

**CONSTRUCTION LABOR AGREEMENT
ATTACHMENT 1
May 1, 2003**

Boilermakers' Local No. 453

Classification		Rate
Journeyman		\$22.49
Foreman	(+\$1.00 above journeyman)	\$23.49
General Foreman	(+\$1.50 above journeyman)	\$23.99

Fringe Benefits		Rate
Health and Welfare		\$4.65/hr
Retirement Fund		\$4.005/hr
National Apprentice		\$0.20/her

MOST	(Manpower Optimization, Stabilization and Training Program)	\$0.00/hr
CALM Program		\$0.03/hr

Apprentice Rates		Rate
1 st period	70%	\$15.74
2 nd period	75%	\$16.86
3 rd period	80%	\$17.99
4 th period	85%	\$19.11
5 th period	87.5%	\$19.67
6 th period	90%	\$20.24
7 th period	92.5%	\$20.80
8 th period	95%	\$21.36

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Bricklayers' Local No. 10

Classification		Rate
Journeyman		\$23.51
Foreman	7% ¹	\$25.16
General Foreman	12% ¹	\$26.33

Fringe Benefits		Rate
Pension		\$1.50/hr
Training (IMI)		\$0.24/hr
CALM Program		\$0.03/hr
International Dues Check off		\$0.23/hr
Local 5 Dues Check off		\$0.46/hr

Apprentice Rates		Rate
1 st 6 months	45% Journeyman	\$10.58
2 nd 6 months	50% Journeyman	\$11.76
3 rd 6 months	55% Journeyman	\$12.93
4 th 6 months	60% Journeyman	\$14.11
5 th 6 months	70% Journeyman	\$16.46
6 th 6 months	80% Journeyman	\$18.81

¹Differential based on Foreman 7% and General Foreman 12% above highest paid Journeyman supervised.

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Carpenters' Local No. 50

Classification		Rate
Journeyman		\$21.25
Welder		\$21.50
Pile Driver		\$21.50
Foreman	7% ¹	\$22.74
General Foreman	12% ¹	\$23.80

Fringe Benefits	Rate
Health and Welfare	\$2.60/hr
Pension	\$1.45/hr
TCRC Training Trust	\$0.56/hr
CALM Program	\$0.03/hr

Apprentice Rates		Rate
1 st year	60% of Journeyman	\$12.75
2 nd year	70%	\$14.88
3 rd year	80%	\$17.00
4 th year	90%	\$19.13

NOTE: Apprentices who perform welding will be paid an additional .25 per hour while performing this activity.

¹ Differential based on Foreman 7% and General Foreman 12% above highest paid Journeyman supervised.

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Cement Masons' Local No. 78

Classification		Rate
Journeyman		\$21.35
Grinding Machine Operator	(+0.15)	\$21.50
Foreman	7% ¹	\$22.84
General Foreman	12% ¹	\$23.91

Fringe Benefits	Rate
National Joint Training Trust	\$0.06/hr
CALM Program	\$0.03/hr

Apprentice Rates		Rate
1 st 6 months	45% Journeyman	\$9.61
2 nd 6 months	60% Journeyman	\$12.81
3 rd 6 months	70% Journeyman	\$14.85
4 th 6 months	80% Journeyman	\$17.08

¹Differential based on Foreman 7% and General Foreman 12% above highest paid Journeyman supervised.

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Electricians' Local No. 270

Classification		Rate
Cable Splicer General Foreman	6% above C.S. Foreman Rate	\$25.08
General Foreman	6% above Foreman Rate	\$23.66
Cable Splicer Foreman	6% above Cable Splicer Rate	\$23.66
Foreman	6% above Journeyman Wireman Rate	\$22.32
Journeyman Wireman (when splicing cable)	6% above Journeyman Wireman Rate	\$22.32
Journeyman Lineman/Wireman		\$21.06
Ground man		\$12.64

Fringe Benefits		Rate
Health and Welfare		\$3.70/hr
Retirement Fund		\$3.00/hr
Retirement Fund for Apprentices		\$1.50/hr
NEBF Pension	(percentage of gross wages)	3%
Training, JATC	(percentage of gross wages)	2%
CALM Program		\$0.03

Apprentice Rates		Rate
1 st period	0-1000 hours 45%	\$9.50
2 nd period	1000-2000 hours 50%	\$10.55
3 rd period	2000-3500 hours 55%	\$11.60
4 th period	3500-5000 hours 65%	\$13.70
5 th period	5000-6500 hours 75%	\$15.80
6 th period	6500-8000 hours 85%	\$17.90

*Apprentice Rates are rounded to the nearest \$0.05.

