

2015 – 2018

INDIANA BUILDING, SEWER, WATERLINE and UTILITY AGREEMENT

Negotiated By and Between

Building Division – ICA, Inc.

and

**International Union of Operating Engineers
Local 181**

**Effective: April 1, 2015
Through March 31, 2018**

ORIGINAL

This Agreement shall have effect on and cover employees performing work in the area covered by Article II 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 Article VII 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.

3. Work Coverage

This Agreement shall cover the type of work as outlined in the Scope of the Agreement 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.

Article II

Area Limits

It is agreed that the provisions of this Agreement shall be applicable to all work of the Employer involving Operating Engineers and Apprentices performed at the job sites located within territorial jurisdiction of the Local Union, and the territorial jurisdiction of the Local Union shall be: 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, and Washington Counties in the State of Indiana.

Article III

Hiring Procedure

This hiring procedure agreement is entered into between _____ hereinafter referred to as the Employer, and Local Union No. 181, International Union of Operating Engineers hereinafter referred to as the Union, in order to provide the Employer with a means of securing an efficient and competent working force on a nondiscriminatory basis, and in order to minimize casual employment by securing a fair distribution

ARTICLE VII

Wage Scale and Classifications

CLASS A – 1 Minimum Wage Rate per hour for Operating Engineers possessing 3rd party certification: (NCCCO) – National Commission for the Certification of Crane Operators or (OBCP) – Operating Engineers Certification Program, U.S. Coast Guard approved Boat Pilot License on the following equipment shall be:

	<u>4-1-15</u>	<u>4-1-16</u>	<u>4-1-17</u>
Hourly Rate	\$32.88	33.98	34.93
Health & Welfare	\$7.50	7.50	8.00
Pension	\$6.25	6.50	6.50
Training	\$.65	.65	.65
Drug Testing	\$.12	\$.12	\$.12
ARSC Safety Trng.	\$.05	\$.05	\$.05
CAPCI	<u>\$.07</u>	<u>\$.07</u>	<u>\$.07</u>
GROSS	<u>\$47.52</u>	<u>\$48.87</u>	<u>\$50.32</u>
EPEC Deduction	\$0.05	\$0.05	\$0.05
Admin. Dues Deduct.	3% of gross wages	3% of gross wages	3% of gross wages

Chimney hoist, crane, gantry crane, hydraulic crane, locomotive crane, motor crane, overhead crane, rough terrain crane, swing crane, tower crane, boat.

CLASS A. Minimum Wage Rate per hour on the following equipment shall be:

	<u>4-1-15</u>	<u>4-1-16</u>	<u>4-1-17</u>
Hourly Rate	\$31.88	32.98	33.93
Health & Welfare	\$7.50	7.50	8.00
Pension	\$6.25	6.50	6.50
Training	\$.65	.65	.65
Drug Testing	\$.12	\$.12	\$.12
ARSC Safety Trng.	\$.05	\$.05	\$.05
CAPCI	<u>\$.07</u>	<u>\$.07</u>	<u>\$.07</u>
GROSS	<u>\$46.52</u>	<u>\$47.87</u>	<u>\$49.32</u>
EPEC Deduction	\$0.05	\$0.05	\$0.05
Admin. Dues Deduct.	3% of gross wages	3% of gross wages	3% of gross wages

A-frame winch truck, articulating dump, autograde (CMI), auto patrol, ballast regulator (RR), batcher plant (electrical control concrete), bending machine (pipe), bituminous plant (engineer), bituminous plant, bituminous mixer travel plant, bituminous paver, bituminous roller, boring machine, buck hoist, bull dozer, cable way, Chicago boom, chimney hoist, clamshell, concrete mixer (21 cu. ft. or over), concrete paver, concrete pump (crete), construction elevator (Allmac or similar) crane, crane, crawler backhoe, crawler high-lift, crusher plant, derrick, derrick boat, dinkey, directional/boring machine, dope pots (pipeline), double drum tugger (electric or air), dragline, dredge operator, dredge engineer, drill operator, elevating grader, extendable boom forklift, formless paver, gantry crane, gator (or similar type tiller), gradeall, grader, grademan, greaser (on grease facility servicing heavy equipment), G.P.S System (on equipment within the classifications), grout pump, head greaser, helicopter crew, Hetherington paver, hoist (motorized,

gas or diesel), hydraulic crane, hydro blaster, Industrial type forklift (over 9,000 lbs), laser concrete screed, laser or remote controlled equipment (within the classifications), locomotive crane, locomotive, mechanic, micro pile driving machine, mobile mixer, motor crane, mucking machine, multiple tamping machine (RR) overhead crane, pile driver, pulls, push dozer, push boats, roller (sheep foot), rough terrain crane, R.T. backhoe, R.T. endloader, remote controlled demolition equipment, Ross carrier, scoop, self-propelled modular transporter, shovel, side boom, skidsteer loader (bobcat or similar type), swing crane, tail boom, tar machine (pipeline), tower crane, transfer machine/shuttle buggy, trench machine, welder (heavy duty), truck mounted concrete pump, truck-mounted drill, vacuum truck, well point, whirleys.

