30	.30

*(Any increase in fringes to be deducted from wages. Effective 11/1/05 \$42.50 per day per diem based on work week.)
 **(Deduct)
 *** (PAC deduction of \$.05 when authorized by employee.)

NEBRASKA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$13.66	\$14.45
Welfare	4.00	4.00
Pension	2.25	2.25
Training	.35	.40
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
** PAC	.15	.10
Local LBCET	.15	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)
 ** (PAC deduction of \$.10 when authorized by employee.)

NEVADA

ZONE 1 (Local 872)

Clark	Emeralds		Lincoln		Nye
	7/1/06 to 7/1/07		7/1/07 to 7/1/08		
* Rate	\$22.27		\$23.27		
Welfare	5.14		5.65		
Pension	4.95		5.12		
Annuity	1.29		1.29		
** Vacation	3.75		3.82		
Training	.45		.45		
Coll. Trust	.04		.04		
Pipeline LBCET	.10		.10		
NW LBCET	---		.05		
*** PAC	.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 \$.05 when authorized by employee.)

ZONE 2

(Rest of State - Contact PLCA or Union for Location of Area A & B)

AREA A

	10/1/06 to 10/1/07	10/1/07 to 10/1/08
Rate	\$21.25	\$21.25
Welfare	3.25	3.25
Pension	3.40	3.40
Training	.22	.22
Coll. Trust	.04	.04
* Vacation	2.11	2.11
Pipeline LBCET	.10	.10
NW LBCET	.05	.05
** PAC	.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 \$.05 when authorized by employee.)

NEW HAMPSHIRE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$11.60	\$12.43
Welfare	6.60	6.60
Pension	4.10	4.10
Training	.40	.40
Legal	.10	.15
Coll. Trust	.04	.04
NE Annuity	1.37	1.37
Pipeline LBCET	.10	.10
NE LLMCT	.15	.15
NELHSP	.15	.15
** PAC	.05	.05
Unified Trust	.25	.25

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

NEW JERSEY

Statewide

	3/1/06 to 3/1/07	3/1/07 to 3/1/08
Rate	\$25.75	\$26.90
Welfare	7.00	7.00
Pension	3.10	3.60
Defined Contri- bution Fund	3.75	4.25
Training	.50	.50
Vacation	2.00	2.00
Health & Safety	.05	.05
LBCET	.20	.20
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
* PAC	.10	.10

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 \$.10 when authorized by employee.)

3 1/2% dues deduct Lo 172, 2 1/2% dues deduct Lo 472

NEW MEXICO (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.60	\$14.96	\$15.76	\$16.14
Welfare	2.45	3.00	3.00	1.85
Pension	1.70	1.70	1.88	3.52
Training	.35	.35	.35	.25
Coll. Trust	.04	.04	.04	.04
Regional LBCET	.05	.05	.05	.05
Pipeline LBCET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 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
	7/1/06 to 7/9/07	7/9/07 to 7/1/08		
Rate	\$34.09	\$35.24		
Welfare	10.30	10.70		
Pension	7.19	8.44		
NY Annuity	2.90	3.05		
Coll. Trust	.04	.04		
Pipeline LBCET	.10	.10		
NY LBCET	.10	.10		
Training	.41	.42		
* PAC	.05	.05		
Supp. Unemploy.	--	--		

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

ZONE 1A (Local 1288)

Nassau	Suffolk		
	6/1/06 to 6/1/07	6/1/07 to 6/1/08	
Rate	\$27.30	\$28.05	
* Welfare	7.11	7.37	
* Pension	4.97	5.97	
** Vacation	2.00	2.00	
** Legal	.20	.25	
NY Annuity	4.25	4.25	
* NY Health/Safety	.05	.05	
* NY LBCET	.10	.10	
Coll. Trust	.04	.04	
Pipeline LBCET	.10	.10	
Training	.76	.50	
*** PAC	.05	.05	

*(Up to 40 hours only.)

(Dues deduction of \$1.05 when authorized by employee.)

