

APPENDIX 1  
SCHEDULE "A"  
CLASSIFICATIONS AND WAGES

Section 1. The wage rates in the Schedules below shall become effective **June 1, 2013** and shall remain in effect until **May 31, 2016**.

WESTERN WASHINGTON

(Covers all work in the following counties: Whatcom, Skagit, Snohomish, King, Pierce, Thurston, Lewis and that portion of Pacific County north of a straight line made by extending the north boundary of Wahkiakum County west to the Pacific Ocean, Grays Harbor, Clallam, Jefferson, Mason, Kitsap, Island and San Juan).

|   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u>  |
|---|---------------|---------------|----------------|
| Level 1: Certified Journeyman Asbestos Worker                         | \$31.76       | \$32.29       | <b>\$33.39</b> |
| <b>Level 2: Apprenticeship Rates:</b>                                 |               |               |                |
| <b>0 - 1000 hours</b>   | <b>60%</b>    | \$19.06       | \$19.37        |
| <b>1001 - 2000 hours</b>  | <b>70%</b>    | \$22.23       | \$22.60        |
| <b>2001 - 3000 hours</b>  | <b>80%</b>    | \$25.41       | \$25.83        |
| <b>3001 - 4000 Hours</b>  | <b>85%</b>    | \$27.00       | \$27.45        |
| <b>4001 - 5000 hours</b>  | <b>90%</b>    | \$28.58       | \$29.06        |
| <b>5001 - 6000 hours</b>  | <b>95%</b>    | \$30.17       | \$30.68        |
| Level 3: Certified asbestos workers<br>(Probationary up to 1000 hrs.) | \$14.00       | \$14.00       | <b>\$14.00</b> |

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

| Fringe Benefit Rates:   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u> |
|-------------------------|---------------|---------------|---------------|
| Health & Security       | \$5.70        | <b>\$6.00</b> | <b>\$6.10</b> |
| Pension                 | \$3.70*       | \$3.80*       | \$3.80*       |
| Apprenticeship/Training | \$0.45        | \$0.50        | <b>\$0.55</b> |
| WALECET                 | \$0.08        | \$0.08        | <b>\$0.11</b> |

| Wage Deductions: (These deductions are included in wage.) | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u> |
|---|---------------|---------------|---------------|
| Credit Union <sup>1</sup>                                 | \$1.05**      | \$1.05**      | \$1.05**      |
| Union Dues  | \$1.20        | \$1.30        | \$1.30        |
| LPL <sup>2</sup>  | \$0.05**      | \$0.05**      | \$0.05**      |

\*Pension contributions are not required on Probationary employees **for the first 1000 hours**.

\*\*Deductions are not required on Probationary employees **for the first 1000 hours**.

\*\*\*The **June 1, 2013 and June 1, 2014** allocation of the wage/fringe package will be determined sixty (60) days prior to anniversary date. The **2015** wage/fringe packages require contract opening in **2015** in accordance with Article 4 for wages and fringe benefits only.

<sup>1</sup> No deduction on Level 3 only.

<sup>2</sup> Voluntary deduction from net wages.

CENTRAL WASHINGTON

(Covers all work in the following counties: Chelan, Kittitas, Yakima and that portion of Douglas County lying west of the 120<sup>th</sup> Meridian.)

|   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u>  |
|---|---------------|---------------|----------------|
| Level 1: Certified Journeyman Asbestos Worker                         | \$23.51       | \$23.85       | <b>\$24.78</b> |
| <b>Level 2: Apprenticeship Rates:</b>                                 |               |               |                |
| <b>0 - 1000 hours</b> <b>60%</b>                                      | \$14.11       | \$14.31       | <b>\$14.87</b> |
| <b>1001 - 2000 hours</b> <b>70%</b>                                   | \$16.46       | \$16.70       | <b>\$17.35</b> |
| <b>2001 - 3000 hours</b> <b>80%</b>                                   | \$18.81       | \$19.08       | <b>\$19.82</b> |
| <b>3001 - 4000 hours</b> <b>85%</b>                                   | \$19.98       | \$20.27       | <b>\$21.06</b> |
| <b>4001 - 5000 hours</b> <b>90%</b>                                   | \$21.16       | \$21.47       | <b>\$22.30</b> |
| <b>5001 - 6000 hours</b> <b>95%</b>                                   | \$22.33       | \$22.66       | <b>\$23.54</b> |
| Level 3: Certified asbestos workers<br>(Probationary up to 1000 hrs.) | \$14.00       | \$14.00       | \$14.00        |

