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K# 9016

**PIPE LINE CONTRACTORS
ASSOCIATION
LABOR MANUAL REVISIONS**

Instruction Sheet

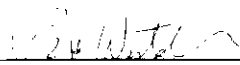
Please destroy Page 118 -119 and A-101 through A- 131 in the Teamsters Section, and replace them with revised Pages 118-119 and A-101 through and including A-130, Rev.10/2007.

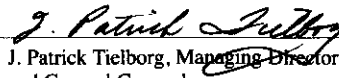
ee of the said Employers or any local union or official thereof affiliated with the International Union unless and until such unauthorized act is brought to the attention of the International Union and the International Union fails to use reasonable efforts to correct such unauthorized act.

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

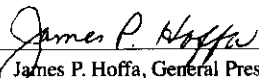
IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 7th day of February, 2006.

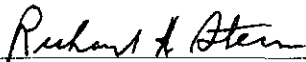
PIPE LINE CONTRACTORS ASSOCIATION

By: 
Robert H. Westphal, President

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

INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: 
James P. Hoffa, General President

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

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

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

A. States

1. Alabama, Arizona, Arkansas, Colorado, Florida, Georgia, Kansas, Louisiana, Mississippi, Nebraska, N. Mexico, N. Carolina, N. Dakota, Oklahoma, S. Carolina, S. Dakota, Tennessee, Texas, Utah, Virginia, Wyoming
2. Connecticut, Delaware, D.C., Idaho, Iowa (Zones 2 and 3), Kentucky, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New York (Zones 4, 5, 7, 10 and 12), Ohio, Pennsylvania (except Bucks, Chester, Delaware, Montgomery and Philadelphia Counties), Rhode Island and Vermont.

B. Scope of Work

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

C. Wage Rates, Fringes and Conditions

1. **Wages and Fringes**
 - a. In all states set out in A.1. above (except Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee and Texas), the following wage rates and fringes will apply for work bid on or after November 1, 2006 through February 1, 2009:

Group 1 - \$20.66/Hr Total Package (Eff. 1/1/07 to 2/1/09 - \$21.56). Applicable fringes deducted to determine base rate. To include low boy, mechanic, skid truck, fuel truck and grease truck.

Group 2 - \$18.89/Hr Total Package (Eff. 11/1/07 to 2/1/09 - \$19.79). Applicable fringes deducted to determine base rate. To include winch truck and stringing truck.

Group 3 - \$17.80/Hr Total Package (Eff. 11/1/07 to 2/1/09 - \$18.70). Applicable fringes deducted to determine base rate. To include classifications presently listed in the National Pipe Line Agreement not included in Groups 1 and 2 above.

- b. For Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, Oklahoma, Tennessee and Texas:

		11/1/06	11/1/07	1/1/08
Group 1	\$13.43	\$13.64	\$14.24	\$14.19
Group 2	\$11.73	\$12.02	\$12.62	\$12.57
Group 3	\$10.68	\$11.01	\$11.61	\$11.56
Cent. St. Wel.	\$ 3.47 hr	\$ 3.98 hr	\$ 4.08 hr	\$ 4.13 hr
Cent. St. Pen	\$ 2.10 hr	\$ 2.20 hr	\$ 2.40 hr	\$ 2.40 hr

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

- d. Low Boy, Stringing Truck and Mechanic will receive premium of \$1.25 above regular pay.

2. Conditions

I. 16" and Under

- Contractor has the right to hire 75% of employees direct for all states and scope of work set out above.
- Teamsters will be paid driving time for going out and back to the job site based upon 1/2 hour instead of one hour.
- Employees who are required to report to the warehouse will receive four-hours show-up pay when no work is provided; if work is started, employees will receive pay for actual hours worked with a minimum payment of four (4) hours.

- d. **Assembly Point/Warehouse Location.** The assembly point/warehouse location may be determined by contractor on right-of-way or another location.
- e. The parties involved have agreed that Teamsters driving vehicles transporting crews to the job site will be allowed to work in Laborer's classifications after reaching the job site and vice versa insofar as the Laborers are concerned.
- f. **Composite Crew Concept.** By mutual agreement contractor may establish for a project or job a crew or crews known as a "composite" which shall consist of the required crafts in such proportions as are respective to the type of work to be performed. In performing its work, the composite crew shall be allowed relaxation from strict craft jurisdiction, provided the employees from each craft are assigned to their craft's jurisdiction as far as practicable and possible, but not inconsistent with the provisions of the Addendum and National Pipe Line Agreement.

II. 12" and Under

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

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

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

SCHEDULE A

NOTE:

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

ALABAMA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.86	4.08	4.13	4.13		
Central St. Pension	2.32	2.40	2.40	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

ALASKA

Refer to Art. I Para. A

ARIZONA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 2/1/09	1/1/09	2/1/10
Group 1	\$20.54	\$21.09	\$21.09	reopener	reopener
Group 2	18.89	19.39	19.39		
Group 3	18.16	18.63	18.63		
* Welfare	3.98	4.08	4.13		
Pension	3.10	3.30	3.30		
* PL Trg.	.25	.25	.20		
LMCT	.20	.20	.20		

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

ARKANSAS (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	1/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.98 hr.	4.08	4.13	4.13		
Central Sts. Pension	2.20	2.40	2.40	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

DELAWARE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$20.39	\$21.34	reopener	reopener
Group 2	20.22	21.17		
Group 3	20.04	21.50		
Welfare	5.64 1/4	5.64 1/4		
* Pension	5.12 1/2	5.12 1/2		
PL Trg.	.25	.20		
LMCT	.20	.20		