** (Deducted from rate after taxes.)

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

ZONE 2 (Local 60)

Westchester	Putnam		
	4/1/05 to 4/1/06	4/1/06 to 4/1/07	4/1/07 to 4/1/08
Rate	\$29.40	\$29.76	\$30.25
Welfare	4.65	5.05	5.30
Pension	3.85	4.30	5.10
Training	.25	.50	.50
NY Annuity	3.50	4.00	4.00
NY LBCET	.10	.10	.10
Coll. Trust	.04	.04	.04
Pipeline LBCET	.10	.10	.10
* PAC/Leg/Dues	1.02	1.02	1.02

*(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
Rate	\$28.55	\$28.55
Welfare	6.20	7.70
Pension	3.93	3.93
Annuity	2.00	2.00
* Savings	2.10	2.10
* Dues	1.23	1.23
Nat.H & S	.05	.05
Tig.	.45	.45
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NY LECET	.10	.10
** PAC	.05	.05
ORG. FUND	.35	.35
Loc LECET	.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

	5/1/06 to 5/1/07	5/1/07 to 5/1/08
Rate	\$25.71	\$26.31
Welfare	6.50	6.65
Pension	5.10	5.60
Training	.40	.45
NY LECET	.10	.10
Coll. Trust	.04	.04
* Vacation	1.70	1.70
Pipeline LECET	.10	.10
Annuity	3.50	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****Ulster**

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$28.65	\$29.50
Welfare	4.50	4.65
Pension	5.50	5.85
Training	1.05	1.05
NY LECET	.40	.40
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
Annuity	3.00	3.25
Supp. Unemploy.	.70	.70
* PAC	.10	.15
Vac/Dues (deduct)		1.40

*(PAC deduction of \$.15 when authorized by employee.)

ZONE 5B (Local 17)Chenango (Townships of Shelburne, Columbus, New Berlin)
Otsego

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$22.75	\$23.60
Welfare	4.50	4.65
Pension	5.50	5.85
Training	.30	.30
NY LECET	.40	.40
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
Ann. City	3.00	3.25
Supp. Unemploy.	.70	.75
* PAC	.10	1.30
Vac/Working Docs (deduct)		.15

*(PAC deduction of \$.15 when authorized by employee.)

ZONE 6 (Local 210)

Eric

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$24.36	\$24.96
Welfare	8.66	9.41
Pension	4.26	4.26
Training	.58	.58
Ann.	1.30	1.50
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NY LECET	.10	.10
* PAC	.10	.10

*(PAC deduction of \$.10 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 Shelburne)

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
Rate	\$19.05	\$21.14	\$22.32
Welfare	3.30	3.65	3.80
Pension	4.10	4.65	4.80
Ann.	1.35	2.00	2.00
Training	.75	.75	.85
NY LECET	.10	.45	.45
Coll. Trust	.04	.04	.04
Pipeline LECET	.10	.10	.10
* PAC	.05	.05	.05
Reg. Health/Safety	.05	--	--

*(PAC deduction of \$.05 when authorized by employee.)
Dues 7% (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, Camajoharie, Palatine and Root)

Pulmon (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

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$21.90	\$22.65
Welfare	5.76	6.01
Pension	4.93	5.28
Training	.30	.35
NY LBCET	.15	.15
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
* PAC	.05	.05
Am.	.85	.95

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

ZONE 7B (Local 633)

Oneonta

	8/1/04 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$18.70	\$21.09	\$21.97
Welfare	3.80	4.35	4.45
Pension	3.55	4.60	5.20
Training	.60	.60	.60
Annuity	2.00	2.00	2.00
NY LBCET	.15	.15	.15
Coll. Trust	.04	.04	.04
Health & Safety	.05	.05	.05
Pipeline LBCET	.10	.10	.10
* PAC	.05	.05	.05

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

Dues deduct 6%

ZONE 7C (Local 186)

Clinton

	Essex	Warren	
	8/1/04 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$19.00	\$21.44	\$21.82
Welfare	4.90	5.60	5.70
Pension	3.85	4.80	5.40
Training	.45	.50	.60
NY LBCET	.10	.10	.10
Coll. Trust	.04	.04	.04
Health & Safety	.05	.05	.05
Pipeline LBCET	.10	.10	.10
* PAC	.05	.05	.05
Dues Deduct	1.94	2.00	2.03

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

ZONE 7D (Local 633)

