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AGREEMENT

Between

LABOR RELATIONS DIVISION

ALBANY REGION

ASSOCIATED GENERAL CONTRACTORS

OF AMERICA

NEW YORK STATE CHAPTER, INC.

And

INTERNATIONAL UNION OF

OPERATING ENGINEERS

LOCAL UNION

NO. 106

AFFILIATED WITH THE AFL-CIO

April 1, 2004 - MAR 31, 2008

29 pages

**LABOR RELATIONS DIVISION
ASSOCIATED GENERAL CONTRACTORS
OF AMERICA
NEW YORK STATE CHAPTER, INC.**

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ARTICLES OF AGREEMENT

THIS AGREEMENT, entered into the 1st day of April, 2004, by and between the **LABOR RELATIONS DIVISION, ALBANY REGION, ASSOCIATED GENERAL CONTRACTORS OF AMERICA, NEW YORK STATE CHAPTER, INC.** (hereinafter referred to as the "Association") acting for and on behalf of its present and future members, (hereinafter called the "Employer") as parties of the first part, and the **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION 106** (hereinafter referred to as the "Union"), as party of the second part, and shall continue in full force and effect through the 31st day of March, 2008, unless changed by mutual consent as provided hereinafter and thereafter as provided by Article XX.

Any one of the individual parties comprising either the Parties of the First or Second Parts may, without joining with him the other Parties, make any claim, invoke any right or take any action proper to be taken hereunder in order to enforce any right given by this Agreement. It is intended that every right given to either Party under this Agreement shall be given individually to every one of the Individual Parties making up the Parties to this Agreement enforcing the same as though such party were named as the sole party to this Agreement.

ARTICLE I - PURPOSE AND PRINCIPLES

1. **THIS AGREEMENT** is entered into to prevent strikes and lockouts; to facilitate peaceful adjustment of grievances and disputes between Employer and Employee; to prevent waste, unnecessary and unavoidable delays and the results through them to the Employer of costs and expense and to the Employee of loss of wages; to enable the Employer to secure at all times sufficient forces of skilled workmen; to provide as far as possible for the continuous employment of labor; to provide that employment hereunder shall be in accordance with conditions and at wages herein agreed upon and by reason of this Agreement and the purpose and intent thereof, to bring about stable conditions in the Industry, keep costs of work in the Industry as low as possible consistent with fair wages and proper working conditions, as provided for hereunder; and further to establish and set up the necessary procedure for amicable adjustment of all disputes or questions that may arise between the Parties, or any of them, so that the foregoing purposes may be brought about and accomplished.

2. Both Parties to the Agreement believe that Uniform Agreement, if adopted by the Unions and the Employers engaged in Heavy and Highway Construction would further the interests of that Industry, and further believe that such a Uniform Agreement should contain the following principles:

- (a) That there should be no limitations to the amount of work a man shall perform during his working day, it being understood that the workman shall perform a fair and honest day's work.
- (b) That there shall be no restriction of the use of machinery, tools or appliances except as hereinafter modified by this Agreement.

(c) That no person shall have the right to interfere with the workmen during working hours.

(d) If any of the Parties of the First Part engage in any class of work not embodied in Heavy and/or Highway Construction as hereinafter defined, then this Agreement is of no force or effect on any such contract.

3. The Employer agrees that he will not discipline or discharge any employee who refuses to cross a bona fide labor union picket line. The right of an employee to exercise this privilege shall not be a violation of this Agreement and shall not subject the Employee to penalties.

4. The Association and the Union named herein are negotiating agents for their present and future members. For any breach of this Agreement, the liability of the members of the Association and the Local Union shall be several and not joint and the liability of the Association shall only be that of negotiating agent without liability for the acts of its respective members.

5. Sections 1, 2, 3 and 4 of this Article are an integral part of this Agreement and all parties to the Agreement agree to abide by and be bound by the language contained in said sections.

ARTICLE II - TERRITORIAL JURISDICTION

1. The Territorial Jurisdiction covered by this Agreement shall be the counties of: Albany, Broome, Chenango, Clinton, Columbia, Northern part of Dutchess (to the northern boundary line of the City 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.

2. For the purposes of this contract the stated jurisdiction shall be unchanged for the term of this contract.

BUSINESS REPRESENTATIVES

LOCAL NO. 106

Daniel McGraw, Business Manager
Robert J. Jones, Business Representative/President
Sean Kirker, Business Representative
Michael Dodig, Business Representative
Phil Dobie, Organizer

1284 Central Avenue
Albany, NY 12205
(518) 453-6518/6524/6526
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New address effective 10/1/04

44 Hannay Lane
Glenmont, NY 12077

Binghamton Area
Barry Blair, Business Representative
(607-692-8923)

ARTICLE III - UNION SECURITY

1. It is agreed that on the eighth (8th) day following the beginning of employment of a workman or the effective date of this Agreement, whichever is later, membership in the Union shall be a condition of employment. The hiring of new workmen and the discharging of employees upon the request of the Union shall be in accord with the Labor Management Relations Act of 1947, as amended.
2. In hiring new employees, the Employer shall give the Local Union equal opportunity with all other sources to refer suitable applicants.
3. Authorized representatives of the Union shall be allowed to visit jobs during working hours to interview Employer and Employees, but in no way shall interfere with or hinder progress of the work. Said representatives shall notify the field office, if possible, of their presence on the job.

ARTICLE IV - GRIEVANCE AND ARBITRATION PROCEDURES

1. During the term of this Agreement, neither Party shall order or permit any lockout, strike or other work stoppage or slowdown. Further, the Union will not aid, support or permit unauthorized strikes, slowdowns or work stoppages by its members.
2. Grievance Procedure: All grievances or disputes involving any controversy, dispute or misunderstanding arising as to the meaning, application or observance of any provisions of this Agreement shall be handled in the manner hereinafter set forth.

- Step 1. All grievances must be made known in writing to the other party within seven (7) working days after the reason for such grievance has occurred. An authorized representative of the Union shall first submit a written grievance to the Job Superintendent, or his duly authorized representative. The authorized representative of the Union of the Employee or Employees involved shall be present at any meeting between the Job Superintendent and such employee or employees. The Job Superintendent or his duly authorized representative must make a written disposition of the matter within forty-eight (48) hours after the submission of such written grievance thereto.
- Step 2. If the disposition of the matter by the Job Superintendent or his duly authorized representative is not satisfactory, the matter must be taken up by the Business Agent, and representative of the Employer with authority to act within forty-eight (48) hours of the written disposition set forth in Step 1.
- Step 3. If the disposition of the matter in Step 2 is not satisfactory, the Business Manager shall attempt to resolve the matter with the Assistant Managing Director, AGC within forty-eight (48) hours after Step 2.