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Insulators' Local No. 46

Classification	Rate
Journeyman	\$23.58
Foreman	\$23.96
General Foreman	\$24.58

Fringe Benefits	Rate
Health and Welfare	\$3.75/hr
Pension	\$2.70/hr
Local Apprentice Training Fund	\$0.07/hr
CALM Program	\$0.03/hr

Apprentice Rates	Rate
1 st year	55% Journeyman \$12.97
2 nd year	65% Journeyman \$15.32
3 rd year	80% Journeyman \$18.86
4 th year	90% Journeyman \$21.22

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Ironworkers' Local No. 384

Classification		Rate
Journeyman		\$19.59
Foreman	(+ \$1.00)	\$20.59
General Foremen	(+ 2.00)	\$21.59
Sketch man	(+ 1.00)	\$20.59

Fringe Benefits		Rate
Health and Welfare		\$2.78/hr
Pension		\$3.66/hr
Local Apprentice Training		\$0.35/hr
CALM Program		\$0.03/hr

Apprentice Rates		Rate
1 st period ¹	50% Journeyman	\$9.80
2 nd period ²	55% Journeyman	\$10.78
3 rd period ³	60% Journeyman	\$11.76
4 th period ³	65% Journeyman	\$12.74
5 th period ³	70% Journeyman	\$13.71
6 th period ³	75% Journeyman	\$14.69
7 th period ⁴	80% Journeyman	\$15.67
8 th period ⁴	90% Journeyman	\$17.63

¹ NO fringes except CALM shall be paid on these probationary apprentices

² Health and Welfare and CALM only shall be paid on these apprentices

³ Health and Welfare, Apprentice Training, and CALM shall be paid on these apprentices

⁴ FULL fringes shall be paid on these apprentices

⁵ Effective with June 2001 remittance report.

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Laborers' Local No. 818

Classification	Rate
Group 1	\$14.20
Group 2	\$14.43
Group 3	\$15.11
Labor Foreman	\$15.26
General Foreman	\$16.15

Fringe Benefits	Rate
Health and Welfare	\$1.90/hr
Retirement Fund	\$1.84/hr
Laborer's Southeast	\$0.43/hr
Training Fund	
Laborers' Southeast LECET	\$0.05/hr
CALM Program	\$0.03/hr
Assessment Deduct	(percentage of gross wages) 3%

Apprentice Rates	Rate
1 st period 80%, 1000 hours	\$11.52
2 nd period 85%, 2000 hours	\$12.25
3 rd period 90%, 3000 hours	\$12.98
4 th period 95%, 4000 hours	\$13.70

Group 1	Construction Laborer
Group 2	Acetylene Burner; Air Tool Operator; Asphalt Raker; Chain Saw Operator and Filer; Flagman; Form Setter and Stripper; Grademan; Jackhammer; Mason Tender; Mortar Mixer; Pipelayer; Pot Man; Power Buggies; Plasterer Tender; Vibrator; Snakeman; Tamper and Compactor; Yarner; All Power Driven Tool Operators.
Group 3	Blaster; Powder man; Cassion Hole Man; Chuck Tender; Concrete Gun Operator – Nozzleman; Tunnel Laborer; Tunnel Miner; Wagon Drill Operator

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Millwrights' Local No. 1544

Classification		Rate
Journeyman		\$19.93
Foreman	7% ¹	\$21.33
General Foreman	12% ¹	\$22.32

Fringe Benefits	Rate
Health and Welfare	\$2.60/hr
Pension	\$2.00/hr
Supplemental Pension Fund	\$1.80/hr
Apprentice Fund	\$0.56/hr
CALM Program	\$0.03/hr

Apprentice Rates		Rate
1 st year	60% of Journeyman	\$11.96
2 nd year	70% of Journeyman	\$13.96
3 rd year	80% of Journeyman	\$15.95
4 th year	90% of Journeyman	\$17.94

¹Differential based on Foreman 7% and General Foreman 12% above Journeyman.

