



Department of Public Works

June 11, 2003

Mariano A. Schifalacqua
Commissioner of Public Works

James P. Purko
Director of Operations

To the Honorable
The Committee on Finance and Personnel
Common Council
City of Milwaukee

Ladies and Gentlemen:

RE: Milwaukee Building & Construction Trades
Letters of May 23, 2003 and June 6, 2003

Attached please find copies of the May 23, 2003 and June 6, 2003 letters from Lyle Balistreri of the Milwaukee Building and Construction Trades Council regarding changes in the hourly wage and fringe benefit rates for various trades which will be used to update the City's Prevailing Wage Schedule. Those classifications or pages which have been lined out should not be adopted as these classifications either are not recognized by the State of Wisconsin, are not comparable to classifications received from the State of Wisconsin, have rates which are lower than those furnished by the State of Wisconsin, or are not applicable to municipal contracts.

It is recommended, therefore, that your Committee approve the applicable changes to the wage and fringe benefit rates as reflected in the attached letters, insofar as they pertain to the Prevailing Wage Resolution.

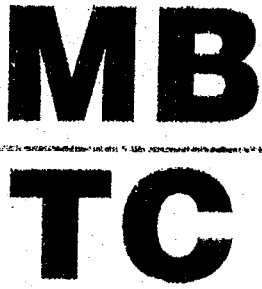
Sincerely,

Mariano Schifalacqua
Commissioner of Public Works

Florence Duker
Employee Relations Director

MAS/JSH/bt
Attachment

Cc: Frank Forbes
Joseph Czarnetzki
Lyle Balistreri
Thomas Miller
Barbara Tribble



MILWAUKEE BUILDING & CONSTRUCTION
TRADES COUNCIL

LYLE A. BALISTRERI
President

5941 WEST BLUEMOUND ROAD
MILWAUKEE, WISCONSIN 53213
PHONE (414) 475-5580
FAX (414) 475-5590

JUNE 6, 2003



RE: 2003/2004 Wage Rates and Fringe Benefits
*** WAGE RATE REVISION ***

The Honorable Common Council
City of Milwaukee, City Hall
200 East Wells Street
Milwaukee, WI 53202

Dear Council Members:

Enclosed please find a list of the new wage scale and benefit rates for the building trades workers.

As in the past, we appreciate your prompt forwarding of this information to the appropriate departments in your organization so the building trades workers will receive their increases in a timely manner.

Thank you for your assistance.

Very truly yours,

THE MILWAUKEE BUILDING AND CONSTRUCTION
TRADES COUNCIL

Lyle A. Balistreri
President

Enclosures

LAB/rt
opeiu #9
AFL-CIO

**ELECTRICIANS
BUILDING AGREEMENT**

Please be advised that the Electrical Workers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

6-1-03

PER HOUR

Electrician.....	\$26.40
Electrician Foreman.....	29.04
Electrician General Foreman.....	30.36

Employer contribution paid into the **Health and Welfare Trust Fund** for Electrical Mechanic, Electrician Foreman and Electrician General (Area) Foreman is Six Dollars and Twenty Cents (\$6.20) per hour and is paid on all clock hours, effective June 1, 2003.

Employer contributions paid into the **Vacation and Holiday Trust Fund** are as follows on the basis of ten percent (10%) of gross earnings, hourly contribution for time worked at the straight time, effective June 1, 2003.

6-1-03

PER HOUR

Electrical Journeyman Wireman.....	\$2.64
Electrician Foreman.....	2.90
Electrician General Foreman.....	3.04

Employer contribution paid into the **Pension Trust Fund** is paid on the basis of Two Dollars and Sixty Cents (\$2.60) per hour on all hours worked plus three percent (3%) of gross earnings. Hourly contributions for time worked at the straight time rate, effective June 1, 2003.

6-1-03

PER HOUR

Electrical Journeyman Wireman.....	\$ 2.60
Electrician Foreman.....	2.60
Electrician General Foreman.....	2.60

Contributions into the **Electricians Apprenticeship Training Fund** are made on the basis of one and one half percent (1 1/2%) and Industry Funds are made on the basis of one percent (1%) of gross earnings into each. Effective June 1, 2003 hourly contributions for time worked at the straight time rate for:

Also: AMF Fund 1/2% and Drug Testing \$.03

	6-1-03 <u>APPRENTICESHIP</u> <u>PER HOUR</u>	6-1-03 <u>INDUSTRY FUND</u> <u>PER HOUR</u>	6-1-03 <u>AMF</u> <u>Per Hour</u>	6-1-03 <u>DRUG TESTING</u> <u>Per Hour</u>
Electrical Journeyman Wireman...	\$.40	\$.26	\$.13	\$.03
Electrician Foreman.....	.43	.29	.14	.03
Electrician General Foreman.....	.45	.30	.15	.03

Contribution into the **Electricians Annuity Fund** will be paid on the basis of Two Dollars and Sixty Cents (\$2.60) per hour effective June 1, 2003.

6-1-03

PER HOUR

Electrical Journeyman Wireman.....	\$2.60
Electrician Foreman.....	2.60
Electrician General Foreman.....	2.60

ELECTRICIANS

N/A → **RESIDENTIAL AGREEMENT**

Please be advised that the Electrical Workers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

	6-1-03 <u>PER HOUR</u>
Wage Rate	\$20.18

Employer contributions paid into the various fringe benefit trust funds for the Residential Agreement are as follows effective June 1, 2003, and paid on all hours worked per week into each respective fund.

	6-1-03 <u>PER HOUR</u>
Health and Welfare Trust Fund.....	\$5.20
Pension Trust Fund.....	1.35
Vacation & Holiday Trust Fund 10%.....	2.02
N.E.B.F 3%.....	.60
Annuity/hr.....	1.25
Apprenticeship & Training 1 1/2%.....	.30
National Industry Fund 1%.....	.20
AMF 1/2%.....	.10

ELECTRICIANS

SOUND AND COMMUNICATION WORKERS (Teledata)

Please be advised that the Sound and Communication/Electricians and their Contractors have reached an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

	6-1-03
	<u>PER HOUR</u>
Sound and Communications Journeyman Technician....	\$20.65 *
<i>State Rate Higher</i> Sound and Communications Installer.....	14.18 **

Employer contributions paid into the various fringe benefit trust funds for Sound and Communication Technician and Installer are as follows effective June 1, 2003, and paid on all hours worked per week into each respective fund.

	6-1-03
	<u>PER HOUR</u>
Annuity.....	\$.60
Health and Welfare Trust Fund.....	5.20
Pension Trust Fund.....	1.95
Vacation & Holiday 10%.....	2.06*
N.E.B.F 3%.....	.62*
Vacation & Holiday 10%.....	1.42**
N.E.B.F 3%.....	.43**
Apprenticeship & Training 1 1/2%.....	.31*
National Industry Fund 1%.....	.21*
Apprenticeship & Training 1 1/2%.....	.21**
National Industry Fund 1%.....	.14**

Duplicate page - See Rates sent with 5/23/03 letter.

LABORERS

BUILDING AGREEMENT

Please be advised that the Laborers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

	6-1-03
	<u>PER HOUR</u>
Caisson Work.....	\$23.57
Caisson Worker - Top Man.....	23.22
Nozzleman.....	23.42
Barco Tamper.....	23.13
Construction Specialist	23.38
Foreman.....	24.06
Jackhammer Operator, Certified Welder & Gunite Machine Man.....	23.13
Air and Electric Equipment and Power Buggies.....	23.02
Mortar Mixer and Forklift Operator.....	23.02
Scaffold Builder, Erector and Swing Stage.....	23.02
Between 75 feet and 100 feet.....	23.52
Over 100 feet.....	23.77
Top Man on Chimney up to 50 feet.....	23.02
**For each additional 50 feet + .25 per hour increase **	
General Laborer (Includes stripping and dismantling of forms).....	22.91
Asbestos Abatement Remover.....	22.91
Toxic Waste Remover.....	22.91
Waterboy.....	22.74
Watchman.....	20.98
General Laborer Foreman.....	24.63

In addition to the above rates, employer contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this Agreement shall be made to the Health, Pension, Industry Advancement Program (IAP) and Wisconsin Laborers' Skill Improvement Fund (WLSIF). *VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers' Vacation Trust Fund, effective June 1, 2003.

	6-1-03
	<u>PER HOUR</u>
Health Fund.....	\$4.45
*Vacation.....	1.25
Pension Fund.....	3.40
Industry Advancement Program Fund and Wisconsin Laborers' Skill Improvement Fund.....	.11
Laborers' Employers Cooperation & Education Trust Fund, all hours worked.....	.22
Wisconsin Laborers' Skill Improvement Fund.....	.08
*VACATION (DIVERTED FROM GROSS WAGES AND MAILED TO THE BUILDING AND PUBLIC WORKS LABORERS VACATION TRUST FUND.)	