3. Arbitration: If Step 3 is not successful, the grievant shall request a list of seven (7) arbitrators from any one of the following sources: (1) the panel arbitrators of the New York State Employment Relations Board; (2) the Federal Mediation and Conciliation Service or (3) the labor panel of the American Arbitration Association for final and binding decision. Such request shall be no later than seventy-two (72) hours after Step 3. Both parties agree to submit to such arbitration and be bound by and follow the decision rendered. Failure to do so on the part of the grievant shall deem the grievance as closed. The arbitrator shall be selected by alternately eliminating names from the seven (7) person list until one remains, the grievant or his representative shall strike the first name.

The arbitrator shall not have jurisdiction or authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto or to add new provisions of this Agreement or any amendment or supplement thereto. If the arbitrator should determine that the grievance is not covered by this Agreement, he shall return the grievance to the parties without decision and the grievance shall be closed. In such a case, the costs, if any, shall be borne by the grievant.

4. Violations concerning wages, hours, and all fringe benefit payments shall not be subject to the grievance procedure. In such cases, the Union shall give three (3) working days notice to the Employer that the Union will withdraw its men from the Employer's service. If the Employer contends there is a question of fact regarding the alleged violation, he may file for arbitration within the aforesaid three (3) working days. When a request for arbitration has been initiated, there shall be no work stoppage pending resolution of the dispute pursuant to this Article. Work jurisdiction, that is, disputes with respect to whether one group of employees or another group of employees shall perform certain work on the project is expressly not arbitrable under this contract.

5. The costs of arbitration, which shall include the fees and expenses of the arbitrator shall be borne by the Company in case its principal contention is rejected by the arbitrator, and by the Union in case its principal contention is rejected by the arbitrator, except, however, that each party shall pay all the fees of its own representatives and witnesses. Any dispute as to whose principal contention is rejected shall be determined by the arbitrator. In the case that both parties' principal contention is upheld in part, the arbitrator shall designate what part of the costs are to be borne by which party according to the relative merits of each party's position.

ARTICLE V - DEFINITION

1. This Agreement shall apply to all Heavy and Highway Construction which terms are defined as being all work performed outside of a building, including, but not limited to: Hydroelectric projects, sewage treatment projects, lift and pumping stations for the movement of treatment of sewage, water pollution control treatment plants, water supply, drainage sanitation, reclamation, irrigation and flood control projects; dams, reservoirs, docks, piers, jetties, locks, dikes, levees, channels, breakwaters, harbors, airports, railroads, highways, streets, bridges and similar structures; pile driving, abutments, retaining walls, power plants, transmission lines, duct lines, pipe lines, sewers, water mains, industrial sites, school sites, and athletic fields, including

the installation, operating, maintenance and disassembly of construction equipment and plants used in connection with and servicing the aforementioned work, excepting repairs of such nature that they cannot be made by the Employees.

2. Off-site gravel or material pits, the material from which is to be used for a particular project covered by this Agreement shall be operated under the terms of this Agreement when the pit is owned, leased, operated by or under the control of the Prime Contractor or another corporation or company of which the majority ownership is held by the Prime Contractor or its majority owner or owners.

ARTICLE VI - HOURS OF WORK

1. For purposes of determining overtime eight (8) hours shall constitute a day's work; forty (40) hours shall constitute a week's work.

2. Normal workday shall consist of eight (8) hours with one-half (1/2) hour for lunch. The starting time shall be set by the Contractor, which can include flexible starting times by mutual agreement between the Employer and the Union.

3. On operations requiring two (2) shifts, the shift shall be at least eight (8) hours each and scheduled of equal duration. It is understood that there is no guarantee, that on a given day, one shift might not vary due to weather, equipment breakdown or changes in operation schedules.

4. (a) On three (3) shift operations, the first, or day shift, shall be of eight (8) hours duration; the second shift shall be of seven and one-half (7-1/2) hours duration, and the third shift shall be of seven (7) hours duration. Each shift shall receive eight (8) hours pay.

(b) On three shift operations, the third shift shall be considered as falling on the same day of the week as the first and second shift.

5. (a) On multiple shift work, the work week shall start not earlier than 5:00 a.m. The Contractor shall set the starting time.

(b) Special cases of starting time may be set by mutual consent.

(c) All time worked in excess of the normal shift shall be considered overtime.

6. (a) There shall be a twenty-four (24) hour guarantee, Monday through Saturday. If an employee is called out to work, he is guaranteed twenty-four (24) hours or the number of eight (8) hour days remaining between the day of hiring and Friday, whichever is less. The guarantee may be terminated by layoff prior to completion of the twenty-four (24) hour guarantee. In such case, the employee shall receive at least eight (8) hours pay for each day, from date of hire until the date of shut-down or layoff. Any employee who reports for work at the regularly appointed starting time, unless he has been notified the previous day that his services will not be required, shall be entitled to show-up or two (2) hours at straight time. The

employee shall remain on the job for the two (2) hour period unless otherwise directed by the employer. Two (2) hour show-up time shall apply toward the twenty-four (24) hour guarantee. For example, if an employee is called to work on Tuesday and laid off on Thursday, he shall receive at least eight (8) hours pay for Tuesday, at least eight (8) hours pay for Wednesday, and at least two (2) hours pay for Thursday. If an employee is called out to work on Saturday, the provisions of Section 7 shall apply.