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

DISTRICT OF COLUMBIA (PL)

	2/14/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.97	\$23.92	reopener	reopener
Group 2	20.92	21.80		
Group 3	19.82	20.67		
Welfare	4.72	4.72		
Pension	3.25	3.25		
PL Trg.	.25	.25		
LMCT	.20	.20		

FLORIDA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.98 hr.	4.08	4.13	4.13		
Central Sts. Pension	2.20	2.40	2.40	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

GEORGIA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.98 hr.	4.08	4.13	4.13		
Central Sts. Pension	2.20	2.40	2.40	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

HAWAII

Refer to Art. 1, Par. A

IDAHO (PL)

ZONE 1 (Northern)

Benevolence
Bohmer
Boundary

Clearwater
Idaho
(northern 1/2)

Kootenai
Latah
Lewis

Nez Perce
Shoshone

	11/1/06 to 6/1/07	6/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.30	\$23.53	\$24.53	reopener	reopener
Group 2	21.90	23.13	24.11		
Group 3	21.49	22.72	23.69		
Welfare	5.93	5.93	5.93		
Pension	5.85	4.37	4.37		
Training	20	25	25		
PL Training	20	25	20		
LMCT	20	20	20		
Union Prog.	--	--	--		

ZONE 2 (Southern) (Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$21.71	\$22.69	reopener	reopener
Group 2	21.23	22.19		
Group 3	20.78	21.73		
Welfare	5.95	5.95		
Pension	3.25	3.25		
Vacation	1.00	1.00		
Training	25	25		
PL Trg.	25	25		
LMCT	20	20		

ILLINOIS (PL except Zones 1, 8 & 4)

ZONE 1 (Local 179)

Ford (Part)
Grundy
Iroquois

Kankakee
Kendall

Livingston
McLean (Part)

Ogle (Part)
Wabash

	11/1/06 to 6/1/07	6/1/07 to 11/1/07	11/1/07 to 6/1/08	6/1/08 to 6/1/09	6/1/09 to 6/1/10 TP
Group 1	\$31.48	\$30.85	\$34.55		
Group 2	31.01	30.38	34.35		
Group 3	30.65	30.02	34.20		
Welfare	5.50 hr.	6.00 hr.	6.00 hr.		
Pension	155.00 wk.	163.00 wk.	163.00 wk.		
PL Trg.	25	25	25		
LMCT	20	20	20		
JTC Trg.	10.00 wk.	10.00 wk.	10.00 wk.		

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

ZONE 2 (Locals 330 & 873)

DeKalb

DuPage

Kane

Lee (Part)
2/1/09

Ogle (Part)
2/1/10

	11/1/06 to 6/1/07	6/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	reopener
Group 1	\$31.23	\$30.23	\$31.37	reopener	reopener
Group 2	30.72	29.72	30.84		
Group 3	30.33	29.34	30.45		
Welfare	236.00 wk.	260.00 wk.	260.00 wk.		
Pension	132.00 wk.	158.00 wk.	158.00 wk.		
PL Trg.	25	25	25		
LMCT	20	20	20		
JTC Trg.	20	15	15		

ZONE 3 (Local 325)

Boone Carroll (Part)	J. Daviess (Part) Ogle (Part)	Stephenson Winnebago		
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$26.08	\$27.23	reopener	reopener
Group 2	25.46	26.59		
Group 3	25.01	26.11		
Welfare	5.15	5.15		
Pension	6.50	6.50		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 4 (Local 301)

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

ZONE 5 (Local 731)

Cook				
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$28.81	\$28.89	reopener	reopener
Group 2	28.30	28.23		
Group 3	27.91	27.96		
Welfare	5.65 hr.	6.15 hr.		
Pension	4.30 hr.	4.80 hr.		
PL Trg.	.25	.25		
LMCT	.20	.20		
JC 25 Trg.	.05	.15		

ZONE 6 (Local 627)

Marshall Mason	Peoria Tazewell	Woodford		
	5/1/07 to 11/1/07	11/1/07 5/1/08	5/1/08 to 2/1/09	2/1/09 2/1/10
Group 1	\$27.08	\$28.21	\$27.35	reopener reopener
Group 2	26.52	27.64	26.78	
Group 3	26.36	27.47	26.61	
Welfare	7.90 hr.	7.90 hr.	8.60 hr.	
Pension	142.00 wk.	142.00 wk.	151.90 wk.	
PL Trg.	.25	.25	.25	
LMCT	.20	.20	.20	

ZONE 7 (Rest of State)

	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	2/1/09	2/1/10
Group 1	\$27.31	\$26.36	\$27.54	\$26.54	reopener	reopener
Group 2	26.35	25.40	26.58	25.58		
Group 3	26.17	25.22	26.36	25.36		
Welfare	7.25	7.90	7.90	8.60		
* Pension	4.20	4.50	4.50	4.80		
PL Trg.	.25	.25	.25	.25		
LMCT	.20	.20	.20	.20		

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

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

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

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

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

Note: For Local 135, Pension Eff. 5/1/08 is \$85.00 per week - Add \$1.69 to wage of each group.