SHEET METAL WORKERS

COMMERCIAL

Please be advised that the Sheet Metal Workers and their Contractors have an agreement providing for the following **COMMERCIAL** rates of wages and fringe benefits **effective June 1, 2003**.

6-1-03
PER HOUR

Sheet Metal Worker Journeyman.....	\$27.26
Sheet Metal Worker Foreman.....	29.26
Sheet Metal Worker General Foreman.....	29.76

Employer contributions paid into the various fringe benefit trust funds for Sheet Metal Workers are as follows, effective June 1, 2003, and are paid on all hours worked per month into each respective fund.

6-1-03
PER HOUR

National Pension Trust Fund.....	\$5.25
Health and Welfare Benefit Fund.....	5.77
SMC Local Industry Fund.....	.19
International Training Institute.....	.12
MILW JATTF.....	.23
SMOHIT (Sheet Metal Occupational Health Institute Trust).....	.02

SHEET METAL WORKERS

N/A - RESIDENTIAL

Please be advised that the Sheet Metal Workers and their Contractors have an agreement providing for the following **RESIDENTIAL** rates of wages and fringe benefits **effective June 1, 2003.**

**6-1-03
PER HOUR**

Sheet Metal Worker Journeyman.....	\$19.21
Sheet Metal Worker Foreman.....	20.91

Employer contributions paid into the various fringe benefit trust funds for Sheet Metal Workers are as follows, effective June 1, 2003, and are paid on all hours worked per month into each respective fund.

**6-1-03
PER HOUR**

National Pension Trust Fund.....	\$5.25
Health and Welfare Benefit Fund.....	5.77
SMC Local Industry Fund.....	.19
International Training Institute.....	.12
MILW JATTF.....	.23
SMOHIT (Sheet Metal Occupational Health Institute Trust).....	.02

STEAMFITTERS (Buildings)

Please be advised that the Steamfitters and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003**

6-01-03
PER HOUR

Steamfitter Journeyman.....	\$29.00
Steamfitter Foreman.....	31.90
Steamfitter General Foreman.....	33.35
Superintendent Wages.....	33.64-36.25

Employer contributions paid into the various fringe benefit Trust funds for Steamfitters are as follows effective June 1, 2003, and paid on all hours worked per week into the Welfare Trust Fund, Pension Fund, Training School Fund, Training Day School Fund and Mechanical Contractors Industry Development, Incorporated Fund.

6-01-03
PER HOUR

Pension Trust Fund.....	\$3.18
Welfare Trust Fund.....	6.50
Training School Fund.....	.41
Apprentice Day School Fund.....	.22
Mechanical Contractors Industry Development, Inc..	.15
*601 Market Expansion.....	.10

MARKET EXPANSION

*\$.10 PER HOUR ON **ALL HOURS WORKED** TO BE PAID BY EVERYONE EARNING \$10.00 OR MORE PER HOUR.

DIVISION OF STEAMFITTERS

REFRIGERATION MECHANICS

Please be advised that the Refrigeration Mechanics and their Contractors have reached an agreement providing for the following increased rates of wages and fringe benefits **effective June 1, 2003.**

	6-01-03
	<u>PER HOUR</u>
Refrigeration Mechanic Journeyman	\$29.00
Refrigeration Foreman	31.90
Refrigeration General Foreman	33.35
Superintendent Wages	33.64-36.25

Employer contribution paid into the various fringe benefit trust funds for Refrigeration Journeymen and Foremen are as follows, effective June 1, 2003 and paid on all hours worked per week into the Welfare Trust Fund, Pension Fund, Training School Fund, Training Day School Fund and Mechanical Contractors Industry Development, Incorporated Fund.

	6-01-03
	<u>PER HOUR</u>
Pension Trust Fund	\$3.18
Welfare Trust Fund	6.50
Training School Fund41
Training Day School Fund22
Mechanical Contractors Industry Development, Inc.. .	.15
*601 Market Expansion10

MARKET EXPANSION

*\$.10 PER HOUR ON **ALL HOURS WORKED** TO BE PAID BY EVERYONE EARNING \$10.00 OR MORE PER HOUR.

MB

MILWAUKEE BUILDING & CONSTRUCTION TRADES COUNCIL

TC

LYLE A. BALISTRERI
President

5941 WEST BLUEMOUND ROAD
MILWAUKEE, WISCONSIN 53213
PHONE (414) 475-5580
FAX (414) 475-5590

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MAY 23, 2003

RE: 2003/2004 Wage Rates and Fringe Benefits
***** WAGE RATE REVISION *****

Mr. Anthony Zielinski
Council Administration Manager
City Hall
200 East Wells Street, Room 205
Milwaukee, WI 53202

Dear Mr. Zielinski:

Enclosed please find a list of the new wage scale and benefit rates for the building trades workers.

Thank you for your assistance.

Very truly yours,

THE MILWAUKEE BUILDING AND CONSTRUCTION
TRADES COUNCIL



Lyle A. Balistreri
President

Enclosures

LAB/t
opeiu #9
AFL-CIO



NO STATE CLASSIFICATION

**ASBESTOS AND HAZARDOUS WASTE
HEAT & FROST**

Please be advised that the Asbestos Workers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

	<u>6-1-03</u> <u>PER HOUR</u>
Hazardous Material Handler.....	\$17.80
Welfare Trust Fund.....	5.00
Training Fund.....	<u>.35</u>
TOTAL.....	\$23.15

	<u>6-1-03</u> <u>PER HOUR</u>
Hazardous Material Leadman.....	\$20.90
Welfare Trust Fund.....	5.00
Training Fund.....	<u>.35</u>
TOTAL.....	\$26.25

ASBESTOS WORKERS/HEAT & FROST INSULATORS

Please be advised that the Asbestos Workers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

6-1-03
PER HOUR

Journeyman.....	\$26.71
Foreman (4 men crew including foreman).....	28.05
(10 men crew including foreman).....	29.38
(Assistant foreman).....	28.04

Employer contributions paid into the various fringe benefit trust funds for Asbestos Workers are as follows effective June 1, 2003, and paid on all hours worked per week into the Vacation Fund, Pension Trust Fund, and Annuity Fund, but paid up to a maximum of forty straight-time hours worked per week into the Education Apprentice-ship Fund and Industry Advancement Fund.

6-1-03
PER HOUR

Health and Welfare Fund.....	\$5.00
Pension Fund.....	3.14
Annuity.....	3.50
Education and Apprenticeship Trust Fund.....	.38
Industry Fund.....	.06
Total Benefits Package	\$12.08

BRICKLAYERS

POINTER, CAULKER, CLEANER

BUILDING, MARINE AND SHAFT AND TUNNEL LABOR SERVICE

Please be advised that the Bricklayers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003**. These revisions apply under the captions "Building", "Marine" and "Shaft and Tunnel Labor Service".

6-2-03
PER HOUR

Pointer, Caulker, Cleaner.....	\$26.98
Pointer, Caulker, Cleaner Foreman (1 to 4 workers on crew).....	27.73
Pointer, Caulker, Cleaner Foreman (5 or more workers on crew).....	28.38

All Swing Stage and Bosun Chair Work performed by journeyman and apprentices to receive seventy-five cents (.75) per hour above the base rate of their respective job classification.

Employer contributions paid into the various fringe benefit trust funds for Pointer, Caulker, Cleaners are as follows, effective June 2, 2003 and paid on all hours actually worked per week into the Pension and Welfare Trust Funds.

6-2-03
PER HOUR

Health and Welfare Fund.....	\$6.10
Pension Trust Fund.....	3.65
Vacation.....	NONE
Dues Check-Off.....	.90
Joint Apprentice Committee.....	.20
International Pension Fund25

***DUES CHECK-OFF** - Under the terms of this agreement, the sum of Ninety cents (.98) per hour is deducted from the Pointer, Caulker, Cleaners wage rates as listed for each hour worked per week which is for the working dues check-off plan and **paid to the BAC DISTRICT COUNCIL OF WISCONSIN, P.O. Box 510617, New Berlin, Wisconsin 53151-0617.**

BOILERMAKERS

Please be advised that the Board of Trustees for the Boilermakers National Health and Welfare Fund have furnished the following rates of wage and fringe benefit changes **effective January 1, 2003.**

	1-1-03
	<u>PER HOUR</u>
Boilermaker.....	\$26.25
Boilermaker Assistant Foreman.....	27.50
Boilermaker Foreman.....	28.25
Boilermaker General Foreman.....	29.25

Employer contributions paid into the various fringe benefit trust funds for Boilermakers are as follows, effective January 1, 2003.