Orwego

	8/1/04 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$18.63	\$21.17	\$21.97
Welfare	3.80	4.35	4.45
Pension	5.12	6.17	6.95
Training	.40	.40	.50
Annuity	.25	.25	.40
NY LBCET	.10	.10	.10
Coll. Trust	.04	.04	.04
Health & Safety	.05	.05	.05
Pipeline LBCET	.10	.10	.10
* PAC	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
Does deduct 7%

ZONE 7E (Local 323)

Franklin

Jefferson

Lewis

St. Lawrence

	8/1/04 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$19.76	\$21.39	\$21.77
Welfare	4.00	4.50	4.75
Pension	3.80	4.80	5.55
Training	.40	.40	.40
NY LBCET	.10	.10	.10
Coll. Trust	.04	.04	.04
Health & Safety	.10	.05	.05
Pipeline LBCET	.10	.10	.10
* PAC	.05	.05	.05
Defined Contribution	.75	1.25	1.25

*(PAC deduction of \$.05 when authorized by employee.)
Does deduct 7%

ZONE 7F (Local 589)

Cortland

Schuyler (Townships of Catherine and Odyessa)

Tompkins

Tioga (Townships of Spencer and Canador)

	8/1/04 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$18.80	\$21.09	\$21.87
Welfare	3.00	3.60	3.60
Pension	3.95	4.45	4.85
Training	.30	.30	.30
Defined Contribution	3.00	3.25	3.45
LBCET	.10	.10	.10
Coll. Trust	.04	.04	.04
Health & Safety	.05	.05	.05
Pipeline LBCET	.10	.10	.10
* PAC	.05	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
Does deduct 5%

ZONE 8A (Local 157)

Albany (Town of Colonie) Columbia	Fulton Montgomery Rensselaer (See 8B)	Saratoga Schenectady Schoharie
	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$22.49	\$22.99
Pension	4.90	5.40
Welfare	4.25	4.75
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.)
Does deduct 4%

ZONE 8B (Local 190)

Albany (except Town of Colonie)
Columbia (Townships of Sarayessant, Stockport, Kinderhook, New Lebanon, Cassan, Ghent, Chatham, Auسترلين)
Green (except Catskill Township)
Rensselaer (Townships of North Greenbush, East Greenbush, Scholack, Nassau, Stephentown and Town of Rensselaer)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$22.69	\$22.69
Welfare	4.10	4.10
Pension	6.35	6.85
Training	.65	.65
NY LECET	.10	.10
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
* PAC	.05	.05
Ann.	--	1.00

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

ZONE 9 (Local 91)

Niagara

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$23.55	\$23.67
Welfare	10.64	10.89
Pension	8.52	9.77
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.)
Does 9% (deduct)

ZONE 10 (Local 435)

Genesee Ontario (Townships of Victor, Farmington, East Bloomfield, West Bloomfield,
 Livingston Richmond, Bristol and Canadice)
 Monroe Wayne (Townships of Ontario, Williamson, Soda, Walworth, Marion,
 Orleans Macedon and Palmyra) Wyoming

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$23.12	\$24.12
Welfare	4.54	4.79
Pension	2.43	2.43
Training	.45	.53
Annuity	3.25	3.25
NY LBCET	1.03	1.18
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
* PAC	.10	.10
Med. Ass.	--	.50

*(PAC deduction of \$.10 when authorized by employee.)
 Dues 6% (deduct)

ZONE 11A (Local 621)

Allegany Chateaugus
 Chateaugus (Townships French Creek, Clymer, Harmony/North Harmony, Busti, Kiantone, Carroll, Mina,
 Sherman, Ellicott, Poland, Jamestown, Gerry, Chateaugus, Edington, Ellery and Stockton)

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$20.79	\$21.40
Welfare	4.60	4.85
Pension	3.55	3.89
Training	.40	.45
NY LBCET/H&S	.10	.10
Coll. Trust	.04	.04
Health /Safety	.05	.05
Pipeline LBCET	.10	.10
* PAC	.05	.05
Money Purchase	3.00	3.00

*(PAC deduction of \$.05 when authorized by employee.)
 Dues 5% (deduct)

ZONE 11B (Local 680)

Chateaugus (Townships Ripley, Westfield, Portland, Pomfret, Dunkirk, Sheridan, Hanover, Villenova,
 Arkwright, Cherry Creek and Charlotte)

