

**CONSTRUCTION LABOR AGREEMENT  
ATTACHMENT 1  
May 1, 2004**

**Rev. 01**

**SUMMARY OF CHANGES**

**Rev. 01**

<b>Local Union</b>	<b>Description (Rev. 01)</b>	<b>Page No.</b>
<b>Road Sprinkler Fitter Local No. 669</b>	<p>- An approved \$0.20 MOB request was not incorporated into Rev.00 of the 2004 CLA. This request is now incorporated and is retro active.</p> <p>- Effective Date: May 1, 2004</p> <hr/> <p>- \$0.05 moved from the Pension fund into Wages.</p> <p>-Effective Date: June 21, 2004 (<i>asap</i>)</p>	<b>38</b>
<b>Boilermaker Local No. 453</b>	<p>- \$1.25 moved from Wages to the Heath and Welfare Fund.</p> <p>-Effective Date: July 1, 2004</p>	<b>25</b>

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**Boilermakers Local Union 453**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$21.44
Foreman	+\$1.00 above journeyman	\$22.44
General Foreman	+\$1.50 above journeyman	\$22.94

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$7.02/hr
Retirement Fund		\$4.005/hr
National Apprentice		\$0.20/hr
MOST	(Manpower Optimization, Stabilization and Training Program)	\$0.00/hr
CALM Program		\$0.03/hr

All Apprentice Rates are calculated at the following percentage of a Journeyman rate:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> period	70%	\$15.00
2 <sup>nd</sup> period	75%	\$16.08
3 <sup>rd</sup> period	80%	\$17.15
4 <sup>th</sup> period	85%	\$18.22
5 <sup>th</sup> period	87.5%	\$18.76
6 <sup>th</sup> period	90%	\$19.29
7 <sup>th</sup> period	92.5%	\$19.83
8 <sup>th</sup> period	95%	\$20.36

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**Bricklayers Local Union 10**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$24.56
Foreman	7% of Journeyman	\$26.28
General Foreman	12% of Journeyman	\$27.51

<b>Fringe Benefits</b>		<b>Rate</b>
Pension		\$1.50/hr
Training (IMI)		\$0.25/hr
CALM Program		\$0.03/hr
International Dues Check off		\$0.23/hr
Local 5 Dues Check off		\$0.46/hr
Local Training		\$0.10/hr
Local 5 Vacation Fund		\$0.50/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> 6 months	45%	\$11.05
2 <sup>nd</sup> 6 months	50%	\$12.28
3 <sup>rd</sup> 6 months	55%	\$13.51
4 <sup>th</sup> 6 months	60%	\$14.74
5 <sup>th</sup> 6 months	70%	\$17.19
6 <sup>th</sup> 6 months	80%	\$19.65

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**Carpenters Local Union 50**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$21.89
Welder		\$22.14
Pile Driver		\$22.14
Foreman	7% of Journeyman	\$23.42
General Foreman	12% of Journeyman	\$24.52

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$2.95/hr
Pension		\$1.55/hr
TCRC Training Trust		\$0.56/hr
CALM Program		\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> year	60%	\$13.13
2 <sup>nd</sup> year	70%	\$15.32
3 <sup>rd</sup> year	80%	\$17.51
4 <sup>th</sup> year	90%	\$19.70

Note: Apprentices who perform welding will be paid an additional \$0.25 per hour while performing this activity.

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**Cement Masons Local Union 78**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$22.25
Grinding Machine Operator	+\$0.15 above Journeyman	\$22.40
Foreman	7% of Journeyman	\$23.81
General Foreman	12% of Journeyman	\$24.92

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

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> 6 months	45%	\$10.01
2 <sup>nd</sup> 6 months	60%	\$13.35
3 <sup>rd</sup> 6 months	70%	\$15.58
4 <sup>th</sup> 6 months	80%	\$17.80

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**Electricians Local Union 270**

<b>Classification</b>		<b>Rate</b>
Cable Splicer General Foreman	6% above C.S. Foreman Rate	\$26.23
General Foreman	6% above Foreman Rate	\$24.74
Cable Splicer Foreman	6% above Cable Splicer Rate	\$24.74
Foreman	6% above Journeyman Wireman Rate	\$23.34
Journeyman Wireman	6% above Journeyman Wireman Rate (when splicing cable)	\$23.34
Journeyman Lineman/Wireman		\$22.02
Ground man		\$13.21

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$3.90/hr
Retirement Fund	(\$1.63/hr for Apprentices)	\$3.25/hr
NEBF Pension		3%
Training, JATC		2%
CALM Program		\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman and then rounded to the nearest \$0.05.