- (b) A paid holiday not worked may not be used as a basis for make-up time. If a man takes time off for his own personal business, his guaranteed work week will be reduced by the number of hours or days off.
7. (a) One and one-half (1 1/2) times the rates set forth in this agreement shall be paid for all work in excess of eight (8) hours per day and in excess of forty (40) hours per week.
- (b) All work performed on Saturday shall be paid at the rate of time and one-half.
 - (c) If an employee is ordered out Saturday and his services are not used, he shall be entitled to a show-up time of two (2) hours at time and one-half. Such employee shall remain on the job for two (2) hour period unless otherwise directed by the Employer.
 - (d) If such employee reports on the job and works in excess of two (2) hours on a Saturday, he shall receive four (4) hours pay at time and one-half.
 - (e) If such employee works in excess of four (4) hours on a Saturday, he shall receive pay for actual hours worked that day at time and one-half.
 - (f) Show-up time/standby time- actual hours worked shall apply toward the twenty-four (24) guarantee. Premium pay in excess of the actual hourly rate of pay shall not apply towards the twenty-four guarantee.

8. Four (4) consecutive ten (10) hour days may be worked at straight time Monday thru Thursday, unless prohibited by law. Friday can be a make-up day at ten (10) hours per day straight time because of inclement weather.

9. **FLEXTIME.** With respect to any project that is 100% Federally funded, awarded by a Federal Agency, the payment of overtime after eight (8) hours will not apply. Overtime will only be required to be paid after forty (40) hours.

10. **SINGLE IRREGULAR WORK SHIFT:** A single irregular work shift can start any time from 5:00 pm to 1:00 am. All employees who work a single irregular work shift on government mandated night work shall be paid an additional \$2.00 per hour. Section 10 will be effective for work bid on or after July 1, 2000. It is understood and agreed that if the single irregular work shift language is not included in the NYS Department of Labor prevailing wage rate schedules, the premium is waived.

ARTICLE VII - PAID HOLIDAYS AND SUNDAYS

1. (a) Paid holidays to be observed are Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, and New Year's Day, irrespective of the day of the week on which the holiday may fall. If the holiday falls on Sunday, it will be celebrated on Monday. In the event that men work on this Sunday holiday, they shall be paid double time. In the event that men work on Monday, they shall be compensated at double time plus the holiday pay. Accordingly, the Monday following the Sunday is treated as the holiday.
- (b) If the holiday falls on a Saturday, it will be celebrated on Saturday. Employees who work a Saturday holiday shall be paid double time plus the holiday pay.
- (c) When a holiday falls on a Saturday, the Employer has the option to either work Friday and pay Saturday as the holiday, or, not work Friday and pay the day in lieu of the holiday.
2. (a) Any employee laid off within the week in which a holiday falls shall receive holiday pay, provided the holiday occurs after the date of hire.
- (b) Holiday pay shall be paid at the Employee's regular classification.
3. A man must work the working day before and the working day after a holiday to receive holiday pay. However, an employee not able to report because of proven sickness, death in immediate family, or accident shall be entitled to holiday pay.
4. If a man is ordered out and reports for work on a holiday, set forth in Section 1 above, and does not start, then he shall be paid a minimum of four (4) hours straight time in addition to the straight time given for said paid holiday. If he starts work on a paid holiday, he shall be paid a minimum of eight (8) hours pay at double time plus the holiday pay.
5. If an employee is ordered out to work on a Sunday and reports on the job but his services are not used, he shall receive a minimum of four (4) hours pay at straight time. If he reports on the job and does start to work on a Sunday, he shall receive four (4) hours pay at double time. If such employee works in excess of four (4) hours on Sunday, he shall be paid a minimum of eight (8) hours pay at double time.

ARTICLE VIII - PAY

1. All wages under this Agreement shall be payable on the job every week. Not more than six (6) days pay shall be held back. Checks, pay stubs and pay envelopes shall show all information required by law, and shall show the Employer's name. This applies to layoff, termination, etc.
2. If any Employee is discharged or laid off or not paid on his regularly scheduled pay day, all accrued wages shall be due and paid immediately, except that an employee may be paid by check mailed within twenty-four (24) hours. If not mailed within twenty-four (24) hours, such

employee shall be paid an additional \$35.00 for each additional twenty-four (24) hour period the check was not mailed.

3. If the Employee leaves his job, he shall not be entitled to receive his pay for such week until the regular pay day for such work week, and he shall not be entitled to any additional pay for returning to the job in order to collect such pay.
4. Engineers and/or oilers, firemen or maintenance men shall not be laid off on a pay day for any reason, until they have received their pay.

ARTICLE IX - MASTER MECHANICS, MAINTENANCE ENGINEERS, AND FIELD SHOP FOREMEN

1. For each Employer that employs nine (9) or more engineers excluding oilers on any one shift or one project, a Master Mechanic, competent for the work shall be employed to be responsible under the direction of the Employer for the routine performance of the work of operators, oilers, maintenance and repairs. The Master Mechanic will operate equipment at the discretion of the Employer until such time as the twelfth (12th) engineer (excluding oilers) is employed. The Master Mechanic shall be selected by the Employer from among qualified applicants supplied by the local union having jurisdiction of the project unless otherwise mutually agreed upon. There shall be 100% mobility of the Master Mechanic, provided the Employer notifies the Union by telephone.
2. On jobs where no mechanics are employed, the repair work will be done by the man or men assigned to the machine(s), provided they are qualified to do the repair work.
3. On jobs where a Master Mechanic is employed, repair work during the shift may be done by the crew under the general supervision of the Master Mechanic, provided they are qualified to do repair work.
4. Maintenance Engineers shall be employed to do all pipe fitting in connection with hoisting and portable equipment. Maintenance Engineers shall also supervise and install well-point systems, shall be employed to do all maintenance burning and welding, preparing and maintaining of all equipment, including vibrators and tampers, tire repair, all gasoline, diesel or electric pumps and all such other work as by custom, has been performed by workmen under the supervision of the Master Mechanic.
5. When a lubrication rig is used on a job, one man shall be designated maintenance lubrication engineer and he shall be responsible for greasing and other similar service work for all designated machines. Such engineer may be assigned other duties if the lubrication rig is not a full time job. The operators and oilers on the job may be directed to lubricate their own machines as part of their regular duties.
6. It shall be within the Employer's discretion to hire a Field Shop Foreman and/or Assistant Master Mechanic where he deems it necessary. Where a Field Shop Foreman and/or an Assistant Master Mechanic is employed, his rate shall be one-dollar (\$1.00) per hour over Classification A.

7. Ownership of transportation shall not be a condition of employment. In the event an Employer rents transportation from an employee covered by this Agreement, the terms of the rental shall be evidenced by a written memorandum, a copy of which will be furnished the Union upon request.