INDIANA (PL except Zone 1)

ZONE 1 (Local 142)

Lake	Porter 6/1/05 to 11/1/05	11/1/05 to 6/1/06	6/1/06 to 6/1/07
Group 1	\$22.68		
Group 2	22.21	\$25.18	
Group 3	21.84	24.71	\$27.68
Welfare	5.12	24.34	27.21
Pension	4.00	5.12	26.84
Local Tag. Fund	.50	4.00	5.12
PL Trg.	--	.50	4.75
LMCT	.35	.25	.65
		.20	.25
			.20

ZONE 2

Clark Floyd	Harrison Jefferson 11/1/07 to 3/31/08	Scott Washington 3/31/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.62	\$22.93		
Group 2	23.33	22.64		
Group 3	23.04	22.43	reopener	reopener
Welfare	249.70 wk.	277.70 wk.		
Pension	190.00 wk.	190.00 wk.		
PL Trg.	.25	.25		
LMCT	.20	.20		

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

ZONE 3 (Local 215)

Crawford Dubois Gibson	Nanderburgh Perry Posey 4/1/05 to 11/1/05	11/1/05 to 11/1/06	Pike Spencer Warrick 11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$20.80	\$22.06	\$22.70	\$23.30		
Group 2	20.55	21.80	22.43	23.02	reopener	reopener
Group 3	20.15	21.38	22.00	23.58		
Welfare	4.35 hr.	4.35 hr.	4.80 hr.	5.10 hr.		
Pension	85.00 wk.	85.00 wk.	85.00 wk.	85.00 wk.		
Safety Training/ Education	.32 hr.	.32 hr.	.37 hr.	.37 hr.		
PL Trg.	--	.25	.25	.25		
LMCT	.35	.20	.20	.20		

ZONE 4

(Rest of State)

	10/1/04 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	2/1/09	2/1/10
Group 1	\$21.64	\$22.94	\$23.52	\$24.14		
Group 2	21.38	22.67	23.23	23.84	reopener	reopener
Group 3	21.12	22.39	22.94	23.54		
Welfare	4.25 hr.	4.25 hr.	4.80 hr.	5.10 hr.		
Pension	85.00 wk.	85.00 wk.	85.00 wk.	85.00 wk.		
Safety Training/ Education	.32 hr.	.32 hr.	.37 hr.	.37 hr.		
PL Trg.	--	.25	.25	.25		
LMCT	.35	.20	.20	.20		

ZONE 4

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.34	\$24.97	\$24.97	\$24.77	reopener	reopener
Group 2	21.54	22.09	22.09	21.89		
Group 3	20.54	20.96	20.96	20.76		
* Welfare	3.98 hr.	4.08 hr.	4.13 hr.	4.13 hr.		
Pension	2.20 hr.	2.40 hr.	2.40 hr.	2.60 hr.		
* PL Trg.	.25 hr.	.25 hr.	.20 hr.	.20 hr.		
LMCT	.20 hr.	.20 hr.	.20 hr.	.20 hr.		

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

KENTUCKY (PL)

ZONE 1

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

	11/1/07 to 3/31/08	4/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.99	\$22.30	reopener	reopener
Group 2	22.69	22.00		
Group 3	22.40	21.71		
Welfare	249.70 wk	277.70 wk		
Pension	190.00 wk	203.30 wk		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 2

Allen	Butler	Logan	Warren
Barren	Edmondson	Simpson	

	11/1/07 to 3/31/08	4/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.87	\$22.18	reopener	reopener
Group 2	22.68	21.99		
Group 3	21.43	20.74		
Welfare	249.70 wk	277.70 wk		
Pension	190.00 wk	203.30 wk		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 3

Ballard
Caldwell
Calloway
Carlisle

Christian
Crittendon
Fulton
Graves

Hickman
Livingston
Lyon
Marshall

McCracken
Todd
Telford

Group 1
Group 2
Group 3

11/1/07 to
3/31/08

4/1/08 to
2/1/09

2/1/09

2/1/10

Welfare
Pension
PL Trg.
LMCT

\$24.03
23.74
23.45
--
190.00 wk
.25
.20

\$23.81
23.52
23.23
--
203.30 wk
.25
.20

reopener

reopener

ZONE 4

Davies
Hancock
Henderson

Hopkins
McLean

Muhlenberg
Ohio

Union
Westler

Group 1
Group 2
Group 3

11/1/07 to
3/31/08

4/1/08 to
2/1/09

2/1/09

2/1/10

Welfare
Pension
PL Trg.
LMCT

\$23.69
23.39
23.22
6.24
190.00 wk
.25
.20

\$27.70
22.47
22.30
6.94
203.30 wk
.25
.20

reopener

reopener

ZONE 5

Adair
Bell
Casey
Clay
Clinton
Cumberland
Estille

Garrard
Green
Hart
Jackson
Knox
Laurel
Lee

Lincoln
Menifee
Metcalf
McCreary
Monroe
Owsley
Powell

Pulaski
Russell
Taylor
Wayne
Whitley
Wolfe

Group 1
Group 2
Group 3

11/1/07 to
3/31/08

4/1/08 to
2/1/09

2/1/09

2/1/10

Welfare
Pension
PL Trg.
LMCT

\$22.86
22.40
22.17
249.70 wk.
190.00 wk
.25
.20

\$22.62
22.16
21.93
277.70 wk.
203.30 wk
.25
.20

reopener

reopener

ZONE 6

Boyd
Breathitt
Carter
Elliot
Floyd

Greenup
Harlan
Johnson
Knott
Lawrence

Leslie
Letcher
Lewis
Magoffin
Martin

Morgan
Perry
Pike
Roanoke

Group 1
Group 2
Group 3

11/1/06 to
11/1/07

11/1/07 to
10/29/08

10/29/08 to
2/1/09

Welfare
Pension
PL Trg.
LMCT

\$18.98
18.70
18.42
6.05 hr.
4.91 hr.
.25
.20

\$19.19
18.90
18.61
6.42 hr.
5.25 hr.
.25
.20

\$18.63
18.36
18.07
6.96
5.25
.25
.20

LOUISIANA (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.98 hr.	4.08 hr.	4.13 hr.	4.13		
Central Sts. Pen.	2.20 hr.	2.40 hr.	2.40 hr.	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