	1-1-03
	<u>PER HOUR</u>
Welfare Trust Fund (Based on Hours Worked).....	\$4.65
Boilermakers Great Lakes Area Apprenticeship Fund (Based on Hours Worked)21
MOST Program (Based on Hours Worked).....	.24
Vacation Trust Fund (Based on Hours Worked).....	1.05
Pension Trust Fund (Based on Hours Paid).....	4.70
Boilermakers Annuity Trust (Based on Hours Paid)	3.00
Training and Development (Based on Hours Paid)	.15

VACATION - The Employer agrees to deduct One Dollar and Five Cents (\$1.05) per hour worked by each employee covered by this agreement for the Boilermakers Vacation Fund.

FIELD DUES - deduction is FOUR AND ONE QUARTER PERCENT (4.25%) of GROSS wages rounded up to the nearest cent.

MOST PROGRAM - Contractors agree to fund in its entirety the Mobilization, Optimization, Stabilization and Training Program (MOST). Currently Twenty-Four Cents (\$0.24) per hour worked.

BOILERMAKERS

Please be advised that the Boilermakers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective July 1, 2003.**

**7-1-03
PER HOUR**

Boilermaker.....	\$27.75
Boilermaker Assistant Foreman.....	29.00
Boilermaker Foreman.....	29.75
Boilermaker General Foreman.....	30.75

Employer contributions paid into the various fringe benefit trust funds for Boilermakers are as follows, effective July 1, 2003.

**7-1-03
PER HOUR**

Welfare Trust Fund (Based on Hours Worked).....	\$4.65
Boilermakers Great Lakes Area	
Apprenticeship Fund (Based on Hours Worked) ..	.21
MOST Program (Based on Hours Worked).....	.24
Vacation Trust Fund (Based on Hours Worked).....	1.05
Pension Trust Fund (Based on Hours Paid).....	5.15
Boilermakers Annuity Trust (Based on Hours Paid) ..	3.00
Training and Development (Based on hours paid. . .	.15

VACATION - The Employer agrees to deduct One Dollar and Five Cents (\$1.05) per hour worked by each employee covered by this agreement for the Boilermakers Vacation Fund.

FIELD DUES - deduction is FOUR AND ONE QUARTER Percent (4.25%) of GROSS wages rounded up to the nearest cent.

MOST PROGRAM - Contractors agree to fund in its entirety the Mobilization, Optimization, Stabilization and Training Program (MOST). Currently Twenty-Four Cents (\$0.24) per hour worked.

**CEMENT MASONS
BUILDING, SHAFT AND TUNNEL CONSTRUCTION**

Please be advised that the Cement Masons and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

**6-2-03
PER HOUR**

*No
STATE
Classification*

Cement Mason.....	\$26.18
Cement Mason Foreman.....	28.80
Cement Mason on Mastic, Marbleite, Composition Floors or Poured Gypsum Roofs.....	26.30
Cement Mason Foreman on Mastic, Marbleite, Composition Floors or Poured Gypsum Roofs.....	28.92
Cement Mason on Swing Stage.....	26.19
Cement Mason on Swing Stage or Temporary Scaffolding Twenty-Five (25) Feet and above.....	26.43
Cement Mason on all Power Tools such as Power Trowels, Floats, Kelly Floats, Saws, etc.....	26.33
Cement Mason (Grinder).....	26.68
Cement Mason on Tunnels, Smokestacks, Subways, Sewers or Elevators used for Grain, Cement or Coal Silos and any Slipform Structure.....	26.33
Cement Mason Foreman on Tunnels, Smokestacks, Subways Sewers or Elevators used for Grain, Cement or Coal Silos and any Slipform Structure.....	28.96

Employer contributions paid into the various fringe benefit trust funds for the above named Cement Masons are as follows, effective June 2, 2003 and paid on all hours for which wages or compensation is payable at the straight-time hourly rate into each respective fund.

**6-2-03
PER HOUR**

Health and Welfare Trust Fund.....	\$4.45
Pension Trust Fund.....	3.90
*VACATION TRUST FUND.....	1.55
Industry Advancement Program Fund.....	.10
Cement Masons Apprenticeship Fund.....	.20

*VACATION TRUST FUND SUM OF ONE DOLLAR AND FIFTY CENTS (\$1.55) PER HOUR IS INCLUDED IN ABOVE LISTED WAGE RATES.

CEMENT MASONS

HEAVY & HIGHWAY

Please be advised that the Cement Masons and the Wisconsin Transportation Employers Council have an agreement providing for the following rate of wages and fringe benefits **effective June 1, 2003.**

6-1-03
PER HOUR

Cement Mason Journeyman (Heavy & Highway).....\$25.20
Cement Mason Foreman (Heavy & Highway)..... 26.20

Employer contributions paid into the various fringe benefit trust funds for the above named Cement Masons are as follows, effective June 1, 2003 and paid on all hours for which wages or compensation is payable at the straight-time hourly rate into each respective fund.

6-1-03
PER HOUR

Health and Welfare Trust Fund..... \$4.45
Pension Trust Fund..... 3.90
*VACATION AND JURY..... 1.55
Cement Masons Apprenticeship Fund..... .20

***VACATION AND JURY** SUM OF ONE DOLLAR AND FIFTY CENTS (\$1.55) PER HOUR IS INCLUDED IN ABOVE LISTED WAGE RATES.

CEMENT MASONS
BUILDING, SHAFT AND TUNNEL CONSTRUCTION
BUILDING & RESIDENTIAL

Please be advised that the Cement Masons and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

6-2-03
PER HOUR

Cement Mason Journeyman (Building & Residential).....	\$26.18
Cement Mason Foreman (Building & Residential).....	28.80

Employer contributions paid into the various fringe benefit trust funds for the above named Cement Masons are as follows, effective June 2, 2003 and paid on all hours for which wages or compensation is payable at the straight-time hourly rate into each respective fund.

6-2-03
PER HOUR

Health and Welfare Trust Fund	\$4.45
Pension Trust Fund	3.90
*VACATION AND JURY	1.55
**Cement Masons Apprenticeship Fund20
I.A.P10

***VACATION AND JURY** SUM OF ONE DOLLAR AND FIFTY (\$1.55) PER HOUR IS INCLUDED IN ABOVE LISTED WAGE RATES.
****IF NOT PAYING I.A.P., .30 TO APPRENTICESHIP TRAINING FUND.**

ELEVATOR CONSTRUCTORS

Please be advised that the Elevator Constructors and their Contractors have reached an agreement providing for the following rates of wages and fringe benefits **effective January 1, 2003.**

1-1-03
PER HOUR

N E I I

Elevator Mechanic in Charge	\$34.05
Elevator Mechanic.....	30.27
Elevator Helper.....	21.19
Elevator Probationary Helper	15.135

Employer contributions paid into the various fringe benefit trust funds for Elevator Constructors are as follows, effective January 1, 2003, and paid on all hours worked.

1-1-03
PER HOUR

Health and Welfare Trust Fund.....	\$5.775
Pension Trust Fund.....	2.88
Education.....	0.30
Work Preservation.....	0.10
Annuity.40
Holidays.	1.01

OVER 5 YRS - 8%

UNDER 5 YRS - 6%

Vacation Fund	\$2.42 - Mechanic	
	1.70- Helper	1.27 Helper

GLAZIERS

Please be advised that the Glaziers and their Contractors have reached an agreement providing for the following rate of wages and fringe benefits **effective June 1, 2003.**

	6-1-03 <u>PER HOUR</u>
Glazier.....	\$26.08

Employer contributions paid into the various fringe benefit trust funds for Glaziers are as follows effective June 1, 2003 and paid on all hours actually worked into the Vacation Fund and Money Purchase Fund, and up to a maximum of two thousand (2,000) hours worked per year into the Health and Welfare Trust Fund.

	6-1-03 <u>PER HOUR</u>
Vacation Trust Fund (all hours worked).....	\$.50
Health and Welfare Trust Fund (MAXIMUM OF 2,000 HOURS)....	4.91
Money Purchase Fund (all hours worked).....	5.00

No agreement has been reached to establish an Apprenticeship and Training Fund. The \$.05 (cents) is not included in the above.

LABORERS

BUILDING AGREEMENT

Please be advised that the Laborers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

	6-2-03
	<u>PER HOUR</u>
Caisson Work	\$23.57
Caisson Worker - Top Man	23.22
Nozzleman.....	23.42
Barco Tamper	23.13
Construction Specialist	23.38
Foreman.....	24.06
Jackhammer Operator, Certified Welder & Gunite Machine Man	23.13
Air and Electric Equipment and Power Buggies.....	23.02
Mortar Mixer and Forklift Operator.....	23.02
Scaffold Builder, Erector and Swing Stage	23.02
Between 75 feet and 100 feet	23.52
Over 100 feet	23.77
Top Man on Chimney up to 50 feet	23.02
**For each additional 50 feet - .25 per hour increase **	
General Laborer (Includes stripping and dismantling of forms).....	22.91
Asbestos Abatement Remover.....	22.91
Toxic Waste Remover	22.91
Waterboy	22.74
Watchman	20.98
General Laborer Foreman	24.63

In addition to the above rates, employer contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this Agreement shall be made to the Health, Pension, Industry Advancement Program (IAP) and Wisconsin Laborers' Skill Improvement Fund (WLSIF). *VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers' Vacation Trust Fund, effective June 2, 2003.