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

| Fringe Benefit Rates:   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u> |
|-------------------------|---------------|---------------|---------------|
| Health & Security       | \$5.70        | \$6.00        | <b>\$6.10</b> |
| Pension                 | \$3.70*       | \$3.80*       | \$3.80        |
| Apprenticeship/Training | \$0.45        | \$0.50        | <b>\$0.55</b> |
| WALECET                 | \$0.08        | \$0.08        | <b>\$0.11</b> |

Wage Deductions: (These deductions are included in wage.)

|                           |          |          |          |
|---------------------------|----------|----------|----------|
| Credit Union <sup>3</sup> | \$1.05** | \$1.05   | \$1.05** |
| Union Dues                | \$1.20   | \$1.30   | \$1.30   |
| LPL <sup>4</sup>          | \$0.05** | \$0.05** | \$0.05** |

\*Pension contributions are not required on Probationary employees **for the first 1000 hours.**

\*\*Deductions are not required on Probationary employees **for the first 1000 hours.**

\*\*\* The **June 1, 2013 and June 1, 2014** allocation of the wage/fringe package will be determined sixty (60) days prior to anniversary date. The **2015** wage/fringe packages require contract opening in **2015** in accordance with Article 4 for wages and fringe benefits only.

<sup>3</sup> No deduction on Level 3 only.

<sup>4</sup> Voluntary deduction from net wages.

SOUTHWEST WASHINGTON

(Covers all work in the following counties: Klickitat, Skamania, Clark, Cowlitz, Wahkiakum and that portion of Pacific County south of a straight line made by extending the north boundary line of Wahkiakum County west to the Pacific Ocean.)

|   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u>  |
|---|---------------|---------------|----------------|
| Level 1: Certified Journeyman Asbestos Worker                         | \$29.69       | \$29.98       | <b>\$30.55</b> |
| Level 2: Apprenticeship Rates:  |               |               |                |
| <b>0 - 1000 hours</b> <b>60%</b>                                      | \$17.81       | \$17.99       | <b>\$18.33</b> |
| <b>1001 - 2000 hours</b> <b>70%</b>                                   | \$20.78       | \$20.99       | <b>\$21.39</b> |
| <b>2001 - 3000 hours</b> <b>80%</b>                                   | \$23.75       | \$23.98       | <b>\$24.44</b> |
| <b>3001 - 4000 hours</b> <b>85%</b>                                   | \$25.24       | \$25.48       | <b>\$25.97</b> |
| <b>4001 - 5000 hours</b> <b>90%</b>                                   | \$26.72       | \$26.98       | <b>\$27.50</b> |
| <b>5001 - 6000 hours</b> <b>95%</b>                                   | \$28.21       | \$28.48       | <b>\$29.02</b> |
| Level 3: Certified asbestos workers<br>(Probationary up to 1000 hrs.) | \$10.00 -     | \$14.00       | \$14.00        |

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

| Fringe Benefit Rates:   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u> |
|-------------------------|---------------|---------------|---------------|
| Health & Security       | \$5.70        | \$6.00        | <b>\$6.10</b> |
| CIDFWP                  | \$0.13        | \$0.13        | \$0.13        |
| Pension                 | \$3.90*       | \$3.90*       | \$3.90*       |
| Apprenticeship/Training | \$0.45        | \$0.45        | \$0.45        |
| CAF                     | \$0.05        | \$0.05        | \$0.05        |
| LECET                   | \$0.06        | \$0.06        | <b>\$0.08</b> |

Wage Deductions: (These deductions are included in wage.)