ARTICLE X - OILERS AND FIREMEN

1. An Oiler or Fireman or Second Engineer will be employed at the discretion of the Employer. Their duties shall be to assist the engineer in oiling, greasing, and preparing all machines, giving signals when necessary and changing of buckets and scale boxes. If the Employer determines that a second man is needed, he shall be an oiler. If a second employee is required by the Employer on an auger and/or post driver, he shall be an oiler. When one (1) man operates said machine, he shall be an engineer. If additional help is required for assembly, disassembly, transport, they shall be operating engineers.

2. Where helpers are required on the grease rig, they shall be Engineers.

3. Oilers and maintenance greasemen shall service the machines during the regular lunch period. They shall take their lunch period either before or after the regular lunch period, if so directed by the Employer.

4. The Oiler must have his assigned rig running at the shift starting time. The absence of the assigned oiler shall not prevent the operator from operating, when the absence of the oiler is beyond the Contractor's control.

ARTICLE XI - TERMINATION, DISCHARGE & MOBILITY

1. After consultation with the Master Mechanic, the Employer is to be the judge as to the satisfactory performance of work but no employee may be discharged for defending the rights of any employee under the terms of this Agreement, or without just cause.

2. Upon completion of his work, the Master Mechanic may be moved by the Employer from one project to another within the local union's jurisdiction. It is further agreed that upon completion of their work any employees covered by the terms of this Agreement may be moved by the Employer from one project to another within the local union's jurisdiction.

3. Engineers may be moved from one Local Union's area to another after consultation between the Employer and Union Representative.

ARTICLE XII - ELECTION DAY

All employees of the Employer shall be allowed time to vote on Election Day as required by law.

ARTICLE XIII - STEWARD

The Union may appoint the Steward and they shall notify the Employer of their selection. The Steward shall not be laid off or discharged without the consent of the Union. He shall be

given sufficient time to perform the duties assigned to him by the Union. In case of injury to employee(s) covered by this Agreement, the Steward shall be notified as soon as possible.

ARTICLE XIV - MISCELLANEOUS

1. There shall be unlimited changes on all machines. In the event of a change, the operator shall receive the rate of the higher machine for the entire day.

2. (a) Electric pumps need not be manned. In the event that the Employer desires to man electric pumps, an engineer shall be assigned.

(b) Submersible electric pumps when used in lieu of well points.

1. On the regular workday shift Monday through Saturday, the pump operator can man other equipment in addition to the well point system.

2. On Mondays through Fridays, one (1) shift of eight (8) hours will be required to man the system between close of work one day and start of work the following day.

3. On Saturdays, one (1) man for one (1) shift of eight (8) hours at one and one-half times the regular rate.

4. On Sundays, one (1) man for one (1) shift of eight (8) hours at two times the regular rate.

3. The maintenance and repair of pumps shall be the work of the Union.

4. Prior to commencement of work, employees covered by this Agreement will be covered by Unemployment, D.B.L. and Workmen's Compensation Insurance as required by law.

5. The Employer shall obtain and keep in force public liability insurance for property damage and bodily injury in sufficient amounts as to provide protection or coverage for third party actions arising out of accidents occurring within the scope of the employment of his employees. Upon receipt of a summons and/or complaint involving a third party action arising out of an accident which occurred within the scope of an employee's employment, the Employer shall provide the Employee with a defense to such litigation and pay the cost thereof.

6. The Employer agrees that as soon as a contract for a job has been awarded or within a reasonable time thereafter, but prior to the starting of any job, he will notify the Union of such job award, make arrangements and hold a pre-job conference with the Union. This clause shall apply to every job or project undertaken by the Employer.

7. Cleaning of tracks shall be done by the operator or oiler on his equipment; if such persons do not clean them, then the Employer shall assign such work to such other persons as he may elect.

8. (a) Equipment covered by this contract being moved from one local union's jurisdiction to that of another under its own power, shall be moved by employees from the area where the equipment had been working. Rented equipment moved by the Employer shall be covered by this clause.

(b) Reasonable expenses for meals, lodging and other actual necessary charges shall be reimbursed to such employees upon furnishing receipts to the Employer.

9. An automated central mix concrete plant using an outside utility power source shall be manned by a Class A operator on the plant, and a Class D operator on the cement storage (2 operators). An automated central mix concrete plant using a generator as its power source shall be manned by a Class A operator on the plant, a Class C operator on the generator, and a Class D operator on cement storage (3 operators).

10. Hands-off equipment shall not be manned. In the event the Employer desires to man this equipment, it shall be the work of the Union. The maintenance and repair of all hands-off equipment shall be the work of the Union. Hands-off equipment includes heaters, compressors, pumps, welding machines, dust collectors, light plants, and generators.

11. **WORK AT HAZARDOUS WASTE SITE.** When an Employer covered by this Agreement performs hazardous waste removal work on a State and/or Federally designated waste site, and where relevant State and/or Federal regulations require employees to be furnished and wear the equivalent of Level C or above forms of personal protection, then in such case an employee shall receive his regular hourly rate plus \$2.50 per hour, if said premium is included in the prevailing wage rate schedules.

ARTICLE XV - OPERATION OF WELL POINTS

Where well point system and well systems are required, the maintenance, installation and operation shall be the work of the Union. It shall be at the Employer's discretion whether the system will be manned.

ARTICLE XVI - PILE DRIVING AND SAND DRAINS

1. An operating engineer will assemble the crane, compressor, boiler, or electric or hydraulic power system (for electric or hydraulic extractor or hammer). Where any combination of and any number of pieces of equipment, including air compressors, welding machines, pumps, power pack for vibratory hammers, and any other typically hands-off equipment relating to pile driving are utilized, then two (2) operators at the Class A-1 rate will be required, unless equipment is utilized through mutual agreement between the Union and the Employer which would only require one operator.

2. An operating engineer will repair diesel hammer when out of leads and unhooked from cables.

3. An operating engineer will replace load cables and run through leads.

4. Tower cranes will be manned by two (2) Class A-1 operators who will receive \$.50 per hour over the Class A-1 rate. Tower cranes to include stationary, rail mounted, truck or carrier mounted and crawler mounted, hydraulic or friction. For any mode of power, crew to be assigned to crane upon start of erection and will be employed until crane is dismantled and shipped off job. Maintenance Engineer (Mechanic) will be employed to assist assembly, jacking of crane and disassembly.