MAINE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$16.39	\$17.25	reopener	reopener
Group 2	13.52	14.30		
Group 3	13.54	14.32		
Welfare	6.66 ¹ / ₄ hr	6.66 ¹ / ₄ hr		
Pension	5.26 hr.	5.26 hr.		
PL Trg.	.25	.25		
LMCT	.20	.20		

MARYLAND (PL)

ZONE 1

Calvert
Charles

Montgomery
Prince Georges

St. Marys

	2/14/06 to 11/1/06	11/1/06 to 2/14/07	2/14/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.61	\$23.82	\$22.97	\$23.92	reopener	reopener
Group 2	20.56	21.69	20.84	21.72		
Group 3	19.49	20.57	19.72	20.57		
Welfare	4.12 hr.	4.12 hr.	4.72hr.	4.72 hr.		
Pension	3.00 hr.	3.00 hr.	3.25hr.	3.25 hr.		
PL Trg.	.25	.25	.25	.25		
LMCT	.20	.20	.20	.20		

ZONE 2

Allegheny

Garrett

Washington and east to the city of Hancock

	5/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$19.60	\$20.76	\$20.86	reopener	reopener
Group 2	19.32	20.53	20.63		
Group 3	19.17	20.38	20.47		
Welfare	5.56 hr.	5.56 hr.	5.96 hr.		
Pension	5.00 hr.	5.00 hr.	5.45 hr.		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		

ZONE 3

Anne Arundel
Baltimore

Group 1
Group 2
Group 3
Welfare
Pension
PL Tg.
LMCT

Baltimore City
Carroll

11/1/06 to
11/1/07
\$21.61
18.69
17.67
4.80 hr.
4.00
.25
.20

Cecil
Howard

11/1/07 to
2/1/09
\$22.54
19.53
18.48
4.80 hr.
4.00
.25
.20

2/1/09
reopener

2/1/10
reopener

ZONE 4
(Rest of State)

Group 1
Group 2
Group 3
Welfare
* Pension
PL Tg.
LMCT

11/1/06 to
11/1/07
\$21.54
18.25
17.13
4.80 hr.
4.00
.25
.20

11/1/07 to
2/1/09
\$22.46
19.08
17.92
4.80 hr.
4.00
.25
.20

2/1/09
reopener

2/1/10
reopener

* (Eff. 1/1/98)

MASSACHUSETTS (PL)

Statewide

Group 1
Group 2
Group 3
* Welfare
Pension
PL Tg.
LMCT

8/1/07 to
11/30/07
\$26.00
25.47
24.26
7.17 hr.
5.06
.25
.20

12/1/07 to
2/1/09
\$27.16
26.61
25.37
7.17 hr.
5.26
.25
.20

2/1/09
reopener

2/1/10
reopener

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

* (Wet La 379: 12/1/05 - \$5.75; 12/1/06 - \$6.00; 12/1/07 - \$6.25; 12/1/08 - \$6.50)

MICHIGAN (PL)

ZONE 1

Genesee
Livingston

Macomb
Monroe

Oakland
Washtenaw

West

Group 1
Group 2
Group 3
Welfare
* Pension
Vacation
PL Tg.
LMCT

4/1/07 to
6/1/07
\$26.39
25.95
25.77
247.70 wk.
34.00 day
.60 hr.
.25
.20

6/1/07 to
11/1/07
\$26.12
25.68
25.50
247.70 wk.
36.70 day
.60 hr.
.25
.20

11/1/07 to
4/1/08
\$27.17
26.72
26.53
247.70 wk
36.70 day
.60 hr.
.25
.20

7/1/08 to
1/1/09
\$26.65
26.20
26.01
278.55 wk
36.70 day
.60 hr.
.25
.20

6/1/08 to
2/1/09
\$26.36
25.91
25.72
278.55 wk
39.60 day
.60 hr.
.25
.20

*(Maximum of 5 days per week)

ZONE 3

	Lincoln	St. Charles	Warren		
Franklin					
Jefferson					
	10/1/04 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	2/1/09 2/1/10
Group 1	\$28.34	\$32.38	\$33.98	\$35.16	reopener
Group 2	28.08	32.11	33.70	34.87	reopener
Group 3	27.92	31.94	33.52	34.69	
Welfare	4.22 hr.	4.58 hr.	4.58 hr.	4.65 hr.	
* Pension	25.60 day	25.60 day	25.60 day	25.60 day	
PL Trg.	--	.25	.25	.25	
LMCT	.35	.20	.20	.20	

*(Max \$128.00 wk)

ZONE 4

	Lincoln	St. Charles	Warren		
Buchanan					
	10/1/04 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	2/1/09 2/1/10
Group 1	\$22.59	\$22.79	\$24.10	\$26.17	reopener
Group 2	22.33	22.51	23.81	25.87	reopener
Group 3	22.10	22.27	23.56	25.61	
Welfare	4.00	4.75	4.75	4.85	
Pension	2.75	3.25	3.25	3.25	
PL Trg.	--	.25	.25	.25	
Vacation	1.25	1.25	--	--	
LMCT	.35	.20	.20	.20	
LO Trg.	--	--	--	.25	