|                  |          |          |               |
|------------------|----------|----------|---------------|
| Credit Union     | \$1.05** | \$1.05** | \$1.05**      |
| Union Dues       | \$1.20   | \$1.30   | <b>\$1.40</b> |
| LPL <sup>5</sup> | \$0.05** | \$0.05** | \$0.05**      |

\*Pension contributions are not required on Probationary employees **for the first 1000 hours.**

\*\*Deductions are not required on Probationary employees **for the first 1000 hours.**

\*\*\*The parties agree to accept the wage/fringe benefit increases as negotiated in the Southwest Washington Master Labor Agreement for **2013** and **2014**. The **2015** wage/fringe packages require contract opening in **2015** in accordance with Article 4 for wages and fringe benefits only.

<sup>5</sup> Voluntary deduction from net wages.

EASTERN WASHINGTON/PASCO (1)

(Covers all work in the following counties: Adams, Benton, Columbia, Ferry, Franklin, Grant, Okanogan, Walla Walla and that portion of Douglas County east of the 120<sup>th</sup> Meridian in the State of Washington.)

|   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u>  |
|---|---------------|---------------|----------------|
| Level 1: Certified Journeyman Asbestos Worker                         | \$24.10       | \$24.40       | <b>\$24.78</b> |
| <b>Level 2: Apprenticeship Rates:</b>                                 |               |               |                |
| <b>0 - 1000 hours</b> <b>60%</b>                                      | \$14.46       | \$14.64       | <b>\$14.87</b> |
| <b>1001 - 2000 hours</b> <b>70%</b>                                   | \$16.87       | \$17.08       | <b>\$17.35</b> |
| <b>2001 - 3000 hours</b> <b>80%</b>                                   | \$19.28       | \$19.52       | <b>\$19.82</b> |
| <b>3001 - 4000 hours</b> <b>85%</b>                                   | \$20.49       | \$20.74       | <b>\$21.06</b> |
| <b>4001 - 5000 hours</b> <b>90%</b>                                   | \$21.69       | \$21.96       | <b>\$22.30</b> |
| <b>5001 - 6000 hours</b> <b>95%</b>                                   | \$22.90       | \$23.18       | <b>\$23.54</b> |
| Level 3: Certified asbestos workers<br>(Probationary up to 1000 hrs.) | \$10.00 -     | \$14.00       | \$14.00        |

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

Fringe Benefit Rates:

|                         | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u> |
|-------------------------|---------------|---------------|---------------|
| Health & Security       | \$5.70        | \$6.00        | <b>\$6.10</b> |
| Pension                 | \$4.50*       | \$4.50*       | \$4.50*       |
| Apprenticeship/Training | \$0.45        | \$0.50        | <b>\$0.55</b> |
| LECET                   | \$0.06        | \$0.06        | <b>\$0.08</b> |

Wage Deductions:

(These deductions are included in wage.)

|                           |          |          |          |
|---------------------------|----------|----------|----------|
| Credit Union <sup>6</sup> | \$1.00** | \$1.00** | \$1.00** |
| Union Dues                | \$1.20   | \$1.30   | \$1.30   |
| LPL <sup>7</sup>          | \$0.03** | \$0.03** | \$0.03** |

\*Pension contributions are not required on Probationary employees **for the first 1000 hours.**

\*\*Deductions are not required on Probationary employees **for the first 1000 hours.**

\*\*\*The parties agree to accept the wage/fringe benefit increases as negotiated in the Eastern Washington Master Labor Agreement for **2013** and **2014**. The **2015** wage/fringe packages require contract opening in **2015** in accordance with Article 4 for wages and fringe benefits only.

<sup>6</sup> No deduction on Level 3 only.

<sup>7</sup> Voluntary deduction from net wages.