	7/1/04 to 7/1/05	7/1/05 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$21.74	\$21.74	\$21.74	\$21.95
Welfare	4.10	4.60	4.60	4.85
Pension	2.50	3.00	3.55	3.89
Training	.40	.40	.40	.45
NY LBCET	.15	.10	.10	.10
Coll. Trust	.04	.04	.04	.04
Health /Safety	--	.05	.05	.05
Pipeline LBCET	.10	.10	.10	.10
* PAC	.05	.05	.05	.05
Money Purchase	3.50	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 Odyessa)

Stucken

	7/1/06 to 7/1/07	7/1/07 to 7/1/08
Rate	\$20.23	\$21.03
Welfare	3.90	4.00
Pension	5.27	5.62
Ann	2.00	2.00
Training	.84	.84
** NY LBCET/H&S	.30	.30
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
* PAC	.05	.05

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

**(Deduct)

Dues 5% (deduct)

ZONE 13 (Locals 435 and 633)

Cayuga

Seneca

Yates

Ontario (Townships of South Bristol, Combsdaign, Manchester, Hopewell, Seneca, Graham, 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
Rate	\$25.00	\$25.80
* Welfare	4.65	4.80
Pension	3.75	4.10
Training	.35	.35
NY LBCET	.15	.15
Coll. Trust	.04	.04
Dues Assessment	7%	7%
Pipeline LBCET	.10	.10
** PAC	.05	.05
Amnity	1.42	1.60

*(Deduct when authorized)

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

NORTH CAROLINA (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/08
* Rate	\$15.00	\$15.25	\$15.75	\$16.09
Welfare	2.00	2.50	2.75	3.00
Pension	.60	.70	.86	1.00
Training	.50	.50	.50	.50
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
Mid-Atlantic LBCET	.06	.08	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

Union dues deduct 4%

NORTH DAKOTA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$12.14	\$12.74
Welfare	5.60	5.75
Pension	2.50	2.50
Training	.21	.20
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
LBCET	.05	.06
** PAC	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

Dues 4% (deduct)

OHIO (PL)

Statewide (Boone, Kenton & Campbell from Kentucky)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$22.73	\$23.59
Welfare	4.40	4.40
Pension	2.00	2.10
Training	.10	.15
Coll. Trust	.04	.04
Tri-Fund LBCET	.05	.05
Pipeline LBCET	.10	.10
** PAC	.05	.05

*(Effective 11/1/03 \$42.50 per day per diem based on work week.)

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

OKLAHOMA (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$15.00	\$15.00	\$15.76	\$16.14
Welfare	1.35	2.00	2.00	1.85
Pension	1.55	1.77	1.95	2.50
Coll. Trust	.04	.04	.04	.04
Regional LBCET	.05	.05	.05	.05
Trng.	.30	.30	.30	.25
Pipeline LBCET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

Dues 5% (deduct)

OREGON

Statewide

	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
* Rate	\$21.58	\$22.05	\$22.57	\$23.12
Welfare	4.80	4.80	4.90	5.00
Pension	4.45	4.85	5.15	5.45
Training	.40	.45	.50	.55
** Dues Deduction	.90	.90	.90	.95
National LBCET	—	—	—	—
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
NW LBCET	.05	.07	.07	.07
*** PAC	.05	.05	.05	.05

*(Any increase in fringes to be deducted from wages)

** (Dues Deduction and Credit Union fee 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
Rate	\$16.50	\$21.55	\$23.05	\$23.80
Welfare	4.76	4.76	6.26	7.26
Pension	9.33	9.33	5.83	10.58
Training	.17	.76	.76	.76
* Legal	.30	.30	.30	.30
LECET 1	--	--	.23	.23
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
Mid-Ad. LBCET	.05	.05	--	--
** PAC	.05	.05	.30	.30
Annuity			4.60	--
RH&S			.12	.12

*(Legal contribution of \$.30 is included in rate.)

