

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
ASBESTOS WORKERS (Construction) <i>Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.</i>				10/01/19 Allocation (+1.50 Wages, +0.50 H/W)	10/01/20 Allocation (+1.76 Wages, +0.50 H/W)
	10/01/08 Package Increase		\$2.50		
	10/01/09 Package Increase		\$3.10		
	10/01/10 Package Increase		\$1.00		
	10/01/11 Package Increase		\$1.10		
	10/01/12 Package Increase		\$0.75		
	04/01/13 Package Increase		\$0.75		
	10/01/13 Package Increase		\$0.75		
	04/01/14 Package Increase		\$0.75		
	10/01/14 Package Increase		\$0.75		
	04/01/15 Package Increase		\$0.75		
	10/01/15 Package Increase		\$0.75		
	04/01/16 Package Increase		\$0.75		
	10/01/16 Package Increase		\$0.75		
	04/01/17 Package Increase		\$0.75		
	10/01/17 Package Increase		\$0.75		
	04/01/18 Package Increase		\$0.75		
	10/01/18 Package Increase		\$1.50		
	01/01/19 Reallocation				
	10/01/19 Package Increase		\$2.00	\$ 1.50	
	10/01/20 Package Increase		\$2.26		\$ 1.76
	10/01/21 Package Increase		\$2.12		
	10/01/22 Package Increase		\$2.19		
AW-C	Asbestos Worker II (Basic Journeyman)	030103	2	48.75	50.51
AW-C	Asbestos Worker II Foreman	030102	2	53.63	55.56
AW-C	Asbestos Worker II General Foreman	030101	2	58.50	60.61
TOTAL FRINGE BENEFITS:			10.01.20	\$19.73	\$20.23
	Health & Welfare		0.50	9.50	10.00
	Pension			9.23	9.23
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
				\$ 1.40	
Wage is \$0.50 less than Basic Journeyman / \$0.50 Added to Pension					
AW-C	Asbestos Worker III	030104	3	47.35	49.11
AW-C	Asbestos Worker III Foreman	030107	3	52.09	54.16
AW-C	Asbestos Worker III General Foreman	030110	3	56.82	59.21
TOTAL FRINGE BENEFITS:			10.01.20	\$21.13	\$21.63
	Health & Welfare		0.50	9.50	10.00
	Pension			10.63	10.63
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
				\$ 2.40	
Wage is \$1.60 less than Basic Journeyman / \$1.60 Added to Pension					
AW-C	Asbestos Worker IV	030105	4	46.35	48.11
AW-C	Asbestos Worker IV Foreman	030108	4	50.99	53.16
AW-C	Asbestos Worker IV General Foreman	030111	4	55.62	58.21
TOTAL FRINGE BENEFITS:			10.01.20	\$22.13	\$22.63
	Health & Welfare		0.50	9.50	10.00
	Pension			11.63	11.63
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>

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\$ 5.40					
Wage is \$4.50 less than Basic Journeyman / \$4.50 Added to Pension					
AW-C	Asbestos Worker V	030106	5	43.35	45.11
AW-C	Asbestos Worker V Foreman	030109	5	47.69	50.16
AW-C	Asbestos Worker V General Foreman	030112	5	52.02	55.21
TOTAL FRINGE BENEFITS:			10.01.20	\$25.13	\$25.63
Health & Welfare			0.50	9.50	10.00
Pension				14.63	14.63
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				1.00	1.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
AW-C	Asbestos Worker Improver 1 (50%)	030181		24.38	25.26
AW-C	Asbestos Worker Improver 2 (60%)	030182		29.25	30.31
AW-C	Asbestos Worker Improver 3 (70%)	030183		34.13	35.36
AW-C	Asbestos Worker Improver 4 (80%)	030184		39.00	40.41
AW-C	Asbestos Worker Improver 5 (90%)	030185		43.88	45.46
TOTAL FRINGE BENEFITS: 1st and 2nd yr app.			10.01.20	\$6.00	\$6.50
Health & Welfare			0.50	5.00	5.50
Pension				0.00	0.00
Vacation - Deduct from Wages				<1.00>	<1.00>
Apprentice/Training				1.00	1.00
Other (Dues - Deduct from Wages)				<1.00>	<1.00>
TOTAL FRINGE BENEFITS: 3rd and 4th yr app.			10.01.20	\$19.23	\$19.73
Health & Welfare			0.50	9.50	10.00
Pension				8.73	8.73
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				1.00	1.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman Mechanic II*
General Foreman Differential:	20%	Over Journeyman Mechanic II**
Asbestos Abatement (Respirator):	\$1.00	1/2 Shift Minimum or Full Shift
Underground:	\$0.50	Actual Hours Only
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