ARTICLE XVII - SAFETY

The Union and Employees agree that willful neglect by an employee to obey company safety rules and regulations or to obey safety rules, standards, and regulations prescribed pursuant to the Occupational Safety and Health Act (OSHA) or other governmental regulation or legislation or to use properly such safety devices or equipment as provided by the company may be just cause for discharge. A copy of the company safety program shall be furnished each employee at time of employment. Employee's signature shall be proof of acknowledgement. Discipline and/or termination may be challenged through the grievance and arbitration procedures of this Agreement.

ARTICLE XVIII - MOST FAVORED EMPLOYER

1. If the Union enters into any agreement with any individual Employer or group of Employers performing work covered by the terms of this Agreement and that Agreement provides for more favorable wages, hours or conditions to any other Employer, the Employers signatory hereto, after sending written notice of such intention, shall be afforded the privilege to adopt such advantageous terms and conditions.

2. This clause shall not apply to isolated or emergency situations which may occur from time to time under regular job conditions, nor shall this clause apply to any project agreement that is put in place before the bid.

ARTICLE XIX - JURISDICTIONAL DISPUTES

1. The parties hereto mutually agree that if the Employer receives written notification from two (2) or more Unions contesting a work assignment, the Employer shall maintain his work assignment until the dispute has been resolved in accordance with the following procedure.

(a) Contesting Unions and the Employer shall attempt to resolve disputes. If unable to do so within forty-eight (48) hours (Saturday, Sunday and Holidays excluded) then;

(b) The parties to this Agreement shall meet for the purpose of resolving the dispute. If unable to resolve said dispute within forty-eight (48) hours (Saturday, Sunday and Holidays excluded) then;

(c) The parties to this Agreement will refer said dispute to their International Union and National AGC. If they are unable to resolve said dispute within five (5) days (Saturday, Sunday and Holidays excluded) then;

(d) The parties to this Agreement shall have exhausted their internal remedies and may then seek resolution through the NLRB and/or the Courts. No legal action may be initiated before such internal remedies are exhausted.

2. Neither party shall order or permit any lockout, strike, or other work stoppage or slowdown. Further, the Union will not aid, support or permit unauthorized strikes, slowdowns or work stoppages by its members with respect to a jurisdictional dispute.

ARTICLE XX - DURATION

This Agreement shall remain in full force and effect from April 1, 2004 to March 31, 2008. It shall be renewed from year to year unless either party serves written notice that it desires to modify or terminate the Agreement at least sixty (60) days prior to March 31, 2008, or sixty (60) days prior to March 31 of any year thereafter.

ARTICLE XXI - SAVINGS CLAUSE

In the event that any State or Federal Statute or Law shall supersede or invalidate any clauses in this Agreement, such Statute or Law shall prevail over any such clause; however, the other provisions of this Agreement shall be valid and remain in full force and effect. In the event that any section or portion thereof shall be declared invalid, it is further agreed that the parties hereto shall meet within a period of sixty (60) days to redraft a new section or portion thereof, which shall be valid and which shall replace that section or portion thereof declared invalid.

ARTICLE XXII - FUND CONTRIBUTIONS

1. (a) The Employer agrees to contribute to the following funds in the proper amount hereinafter set forth in Article XXX for each actual hour paid:

1. Local 106 Training Fund
2. Engineer's Joint Welfare Fund
3. Engineer's Joint Pension Fund
4. Central Pension Fund
5. Personal Account Plan

Such contributions are to be remitted to the proper above mentioned Funds, all of which are located at 101 Intrepid Lane, Syracuse, New York, 13205 in the mode and manner as determined by the Board of Trustees of each respective fund, pursuant to the terms of Agreements and Declarations of Trusts between the Labor Relations Division, Associated General Contractors of America, New York State Chapter, Inc., and Local Unions 17, 106, 463, 545, and 832 of the International Union of Operating Engineers.

(b) It is further agreed that the Employers signatory hereto agree to contribute to the Engineer's Central Pension Fund the proper amounts hereinafter set forth in Article XXX for each actual hour paid.

2. Notwithstanding any other provision contained in this Agreement, the parties agree that any Employer who becomes delinquent in the payment of contributions due to the Funds after notice has been served upon such delinquent Employer and the Association, the Employer shall be liable for not only the amount of contributions due, but in addition thereto, any such Employer agrees to pay interest, costs and fees of collection, legal fees not in excess of twenty percent (20%) of the amount of said delinquency and the costs of an audit if auditing procedures are necessary to ascertain the amount of the delinquencies. The failure of any Employer to make timely and proper contributions and remittances to the Funds shall not relieve any other Employer from making such payments.

3. It is further agreed between the parties hereto that in addition to the provision contained in the preceding paragraph, the Union is granted the unequivocal right, with respect to any delinquent Employer, to declare this Agreement breached and at the option of the Union said Agreement may be considered terminated upon seventy-two (72) hours notice to any such delinquent Employer. In the event that the Unions exercise such option under this section, such delinquent Employer agrees to pay as liquidated damages, each of said Employer's employees in the collective bargaining unit of the Unions, their regular rate of pay for all time lost from work as a result of the Employer's delinquency to the above listed Funds.

4. The parties hereto recognize that the Unions, the Funds, and/or any affiliated Fund may make contributions to the respective Funds for and on behalf of their employees. Such contribution shall be in the same amount and payable in the same manner as are made by other contributing Employers.

5. The parties agree that effective July 1, 2000, \$1.20 per hour of the Engineers Joint Welfare Fund's hourly contribution shall be allocated into a Personal Account Plan administered by the Trustees of the Engineers Joint Welfare Fund.

6. The Engineers Joint Welfare Fund, Engineers Joint Pension Fund, the Local 106 Training Fund, and the Engineers Central Pension Fund ("jointly referred to as "Funds") shall be administered pursuant to provisions of Agreements and Declarations of Trust of the respective Funds, the Collection Policy, the Mistaken Contribution Policy, and the Withdrawal Liability Policy (jointly referred to as "Policies") established by the various Funds' Trustees, and shall be in compliance with the requirements of State and Federal laws governing and regulating such trusts. Such Agreements and Declarations of Trust and Policies, together with any amendments to the Trusts or Policies, are hereby incorporated herein by reference as if fully set forth herein.