	6-2-03
	<u>PER HOUR</u>
Health Fund.....	\$4.45
*Vacation.....	1.25
Pension Fund.....	3.40
Industry Advancement Program Fund and Wisconsin Laborers' Skill Improvement Fund.....	.11
Laborers' Employers Cooperation & Education Trust Fund, all hours worked.....	.22
Wisconsin Laborers' Skill Improvement Fund.....	.08
*VACATION (DIVERTED FROM GROSS WAGES AND MAILED TO THE BUILDING AND PUBLIC WORKS LABORERS VACATION TRUST FUND.)	

LABORERS

SEWER AND WATER OPEN CUT AND SHAFT AND TUNNEL CONSTRUCTION

Please be advised that the Laborers (Sewer and Water Division) and the Wisconsin Underground Contractors Association Incorporated have reached an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

OPEN CUT	6-2-03 <u>PER HOUR</u>
Foreman, Water Pipe and Sewer.....	\$28.11
Concrete Manhole Builder.....	26.68
Blaster.....	27.14
Caisson Worker, Miner, Pipe Layer, Rock Driller and Joint Man, Timber Man and Concrete Brusher.....	26.68
Bracer in Trench Behind Machine & Tight Sheeting..	26.68
Concrete Formsetter and Shoveler.....	26.68
Jack Hammer Operator.....	26.68
Mucker, Form Stripper.....	25.65
Bottom Digger and Miscellaneous Bottom Man and Welder on Surface.....	25.65
Mud Mixer.....	24.00
Top Man.....	23.95
General Laborer on Surface.....	23.95
Paving Laborer.....	23.83
Yard Laborer.....	13.41
Watchman.....	11.48
Landscaper... STATE Rate higher	15.11
APPRENTICE.....	18.45
Hazardous & Toxic Waste	

TUNNEL - FREE AIR

	6-2-03 <u>PER HOUR</u>
Foreman.....	\$28.11
Blaster (one in each heading).....	27.14
Concrete Manhole Builder.....	26.68
Mucking Machine, Miner, Mining Machine, Welder and Rock Driller.....	26.68
Concrete Buster, Jack Hammer Operator, Caisson Worker, Pipe Layer and Joint Man.....	26.68
Bracerman, Nozzlemann on Gunite.....	26.68
Timber Man, Concrete Brusher.....	26.68
Welder (rate on surface).....	25.75
Mucker and Dinkey.....	25.75
Form Stripper and Car Pusher.....	25.65
Saw Man and Top Man.....	24.00
Tower Man and General Laborer on Surface.....	23.95
Watchman.....	11.48
APPRENTICE.....	18.45

2.

LABORERS (CONTINUED)

TUNNEL - COMPRESSED AIR * 0-15 LBS.

6-2-03
PER HOUR

Foreman	\$29.11
Blaster (one in each heading).....	28.14
Mucking Machine, Miner, Mining Machine, Welder and Rock Driller	27.68
Lock Tender in Tunnel	27.68
Concrete Buster, Jack Hammer Operator	27.68
Caisson Worker, Pipe Layer and Joint Man	27.68
Bracerman, Nozzlemann on Gunite	27.68
Timber Man, Concrete Brusher	27.68
Lock Tender on Surface	26.06
Mucker and Dinkey	26.75
Form Stripper and Car Pusher	26.65
General Laborer on Surface.....	23.95
**Hazardous & Toxic Waste	
Over 15-30 lbs. - an additional \$2.00 over hourly rate.	
Over 30 lbs. - an additional \$3.00 over hourly rate.	

****HAZARDOUS & TOXIC WASTE - \$0.15 (FIFTEEN CENTS) PER HOUR ABOVE SPECIFIED WAGE CLASSIFICATION.**

In addition to the above rates, employer contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this agreement, will be made to the Health, Pension Industry Advancement Program and Wisconsin Laborers Skill Improvement Funds. *VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers Vacation Trust Fund, effective June 2, 2003.

DOUBLE TIME - SUNDAYS AND 6 SPECIFIED HOLIDAYS

6-2-03
PER HOUR

Health Fund - all hours worked.....	\$4.45
Pension Fund - all hours worked.....	3.40
Industry Improvement Program - all hours worked...	.10
Wisconsin Laborers Skill Improvement Fund - all hours worked.....	.22
LECET.....	.07
*VACATION Trust Fund.....	1.25

LABORERS

**MILWAUKEE & WAUKESHA COUNTIES
WHITE SHEET RATES**

Please be advised that the Laborers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

**6-2-03
PER HOUR**

Air Tool Operator (Hand Operated).....	\$21.07
Batch Truck Dumper or Cement Handler.....	20.92
Bituminous Worker: Dumper, Ironer, Smoother and Tamper.....	20.92
Bituminous Worker: Shoveler, Loader, Utility Man..	20.92
Bituminous Worker: Raker, Luteman.....	21.27
Chain Saw Operator.....	21.07
Demolition and Wrecking Laborer.....	20.92
Demolition Burning Torch Laborer.....	21.27
Formsetter (Curb, Walk and Pavement).....	21.27
Guard Rail, Fence & Bridge Builder.....	20.92
Joint Sawyer or Filler (Pavement).....	21.07
LABORER, MISCELLANEOUS, UNSKILLED.....	20.92
Landscaper, Conduit Layer, Stone Handler.....	20.92
Multiplate Culvert Assembler.....	20.92
Powderman, Blaster.....	21.57
Concrete Handler.....	20.92
Reinforcing Steel Setter (Pavement).....	20.92
Strike Off Man.....	21.27
Tree Trimmer.....	20.92
Vibrator or Tamper Operator, Mechanical (Hand Operated).....	21.07
Flagperson or Watchperson.....	17.41
Line and Grade Specialist.....	21.42

In addition to the above rates, employer contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this agreement, shall be made to the Health, Pension, Industry Advancement Program and Wisconsin Laborers Skill Improvement Funds. VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers Vacation Trust Fund, effective June 2 2003

**6-2-03
PER HOUR**

Health Fund...ALL HOURS WORKED.....	\$4.45
Pension Fund...ALL HOURS WORKED.....	3.40
Vacation Fund...ALL HOURS WORKED.....	1.25
Skill Improvement Fund...ALL HOURS WORKED.....	.22
Laborers' Employers Cooperation and Education Trust Fund.....	.10

Not
Applicable →

LABORERS
OZAUKEE & WASHINGTON COUNTIES
WHITE SHEET RATE

Please be advised that the Laborers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

6-2-03
PER HOUR

Air Tool Operator (Hand Operated).....	\$20.27
Batch Truck Dumper or Cement Handler.....	20.17
Bituminous Worker: Dumper, Ironer, Smoother, Tamper.....	20.17
Bituminous Worker: Shoveler, Loader, Utility Man..	20.17
Bituminous Worker: Raker, Luteman.....	20.32
Chain Saw Operator.....	20.27
Demolition Burning Torch Laborer.....	20.27
Demolition and Wrecking Laborer.....	20.17
Formsetter (Curb, Walk and Pavement).....	20.32
Guard Rail, Fence and Bridge Builder.....	20.17
Joint Sawyer or Filler (Pavement).....	20.17
LABORER, MISCELLANEOUS, UNSKILLED.....	20.17
Landscaper, Conduit Layer, Stone Handler.....	20.17
Multiplate Culvert Assembler.....	20.17
Powderman, Blaster.....	20.32
Concrete Handler.....	20.17
Reinforcing Steel Setter (Pavement).....	20.17
Strike Off Man.....	20.32
Tree Trimmer.....	20.17
Vibrator or Tamper Operator, Mechanical (Hand Operated).....	20.27
Flagperson or Watchperson.....	17.26
Line and Grade Specialist.....	20.52

In addition to the above rates, employer contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this agreement, shall be made to the Health, Pension, Industry Advancement Program and Wisconsin Laborers Skill Improvement Funds. VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers Vacation Trust Fund, effective June 2, 2003.

6-2-03
PER HOUR

Health Fund...ALL HOURS WORKED.....	\$4.45
Pension Fund...ALL HOURS WORKED.....	3.40
Vacation Fund...ALL HOURS WORKED.....	1.25
Skill Improvement Fund...ALL HOURS WORKED.....	.22
Laborers' Employers Cooperation and Education Trust Fund.....	.10

NOT
Applicable
↓

LABORERS

(PRIVATE) HIGHWAY AND BITUMINOUS PAVING WORK

MILWAUKEE, WAUKESHA, WASHINGTON, OZAUKEE, RACINE AND KENOSHA

Please be advised that the Laborers and their Contractors have an agreement providing for the following rates of wages and fringe benefits effective June 2, 2003.