(.70 dues deduction when authorized)

ZONE 5

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

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.31	\$24.95	reopener	reopener
Group 2	24.03	24.66		
Group 3	23.72	24.34		
Welfare	4.75	4.85		
Pension	3.25	3.25		
PL Trg.	.25	.25		
LMCT	.20	.20		
Lo Trg.	--	.25		

(.50 dues deduction when authorized)

ZONE 6Adair
Atchison
Barry
Clark
Centry
HarrisonHolt
Knox
Lewis
McDonald
Modaway
OzarkPutnam
Schuyler
Scotland
Stone
Taney
WorthGroup 1
Group 2
Group 311/1/06 to
11/1/0711/1/07 to
2/1/09

2/1/09

1/1/10

Welfare
Pension
PL Trg.
LMCT
Lo Trg.\$23.48
23.19
22.96
4.75
3.25
.25
.20
--\$24.08
23.79
23.55
4.85
3.25
.25
.20
.25

reopener

reopener

(.50 dues deducted when authorized)

ZONE 7Butler
Dunkin

Horvill

Oregon

Ripley

Group 1
Group 2
Group 311/1/06 to
11/1/0711/1/07 to
2/1/09

2/1/09

1/1/10

Welfare
Pension
PL Trg.
LMCT
Lo Trg.\$23.83
23.55
23.25
4.75
3.25
.25
.20
--\$24.45
24.16
23.86
4.85
3.25
.25
.20
.25

reopener

reopener

(.50 dues deducted when authorized)

Statewide**MONTANA (PL)**Group 1
Group 2
Group 311/1/06 to
11/1/0711/1/07 to
2/1/09

2/1/09

1/1/10

Welfare
Pension
PL Trg.
LMCT\$24.13
23.86
23.69
4.40
2.65
.25
.20\$24.95
24.67
24.50
4.53
2.65
.25
.20

reopener

reopener

ZONE 1

Cass

NEBRASKA (PL)

Douglas

Sarpy

Washington

Group 1
Group 2
Group 311/1/06 to
11/1/0711/1/07 to
2/1/09

2/1/09

1/1/10

Welfare
Pension
PL Trg.
LMCT\$24.03
22.08
20.82
4.00
3.15
.25
.20\$25.74
23.73
22.43
4.00
2.40
.25
.20

reopener

reopener

ZONE 2

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.37	\$24.03	reopener	reopener
Group 2	19.77	21.35		
Group 3	18.68	20.23		
Welfare	4.00	4.00		
* Pension	3.15	2.40		
PL Trg.	.25	.25		
LMCT	.20	.20		

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

NEVADA (PL)**ZONE 1 (Lo 631)**

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

ZONE 2

(Rest of State) (Lo 533)

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

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

NEW HAMPSHIRE (PL)

Statewide

	5/1/06 to 11/1/06	11/1/06 to 4/30/07	4/30/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$18.53	\$19.76	\$19.06	\$20.02	reopener	reopener
Group 2	14.25	15.32	14.62	15.44		
Group 3	13.36	14.38	13.68	14.48		
Welfare	6.66 1/4	6.66 1/4	7.16 1/4	7.16 1/4		
Pension	5.06	5.06	5.26	5.26		
PL Trg.	.25	.25	.25	.25		
LMCT	.20	.20	.20	.20		

NEW JERSEY (PL)

ZONE 1 (Local 331)

Atlantic
Cape May

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

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

ZONE 2 (Local 560)

Bergen

	Hudson 11/1/06 to 11/1/07	Passaic 11/1/07 to 5/1/08	5/1/08 to 2/1/09	2/1/09 to 2/1/10
Group 1		\$27.66	\$28.03	\$26.83
Group 2		27.29	27.65	26.45
Group 3		27.13	27.44	26.48
Welfare		8.81	8.81	9.32
Pension		4.97	5.52	5.81
Annuity		5.25	5.75	6.15
PL Trg.		.25	.25	.25
LMCT		.20	.20	.20
Ed/Trg				

ZONE 3 (Local 676)

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

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

*(Maximum of 170 hours per month)
**(\$2.15 eff 5/1/05 - Reduce rate .40)

ZONE 4 (Local 469)

Part of Burlington
Hunterdon
Mercer

Middlesex
Monmouth

Ocean
Somerset

Union (So. one-half)
W. ren (So. one-half)

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

ZONE 5 (Local 408)

Essex Warren (No. one-half)	Morris		Sussex		Union (No. one-half)	
	11/1/06 to 11/1/07		11/1/07 to 5/1/08		5/1/08 to 2/1/09	2/1/09 2/1/10
Group 1	\$30.10		\$30.68		\$29.67	reopener reopener
Group 2	29.82		30.40		29.39	
Group 3	29.64		30.21		29.20	
Welfare	1096.07 mo.		1183.25 mo.		1304.35 mo.	
Pension	6.16 hr.		6.41 hr.		6.66 hr.	
Annuity	5.00 hr.		5.25 hr.		5.50 hr.	
PL Trg.	.25 hr.		.25 hr.		.25 hr.	
LMCT	.20 hr.		.20 hr.		.20 hr.	