<b>Apprentice Rates</b>			<b>Rate</b>
1 <sup>st</sup> period	0-1000 hours	45%	\$9.90
2 <sup>nd</sup> period	1000-2000 hours	50%	\$11.00
3 <sup>rd</sup> period	2000-3500 hours	55%	\$12.10
4 <sup>th</sup> period	3500-5000 hours	65%	\$14.30
5 <sup>th</sup> period	5000-6500 hours	75%	\$16.50
6 <sup>th</sup> period	6500-8000 hours	85%	\$18.70

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**Insulators Local Union 46**

<b>Classification</b>	<b>Rate</b>
Journeyman	\$23.80
Foreman	\$24.18
General Foreman	\$24.80

<b>Fringe Benefits</b>	<b>Rate</b>
Health and Welfare	\$4.70/hr
Pension	\$3.00/hr
Local Apprentice Training Fund	\$0.07/hr
CALM Program	\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman.

<b>Apprentice Rates</b>	<b>Rate</b>
1 <sup>st</sup> year	55% \$13.09
2 <sup>nd</sup> year	65% \$15.47
3 <sup>rd</sup> year	80% \$19.04
4 <sup>th</sup> year	90% \$21.42

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**Ironworkers Local Union 384**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$20.26
Foreman	(+\$1.00 above Journeyman)	\$21.26
General Foremen	(+\$2.00 above Journeyman)	\$22.26
Sketch man	(+\$1.00 above Journeyman)	\$21.26

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$3.15/hr
Pension		\$3.93/hr
Local Apprentice Training		\$0.35/hr
CALM Program		\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman.

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> period <sup>1</sup>	50%	\$10.13
2 <sup>nd</sup> period <sup>2</sup>	55%	\$11.14
3 <sup>rd</sup> period <sup>3</sup>	60%	\$12.16
4 <sup>th</sup> period <sup>3</sup>	65%	\$13.17
5 <sup>th</sup> period <sup>3</sup>	70%	\$14.18
6 <sup>th</sup> period <sup>3</sup>	75%	\$15.20
7 <sup>th</sup> period <sup>4</sup>	80%	\$16.21
8 <sup>th</sup> period <sup>4</sup>	90%	\$18.24

<sup>1</sup> NO fringes except CALM shall be paid on these probationary apprentices

<sup>2</sup> Health and Welfare and CALM only shall be paid on these apprentices

<sup>3</sup> Health and Welfare, Apprentice Training, and CALM shall be paid on these apprentices

<sup>4</sup> FULL fringes shall be paid on these apprentices

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**Laborers Local Union 818**

<b>Classification</b>	<b>Rate</b>
Group 1	\$14.92
Group 2	\$15.16
Group 3	\$15.87
Labor Foreman	\$16.03
General Foreman	\$16.96

<b>Fringe Benefits</b>	<b>Rate</b>
Health and Welfare	\$2.00/hr
Retirement Fund	\$1.84/hr
Laborer's Southeast Training Fund	\$0.53/hr
Laborers' Southeast LECET	\$0.10/hr
CALM Program	\$0.03/hr
Assessment Deduct	3%
	(Percentage of gross earnings)

All Apprentice rates are calculated at the following percentage rates of a Journeyman.

<b>Apprentice Rates</b>	<b>Rate</b>
1 <sup>st</sup> period	\$12.13
2 <sup>nd</sup> period	\$12.88
3 <sup>rd</sup> period	\$13.64
4 <sup>th</sup> period	\$14.40

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; Yarnner; 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 Union 1544**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$21.06
Foreman	7% of Journeyman	\$22.54
General Foreman	12% of Journeyman	\$23.59

<b>Fringe Benefits</b>		<b>Rate</b>
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

All Apprentice rates are calculated at the following percentage rates of a Journeyman.

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> year	60%	\$12.64
2 <sup>nd</sup> year	70%	\$14.74
3 <sup>rd</sup> year	80%	\$16.85
4 <sup>th</sup> year	90%	\$18.95

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**Operating Engineers Local Union 917**

<b>Classification</b>		<b>Rate</b>
Group AA		\$22.95
Group A		\$21.35
Group B		\$19.86
Group C		\$16.54
Group D		\$15.11
Foreman	7% of Journeyman	\$24.56
General Foreman	12% of Journeyman	\$25.70

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$3.20/hr
Pension		\$3.00/hr
Apprentice Training		\$0.35/hr
CALM Program		\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of based on Group AA:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> period, 6 months	45%	\$10.33
2 <sup>nd</sup> period, 12 months	60%	\$13.77
3 <sup>rd</sup> period, 12 months	70%	\$16.07
4 <sup>th</sup> period, 6 months	80%	\$18.36

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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; Sky lift; 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; Back filler (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 Union 437**

<b>Classification</b>		<b>Rate</b>
Journeyman Painter, Glazier & Drywall Finisher		\$20.98
Foreman	7% of Journeyman	\$22.45
General Foreman	12% of Journeyman	\$23.50