	6-2-03 <u>PER HOUR</u>
Unskilled Laborer.....	\$18.72
Bituminous Shoveler.....	18.72
Raker, Luteman.....	19.12
Concrete Grading.....	18.72
Formsetter.....	19.07
Air Tool Operator.....	18.72

In addition to the above rates, employer contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this agreement, shall be made to the Health and Pension Funds. VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers Vacation Trust Fund, effective June 2, 2003.

	6-2-03 <u>PER HOUR</u>
Health Fund...ALL HOURS WORKED.....	\$4.45
Pension Fund...ALL HOURS WORKED.....	4.40
Vacation Fund...ALL HOURS WORKED.....	1.25

No State Classification

PLUMBER LABORER

Please be advised that the Plumber Laborers (**Division of Laborers**) and the Plumbing and Mechanical Contractors Association of Milwaukee and Southeast Wisconsin, have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

6-1-03
PER HOUR

Plumber Laborer First Man.....	\$25.92
Plumber Laborer Second Man.....	23.76
Plumber Yard Man.....	11.32
Apprentice.....	18.29

(See article IX, Section 9.20 of Agreement)

Employer contributions paid into the various fringe benefit trust funds for Plumber Laborers, etc. are as follows effective June 2, 2003, and paid on all hours worked per week into each respective fund.

6-1-03
PER HOUR

Health and Welfare...all hours worked.....	\$4.45
Pension Trust Fund...all hours worked.....	3.40
Industry Improvement Program...all hours worked...	.08
Wisconsin Laborers' Skill Improvement Fund ...all hours worked.....	.22
*VACATION FUND.....	1.25

*VACATION FUND IS INCLUDED IN GROSS WAGES AND DIVERTED FROM WAGES AND MAILED TO THE BUILDING AND PUBLIC WORKS LABORERS' VACATION TRUST FUND.

PLASTERER LABORER

Please be advised that the Plasterer Laborers (**Division of Laborers**) and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

**6-2-03
PER HOUR**

Plasterer Laborer.....	\$22.93
Plasterer Laborer Foreman.....	23.88
Plasterer Laborer Asbestos Abatement Worker.....	22.93
Plasterer Laborer Toxic Waste Removal.....	22.93

Employer contributions paid into the various fringe benefit Trust funds for Plasterer Laborers, etc. are as follows effective June 2, 2003, and paid on all hours worked per week into each respective fund.

**6-2-03
PER HOUR**

Pension Trust Fund...all hours worked.....	\$3.40
Health and Welfare...all hours worked.....	4.45
Industry Advancement Program/Wisconsin Laborers' Skill Improvement Fund and LECET .all hours worked...	.40
*VACATION FUND.....	1.25

*VACATION FUND IS DIVERTED FROM GROSS WAGES MAILED TO THE BUILDING AND PUBLIC WORKS LABORERS' VACATION TRUST FUND.

Not comparable to state classifications

LABORERS

UTILITY WORK

Please be advised the Laborers (Utility Work Division) and their contractors have reached an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003** for all gas, electric and telephone work.

6-2-03
PER HOUR

Utility Worker.....	\$17.15
Foreman.....	18.24
Drillers.....	17.79
Loaders.....	17.49
Powdermen, Blasters or Shooters.....	18.44
Power Saw Operators.....	17.19

In addition to the wage rates listed, employers contributions paid for each hour (whether straight - time or overtime) for which wages or compensation is payable to an employee under this agreement, will be made to the Health, Pension, Skill Improvement Fund, and Wisconsin Laborers Employers Cooperation & Education Trust Fund. VACATION is included in gross wages and diverted from wages and mailed to the Building and Public Works Laborers Vacation Trust Fund, effective June 2, 2003.

6-2-03
PER HOUR

Health Fund - all hours worked.....	\$4.45
Pension Fund - all hours worked.....	3.40
VACATION Trust Fund.....	1.10
Skill Improvement Fund.....	.22
Laborers Employers Cooperation & Education Trust Fund.....	.05
LEBPCT.....	.04

Not comparable to state classifications

LABORERS

CABLE WORK

Please be advised the Laborers and their contractors have reached an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

6-1-03
PER HOUR

Cable Worker.....\$16.06
Waukesha, Ozaukee
Washington. \$15.35

In addition to the wage rates listed, employers contributions paid into the various fringe benefit trust funds for Laborers are as follows effective June 1, 2003.

6-1-03
PER HOUR

Health Fund - all hours worked..... \$4.45
Pension Fund - all hours worked..... 3.40
Skill Improvement Fund..... .22
Laborers Employers Cooperation & Education
Trust Fund..... .07
Working Dues..... .41

OPERATING ENGINEERS

SEWER, WATER & TUNNEL - AREA 1

SHAFT AND TUNNEL CONSTRUCTION LABOR SERVICE

(Also applies to Shaft and Tunnel Construction Labor Service)

**6-1-03
PER HOUR**

1. Master Mechanic, Master Equipment Foreman and Foreman, Cranes, Tower cranes, and Derricks with or without attachments with a lifting capacity of 100 tons or Cranes, Tower cranes, and Derricks with boom, leads, and/or jib lengths measuring 176 ft. or longer, Backhoes (excavators) 130,000 lbs. and over, Caisson rigs and Pile drivers.....\$26.59

2. Cranes, Tower cranes and Derricks with or without attachments with a lifting capacity of 100 tons or under or Cranes, Tower cranes, and Derricks with boom leads and/or jib lengths measuring 175 ft. or under, Backhoes (excavators) under 130,000 lbs., Skid rigs, Dredge operator, Traveling crane (bridge type), Concrete paver (over 27E) Concrete spreader and Distributor, and Concrete pumps, Rotec type conveyors and Boring machines (directional) \$25.81

3. Material hoists, Stack hoists, Tractor or Truck Mounted Hydraulic Backhoe, Backhoe mounted compactors Tractor or Truck Mounted Hydraulic Crane (5 tons or under), Manhoist, Tractor (over 40 h.p.) Bulldozer (over 40 h.p.) Endloader (over 40 h.p.), Motor Patrol, Scraper operator, Unlicensed off the Road Material Hauler, Sideboom Straddle carrier, Mechanic and Welder, Bituminous Plant and Paver operator, Roller (over 5 tons), Percussion drill operator, Rotary drill operator, Blaster, Air track drill, Trencher (wheel type or chain type having over 8-inch bucket), Elevator, Milling Machine and Boring Machine (horizontal or vertical)..... 24.86

~~4. Backfiller, Concrete auto breaker (large), Concrete finishing machines (road type) Roller (rubber tire), Concrete batch hopper, Concrete conveyor systems, Concrete mixers (14S or over), Screw type pumps and Gypsum pumps, Grout pumps Tractor, Bulldozer, Endloader (under 40 h.p.) Pumps (well points), Trencher (chain type having bucket 8-inch and under), Industrial locomotives, Roller (under 5 tons), Fireman (pile drivers and derricks) Robotic Tool Carrier (with or without attachments)..... 23.81~~

Not
comparable
to
state

~~5. Hoists (automatic), Tamper-Compactors (riding type), Assistant Engineer, "A" Frames and Winch trucks, Concrete auto breaker, Hydrohammers (small), Brooms and Sweepers, Hoists (tuggers), Stump chipper (large), Boats, (tug, safety, work barges and launch)~~

Classification

OPERATING ENGINEERS (CONTINUED)

SEWER AND WATER OPEN CUT

SHAFT AND TUNNEL CONSTRUCTION LABOR SERVICE

(Also applies to Shaft and Tunnel Construction Labor Service)

**6-1-03
PER HOUR**

5. (CONT) Shouldering machine operator, Screed operator, Farm or Industrial Tractor, Post hole digger, Stone crushers and Screening plants, Fireman (asphalt plants), Air compressor (400 CFM or over), Augers, (vertical and horizontal), Generators (150 KW and over), Air, Electric, Hydraulic Jacks (slipform), Prestress machines, Skid Steer Loader, (with or without attachments), Boiler operators (temporary heat), Forklift, Screed operator milling machine, Refrigeration plant/freeze machine, Power Pack vibratory/ultra sound driver and extractor Generators (under 150 KW) Combination small equipment operator, Compressors (under 400 CFM) Welding machines, Heaters (mechanical), Pumps, Winches (small electric), Oiler and Greaser, Rotary drill helper, Conveyor, High Pressure utility locating machine, (daylighting machine)..... 22.41

FRINGE BENEFITS TO BE PAID IN ADDITION TO THE ABOVE RATES

**6-1-03
PER HOUR**

Central Pension Fund..... \$6.05
Health Benefit Fund..... 6.90
Skill Improvement and Apprenticeship Fund..... .40
Vacation Fund (to be established)
Annuity Fund (to be established)
Administrative Dues Deduction (1.5% of total GrossWage & Fringe Pkg)
Joint Labor Management Work Preservation Fund..... .10
Industry Improvement Program..... .10
WUCA (see Section 17.5)..... .10

No State Classification

**OPERATING ENGINEERS
(ASSOCIATED EARTH MOVERS ASSOC. - AREA 1)**

Please be advised that the Operating Engineers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003**. These rates apply under the captions "Excavators and Graders".