CLASS B. Minimum Wage Rates per hour on the following equipment shall be:

	<u>4-1-15</u>	<u>4-1-16</u>	<u>4-1-17</u>
Hourly Rate	\$23.75	24.85	25.80
Health & Welfare	\$7.50	7.50	8.00
Pension	\$6.25	6.50	6.50
Training	\$.65	.65	.65
Drug Testing	\$.12	\$.12	\$.12
ARSC Safety Trng.	\$.05	\$.05	\$.05
CAPCI	<u>\$.07</u>	<u>\$.07</u>	<u>\$.07</u>
GROSS	\$38.39	\$39.74	\$41.19
EPEC Deduction	\$0.05	\$0.05	\$0.05
Admin. Dues Deduct.	3% of gross wages	3% of gross wages	3% of gross wages

Air compressor (1 or more, 600 cfm and over), air compressor with throttle valve, assistant engineer, bituminous distributor, brakeman, bullfloat, cement gun, concrete mixer, concrete saw, concrete spreader or puddlers, conveyor, deck hand oiler, deck engine, drill helper, earth roller, electric vibrator compactor (earth or rock), elevator (in-plant, automatic), finishing machine, fireman, form grader, generator, guard-rail driver, heater, oiler, Industrial type forklift (9,000 lbs and under), material pump, motor boats, paving joint machine, post hole digger, power broom, power traffic signals, rock roller, rock spreader, Roller (earth or rock), spike machine (RR), steam jenny, sub grader, tamping machine, truck crane oiler, truck mounted drill oiler, Tugger (one-drum, air or electric) vibrator, vibro-piling hammer-hydraulic hammer or auger, water pump, widener (apsco or similar type) welding machine, JLG lifts and scissor lifts or similar machine.

The Business Representative of the Union and the Employer shall use above classifications of machines and wage rates to determine the wage rate to be paid to an operator of any machine not specified herein.

The rates of pay for Local 181 Apprentices are based on a percentage of Group A wage rates as established in this Collective Bargaining Agreement. The percentage figures are based on the following six (6) steps:

0 to 1,000 hours.....	60% - 1 st Step
1,001 to 1,999 hours.....	65% - 2 nd Step
2,000 to 2,999 hours.....	70% - 3 rd Step
3,000 to 3,999 hours.....	75% - 4 th Step
4,000 to 4,999 hours.....	80% - 5 th Step
5,000 to 6,000 hours.....	90% - 6 th Step

The pay rate of all Apprentices shall be for the proper period of training as determined by the Joint Committee and as stipulated in the Apprenticeship Agreement. At no time will the Apprentice rate be less than the pay in Group B or any more than the classification of the machine he is operating unless it is authorized by the Union.

COMBINATION RATES

1. 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.

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.

2. Long Boom Pay, Tower Cranes: The length of mast and boom combined shall be used in determining Long Boom Pay for Tower Cranes.

3. Piling Leads: All crane operators using piling leads, regardless of boom length, will receive an additional fifty cents (\$0.50) per hour or Long Boom Pay.

4. Tower Crane Operators will receive an additional one hour each day for operating a tower crane when it is determined by mutual agreement not to use an oiler.

5. Tandem pulls, tandem dozers or tandem push tractors shall be at a "combination rate" of fifty cents (\$0.50) per hour for each additional unit.

6. Men working underground shall be paid ten per cent (10%) additional, to the next even cent. This does not apply to open cut work.

7. "Combination rate" shall mean fifty-cents (\$0.50) per hour in addition to the regular rate.

8. Master Mechanics shall receive Class A rate plus fifty cents (\$0.50) per hour "combination rate." Master Mechanics and Mechanics must be Operating Engineers.

9. Certification. All Operators possessing equipment certification approved by the Joint Apprenticeship and Training Committee shall receive fifty cents (\$0.50) per hour "combination rate" in addition to the wage rate listed in Article VII "Wage Scale and Classifications." The "combination rate" shall apply while operating equipment on which the operator has attained certification approved by the Joint Apprenticeship and Training Committee. Certification "combination rate" will not apply to Class A-1.

ARTICLE VIII

Operator Foreman

A. One (1) Foreman is required for each shift on a project of an Employer having eight (8) or more Employees and an additional Foreman is required on said project having twenty (20) or more Employees and an additional Foreman is required on said project having thirty-five (35) or more of the aforementioned Employees. When the third Foreman is required, one (1) of the aforementioned Foremen shall be designated as a General Foreman and shall receive one dollar (\$1.00) per hour above Class A rate and shall receive such wages as long as twenty (20) or more employees are employed on said project. The assignment of a General Foreman shall be by mutual agreement. Such Foreman shall have only such authority as assigned by the Employer.

B. The Foreman shall receive not less than fifty cents (\$0.50) per hour over and above the regular rate of pay for crane operators.

C. Duties of the Operator Foreman shall be (1) to replace any absenteeism, (2) to replace any Operating Engineer who has started to work and may have to leave through no fault of the Employer, (3) to assist any Operating Engineer who may need help or advice, (4) to assign Operating Engineers to the equipment, if the Employer so desires, and (5) to operate any equipment on the job provided the Employer has made an effort to hire an operator.

D. No Foreman shall be allowed to operate, repair or maintain any mechanical equipment when such operation takes the job of an Employee covered by this Agreement except as provided in this Article under "Duties of Operator Foreman." The Foreman shall work overtime whenever three (3) or more Operating Engineers work overtime. The Foreman shall not be laid off as long as the company is employing more than five (5) Operating Engineers. The Foreman may divide his overtime with the Job Steward.