7. The parties to this Collective Bargaining Agreement hereby agree that the signing of this Agreement shall constitute an obligation to be bound by the terms and conditions of said Agreements and Declarations of Trust of the Funds, the Collection Policy, the Withdrawal Policy, and the Mistaken Contribution Policy, as if said Agreements and Declarations of Trust of the Funds and Policies were fully set forth herein and made a part thereof.

8. In the areas of the operation and administration of the Funds and any other areas of responsibility or authority delegated to or reserved to the Funds' Trustees under the Employee Retirement Income Security Act of 1974 ("ERISA"), including, but not limited to, collection of delinquencies, return of contributions, and the rights and remedies of the Funds when collecting

delinquencies, if the terms of this Agreement conflict with the Agreements and Declarations of Trust of the Funds and/or the Policies, the terms and provisions of the Agreements and Declarations of Trust and the Policies will govern and supersede any inconsistent provision of this Agreement.

ARTICLE XXIII - SUBCONTRACTING

1. It is agreed by and between the parties hereto, that if the Association, parties hereto, subcontract job site work falling within the terms of this contract, provisions shall be made in each subcontract for the compliance by said subcontractor with terms, conditions of employment, wage supplements and wage rates not less than those contained herein. It is further agreed that prior to the subcontractor starting work, said subcontractor shall be in contractual relations with the Union and will meet with the Union for a pre-job conference if requested. The intent of the foregoing clause is to bind the subcontractor to the same contract that the Union has with the general contractor in its entirety, i.e., manning provisions, rates, fringes, etc. It further and specifically means that Operating Engineers will operate all equipment as defined in this Agreement, used by the subcontractor. It is fully intended to protect Contractors and the Operating Engineers that they employ.

2. A subcontractor is defined as any person, firm, partnership, self-employed person or corporation who agrees, under contract, with the general contractor or his subcontractor to perform on the job site any part or portion of the work covered by this Agreement, including the operating of equipment, performance of labor and installation of materials.

3. Notwithstanding anything contained in this Article, the provisions hereof shall not be applicable to a serviceman of a secondary Employer on the job site for the purpose of performing work on any new construction equipment which is covered by a warranty only for a reasonable period of time with respect to the warranty as to such equipment.

4. An owner-operator renting his machine to a contractor, shall be on said contractor's payroll as an employee and shall be governed by the terms and conditions of this Agreement. Separate checks shall be paid to the owner-operator for wages and leasing of such equipment.

5. By mutual agreement, an Employer may subcontract to non-signatory specialty subcontractors, and use his best efforts to arrange a pre-job conference.

ARTICLE XXIV - APPRENTICE TRAINING

1. It is the mutual intention of the parties that the Fund referred to in Article XXII of the current Collective Bargaining Agreement includes, encompasses and specifically provides for the conduct of an Apprentice Training Program.

2. The number of apprentices per project shall be determined at the pre-job meeting. Only one (1) first year apprentice per project. The Union will be in compliance with D.O.T. specifications at all times.

3. The following schedules of wages shall be applicable to apprentices:

- (a) 0-1,000 hours – 60% of the B rate.
- (b) 1,001 – 2,000 hours – 70% of the B rate.
- (c) 2,001 – 3,000 hours – 80% of the B rate.
- (d) 3,001 – 4,000 hours – 90% of the B rate.

In addition to the above wages, fringe benefits shall be as follows:

	<u>7/1/04</u> <u>6/30/05</u>	<u>7/1/05</u> <u>6/30/06</u>	<u>7/1/06</u> <u>6/30/07</u>	<u>7/1/07</u> <u>6/30/08</u>
Health and Welfare	\$ 5.00	\$ 5.20	\$ 5.40	\$ 5.60
Pension	\$ 1.50	\$ 1.50	\$ 1.50	\$ 1.50
CPF	\$ 3.00	\$ 3.35	\$ 3.60	\$ 3.85
Training	\$.75	\$.75	\$.75	\$.75
PAP	\$.75	\$.75	\$.75	\$.75
Total Fringe Benefits	\$ 11.00	\$11.55	\$12.00	\$12.45
Dues Deduction	-3%	-3%	-3%	-3%
DEF Deduction	-\$.70	-\$.70	-\$.75	-\$.80
VPAF Deduction	-\$.10	-\$.10	-\$.10	-\$.10

ARTICLE XXV - NON-DISCRIMINATION IN EMPLOYMENT

1. The Employer and the Union mutually agree that they will comply and cooperate with all laws, codes, rules, regulations, executive orders and administrative decisions, whether state or federal, dealing with nondiscrimination in training, membership, employment, job tenure, promotions, and every other matter covered by such laws, codes, etc. not herein expressly mentioned. The Employer shall have the right to conduct systematic and direct recruitment of qualified minority and female applicants should the Union fail to refer sufficient minority and female trainees within forty-eight (48) hours to satisfy specific contractual Equal Employment Opportunity requirements and conditions. The use of masculine or feminine gender in this agreement shall be construed as including both genders.

2. It is recognized that there are specific subcontract requirements for D/M/WBE participation in most public works contracts and that certain exceptions to the subcontracting clause may be required for the Employer to comply with these requirements. Every effort will be made by the Employer to arrange a pre-job meeting with these subcontractors and the union. It is understood that in no way shall the enforcement of this clause allow other trades to perform the work of this union.

ARTICLE XXVI - STATUS QUO ON CERTAIN EQUIPMENT

1. The parties hereto recognize that the operation of certain equipment and work assignments may raise questions regarding jurisdiction of work in areas of one or more of the local unions party to this Agreement. The equipment involved is set forth below:

- (a) Concrete curb machine
- (b) Asphalt curb machine
- (c) Snorkel
- (d) Stump Remover (chipper)
- (e) Blower for burning brush
- (f) Motorized hydraulic pin puller
- (g) Motorized hydraulic seeder
- (h) Concrete Saw
- (i) Convoying vehicles when convoying Engineer equipment
- (j) Fueling of equipment
- (k) Grooving Machine

2. Pending final determination by the International Union of Operating Engineers and any other international union claiming jurisdiction of the above equipment, such equipment and the operation thereof shall remain "status quo" and no permanent assignment shall be made until the decision or agreement between the said International Unions has been made.

3. The decision and/or agreement reached between the International Unions determining the claims shall become a part of this Agreement and shall be final and binding upon the parties hereto.

