

**ORIGINAL**

**HIGHWAY, HEAVY & RAILROAD CONSTRUCTION AGREEMENT**

**between**

**HIGHWAY, HEAVY, AND UTILITY DIVISION – ICA, INC.**

**and**

**INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION 181**

**April 1, 2015 to March 31, 2018**

**3. EMPLOYEES COVERED.** This Agreement shall have effect on and cover employees performing work in the area covered by Article 4 of this Agreement for the Employer and all job site equipment repairs and maintenance and all other job site work which has been or may be awarded to the International Union of Operating Engineers and, without limiting the foregoing, all classifications of employees listed in Schedule "A" and any addition or additions thereto during the life of this Agreement. Provided, however, that this Agreement does not cover warranty and specialized mechanics who are not employees of the Employer. Such mechanics may perform job site repair or job site maintenance if assisted by an employee covered by this Agreement.

This Agreement shall not cover or apply to Superintendents, Assistant Superintendents, General Foreman, Foreman, Timekeepers, Messenger Boys, Guards, Confidential Employees, and Office Help.

The Foreman and all above are Agents of the Employer and in no way shall be construed to be an Agent of the Union.

No Foreman or Supervisor shall be allowed to operate, repair or maintain any mechanical equipment when such operation takes the job of an employee covered by this Agreement.

**4. AREA COVERED.** This Agreement shall cover and apply to the territorial jurisdiction of Local 181. The territorial jurisdiction of Local 181 in Indiana shall be the following counties:

Bartholomew	Floyd	Lawrence	Ripley
Brown	Franklin	Martin	Scott
Clark	Gibson	Ohio	Spencer
Crawford	Harrison	Orange	Switzerland
Dearborn	Jackson	Perry	Vanderburgh
Decatur	Jefferson	Pike	Warrick
Dubois	Jennings	Posey	Washington

**5. WORK COVERAGE.** This Agreement shall cover the type of work as outlined in Articles 6, 7, and 9 and all job site equipment repairs and maintenance, and other job site work, which has been or may be awarded, to the International Union of Operating Engineers; provided, however, that this Agreement does not cover job site repair or maintenance performed by warranty and specialized mechanics who are not employees of the Employer.

For purposes of this paragraph, "job site equipment repairs and maintenance" shall include equipment repairs and maintenance performed at a location established for the sole purpose of repairing and maintaining equipment for a specific job in question.

For purposes of this paragraph, "other job site work" shall include work performed at a location within reasonable proximity to the job in question and for the sole purpose of performing part of that job.

## SCHEDULE "A"

Employees employed on the named machines or classifications as set out in this Schedule "A" shall be employed at the rates per hour for wages, health and welfare, pension and training as hereinafter in Class A-1, A, B, and C and the appropriate Apprentice Schedule.

### CLASS A-1

Operating Engineers possessing 3<sup>rd</sup> party certification: (NCCCO) – National Commission for the Certification of Crane Operators or (OECF) – Operating Engineers Certification Program, U.S. Coast Guard approved Boat Pilot License will be paid Class A-1.

Cherry Picker – ALL	Overhead Crane
Crane or Derrick	Pile Drive – Skid or Crawler
Gantry	Rough Terrain Crane
Hoist 2-drum and over	Tower Crane
Hydraulic Boom Truck	Tug/Push Boat

### Class A-1 Wages

EFFECTIVE DATE	WAGES	H/W	PENS.	TRNG.	ICIAF	SAT	GROSS
April 1, 2015	\$33.65	7.50	6.25	.65	.13	.03	\$48.21
April 1, 2016	34.85	7.50	6.50	.65	.13	.03	\$49.66
April 1, 2017	35.85	8.00	6.50	.65	.13	.03	\$51.16

### CLASS A

Air Compressor in Manifold with throttle valves	Hydro – demolition equipment
Asphalt Plant Engineer	Keystone (Skimmer Scoop)
Auto Grade or similar type machine	Laser Screed
Auto Patrol	Loader – self propelled (belt chain wheel)
Backhoe – all	Locomotive Operator
Ballast Regulator (R.R.)	Mechanic
Bituminous Mixer	Milling Machine
Bituminous Paver	Mucking Machine
Bituminous Plant Engineer	Multi-bank Drill Operator
Bulldozer	Panel Board Concrete Plant-central mix type
Caisson Drilling Machine	Paver – Hetherington
Cherry Picker – all	Pile Driver – skid or crawler
Chip Spreader – self-propelled	Overhead Crane
Cold grinder or similar type equipment	Road Paving Mixer
Concrete Mixer – 21 cu. ft. or over	Rock Breaking Plant
Concrete Pump – truck mounted	Rock Crushing Plant - portable

**SCHEDULE "A" (continued)**

Core Drilling Machine	Roller – Asphalt, Waterbound Macadam, Bituminous Macadam, Brick Surface
Crane or Derrick with any attachment including: Clamshell, dragline, shovel, backhoe, etc.	Roller – with dozer blade
Dredge Operator	Root Rake – tractor mounted
Drilling Machine on which the drill is a integral part	Rough Terrain Crane
Earth Mover – rubber tired (paddle wheel, 619, 631, TS24, or similar type)	Seaman Tiller
Earth Mover – rubber tired, tandem - 50 cents per hour additional	Self-Propelled Hydraulic Drill
Elevating Grader	Self Propelled Widener
Endloader – hilift shovel	Spider or Snorkel Crane
P.C.C. Formless Paver	Stump Remover – Tractor Mounted
Gantry	Surface Heater and Planer
Gator Tiller	Tandem Push Tractor – 50 cents per hour additional
Gradeall	Tower Crane
Gravel Processing Plant, portable	Tractor – boom, winch, or hoe head
Guardrail Post Driver Operator	Tractor – push
Head Greaser	Tractor with scoop
Hilift Shovel – endloader	Tractor Mounted Spreader
Hoist, 2-drums and over	Transfer Machine/Shuttle Buggy
Helicopter – Crew	Tree Mover
Hydraulic Boom Truck (Pittman)	Trench Machine (over 24")
Hydraulic Boom Truck	Tug Boat Operator
	Welder
	Well Drilling Machine