**6-1-03
PER HOUR**

- 1. Cranes, shovels, draglines, excavators and backhoes 130,000 lbs. and over, Clamshells, Operator Foreman, Boring machine (directional)..... . \$26.27
- 2. Tractor, Bulldozer, Endloader, Forklift (25' and over), Motor patrol or Grader, Scraper, Mechanic and Welder, Rotary drill operator, Blaster, Trencher (wheel type or chain type), Excavators and Backhoes under 130,000 lbs., Concrete auto breaker or Hydrohammer, Milling machine, Gradall Cruz-Aire type machines, Robotic tool carrier (with or without attachments), Self propelled Compactor 85" total drum width and over. Boring machines (horizontal and vertical), Unlicensed Off-Road Material Hauler \$25.52
- 3. Forklift (12' to 25), Brooms and Sweepers, Stump chipper, Shouldering machine (directional). \$25.22
- 4. Farm or industrial tractor mounted equipment, Self-propelled Compactor 84" total drum width and under, Skid steer loaders (with or without attachments), post hole digger, Generator over 150 KW, pumps over 3", air electric hydraulic jacks (slipform), compressors, welding machines, oiler and greaser, rotary drill helper, Forklift (12' and under), Milling machine screed operator, Stone crusher and screening plant, service or Lube truck, Lowboy driver..... . \$24.17

To qualify for the Operator foreman, the employee has to be designated by the Employer. Operators who previously received the Classification 1 rate for work previously covered by Classification 1 will receive the current Classification 1 rate for that work.

"FRINGE BENEFIT CONTRIBUTIONS TO BE PAID IN ADDITION TO THE ABOVE RATES"

**6-1-03
PER HOUR**

Pension Trust Fund.....	\$5.00
Health Benefit Fund.....	6.90
Skill Improvement and Apprenticeship Fund.....	.40
Vacation Fund (to be determined)	
Annuity fund (to be determined)	
Administrative dues Deduction 1.5% or Total Gross Wage & Fringe pkg	
Joint Labor Management Work Preservation Fund.....	.10
AEM/CA (see Section 17.5).....	.35

It is agreed that an increase of .5 cents per hour in all classification to Contract Administration shall become effective June 1, 1999, June 1 2000, June 1, 2001, and June 1, 2002.

OPERATING ENGINEERS

**GREAT LAKES FLOATING AGREEMENT
MARINE CONSTRUCTION AND DREDGING**

Please be advised that the Operating Engineers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective January 1, 2003 through December 31, 2003.**

**1-1-03
PER HOUR**

- Class I** - Craft Foreman (Master Mechanic), Diver/
Wet Tender, Engineer (hydraulic dredge).... \$31.65

 - Class II** - Crane/Backhoe Operator, Mechanic/Welder,
Assistant Engineer (hydraulic dredge),
Leverman (hydraulic dredge), Diver Tender... 30.15

 - Class III** - Deck Equipment Operator (Machineryman),
Maintenance of Crane (over 50T capacity) or
Backhoe (96,000K or more), Tug/Launch
Operator, Loader/Dozer and like equipment on
Barge, Breakwater Wall, Slip/Dock, or Scow,
Deck Machinery, etc..... 26.85

 - Class IV** - ~~Deck Equipment Operator (Machineryman/
Fireman), (4 Equipment units or more),
Crane Maintenance 50T and under/Backhoe 96K
or Less, Assistant Tug Operator..... 22.35~~
- State Rate
higher*

Employer contributions paid into the various fringe benefit trust funds for the listed classifications of Operating Engineers are as follows effective January 1, 2003 and paid on all hours worked per week into each respective fund.

**1-1-03
PER HOUR**

Pension Trust Fund.....	\$6.00
Health Benefit Fund.....	5.90
L-M Fund.....	.20
D-B Monitoring Fund.....	<u>.20</u>

TOTAL 12.30

**OPERATING ENGINEERS
HEAVY AND HIGHWAY CONSTRUCTION**

**6-1-03
PER HOUR**

1. (A) Cranes, tower cranes, and derricks with or without attachments with a lifting capacity of over 100 tons or cranes, tower cranes, and derricks with boom, leads, and/or jib lengths measuring 176 feet or longer..... . \$27.02

*State
Rate
higher*

~~1. (B) Cranes, tower cranes and derricks with or without attachments with a lifting capacity of 100 tons or under or cranes, tower cranes, and derricks with boom, leads, and/or jib lengths measuring 175 feet or under and backhoes (excavators) weighing 130,000 lbs and over, caisson rigs, pile driver, dredge operator, dredge engineer..... . \$26.52~~

2. Mechanic or welder - heavy duty equipment; cranes with a lifting capacity of 25 tons or under; concrete breaker (manual or remote); vibratory/sonic concrete breaker; concrete laser screed; concrete slipform paver; concrete batch plant operator; concrete pvt. spreader heavy duty (rubber tired); concrete spreader and distributor; automatic subgrader (concrete); concrete grinder and planing machine; concrete slipform curb and gutter machine; slipform concrete placer; tube finisher; hydro blaster (10,000 psi and over); bridge paver; concrete conveyor system; concrete pump; Rotec type conveyor; stabilizing mixer (self-propelled); shoulder widener; asphalt plant engineer; bituminous paver; bump cutter and grooving machine; milling machine; screed (bituminous paver); asphalt heater, planer & scarifier; backhoes (excavators) weighing under 130,000 lbs.; grader or motor patrol; tractor (scraper, dozer, pusher, loader); scraper - rubber tired (single or twin engine); endloader; hydraulic backhoe (tractor type); trenching machine; skid rigs; tractor; side boom (heavy); drilling or boring machine (mechanical heavy); roller (over 5 ton); percussion or rotary drilling machine; air track; blaster; loading machine (conveyor); tugger; boatmen; winches and A-frames; post driver; material hoist, operator..... . \$26.02

3. Greaser, roller steel (5 tons or less); roller (pneumatic tired)-self propelled; tractor (mounted or towed compactors and light equipment); shouldering machine; self propelled chip spreader; concrete spreader; finishing machine; mechanical float; curing machine; power subgrader; joint sawer (multiple-blade); belting machine; burlap machine; texturing machine; tractor, endloader (rubber tired)-light; jeep digger; forklift; mulcher; launch; Operator; Fireman; Environmental Burner..... . \$25.76

**OPERATING ENGINEERS
HEAVY AND HIGHWAY CONSTRUCTION**

**6-1-03
PER HOUR**

4. Air compressor; power pack; vibratory hammer and extractor; heavy equipment, leadman; tank car heaters; stump chipper; curb machine operator; concrete proportioning plants; generators; mudjack Operator; rock breaker; crusher or screening plant; screed (milling machine); automatic belt conveyor and surge bin; pug mill; Operator.....	\$25.47
5. Oiler; pump (over 3 inches); drilling machine helper	\$25.26

IN ADDITION TO THE HOURLY WAGE RATES ENUMERATED ABOVE, THE FOLLOWING SUMS WILL BE PAID OVER AND ABOVE THE AFOREMENTIONED WAGE RATES WHEN EPA PROTECTIVE EQUIPMENT IS REQUIRED:

- EPA LEVEL "A" PROTECTION:\$3.00 PER HOUR.**
- EPA LEVEL "B" PROTECTION:\$2.00 PER HOUR.**
- EPA LEVEL "C" PROTECTION:\$1.00 PER HOUR.**

"FRINGE BENEFIT CONTRIBUTIONS TO BE PAID IN ADDITION TO THE ABOVE RATES"

**6-1-03
PER HOUR**

Health Benefit Fund.....	\$6.90
Pension Trust Fund.....	5.25
Skill Improvement and Apprenticeship Fund.....	.45
Vacation Fund (to be established).....	.00
Administrative Dues (1.5% of Total Gross & Wage Fringe pkg)	.00
Transportation Education Fund.....	.08
Labor Management Fund.....	.10

NOTE (A): During the life of this Agreement, an employer not affiliated with the Employers Council may elect by written notification to the Union, to the T.E.F. Fund and to the Operating Engineers' Skill Improvement Fund, not to contribute to the T.E.F. Fund. If he makes such election he shall contribute the 8¢ per hour to the Operating Engineers' Skill Improvement Fund.

NOTE (B): Tower crane boom lengths shall be measured from the ground to the point of intersection with the boom and from the point of intersection to the tip of the boom to compute the total length. In the case of crawler or mobile cranes, where the tower crane attachment is mounted, the long boom provisions of this Agreement shall be computed from boom pins on the rotation base to point sheaves.