ARTICLE XXVII - DEFENSE AND BENEFIT FUND AND/OR DUES DEDUCTION

1. The Employer shall deduct from the basic wage rate of employees covered by this Agreement, the amount hereinafter set forth in Article XXX for each actual hour paid such employees.

2. No deduction shall be made for the Defense and Benefit Fund and/or Dues for any such employee unless the Employee has deposited with the Employer his copy of an executed authorization form which shall in no event be irrevocable for a period of more than one year or the termination date of this Agreement whichever may be the less.

3. Executed copies of the authorization cards will be kept on file by the Union and the Association (or such other Employer group as this Association and the Union may agree).

4. The Employer assumes no obligation with respect to the obtaining of authorization cards, it being understood that this is a duty and obligation of the Union.

5. The Union shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the Company in reliance upon work assessment authorization cards furnished by the Employees and/or Union.

ARTICLE XXVIII - CARRYOVER

For all work bid on or after April 1, 1993, there shall be a carryover, from the bid date, of the posted proposal rates. The carryover shall continue until a redetermination is made by the NYS Department of Labor, but not to exceed a maximum of twelve (12) months.

ARTICLE XXIX - DRUG/ALCOHOL ABUSE POLICY

If an Employer or Employer's customer requires drug/alcohol testing as a condition of employment, the person referred to the Employer by the Union may be required to take such a test, providing the test meets Federal and State standards. Also, providing the Employee signs a permission card supplied by the Employer, a copy of which should be sent to the Union. A copy of the company substance abuse program shall be furnished to each employee at time of employment. Employee's signature shall be proof of acknowledgement.

ARTICLE XXX - WAGE RATES AND CLASSIFICATIONS

1. Set forth below are the agreed upon wage classifications for this Agreement:

MASTER MECHANIC (guaranteed 40 hours per week - Monday through Friday).

CLASSIFICATION A-1:

Boom Truck (over 5 tons, manufacturers rating)
Crane
Crane with boom length and jib 150' and over \$.50 per hour premium
Crane with boom length and jib 200' and over \$1.00 per hour premium
Cherry Picker (over 5 tons capacity)
Derricks (steel erection)
Dragline
Overhead Crane (Gantry or Straddle type)
Pile Driver
Truck Crane

CLASSIFICATION A:

Automated Concrete Spreader (CMI Type)
Automatic Fine Grader
Backhoe (Except Tractor Mounted, Rubber Tired)
Backhoe Excavator Full Swing (CAT 212 or similar type)
Back Filling Machine
Belt Placer (CMI Type)
Blacktop Plant (Automated)
Boom truck (5 tons and under, manufacturers rating)
Cableway
Caisson Auger
Central Mix Concrete Plant (Automated)

Concrete Curb Machine, Self-Propelled, Slipform
Concrete Pump (8" or over)
Directional Drilling Machine
Dredge
Dual Drum Paver
Excavator (All Purpose-Hydraulically Operated) (Gradall or Similar)
Front End Loader (4 cu. yd. and Over)
Head Tower (Sauerman or Equal)
Hoist (Two or Three Drum)
Holland Loader
Maintenance Engineer
Mine Hoist
Mucking Machine or Mole
Pavement Breaker(SP) Wertgen; PB-4 and similar type
Power Grader
Profiler (over 105 H.P.)
Quad 9
Quarry Master (or equivalent)
Scraper
Shovel
Side Boom
Slip Form Paver (If a second man is needed, he shall be an Oiler)
Tractor Drawn Belt-Type Loader
Truck or Trailer Mounted Log Chipper (Self Feeder)
Tug Operator (Manned Rented Equipment Excluded)
Tunnel Shovel

CLASSIFICATION B:

Asphalt Paver
Backhoe (Tractor Mounted, Rubber Tired)
Bituminous Recycler Machine
Bituminous Spreader and Mixer
Blacktop Plant (Non-Automated)
Blast or Rotary Drill (Truck or Tractor Mounted)
Boring Machine
Cage Hoist
Central Mix Plant (Non-Automated) and All Concrete Batching Plants
Cherry Picker (5 tons capacity and under)
Concrete Paver (Over 16S)
Concrete Pump (Under 8")
Crawler Drill, Self-contained
Crusher
Diesel Power Unit
Drill Rigs, Tractor Mounted
Front End Loader (Under 4 cu. yd.)
Greaseman/Lubrication Engineer

Hi-Pressure Boiler (15 lbs. and over)
Hoist (One Drum)
Hydro-Axe
Kolman Plant Loader and Similar Type Loaders (If Employer requires another man to clean the screen or to maintain the equipment, he shall be an Oiler)
L.C.M. Work Boat Operator
Locomotive
Mixer (for stabilized base self-propelled)
Monorail Machine
Plant Engineer
Profiler (105 H.P. and under)
Pug Mill
Pump Crete
Ready Mix Concrete Plant
Refrigeration Equipment (for soil stabilization)
Road Widener
Roller (all above sub-grade)
Sea Mule
Self-contained Ride-on Rock Drill, Excluding Air-Track Type Drill
Skidder
Tractor with Dozer and/or Pusher
Trencher
Tugger Hoist
Vermeer saw (ride on, any size or type)
Welder
Winch
Winch Cat

CLASSIFICATION C:

A Frame Winch Hoist on Truck
Aggregate Plant
Ballast Regulator, Ride-on
Boiler (used in conjunction with production)
Bituminous Heater, self-propelled
Cement and Bin Operator
Compressors, Dust Collectors, Generators, Pumps, Welding Machines, Light Plants, Heaters (hands-off equipment)
Concrete Pavement Spreader and Finisher
Concrete Paver or Mixer (16S and under)
Concrete Saw (self-propelled)
Conveyor
Directional Drill Machine Locator
Drill, Core
Drill, Well
Farm Tractor with accessories

Fine Grade Machine
Fireman
Fork Lift
Form Tamper
Grout Pump
Guniting Machine
Hammers (Hydraulic self-propelled)
Hydra-Spiker, ride-on
Hydraulic Pump (jacking system)
Hydro-Blaster (Water)
Mulching Machine
Oiler
Parapet Concrete or Pavement Grinder
Post Hole Digger and Post Driver
Power Broom (towed)
Power Heaterman
Power Sweeper
Revinus Widener
Roller (Grade and Fill)
Scarifier, ride-on
Shell Winder
Skid steer loader (Bobcat or similar)
Span-Saw, ride-on
Steam Cleaner
Tamper, ride-on
Tie Extractor, ride-on
Tie Handler, ride-on
Tie Inserter, ride-on
Tie Spacer, ride-on
Tire Repair
Track Liner, ride-on
Tractor
Tractor (with towed accessories)
Vibratory Compactor
Vibro Tamp
Well Point

2. In the event that equipment listed under Article XXX of this Agreement or any other equipment which traditionally has been the work of Operating Engineers is operated by Robotic Control, the operation of said equipment shall remain the work of the Operating Engineers and the classification covering the operation will be the same as if manually operated.