**Class A Wages**

<b>EFFECTIVE DATE</b>	<b>WAGES</b>	<b>H/W</b>	<b>PENS.</b>	<b>TRNG.</b>	<b>ICIAF</b>	<b>SAT</b>	<b>GROSS</b>
April 1, 2015	\$32.65	7.50	6.25	.65	.13	.03	\$47.21
April 1, 2016	33 85	7.50	6.50	.65	.13	.03	\$48.66
April 1, 2017	34 85	8.00	6.50	.65	.13	.03	\$50.16

**Long Boom Pay:**

- a. All crane operators operating cranes, including hydraulic cranes, with booms one hundred twenty five (125) feet and over including jib, shall be compensated an additional fifty cents (\$0.50) per hour over and above the "Class A-1" and "Class A" wage scale.

**SCHEDULE "A" (continued)**

- b. All crane operators operating cranes with booms one hundred seventy five (175) feet and over including jib, shall be compensated an additional one dollar (\$1.00) per hour over and above the "Class A-1" and "Class A" wage scale.
- c. All crane operators operating cranes with booms two hundred seventy five (275) feet and over including jib, shall be compensated an additional one dollar and fifty cents (\$1.50) per hour over and above the "Class A-1" and "Class A" wage scale.
- d. Long Boom Pay, Tower Cranes: The length of the mast and boom combined shall be used in determining Long Boom Pay for Tower Crane.
- e. Piling Leads: All crane operators using piling leads, regardless of boom length, will receive an additional fifty cents (\$0.50) per hour on Long Boom Pay.

**CLASS B**

Air Compressor with throttle valve or Clever Brooks type combination	Paving Breaker
Articulating Dump Truck or similar (off road)	Broom, self-propelled
Backfiller	Pull Grader, power controlled
Base Paver – Jersey or similar type machine	Refrigerating Machine – freezing operation
Bull Float	Roller – earth and sub-base material
Concrete Finishing Machine	Ross Carrier (straddle buggy)
Concrete Mesh Depressor – independently operated	Sheepfoot roller – self-propelled without blade
Concrete Spreader – Power Driven	Tamper – Multiple Vibrating, Asphalt Waterbound Macadam, Bituminous Macadam, Brick Surface
Dredge Engineer	Tamper – Multiple Vibrating, earth and sub-base material
Excavator Loader – portable	Telescoping Rock Spreader
Fireman – on boiler	Trench Machine, 24" and under
Forklift – regardless of ton	Tube Float
Hoist – 1-drum	Well Point System
Mesh or Steel Placer	Widener – Apsco or similar type
Minor Equipment Operator – 5 pcs.	Winch Truck with A-Frame
Multiple Tamping Machine (R.R.)	
P.C.C. Concrete Placer	

**SCHEDULE "A" (continued)**

**Class B Wages**

EFFECTIVE DATE	WAGES	H/W	PENS.	TRNG.	ICIAF	SAT	GROSS
April 1, 2015	\$30.00	7.50	6.25	.65	.13	.03	\$44.56
April 1, 2016	31.20	7.50	6.50	.65	.13	.03	\$46.01
April 1, 2017	32.20	8.00	6.50	.65	.13	.03	\$47.51

**CLASS C**

Air Compressor	Gunite Machine
Assistant to Engineer – Oiler	Hetherington Driver
Assistant Plant Engineer	Hetherington Helper
Automatic Dry Batch Plant	Hydra Seeder
Bituminous Distributor	Mechanic's Helper
Bituminous Patching Tamper	Mechanical Heater
Belt Spreader	Minor Equipment Operator, 1 thru 4 pcs
Broom and Belt Machine	Outboard or InBoard Motor Boat
Brush Burner	Power Curing Spraying Machine
Chair Cart – Self-propelled	Power Saw – concrete, power driven
Coleman Type Screen	Pug Mill
Cold Grinder Oiler	Pull Broom, power type
Concrete Mixer – less than 21 cu. ft.	Slurry Seal Machine
Conveyor, portable	Spike Machine
Curb Machine	Spreader
Deckhand	Straw Blower or Brush Mulcher
Digger, posthole, power driven	Stripe Removal Machine
Farm Tractor- incl. farm tractor w/all attachments except backhoe, hilift endloaders	Striping Machine – paint, motor driven
Form Grader	Sub Grader
Form Tamper, motor driven	Throttle Valve
Generator	Tractaire with drill
Greaser Helper	Truck Crane and Multi-Drill Oiler-Driver
	Water Pump

**Class C Wages**

EFFECTIVE DATE	WAGES	H/W	PENS.	TRNG.	ICIAF	SAT	GROSS
April 1, 2015	\$27.87	7.50	6.25	.65	.13	.03	\$42.43
April 1, 2016	29.07	7.50	6.50	.65	.13	.03	\$43.88
April 1, 2017	30.07	8.00	6.50	.65	.13	.03	\$45.38