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$2.90/hr
Pension		\$3.00/hr
Apprentice Training		\$0.25/hr
National Training Fund		\$0.10/hr
CALM Program		\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> 6 months	45%	\$9.44
2 <sup>nd</sup> 6 months	50%	\$10.49
3 <sup>rd</sup> 6 months	55%	\$11.54
4 <sup>th</sup> 6 months	65%	\$13.64
5 <sup>th</sup> 6 months	70%	\$14.69
6 <sup>th</sup> 6 months	80%	\$16.78

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**Plumbers and Pipefitters Local Union 102**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$21.89
Foreman	7% of Journeyman	\$23.42
General Foreman	12% of Journeyman	\$24.52
Sketchman	7% of Journeyman	\$23.42

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$2.95/hr
Pension	(pension for 3 <sup>rd</sup> , 4 <sup>th</sup> and 5 <sup>th</sup> year only)	\$4.63/hr
Apprentice Education Fund		\$0.44/hr
CALM Program		\$0.03/hr

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> year	50%	\$10.95
2 <sup>nd</sup> year	60%	\$13.13
3 <sup>rd</sup> year	70%	\$15.32
4 <sup>th</sup> year	80%	\$17.51
5 <sup>th</sup> year	90%	\$19.70

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**Road Sprinkler Fitters Local Union 669**

<b>Classification</b>		<b>Rates</b>	
		<b>Effective May 1, 2004</b>	<b>Effective June 21, 2004</b>
Journeyman		\$21.79	\$21.84
Foreman	+\$1.25 above Journeyman	\$23.04	\$23.09
General Foreman	+\$1.50 above Journeyman	\$23.29	\$23.34

<b>Fringe Benefits</b>	<b>Rates</b>	
	<b>Effective May 1, 2004</b>	<b>Effective June 21, 2004</b>
Health and Welfare	\$6.10/hr	\$6.10/hr
Pension	\$2.65/hr	\$2.60/hr
CALM Program	\$0.30/hr	\$0.03/hr
Education	\$0.03/hr	\$0.30/hr
SIS Fund	\$1.00/hr	\$1.00/hr

\*All Apprentice rates are calculated at the following percentage rates of a Journeyman and are paid according to the following schedule with increases occurring every six months:

<b>Grade 1 Apprentice</b>		<b>Rates</b>	
		<b>Effective May 1, 2004</b>	<b>Effective June 21, 2004</b>
Class #1	45%	\$10.26	\$10.28
Class #2	50%	\$11.40	\$11.42
Class #3	55%	\$12.53	\$12.56
Class #4	60%	\$13.67	\$13.70

<b>Grade 2 Apprentice</b>		<b>Rates</b>	
		<b>Effective May 1, 2004</b>	<b>Effective June 21, 2004</b>
Class #1	65%	\$14.81	\$14.85
Class #2	70%	\$15.95	\$15.99
Class #3	75%	\$17.09	\$17.13
Class #4	80%	\$18.23	\$18.27
Class #5	85%	\$19.37	\$19.41
Class #6	90%	\$20.51	\$20.56

\*NOTE: All Apprentice wage rates are figured on the negotiated wage rate prior to SIS deduction.

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**Roofers Local Union 228**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$18.65
Foreman	7% Journeyman	\$19.95
General Foreman	12% Journeyman	\$20.88

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

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1 <sup>st</sup> 6 months	45%	\$8.39
2 <sup>nd</sup> 6 months	60%	\$11.19
3 <sup>rd</sup> 6 months	70%	\$13.05
4 <sup>th</sup> 6 months	80%	\$14.92

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**Sheet Metal Workers Local Union 5**

<b>Classification</b>		<b>Rate</b>
Journeyman		\$22.60
Sketchman	7% of Journeyman	\$24.18
Foreman	7% of Journeyman	\$24.18
General Foreman	12% of Journeyman	\$25.32

<b>Fringe Benefits</b>		<b>Rate</b>
Health and Welfare		\$3.40/hr
Pension		\$2.25/hr
CALM Program		\$0.03/hr.
Apprentice Training		\$0.51/hr
National Training Fund		\$0.17/hr
SAMSI Fund	3% of wages, pension, health and welfare	3%

All Apprentice rates are calculated at the following percentage rates of a Journeyman:

<b>Apprentice Rates</b>		<b>Rate</b>
1st year	50%	\$11.30
2nd year	60%	\$13.56
3rd year	70%	\$15.82
4th year	80%	\$18.08

Employer agrees to deduct \$0.02 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 Union 519**

<b>Classification</b>		<b>Rate</b>
Warehouseman		\$13.12
Forklift Driver		\$13.96
Truck Driver		\$14.46
Foreman	7% of Truck Driver	\$15.47
General Foreman	12% of Truck Driver	\$16.19

<b>Fringe Benefits</b>	<b>Rate</b>
Health and Welfare	\$179.50/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.