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Operating Engineers' Local No. 917

Classification		Rate
Group AA		\$21.97
Group A		\$20.43
Group B		\$19.00
Group C		\$15.82
Group D		\$14.44
Foreman	7% above highest paid journeyman on the job	\$23.51
General Foreman	12% above highest paid journeyman on the job	\$24.61

Fringe Benefits	Rate
Health and Welfare	\$2.80/hr
Pension	\$3.00/hr
Apprentice Training	\$0.35/hr
CALM Program	\$0.03/hr

Apprentice Rates		Rate
1 st period, 6 months	*45% Journeyman	\$9.89
2 nd period, 12 months	*60% Journeyman	\$13.18
3 rd period, 12 months	*70% Journeyman	\$15.38
4 th period, 6 months	*80% Journeyman	\$17.58

* Based on AA Rate

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GROUP AA

Fixed or hydraulic boom cranes, side boom tractors, cherry pickers, tower cranes, cab operated overhead cranes.

GROUP A

Backhoes; Cableways; Ross Carrier; Clamshells; Cranes; Derricks; Draglines; Tournapulls; Pans; Scrapers; Scoops; ETC.; Head Tower Machines; Locomotives (over 20 tons); Shovels; Mechanics & Welders; Winch Trucks with A-Frame; Skinner Scoops; Locomotive Cranes; Overhead Cranes; Pile Drivers; Skid Rigs; Euclid Loaders; Hoist (any size handling steel or stone); Derrick Boats; Engines used in connection with hoist material with an attached device on lower or Engine; Mucking Machines; Hi-Lifts or End Loaders; Finished Graders; Skylift; Gradall; Dozers; Earth Augers and Pole Machine Operators; Core Drill and Foundation Drills; Greaser.

GROUP B

Tractors; Farm-Type Tractors with Attachments; Central Compressor Plants Elevators used for hoisting building material; Central Mixing Plants; Hoist; Pump Crete Machines; Concrete Pumps; Trenching Machines; Backfiller (other than cranes); Crushing Plant Operators; Elevating Graders; Paving Machine Operators (Blacktop); Fork-lift; Paving Machines (concrete); Boat Operator or Engineer (30 tons or over); Tracmobile; Maintainers; Blacktop Rollers; Switchman; Locomotive (under 20 tons).

GROUP C

Asphalt Plant Operators; Barber Green Type Loaders; Engine Tender other than Stear; Mixers (over 2 bags not to include Central Plants); Pumps (2 or more); Rollers; Sub-Grader Machine; Tractors; Farm-Type Tractors without attachments; Cable Head Tower Engineman; Dredge Booster Pump Operator; Boat Operator or Engineer (under 30 tons); Finishing Machine; Fireman and Oiler combination; Motor Crane Oiler and Driver; Welding Machines (2 or more); Heaters (stationary or portable); Compressors (portable-2 or more); or Fuel Trucks.

GROUP D

Air Compressor (1 portable); Fireman; Portable Crushers; Welding Machines (1 portable) Conveyors, Pump (1); Oiler; Heater (1).

In accordance with currently recognized craft jurisdiction, the contractor shall determine the assignment of employees to start, stop, and maintain small portable construction equipment. Such work may be assigned to craft employees in addition to their primary duties, or a craft employee may, at the discretion of the contractor, be assigned full time to start, stop, and maintain the contractor's small portable equipment of the job site. There shall be no over manning of this type of equipment.

Oilers or apprentices shall not be required on equipment of less than seventy-five (75) ton capacity.

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Painters' Local No. 437

Classification		Rate
Journeyman Painter, Glazier & Drywall Finisher		\$20.13
Foreman	(7%) ¹	\$21.54
General Foreman	(12%) ¹	\$22.55

Fringe Benefits	Rate
Health and Welfare	\$2.90/hr
Pension	\$2.75/hr
Apprentice Training	\$0.25/hr
National Training Fund	\$0.10/hr
CALM Program	\$0.03/hr

Apprentice Rates		Rate
1 st 6 months	45% Journeyman	\$9.06
2 nd 6 months	50% Journeyman	\$10.07
3 rd 6 months	55% Journeyman	\$11.07
4 th 6 months	65% Journeyman	\$13.09
5 th 6 months	70% Journeyman	\$14.09
6 th 6 months	80% Journeyman	\$16.11

¹Differential based on Foreman 7% and General Foreman 12% above highest paid Journeyman supervised.