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

ZONE 2

	Clarion	*Franklin	Merzer
Allegheny	Clearfield	*Polk	*Mt. Sin
Armstrong	*Clinton	Greene	*Polk
Beaver	*Crawford	*Huntingdon	Southwest
*Bedford	Elk	Indiana	Venango
Blair	Eric	*Jefferson	Warren
Butler	Fayette	Lawrence	Washington
Cambria	*Forest	McKean	Westmoreland
*Cameron			
*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	\$22.40	\$23.10	\$23.55
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 LBCET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Add .10 to Rate)

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

Does 3.9% (deduct)

ZONE 3

	Lackawanna	Montour	Sullivan
Adams	Lancaster	Northampton	Susquehanna
Berks	Lebanon	Northumberland	Tioga
Bradford	Lehigh	Perry	Union
Carbon	Luzerne	Pike	Washtenaw
Columbia	Lycoming	Schuylkill	Wyoming
Cumberland	Monroe	Snyder	York
Dauphin			
Juniata			

	5/1/05 to 11/1/05	11/1/05 to 5/1/06	5/1/06 to 6/1/07	4/1/07 to 4/1/08
Rate	\$16.04	\$17.93	\$18.13	\$18.38
Welfare	4.20	4.20	4.85	5.74
Pension	3.75	3.75	3.75	3.75
Training	.24	.24	.24	--
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
Mid-Ad. LBCET	.04	.04	.04	.04
* PAC	.05	.05	.05	.05

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

Does 4% (deduct)

RHODE ISLAND

Statewide

	5/28/07 to 12/2/07	12/3/07 to 6/1/08
Rate	\$24.10	\$24.40
Welfare	6.65	7.15
Pension	4.40	4.60
Training	.40	.40
Legal	.25	.05
NE Annuity	3.05	3.05
NE LBCET	.15	.15
Coll. Trust	.04	.04
NE LAB H & S	.15	.15
Pipeline LBCET	.10	.10
* PAC	.05	.05

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

SOUTH CAROLINA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$16.00	\$16.30
Welfare	2.55	2.60
Pension	1.35	1.74
Training & Safety	.25	.25
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Regional LBCET	.05	.05
** PAC	.05	.05

*(Eff. 11/1/05 \$42.50 per day per diem based on work week.)

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

Dues 5% (deduct)

SOUTH DAKOTA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$13.89	\$14.38
Welfare	5.10	5.20
Pension	1.00	1.10
Training	.35	.40
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
** PAC	.15	.10
Local LBCET	.15	.15

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

***(PAC deduction of \$.10 when authorized by employee.)

Dues 5% (deduct)

TENNESSEE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$16.10	\$16.45
Welfare	2.55	2.60
Pension	1.40	1.75
Training & Safety	.25	.25
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
Regional LECET	.05	.05
** PAC	.05	.05

*(EFF. 11/1/05 \$42.50 per day per diem based on work week.)

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

Dues 4% (deduct)

TEXAS (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 3/1/09
* Rate	\$15.00	\$15.07	\$15.76	\$16.14
Welfare	1.35	1.75	2.00	1.85
Pension	1.60	2.00	2.00	2.50
Coll. Trust	.04	.04	.04	.04
Trng.	.25	.25	.25	.25
Reg. LECET	.05	.05	.05	.05
Pipeline LECET	.10	.10	.10	.10
** PAC	.05	.05	.05	.05

*(Effective 11/1/05 \$42.50 per day per diem based on work week.)

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

UTAH (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 11/1/08
* Rate	\$16.87	\$17.61
Welfare	2.65	2.70
Ann.	1.85	1.85
Training	.35	.35
** Vacation	1.00	1.00
** Admin Dnc	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 11/1/05 \$42.50 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

	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$14.13	\$14.54
Welfare	6.60	6.60
Pension	3.85	3.45
Training	.40	.40
Legal	.10	.15
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
NE Annuity	.45	1.30
NELLMCT	.15	.15
NELHSP	.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 employer.)

VIRGINIA (PL)

Statewide

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 11/1/08
* Rate	\$15.53	\$15.75	\$16.27	\$16.53
Welfare	2.15	2.54	2.75	3.25
Pension	.75	1.00	1.25	1.10
Training	.50	.50	.50	.60
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
Mid-Ad. LBCET	.15	.15	.20	.25
** PAC	.05	.05	.05	.05

*Effective 11/1/05 \$42.50; Eff.

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

Union dues deduct 2.5%.