EASTERN WASHINGTON/SPOKANE (2)

(Covers all work in the following counties: Asotin, Garfield, Lincoln, Pend Oreille, Spokane, Stevens, Whitman, Benewah, Bonner, Boundary, Clearwater, Kootenai, Latah, Lewis, Nez Perce, Shoshone, and that part of Idaho County North of Parallel 46 in the State of Idaho.)

|   | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u>  |
|---|---------------|---------------|----------------|
| Level 1: Certified Journeyman Asbestos Worker                         | \$23.80       | \$24.10       | <b>\$24.48</b> |
| <b>Level 2: Apprenticeship Rates:</b>                                 |               |               |                |
| <b>0 - 1000 hours</b> <b>60%</b>                                      | \$14.28       | \$14.46       | <b>\$14.69</b> |
| <b>1001 - 2000 hours</b> <b>70%</b>                                   | \$16.66       | \$16.87       | <b>\$17.14</b> |
| <b>2001 - 3000 hours</b> <b>80%</b>                                   | \$19.04       | \$19.28       | <b>\$19.58</b> |
| <b>3001 - 4000 hours</b> <b>85%</b>                                   | \$20.23       | \$20.49       | <b>\$20.81</b> |
| <b>4001 - 5000 hours</b> <b>90%</b>                                   | \$21.42       | \$21.69       | <b>\$22.03</b> |
| <b>5001 - 6000 hours</b> <b>95%</b>                                   | \$22.61       | \$22.90       | <b>\$23.26</b> |
| Level 3: Certified asbestos workers<br>(Probationary up to 1000 hrs.) | \$10.00 -     | \$14.00       | \$14.00        |

A Level 3 individual can only be utilized for up to 1000 hours before going through the new entrant assessment process which will place him/her in the apprenticeship program or rate him/her as a journeyman. Any Level 3 individual the employer wishes to retain that cannot qualify for the apprenticeship program or journeyman status will receive graduated pay increases consistent with Level 2 and will receive Level 1 wages after 4000 hours. Level 3 individuals can be utilized at a ratio of one (1) level 3 asbestos worker for every two (2) level 1 journeyman asbestos workers employed on a job site. The Employer by mutual agreement with the Local Business Representative may waive the above ratio, on a job by job basis.

Fringe Benefit Rates:

|                         | <u>6/1/13</u> | <u>6/1/14</u> | <u>6/1/15</u> |
|-------------------------|---------------|---------------|---------------|
| Health & Security       | \$5.70        | \$6.00        | <b>\$6.10</b> |
| Pension                 | \$4.50*       | \$4.50*       | \$4.50*       |
| Apprenticeship/Training | \$0.45        | \$0.50        | <b>\$0.55</b> |
| LECET                   | \$0.06        | \$0.06        | <b>\$0.08</b> |

Wage Deductions:

(These deductions are included in wage.)

|                           |          |          |          |
|---------------------------|----------|----------|----------|
| Credit Union <sup>8</sup> | \$1.00** | \$1.00** | \$1.00** |
| Union Dues                | \$1.20   | \$1.30   | \$1.30   |
| LPL <sup>9</sup>          | \$0.03** | \$0.03** | \$0.03** |

\*Pension contributions are not required on Probationary employees **for the first 1000 hours.**

\*\*Deductions are not required on Probationary employees **for the first 1000 hours.**

\*\*\*The parties agree to accept the wage/fringe benefit increases as negotiated in the Eastern Washington Master Labor Agreement for **2013** and **2014**. The **2015** wage/fringe packages require contract opening in **2015** in accordance with Article 4 for wages and fringe benefits only.

<sup>8</sup> No deduction on Level 3 only.

<sup>9</sup> Voluntary deduction from net wages.

Section 2. Foreman: When one of the Laborers is designated to act as Foreman, he/she shall receive **\$2.50** per hour above the highest Laborers' classification supervised. It is the intent of the parties when Laborers are employed in groups, where in the opinion of the Employer a foreman is required, they shall be supervised by a Laborer Foreman covered by this Agreement and he shall be a working foreman.

When one of the Laborers is designated to act as General Asbestos Foreman over two (2) or more crews, he/she shall receive a minimum of \$2.00 per hour above the highest paid Laborer Foreman.

Section 3. Fringe Option: Union option to allocate up to 50% of any negotiated increase or \$ .40, whichever is greater, from wages to apply to fringe benefits with thirty (30) days' notice prior to any anniversary date of this Agreement.