NEW MEXICO (PL)**Statewide**

	6/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.72	\$24.91	\$25.57	reopene	reopener
Group 2	21.53	22.62	22.22		
Group 3	20.43	21.48	22.05		
Welfare	3.00	3.00	3.00		
Pension	2.25	2.25	2.50		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		

NEW YORK (PL)**ZONE 1**

Bronx Kings	Nassau New York		Queens Richmond		Suffolk
	7/1/07 to 11/1/07		11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.11		\$24.63	reopener	reopener
Group 2	22.82		24.33		
Group 3	22.01		23.50		
Welfare	9.20		9.20		
Pension	7.00		7.00		
Annuity	8.00 1/4		8.00 1/4		
PL Trg.	.25		.25		
Local Trg.	.15		.15		
LMCT	.20		.20		
Vac.	2.70		2.70		

ZONE 2

Dutchess Orange	Rockland Sullivan		Ulster	
	5/1/07 to 11/1/07		11/1/07 to 2/1/09	2/1/10
Group 1	\$24.72		\$26.06	reopener reopener
Group 2	24.44		25.77	
Group 3	24.15		25.47	
Welfare	7.80		7.80	
Pension	6.35		6.35	
Annuity	5.00		5.00	
PL Trg.	.25		.25	
Local Trg.	.30		.30	
LMCT	.20		.20	

ZONE 3

Westchester

Putnam

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$29.19	\$30.57	reopener	reopener
Group 2	28.61	29.97		
Group 3	28.43	29.79		
* Welfare	5.50	5.50		
* Pension	5.60	5.60		
* Legal	.20	.20		
* Training	.05	.05		
* Annuity	5.00	5.00		
PL Trg.	.25	.25		
LMCT	.20	.20		

*Payable on 40 hours only.

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

ZONE 4

Erie

Niagara

	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$22.13	\$23.41	\$24.41	reopener	reopener
Group 2	21.85	23.12	24.11		
Group 3	21.69	22.95	23.94		
Welfare	4.10 hr.	4.10 hr.	4.10 hr.		
Pension	5.35 hr.	5.35 hr.	5.35 hr.		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		

ZONE 5 (Local 264)

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

Cattaraugus

Chautauqua

	11/1/05 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.65	\$26.03	\$27.11	reopener	reopener
Group 2	24.37	25.74	26.81		
Group 3	23.11	24.43	25.46		
Welfare	4.85 hr.	4.85 hr.	4.85 hr.		
Pension	4.65 hr.	4.65 hr.	4.65 hr.		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		

ZONE 6 (Local 529)

Chemung

Schuyler

Stueben (Townships of: Addison, Doring, Bath, Hammondsport, Caton, Lindley, Tuscarora, Woodhull, Edwin, Kathborn, Cameron, Thurston, Campbell, Urbana, Hornley, Bradford and Wilmie)

Tioga (all Territory from Smithboro toward city of Elmira)

	10/1/04 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	2/1/09	2/1/10
Group 1	\$22.99	\$22.45	\$23.83	\$24.91	reopener	reopener
Group 2	22.55	21.99	23.66	24.73		
Group 3	22.34	21.77	23.13	24.19		
Welfare	5.88 hr.	7.97 hr.	7.97 hr.	7.97 hr.		
Pension	3.75 hr.	3.75 hr.	3.75 hr.	3.75 hr.		
PL Trg.	—	.25	.25	.25		
LMCT	.35	.20	.20	.20		

ZONE 7 (Local 317)

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

Cortland

Tompkins

Stuebgen (Except Townships in Zone 6)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.09	\$25.18	reopener	reopener
Group 2	23.80	24.88		
Group 3	23.40	24.47		
Welfare	7.00 hr.	7.00 hr.		
Pension	4.80 hr.	4.80 hr.		
PL Trg.	.25 hr.	.25 hr.		
LMCT	.20 hr.	.25 hr.		

ZONE 8 (Local 317)

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

Onondaga

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

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.62	\$25.73	reopener	reopener
Group 2	24.34	25.44		
Group 3	23.94	25.03		
Welfare	7.00 hr.	7.00 hr.		
Pension	4.80 hr.	4.80 hr.		
PL Trg.	.25 hr.	.25 hr.		
LMCT	.20 hr.	.20 hr.		

ZONE 9 (Local 687)

Clinton

Essex

Franklin

Jefferson

St. Lawrence

Warren (remainder of county
not listed in Zone 10)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.88	\$24.98	reopener	reopener
Group 2	23.58	24.68		
Group 3	23.41	24.50		
Welfare	7.97 hr.	7.97 hr.		
Pension	4.52 hr.	4.52 hr.		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 10 (Local 294)

Albany

Columbia

Fulton

Greene

Montgomery

Rensselaer

Schoharie

Saratoga

Schenectady

Warren (Towns of

Bolton, Burg, Lake

George, Lake Lucerne,

Queensbury, Stonycreek,

Thurman, and Warrens)

Washington

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.22	\$25.33	reopener	reopener
Group 2	23.94	25.04		
Group 3	23.76	24.85		
Welfare	5.20	5.20		
Pension	6.05	6.05		
Training	1.00	1.00		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 11 (Locals 182)

Hamilton Herkimer	Lewis Madison (Except townships of Cazenovia, DeRuyfer, Fenner, Georgetown, Lenox, Nelson, & Sullivan,	Oneida		Ots go
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	7/1/10
Group 1	\$27.29	\$28.42	reopener	reopener
Group 2	27.01	28.13		
Group 3	26.85	27.96		
Welfare	6.30	6.30		
Pension	3.50	3.50		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 12