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)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09
* Rate	\$18.86	\$19.95	\$20.90	\$21.68
Welfare	4.70	4.85	4.95	4.95
Pension	1.70	1.70	1.90	2.10
Training	.35	.35	.35	.35
** Credit Union	1.00	1.00	1.00	1.00
** Dues Deduction	.70	.70	.70	.75
National LBCET	—	—	—	—
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
NW LBCET	.05	.05	.05	.05
*** PAC	.05	.05	.05	.05

*(Any increase in fringes to be deducted from wages. Effective 11/1/05 \$42.50 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, Kititas, Yakima, and Douglas County (west of the 120 Meridian)

	8/1/04 to 11/1/05	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 1/1/09
* Rate	\$17.95	\$18.74	\$19.99	\$20.87
Welfare	4.70	4.95	4.95	4.95
Pension	2.60	2.80	2.80	2.90
Training	.35	.35	.35	.35
** Credit Union	1.00	1.00	1.00	1.00
** Dues Deduction	.70	.70	.70	.75
National LECET	--	--	--	--
Coll. Trust	.04	.04	.04	.04
Pipeline LECET	.10	.10	.10	.10
NW LECET	.05	.05	.05	.05
*** PAC	.05	.05	.05	.05

*(Any increase in fringes to be deducted from wages. Effective 11/1/05 \$42.50 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
* Rate	\$26.26	\$28.04
Welfare	4.95	4.95
Pension	2.80	2.90
Training	.35	.35
** Credit Union	1.00	1.00
** Dues Deduction	.70	.75
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NW LECET	.05	.06
*** PAC	.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, Cowitz, 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
Rate	\$24.99	\$25.94
Welfare	4.95	4.95
Pension	2.80	2.90
Training	.40	.35
* Credit Union	1.00	1.00
** Dues Deduction	.70	.75
Coll. Trust	.04	.04
Pipeline LECET	.10	.10
NW LECET	.05	.05
WCISAP	--	--
*** PAC	.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
Rate	\$21.61	\$21.86
Welfare	4.25	4.50
Pension	2.75	3.00
Training	1.00	1.00
LBCET	.25	.25
Coll. Trust	.04	.04
Pipeline LBCET	.10	.10
Annuity	2.00	2.00
* PAC	.05	.05

*(PAC deduction of \$.05 when authorized by employee.)
Dues 5% (deduct)

WISCONSIN

Statewide

	6/1/05 to 6/1/06	6/1/06 to 6/1/07	6/1/07 to 6/1/08
Rate	\$22.32	\$22.92	\$23.77
Welfare	6.02	6.62	7.00
Pension	3.40	3.60	3.82
* Vacation	.55	.61	.73
Training	.23	.23	.23
Coll. Trust	.04	.04	.04
WI LBCET	.08	.08	.08
Pipeline LBCET	.10	.10	.10
** PAC	.05	.05	.05

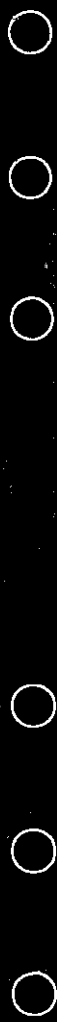
*(Working Vacation deducted from rate.)
**(PAC deduction of \$.05 when authorized by employee.)

WYOMING

Statewide

	8/1/04 to 2/1/05	2/1/05 to 7/1/06	7/1/06 to 7/1/07	7/1/07 to 7/1/08
* Rate	\$14.20	\$15.00	\$15.80	\$15.30
Welfare	4.03	4.10	4.30	4.30
Pension	2.70	2.70	2.70	2.70
Coll. Trust	.04	.04	.04	.04
Pipeline LBCET	.10	.10	.10	.10
NW LBCET	.05	.05	.05	.05
** Dues Check off	5.8%	5.8%	5.8%	5.8%
NW Laborers - Employees				
Educ. Trg. Trust Fund	.20	.33	.33	.33
*** PAC	.05	.05	.05	.05

*(Eff. 7/1/07 - \$60 per diem per day)
**(Dues Check-off is in addition to rate and calculated by taking 5.8% of gross wages, taxed and remitted to union when authorized by employee.)
*** (PAC deduction of \$.05 when authorized by employee.)



Handwritten text, possibly a list or notes, is visible in the center of the page. The text is extremely faint and difficult to decipher due to the high contrast and grainy quality of the scan. Some characters and symbols are barely legible against the dark background.