No State Classification

OPERATING ENGINEERS - MASTER LABOR AGREEMENT
NATIONAL DISTRIBUTION & UTILITIES
CONSTRUCTION & MAINTENANCE STATEWIDE

6-1-03
PER HOUR

AREA I AREA II

Backhoe, Ditching Machine, Directional Drill,
Cable Crane, Clamshell, Side Boom, Dozer,
Back Filler, Motor Grader, End Loader, Bending
Machine, Mechanic, Gin Pole Truck, Cross
Country Boring Machine, Mechanical-Greaser
(Large grease Trucks) \$23.80 \$22.90

Pot Fireman (engine operated above 3 Dbl.), Air
Compressor; Concrete Saw, Welding Machine, Pump;
Motor, Tamper, Oil-Greaser, Mechanic Helper,
Cable (walking) Tractor, Chain Type Ditcher,
Reverse Plow;** Farm Tractor-Such as 580 CASE
and smaller with: Endloader Springtooth, Landscape
Mold Boards, Broom, Tamper Attachment \$23.40 \$22.51

Oiler \$23.00 \$22.15

All other tractor types are principal rates.

Employer contributions paid into the various fringe benefit trust funds for the 1:
classifications of Operating Engineers are as follows effective June 1, 2003 and
all hours worked per week into each respective fund.

6-1-03
PER HOUR

AREA I AREA II

Pension Trust Fund \$5.00 \$5.00
Health Benefit Fund \$6.90 \$6.90
Savings Fund \$.35 \$.35
Skill Training Fund \$.05 \$.05
Industry Advancement Fund \$.05 \$.05

PAINTERS

NOT applicable → MPS WAGE RATES

Please be advised that the Painters and their contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

6-1-03
PER HOUR

Drywall Taper and Finisher.....	\$24.09
Painter (Buildings).....	23.74
Painter (Bridge and Iron).....	24.09
Painter (Spray).....	24.49
Painter (Spray-Epoxy, Cold Tar, Lacquer, Dry-Fog).....	24.49
Painter (Swing Stage - up to 80 feet).....	23.89
Painter (Swing Stage - over 80 feet).....	23.99
Paperhanger.....	23.94
Sandblaster.....	24.49
Steamcleaner.....	24.09
Painter Chargeman (Bridge & Iron; 5 or less workers)...	24.49
Painter Foreman (Buildings).....	24.74
Painter Foreman (Bridge & Iron).....	25.09
Painter Chargeman (Buildings; 5 or less workers).....	24.14
Painter (Commercial-Industrial-Residential Lead Abatement (<u>All Lead Removal</u>)).....	24.74
Drywall Exterior Insulator Insulation Finish Systems (EIFS) Specialist.....	24.34
Drywall Machine Tools Specialist.....	24.59

****ALL NIGHT WORK IS \$1.00 PER HOUR ABOVE BASIC WAGE RATES****

Employer contributions paid into the various fringe benefit trust funds for Painters, etc. listed above are as follows effective June 1, 2003, and paid on all hours worked per week into the Vacation and Pension Trust Funds, but paid up to a maximum of forty straight-time hours worked per week into the Welfare Trust Fund, Industry Promotion Fund and the Joint Apprenticeship, Education and Training Fund.

6-1-03
PER HOUR

Pension Trust Fund.....	\$ 3.63
Health and Welfare Trust Fund.....	6.37
Industry Promotion Trust Fund.....	.05
Apprenticeship Trust Fund.....	.12

~~ENL~~ 2002 Rate Sheet sent in error

PLASTERERS

Please be advised that the Plasterers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 3, 2002.**

**6-3-02
PER HOUR**

Plasterer.....	\$24.53
Plasterer Foreman.....	26.98
Plasterer Swing Stage.....	24.93
Plasterer Foreman - Swing Stage.....	27.38

Employer contributions paid into the various fringe benefit trust funds for Plasterers are as follows effective June 3, 2002, and paid on all hours worked per week into each respective fund.

**6-3-02
PER HOUR**

Welfare Trust Fund.....	\$ 4.35
Vacation Trust Fund.....	-0-
Pension Trust Fund.....	3.33
Apprenticeship Fund.....	.25
Annuity Pension.	1.45

PLUMBERS

Please be advised that the Plumbers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 1, 2003.**

6-01-03
PER HOUR

Plumber.....\$28.61
Plumber Foreman/General Foreman..... 32.04

APPRENTICE (AFTER 5/9/96)

1ST YEAR -40% \$11.44
2ND YEAR -50% 14.31
3RD YEAR -60% 17.17
4TH YEAR -70% 20.03
5TH YEAR -80% 22.89

METAL TRADES - APPLIANCE

Learner (*) \$ 10.00
Journeyman IV (LEVEL I) 12.49
Journeyman III (LEVEL II) 15.66
Journeyman II (LEVEL III) 18.74
Journeyman I (LEVEL IV) 22.51

*No STATE
CLASSIFICATION*

METAL TRADES - SEWER

Learner \$ 9.23
Journeyman III (LEVEL II) 14.20
Journeyman II (LEVEL III) 19.08
Journeyman I (LEVEL IV) 24.33

METAL TRADES - PIPE LAYER

Journeyman III (LEVEL II) \$14.20
Journeyman II (LEVEL III) 19.08
Journeyman I (LEVEL IV) 24.33

METAL TRADES PRODUCTION WORKER

Production Worker (**)\$ 7.00-9.00

Employer contributions paid into the various fringe benefit trust funds for **Plumbers** are as follows effective June 1, 2003, and paid on all hours worked per week into the Pension Fund and Health Fund. Paid on all hours into the Education Fund and Industry Fund.

6-01-03
PER HOUR

Pension Trust Fund (Per Hour on all hours).....\$3.08
Health Fund.....(Per Hour on all hours)..... 5.90
(Apprentice 1st year or 1600 hours,
whichever is later)..... 2.70
Education Fund.....(Per Hour up to 40 hours)..... .45
Industry Fund.....(Per Hour on all hours)..... .20
Market Recovery Fund (Deducted from wages)..... .10
Dues Check-Off (Deducted from wages)..... .22

N/A

(cont. page 2)

PLUMBERS

Employer contributions paid into the various fringe benefit trust funds for **Metal Trades** are as follows effective June 1, 2003, and paid on all hours worked per week into the Pension Fund and Health Fund. Paid on all hours into the Education Fund and Industry Fund.

6-01-03

PER HOUR

Pension Trust Fund (Per Hour on all hours).....	\$3.08
Health Fund..... (Per Hour on all hours).....	5.90
Education Fund..... (Per Hour up to 40 hours).....	.45
Industry Fund..... (Per Hour on all hours).....	.25
Dues Check-Off (Deducted from wages).....	.22

(*) Fringe benefits shall not apply during the first year of employment for the Registered Learner Appliance, except that the Employer shall provide health insurance. Pension fund contributions shall be made as provided for in section 16.2 of the Metal Trades Agreement.

(**) Fringe benefits do not apply.

SPRINKLER FITTERS

Please be advised that the Sprinkler Fitters and their Contractors have an agreement providing for the following rates for wages and fringe benefits **effective April 1, 2003**

4-1-03
PER HOUR

Sprinkler Fitter.....\$29.38
Sprinkler Fitter Foreman..... 31.38

Employer contributions paid into the various fringe benefit trust funds for Sprinkler Fitters are as follows, effective April 1, 2003 and paid on all hours worked per week into each respective fund.

4-1-03
PER HOUR

Pension Trust Fund..... \$2.50
Health and Welfare Trust Fund..... 4.90
*Vacation Fund..... 2.82
Education Fund..... .16
Industry Fund..... .32
Supplemental Pension..... 2.58
International Training Fund..... .05
MCAW Drug Policy..... .01

*THE VACATION FUND OF TWO DOLLARS AND FORTY CENTS (\$2.82) IS DEDUCTED OUT OF THE HOURLY RATE.

TILE LAYERS

Please be advised that the Tile Layers and their Contractors have an agreement providing for the following rates of wages and fringe benefits **effective June 2, 2003.**

6-2-03
PER HOUR

*Tile Layer Foreman.....	\$27.74
*Tile Layer Journeyman.....	25.74
**Tile Finisher (Journeyman.....	20.60

Employer contribution paid into the various fringe benefit trust funds for Tile Layers are as follows, effective June 2, 2003 and paid on all hours actually worked per week.

6-2-03
PER HOUR

Vacation.....	\$.00
Health and Welfare Fund.....	6.35
Pension Trust Fund.....	3.78
International Union Pension.....	.75
International Masonry Institute.....	.30
Apprenticeship and Education Fund.....	.05
Contractor Fund.....	.10
*DUES CHECK-OFF.....	.93
**DUES CHECK-OFF.....	.81

Please note: Tile finishers, hired prior to 6/1/99, are grandfathered at 85% (21.88) of the Journeyman Tile Layer base rate.