Orleans Wyoming	Genesee	Livingston		Monroe
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$25.66	\$26.75	reopener	reopener
Group 2	25.21	26.28		
Group 3	24.98	26.05		
Welfare	7.15 hr.	7.15 hr.		
Pension	3.00 hr.	3.00 hr.		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 13 (Locals 118 & 693)

Broome Ontario Yates	Cayuga Seneca	Chenango Tioga		Delaware Warne	
	11/1/06 to 6/1/07	6/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.40	\$23.30	\$24.39	reopener	reopener
Group 2	23.95	22.85	23.92		
Group 3	23.72	22.62	23.69		
Welfare	8.16 hr.	9.01 hr.	9.01 hr.		
Pension	3.25 hr.	3.50 hr.	3.50 hr.		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		

NORTH CAROLINA (PL)**Statewide**

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Welfare	3.98	4.08	4.13	4.13		
Pension	2.20	2.40	2.40	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

ZONE 3

	Centre Clearfield	Indiana Jefferson		Venango Warren
Allegheny				
Armstrong				
Beaver	Crawford	Lawtence		Washington
Blair	Erie	McKean		Westmoreland
Butler	Fayette	Mercer		
Cambria	Greene	Somerset		
	12/31/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	7/1/10
Group 1	\$24.57	\$25.24	reopener	reopener
Group 2	24.37	25.03		
Group 3	23.56	24.19		
* Welfare	27.0%	27.0%		
* Pensions	16.0%	16.0%		
Training	.05	.05		
PL Trg.	.25	.25		
LMCT	.20	.20		

*(Based on gross wages.)

ZONE 4

	Clinton Elk	Franklin Fulton		Mifflin Potter
Bedford				
Cameron				
Clarion	Forest	Huntington		
	12/31/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$24.31	\$24.97	reopener	reopener
Group 2	24.57	25.24		
Group 3	23.45	24.07		
* Welfare	27.0%	27.0%		
* Pension	16.0%	16.0%		
Training	.05	.05		
PL Trg.	.25	.25		
LMCT	.20	.20		

*(Based on gross wages.)

RHODE ISLAND**Statewide**

	5/1/05 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
Group 1	\$21.19	\$22.16	\$23.26	\$24.26
Group 2	20.87	21.76	22.86	23.86
Group 3	20.61	21.41	22.51	* 23.51
Welfare	5.86 1/4	6.26 1/4	6.26 1/4	6.66 1/4
Pension	5.26	5.26	5.52	5.80
Unified Trust Fund	.60 hr.	.60 hr.	--	--
Local Trg.	.25	.20	--	--
PL Trg.	--	.25	.25	.25
LMCT	.35	.20	.20	.20

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

SOUTH CAROLINA (PL)**Statewide**

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Welfare	3.98	4.08	4.13	4.13		
Pension	2.20	2.40	2.40	2.60		
* PL Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

SOUTH DAKOTA (PL)

Statewide

	5/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	1/1/09	2/1/10
Group 1	\$18.47	\$19.63	\$19.69	reopener	reopener
Group 2	16.01	17.07	17.05		
Group 3	14.99	16.01	15.96		
Welfare	6.05	6.05	6.55		
Pension	4.10	4.10	4.45		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		

TENNESSEE (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	1/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.98 hr.	4.08 hr.	4.13 hr.	4.13 hr.		
Central Sts. Pen.	2.20 hr.	2.40 hr.	2.40 hr.	2.60 hr.		
* PL. Trg.	.25	.25	.20	.20		
LMCT	.20	.20	.20	.20		

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

TEXAS (PL)

Statewide

	11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	1/1/09	2/1/10
Group 1	\$23.13	\$23.72	\$23.72	\$23.52	reopener	reopener
Group 2	20.58	21.10	21.10	20.90		
Group 3	19.52	20.00	20.00	19.80		
* Central St. H&W	3.98 hr.	4.08 hr.	4.13 hr.	4.13 hr.		
Central Sts. Pen.	2.20 hr.	2.40 hr.	2.40 hr.	2.60 hr.		
* PL. Trg.	.25	.25	.20	.20		
LMCT	.20	.25	.20	.20		

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

UTAH (PL)

ZONE 1

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

	4/1/07 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$26.09	\$27.14	reopener	reopener
Group 2	25.64	26.68		
Group 3	25.36	26.39		
Welfare	4.66	4.66		
Ret. H&W	.51	.51		
Pension	2.17	2.17		
Vacation	1.00	1.00		
Training	.15	.15		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 2

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

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$29.63	\$30.66	reopener	reopener
Group 2	29.18	30.19		
Group 3	28.90	29.19		
Welfare	4.53	4.66		
Ret. H&W	.51	.51		
Pension	2.17	2.17		
Vacation	1.00	1.00		
Training	.15	.15		
PL Trg.	.25	.25		
LMCT	.20	.20		

VERMONT (PL)

Statewide

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

VIRGINIA (PL)

ZONE 1

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

ZONE 2

	Buchanan Dickenson	Giles Lee	Russell Scott	Smyth Tazewell	Washington Wise		
		11/1/06 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1		\$23.29	\$23.89	\$23.89	\$23.69	reopener	reopener
Group 2		20.85	21.37	21.37	21.17		
Group 3		19.85	20.34	20.34	20.14		
* Welfare		3.98	4.08	4.13	4.13		
Pension		2.20	2.40	2.40	2.60		
* PL Trg.		.25	.25	.20	.20		
LMCT		.20	.20	.20	.20		