3. Set forth below are the agreed-upon wages, fringe benefit contributions, defense and benefit fund and/or dues deductions, and voluntary political action fund deductions effective July 1, 2004, July 1, 2005, July 1, 2006 and July 1, 2007, subject to the carryover clause:

ARTICLE XXXI - COMPLETE AGREEMENT

It is understood that this Agreement is the complete Agreement between both parties and there are no other agreements except the Association and the Union may from time to time issue Memoranda of Agreement for the purpose of clarification of the contract or for the purpose of amending the Agreement on a project basis or for other purposes mutually agreed to. It is mutually agreed that said Memoranda will be on file in the Association office and the Union's office and will be considered as addenda and become a part of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly subscribed by their duly authorized representatives the day and year first above written.

**FOR THE LRD/AGC ALBANY
REGION**



A.J. Castelbuono

FOR IUOE LOCAL 106



Daniel McGraw



Robert J. Jones

INDIVIDUAL EMPLOYER

The undersigned Employer doing business as _____

_____ and having principal offices at

has read and is fully familiar with all of the terms of this Agreement by and between the **LABOR RELATIONS DIVISION, ALBANY REGION, ASSOCIATED GENERAL CONTRACTORS OF AMERICA, NEW YORK STATE CHAPTER, INC.** (hereinafter referred to as the "Association"), and the **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION 106** dated the 1st day of April, 2004, between the same parties and agrees to adhere to and be bound by all the terms thereof, as well as revisions and amendments adopted pursuant thereto. The Employer agrees to become signatory to the Trust Agreements, as amended, establishing the Welfare, Pension, and the Training and Skill Improvement Funds of the said local unions and the Employer designates as its Representatives and Trustees on said Funds, the Trustees selected by the above "Association" now serving or who may in the future serve as vacancies occur.

Name of Firm

By: _____
An Authorized Officer, Title

Firm Street Address

City and State

Telephone Number

Local Union: _____

By: _____
Authorized Representative

Date: _____
UNION COPY

INDIVIDUAL EMPLOYER

The undersigned Employer doing business as _____

_____ and having principal offices at _____

has read and is fully familiar with all of the terms of this Agreement by and between the **LABOR RELATIONS DIVISION, ALBANY REGION, ASSOCIATED GENERAL CONTRACTORS OF AMERICA, NEW YORK STATE CHAPTER, INC.** (hereinafter referred to as the "Association"), and the **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL UNION 106** dated the 1st day of April, 2004, between the same parties and agrees to adhere to and be bound by all the terms thereof, as well as revisions and amendments adopted pursuant thereto. The Employer agrees to become signatory to the Trust Agreements, as amended, establishing the Welfare, Pension, and the Training and Skill Improvement Funds of the said local unions and the Employer designates as its Representatives and Trustees on said funds, the Trustees selected by the above "Association" now serving or who may in the future serve as vacancies occur.

Name of Firm

By: _____
An Authorized Officer, Title

Firm Street Address

City and State

Telephone Number

Local Union: _____

By: _____
Authorized Representative

Date: _____

LRD/AGC COPY (Local 106)
G:\rd\luc 106\106 Agreement 2004-2008

**ALBANY REGION LRD/AGC
INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL 106 (ALBANY)
2004-2008 HIGHWAY-HEAVY WAGE RATE SCHEDULES**

EFFECTIVE JULY 1, 2004										
	WAGES	WELFARE	PENSION	CPF	TNG.	PAP	*Dues.Ded.	*DEF.Ded	*VPAF	
	<u>Per</u>	<u>Per</u>	<u>Per</u>	<u>Per</u>	<u>Per</u>	<u>Per</u>	<u>Per</u>	<u>Per</u>	<u>Ded. Per</u>	
	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Hour</u>	<u>Total</u>
Master Mechanic	\$30.22	\$5.00	\$2.95	\$4.00	\$1.00	\$0.80	-3%	-\$0.70	-\$0.10	\$43.97
Classification A-1	\$29.04									\$42.79
Classification A	\$28.61									\$42.36
Classification B	\$27.70									\$41.45
Classification C	\$25.13									\$38.88
EFFECTIVE JULY 1, 2005										
Master Mechanic	\$31.14	\$5.20	\$2.95	\$4.35	\$1.00	\$0.60	-3%	-\$0.70	-\$0.10	\$45.24
Classification A-1	\$29.96									\$44.06
Classification A	\$29.53									\$43.63
Classification B	\$28.62									\$42.72
Classification C	\$26.05									\$40.15
EFFECTIVE JULY 1, 2006										
Master Mechanic	\$32.44	\$5.40	\$2.95	\$4.60	\$1.00	\$0.60	-3%	-\$0.75	-\$0.10	\$46.99
Classification A-1	\$31.26									\$45.81
Classification A	\$30.83									\$45.38
Classification B	\$29.92									\$44.47
Classification C	\$27.35									\$41.90
EFFECTIVE JULY 1, 2007 – JUNE 30, 2008										
Master Mechanic	\$33.81	\$5.60	\$2.95	\$4.85	\$1.00	\$0.60	-3%	-\$0.80	-\$0.10	\$48.81
Classification A-1	\$32.63									\$47.63
Classification A	\$32.20									\$47.20
Classification B	\$31.29									\$46.29
Classification C	\$28.72									\$43.72
*Deductions upon receipt of signed authorization cards from employees. A percentage deduction will be on gross wages, exclusive of fringe benefits.										
When a Field Shop Foreman and/or an Assistant Master Mechanic is employed his rate shall be one-dollar \$1.00 per hour over Classification A										