TERRAZZO

6-2-03
PER HOUR

Terrazzo Mechanic.....	\$26.74
Terrazzo Foreman (more than three Journeymen).....	28.74
Terrazzo Grinder (Floor & Base) <i>No. State Classif.</i>	24.07
Terrazzo Finisher <i>STATE Rate higher</i>	21.39

Employer contributions paid into the various fringe benefit trust funds for Terrazzo Workers are as follows, effective June 2, 2003 through and paid on all hours actually worked per week into the Pension and Welfare Trust Funds.

6-2-03
PER HOUR

Vacation.....	\$.00
Welfare Trust Fund.....	6.35
Pension Trust Fund.....	3.78
*DUES CHECK-OFF.....	.95
Trowel Trades Pension.....	.75
Education Fund.....	.05
International Masonry Institute.....	.30

*DUES CHECK-OFF Under the terms of this agreement, the sum of Ninty-Five cents (.95) per hour is deducted from the Terrazzo Mechanics wage rates as listed for each hour worked per week which is for the working dues checkoff plan and paid to **BAC DISTRICT COUNCIL OF WISCONSIN, 17125 West Cleveland Avenue, NEW BERLIN, WI 53151.**

NAF - Sent in by mBTC

PAYMENTS MADE INTO THE INDUSTRY ADVANCEMENT PROGRAM FUNDS, PUBLIC WORKS INDUSTRY PROGRAM INC. SKILL IMPROVEMENT, APPRENTICESHIP AND TRAINING AND EDUCATIONAL FUNDS AND ANNUITIES FOLLOW. AMOUNTS TO APPLY TO ALL CLASSIFICATIONS OF LABOR UNDER CRAFT LISTED.

JUNE 1, 2003

	PER HOUR
Asbestos Workers/Heat & Frost Insulators	
Education and Apprenticeship Trust Fund.....	.28
Industry Fund.....	.06
Union Annuity Fund.....	3.30
Asbestos Workers/Hazardous Waste	
Training Fund.....	.35
Boilermakers GLAA Apprenticeship Fund/Most Program.....	.45
Annuity Trust Effective 10/1/99.....	3.00
Bricklayers International Masonry Institute.....	.30
Bricklayers I.A.P.....	.10
Bricklayers Joint Apprenticeship Fund and Training Fund.....	.20
Carpenters IAP/CA Fund.....	.10
Carpenters Joint Apprenticeship and Training Fund.....	.18
Cement Masons Industry Advancement Program Fund.....	.10
Cement Masons Apprenticeship Training Fund.....	.20
Cement Masons Heavy and Highway	
Apprenticeship Training Fund.....	.20
Electrical Mechanic/Journeyman Wireman Apprenticeship Fund..	.39
Electrician Foreman Apprenticeship Fund.....	.43
Electrician General Foreman Apprenticeship Fund.....	.45
Electrical Mechanic/Journeyman Wireman Industry Fund.....	.26
Electrician Foreman Industry Fund.....	.29
Electrician General Foreman Industry Fund.....	.30
Electrical Mechanic Annuity Fund.....	2.60
Electrician Foreman Annuity Fund.....	2.60
Electrician General Foreman Annuity Fund.....	2.60
Elevator Constructors Education Fund.....	.30
Floor Coverers Apprenticeship and Training Fund.....	.18
Floor Coverers IAP/CA Fund.....	.11
Glaziers Trusteed Money Purchase Benefit Plan.....	4.00
Glaziers Industry Advancement Fund.....	.15
Iron Workers IAP/CA Fund.....	.10
Iron Workers Skill Improvement and	
Apprenticeship program Fund.....	.30
Iron Workers Union Individual Account Retirement Fund.....	3.40
Laborers (Building) Industry Advancement Program and	
Wisconsin Laborers Skill Improvement Fund.....	.11
Laborers Employers Cooperation & Education Trust Fund.....	.06
Laborers (Bridge, Road, Street & Asphalt)	
Skill Improvement Fund.....	.12
Laborers Employers Cooperation & Education Trust Fund.....	.07
Laborers (Sewer, Tunnel and Water)	
Industry Improvement Program.....	.10
Laborers Skill Improvement Fund.....	.12
Laborers Employers Cooperation & Education Trust Fund.....	.07
Millwright Erectors IAP/CA Fund.....	.12
Millwright Erectors Apprenticeship and Training Fund.....	.18
Millwright Erectors MUIAR Fund.....	3.55

NA - Sent in email M/STC

INDUSTRY ADVANCEMENT PROGRAM (CONTINUED)
JUNE 1, 2003

	PER HOUR
Operating Engineers (Building) Contract Administration.....	.10
Joint Labor Management Work Preservation Fund.....	.15
Skill Improvement and Apprenticeship Fund.....	.40
Operating Engineers (Sewers & Water Open Cut)	
Shaft and Tunnel Skill Improvement and Apprenticeship Fund.....	.35
Public Works Industry Improvement Program Inc.....	.10
Joint Labor Management Work Preservation Fund.....	.15
Contract Administrative Fund.....	.10
Operating Engineers (Road, Street and Asphalt Construction)	
Skill Improvement and Apprenticeship Fund.....	.40
Transportation and Education Fund.....	.08
Labor Management Fund.....	.15
Painters Apprenticeship Fund.....	.12
Painters Industry Promotion Fund.....	.05
Pile Drivers Apprenticeship and Training Fund.....	.18
Plasterer Laborers Industry Advancement Program, Skill Improvement Fund, and Laborers Cooperation & Education Trust Fund.....	.27
Plumbers Education Fund.....	.40
Plumbers Industry Fund.....	.20
Plumbers Laborers Wisconsin Laborers Skill Improvement Fund.....	.12
Plumbers Laborers Industry Improvement Program.....	.08
Sheet Metal Workers Local Industry Fund.....	.19
Sheet Metal Workers National Industry Fund.....	.19
Sheet Metal Workers JATTF Training Fund.....	.23
Sheet Metal Workers SMOHIT.....	.02
Sprinkler Fitters Education Fund.....	.16
Sprinkler Fitters Industry Fund.....	.32
Steamfitters Mechanical Contractors Industry Development Fund.....	.14
Steamfitters Training School.....	.40
Steamfitters Training Day School.....	.23
Steamfitters Building Fund.....	.10
Steamfitters Industry Promotion.....	.01
Market Recovery Fund.....	.10
Teamsters (Sewer, Tunnel, Water and Utilities) IPP Fund.....	.08
Terrazzo Finishers Education Fund.....	.10
Tile Layer Education Fund.....	.10
Tile Layer International Masonry Institute.....	.30
Tile Layer Contractor Fund.....	.10

via - Sent in error by MBTC

FRINGE BENEFITS PAID INTO THE VARIOUS FUNDS AS FOLLOWS:

ASBESTOS WORKERS/HEAT AND FROST INSULATOR--
All hours worked into the Pension, Welfare and Annuity
Fund. 40 Hours into Education and Apprenticeship
Fund and Industry Advancement Fund

BOILERMAKERS--All hours.

BRICKMAKERS--All hours.

CARPENTERS--All hours.

CEMENT MASONS--All hours.

ELECTRICAL WORKERS--All hours.

ELEVATOR CONSTRUCTORS--All Hours into Pension and Welfare.
Helpers (probation period) no fingers but paid national.

FLOOR COVERERS--All hours.

GLAZIERS--All hours.

IRON WORKERS--All hours into Pension, Welfare,
Apprenticeship and advanced Journeyman Training Trust
Fund and Union Individual Account Retirement Fund,
40 hours into IAP Fund.

LABORERS--All hours.

MARBLE FINISHERS--All hours into Pension and all paid
Hours up to maximum of 2000 hours per year into
Welfare and Vacation Funds.

MILLWRIGHTS--All hours.

OPERATING ENGINEERS--All hours-40 hours Public Works
Industry Improvement Program.

PAINTERS--40 hours into Welfare, Apprenticeship
Education and Training Funds, all hours Pension and
Vacation Funds.

PILE DRIVERS--All hours into all funds.

PLASTERERS--All hours.

PLASTERER LABORERS--All hours.

PLUMBERS--40 hours into Education Fund--All hours into
Industry, Welfare and Pension Funds.

PLUMBER LABORER--All hours.

ROOFERS--Pension, after 750 hours or one year--Health
Fund, after 400 hours--Jury Duty Fund, after 400
Hours.

SHEET METAL WORKERS--All hours into all funds.

SPRINKLER FITTERS--All hours.

STEAMFITTER--All hours.

TILE FINISHERS--All hours.

TILE LAYER--All hours.

TILE SETTERS--All hours.

TERRAZZO FINISHER--All hours.