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

ZONE 3

	(Rest of State)	5/1/07 to 11/1/07	11/1/07 to 1/1/08	1/1/08 to 11/1/08	11/1/08 to 2/1/09	2/1/09	2/1/10
Group 1		\$23.30	\$23.90	\$23.90	\$23.70	reopener	reopener
Group 2		20.86	21.38	21.38	21.18		
Group 3		19.86	20.35	20.35	20.15		
* Welfare		3.86 hr.	4.08 hr.	4.13 hr.	4.13 hr.		
Pension		2.32 hr.	2.40 hr.	2.40 hr.	2.60 hr.		
* PL Trg.		.25	.25	.20	.20		
LMCT		.20	.20	.20	.20		

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

WASHINGTON (PL)

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

Clallam	King	Pacific	Snohomish
Grays Harbor	Kitsap	Pierce	Thurston
Island	Lewis	San Juan	Whitcom
Jefferson	Mason	Skagit	
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09
Group 1	\$27.79	\$28.50	reopener
Group 2	27.51	28.21	reopener
Group 3	24.77	25.39	
Welfare	5.93	5.93	
Pension	5.85	6.30	
Appr. Tra.	.20	.25	
PL Trg.	.25	.25	
LMCT	.20	.20	

Zone Pay: \$ 7.70 to \$1.00 per hour in specified areas and time starts and stops from point where equipment is started and stopped with employees furnishing own transportation to and from equipment.

ZONE 2 (Joint Council No. 37)

Clarke	Klickitat	Skamania	Wahkiakum
Cowlitz			
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09
Group 1	\$26.74	\$28.34	reopener
Group 2	25.73	27.30	reopener
Group 3	25.45	27.01	
Welfare	5.75	6.30	
Pension	5.17	5.25	
Vacation	1.05	--	
Local Training	.08	.08	
PL Trg.	.25	.25	
LMCT	.20	.20	

Remote Pay Zones: \$ 6.65 to \$2.75 per hour in specified areas and time starts and stops from point where equipment is started and stopped with employees furnishing own transportation to and from equipment.

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

Adams	Douglas	Kititas	Stevens
Asotin	Ferry	Lincoln	Walla Walla
Benton	Franklin	Okanogan	Whitman
Chelan	Garfield	Pend Orielle	Yallama
Columbia	Grant	Spokane	
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09
Group 1	\$26.91	\$27.44	reopener
Group 2	26.52	27.04	reopener
Group 3	26.01	26.71	
Welfare	5.93	5.93	
Pension	3.97	4.37	
Training	.25	.25	
PL Trg.	.25	.25	
LMCT	.20	.20	
Union Prog.	--	.20	

WEST VIRGINIA (PL)

ZONE 1

(Rest of State)

	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$21.31	\$22.46	reopener	reopener
Group 2	21.58	22.74		
Group 3	29.85	21.98		
Welfare	995.00 mo.	1025.00 mo.		
Pension	1009.35 mo.	922.58 mo.		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 2 (Local 453)

	Hampshire Hardy	Jefferson Mineral		Morgan Pondleton
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$20.08	\$21.04	reopener	reopener
Group 2	20.31	21.28		
Group 3	19.64	20.59		
Welfare	5.88	5.88		
Pension	5.33	5.35		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 3 (Local 697)

	Ohio	Wetzel		
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$18.63	\$19.51	reopener	reopener
Group 2	19.13	20.03		
Group 3	18.40	19.27		
Welfare	8.29 hr.	8.29 hr.		
Pension	118.00 wk.	118.00 wk.		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 4 (Local 92)

	Hancock			
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$21.80	\$21.70	reopener	reopener
Group 2	22.07	21.97		
Group 3	21.34	21.22		
Welfare	5.07 hr.	5.51 hr.		
Pension	3.90 hr.	4.50 hr.		
PL Trg.	.25	.25		
LMCT	.20	.20		

ZONE 5 (Local 505)

	Logan Mason	Mingo		Wayne
	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	2/1/10
Group 1	\$20.29	\$19.99	reopener	reopener
Group 2	20.01	19.70		
Group 3	19.73	19.41		
Welfare	6.05 hr.	6.96 hr.		
Pension	4.91 hr.	5.25 hr.		
PL Trg.	.25	.25		
LMCT	.20	.20		

WISCONSIN

Statewide

	5/1/05 to 11/1/05	11/1/05 to 5/1/06	5/1/06 to 5/1/07	5/1/07 to 5/1/08	5/1/08 to 5/1/09
Group 1	\$15.42	\$17.84	\$20.56	\$21.98	\$22.47
Group 2	15.16	17.62	20.38	21.84	22.22
Group 3	15.00	17.51	20.32	21.83	22.22
Welfare	7.06 hr.	7.06 hr.	6.46 hr.	7.16 hr.	7.82 hr.
Pension	5.20 hr.	5.20 hr.	5.60 hr.	6.00 hr.	6.40 hr.
PL Trg.	--	.25	.25	.25	.25
LMCT	.35	.20	.20	.20	.20

WYOMING (PL)

Statewide

	6/1/06 to 11/1/06	11/1/06 to 11/1/07	11/1/07 to 2/1/09	2/1/09	1/1/10
Group 1	\$19.54	\$20.60	\$21.26	reopener	reopener
Group 2	19.26	20.31	20.96		
Group 3	18.89	19.93	20.57		
Welfare	5.00	5.00	5.17		
Pension	1.60	1.60	1.60		
PL Trg.	.25	.25	.25		
LMCT	.20	.20	.20		