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Plumbers and Pipefitters' Local No. 102

Classification		Rate
Journeyman		\$21.69
Foreman	(7%)	\$23.21
General Foreman	(12%)	\$24.29
Sketchman	(7%)	\$23.21

Fringe Benefits	Rate Effective May 1, 2003 thru July 31, 2003	Rate Effective August 1, 2003
Health and Welfare	\$2.45/hr	\$2.55/hr
Pension	\$3.84/hr	\$3.84/hr
Apprentice Education Fund	\$0.44/hr	\$0.44/hr
CALM Program	\$0.03/hr	\$0.03/hr

Apprentice Rates		Rate
1 st year	50% Journeyman	\$10.85
2 nd year	60% Journeyman	\$13.01
3 rd year	70% Journeyman	\$15.18
4 th year	80% Journeyman	\$17.35
5 th year	90% Journeyman	\$19.52

Note: Effective August 1, 2003 – Health & Welfare increases by \$0.10/hr.

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Road Sprinkler Fitters' Local No. 669

Classification		Rate
Journeyman		\$22.61
Foreman	+\$1.25 above Journeyman	\$23.86
General Foreman	+\$1.50 above Journeyman	\$24.11

Fringe Benefits		Rate
Health and Welfare		\$4.90/hr
Pension		\$2.60/hr
Education		\$0.25/hr
CALM Program		\$0.03/hr

All Apprentices paid according to the following schedule with increases occurring every six months:

Grade 1 Apprentice		Rate
Class #1	45% of Journeyman	\$10.17
Class #2	50% of Journeyman	\$11.31
Class #3	55% of Journeyman	\$12.44
Class #4	60% of Journeyman	\$13.57

Grade 2 Apprentice		Rate
Class #1	65% of Journeyman	\$14.70
Class #2	70% of Journeyman	\$15.83
Class #3	75% of Journeyman	\$16.96
Class #4	80% of Journeyman	\$18.09
Class #5	85% of Journeyman	\$19.22
Class #6	90% of Journeyman	\$20.35

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Roofers' Local No. 228

Classification		Rate
Journeyman		\$17.88
Foreman	7% ¹	\$19.13
General Foreman	12% ¹	\$20.02

Fringe Benefits		Rate
Pension		\$0.35/hr
CALM Program		\$0.03/hr

Apprentice Rates		Rate
1 st 6 months	45% Journeyman	\$8.05
2 nd 6 months	60% Journeyman	\$10.73
3 rd 6 months	70% Journeyman	\$12.52
4 th 6 months	80% Journeyman	\$14.30

¹Differential based on Foreman 7% and General Foreman 12% above highest paid Journeyman supervised.

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Sheet Metal Workers' Local No. 5

Classification		Rate
Journeyman		\$21.42
Sketchman	7% of Journeyman	\$22.92
Foreman	7% of Journeyman	\$22.92
General Foreman	12% of Journeyman	\$23.99

Fringe Benefits		Rate
Health and Welfare		\$3.40/hr
Pension		\$2.04/hr
SAMSI Fund	3% of wages, pension, health and welfare	
Apprentice Training		\$0.51/hr
National Training Fund		\$0.17/hr
CALM Program		\$0.03/hr

Apprentice Rates		Rate
First year	50%	\$10.71
Second year	60%	\$12.85
Third year	70%	\$14.99
Fourth year	80%	\$17.14

Employer agrees to deduct \$0.05 per hour from wage rate for Political Action League (PAL) upon written authorization from employee.

Employer agrees to deduct 2% from gross wages for dues check off upon written authorization from employee.

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Teamsters' Local No. 519

Classification		Rate
Warehouseman		\$12.88
Forklift Driver		\$13.69
Truck Driver		\$14.17
Foreman	7% above Driver Rate	\$15.16
General Foreman	12% above Driver Rate	\$15.87

Fringe Benefits		Rate
Health and Welfare		\$157.10/wk
Pension		\$85.00/wk
National Training Fund		\$0.03/hr
CALM Program		\$0.03/hr

NOTE: Per the contract between the Knoxville Building and Construction Trades Council and DOE SNS Project Article X the Maintenance of Benefits an adjustment to a maximum of 20 cents will be available for Health and Welfare and Apprenticeship/Training Funds.