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Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
BRICKLAYERS (Construction)				10/01/19 Allocation <i>(Bricklayer, Marble Mason, & Tile Setter</i> +2.12 Wages, +0.80 Local Pension, +0.27 Int'l Pension, +0.67 App/Trng) <i>(Marble Finisher & Tile Finisher</i> +2.06 Wages, +1.27 Local Pension, +0.28 Int'l Pension, +0.25 App/Trng)	10/01/20 Allocation <i>(Bricklayer, Marble Mason, & Tile Setter</i> +0.23 Wages, +1.00 Health & Welfare, +0.25 Int'l Pension, +0.15 PPA) <i>(Marble Finisher & Tile Finisher, +0.39 Wages, +1.00 Health & Welfare, +0.25 Defined Contribution Pension, +0.15 PPA)</i>
	10/01/11 Package Increase		\$0.70	B	
	10/01/12 Package Increase		\$0.45		
	10/01/13 Package Increase		\$0.00		
	10/01/14 Package Increase		\$0.59		
	10/01/15 Package Increase		\$0.35		
	10/01/16 Package Increase		\$0.88		
	10/01/17 Package Increase		\$1.44		
	10/01/18 Package Increase		\$1.46		
	10/01/19 Package Increase		\$3.86		
	10/01/20 Package Increase		\$1.79		
	10/01/21 Package Increase		\$1.85		
	10/01/22 Package Increase		\$1.92		
BL-C	Bricklayer	031203			39.35
BL-C	Bricklayer Foreman				40.85
BL-C	Bricklayer General Foreman				42.35
	Pointer Caulker Cleaner (PCC)				39.58
BL-C	Bricklayer, Tile & Marble Apprentice (50%)				23.61
BL-C	Bricklayer, Tile & Marble Apprentice (60%)				27.55
BL-C	Bricklayer, Tile & Marble Apprentice (70%)				31.48
BL-C	Bricklayer, Tile & Marble Apprentice (80%)				33.45
BL-C	Bricklayer, Tile & Marble Apprentice (85%)				35.42
BL-C	Bricklayer, Tile & Marble Apprentice (90%)				35.42
TOTAL FRINGE BENEFITS:			10.01.20		\$14.48
	Health & Welfare		1.00		5.00
	Pension (Def Con 3.00 / IU Pen 3.25 / Pen Prot 2.41)		.25 / .31		8.10
	Apprentice/Training				1.38
	Supp Dues (after tax deduction - not part of wage pkg)		4% Total Pkg		<2.15>
	Vacation (after tax deduction - not part of wage pkg)				<2.50>
	PAC/Admin (after tax deduction - not part of wage pkg)				<0.15>

PREMIUMS (Refer to APPENDIX "A")

Amount	Conditions
Foreman/General Foreman Differential: \$1.50	Over Journeyman/Foreman Respectively
High Time/Hazard Pay: \$0.25	50 Ft. or More (Actual Hours)
Respirator: \$1.00	1/2 Shift Minimum or Full Shift

MADE SEPARATE LINES FOR DIFFERENT CLASSES:
DUE TO AFTER TAX DEDUCTIONS BEING DIFFERENT & BENEFITS & WAGE - ALL DIFFERENT

Marble Mason

BL-C	Marble Mason	031201	\$ 0.23		39.35
TOTAL FRINGE BENEFITS:			10.01.20		\$14.48
	Health & Welfare		1.00		5.00
	Pension (Def Con 3.00 / IU Pen 3.25 / Pen Prot 2.41)		.25 / .31		8.10
	Apprentice/Training				1.38
	Supp Dues (after tax deduction - not part of wage pkg)		4% Total Pkg		<2.15>
	Vacation (after tax deduction - not part of wage pkg)				<2.50>
	PAC/Admin (after tax deduction - not part of wage pkg)				<0.15>

PREMIUMS (Refer to APPENDIX "A")

Amount	Conditions
Foreman/General Foreman Differential: \$1.50	Over Journeyman/Foreman Respectively
High Time/Hazard Pay: \$0.25	50 Ft. or More (Actual Hours)
Respirator: \$1.00	1/2 Shift Minimum or Full Shift

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Marble Finisher

BL-C	Marble Finisher	031206	\$ 0.39	32.03	32.42
TOTAL FRINGE BENEFITS:			10.01.20	\$11.41	\$12.81
	Health & Welfare		1.00	5.00	6.00
	Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.06)		0.25 / 0.15	5.16	5.56
	Apprentice/Training			1.25	1.25
	Supp Dues (after tax deduction - not part of wage pkg)	4% Total Pkg		<1.73>	<1.81>
	Vacation (after tax deduction - not part of wage pkg)			<2.00>	<2.00>
	PAC/Admin (after tax deduction - not part of wage pkg)			<0.10>	<0.15>

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
Foreman/General Foreman Differential:	\$1.50	Over Journeyman/Foreman Respectively
High Time/Hazard Pay:	\$0.25	50 Ft. or More (Actual Hours)
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift

Tile Setter

BL-C	Tile Setter	031202	\$ 0.23	39.35	39.58
TOTAL FRINGE BENEFITS:			10.01.20	\$14.48	\$16.04
	Health & Welfare		1.00	5.00	6.00
	Pension (Def Con 3.00 / IU Pen 3.25 / Pen Prot 2.41)		0.25 / 0.31	8.10	8.66
	Apprentice/Training			1.38	1.38
	Supp Dues (after tax deduction - not part of wage pkg)	4% Total Pkg		<2.15>	<2.23>
	Vacation (after tax deduction - not part of wage pkg)			<2.00>	<2.50>
	PAC/Admin (after tax deduction - not part of wage pkg)			<0.10>	<0.15>

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
Foreman/General Foreman Differential:	\$1.50	Over Journeyman/Foreman Respectively
High Time/Hazard Pay:	\$0.25	50 Ft. or More (Actual Hours)
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift

Tile Finisher

BL-C	Tile Finisher	031205	\$ 0.39	32.03	32.42
TOTAL FRINGE BENEFITS:			10.01.20	\$11.41	\$12.81
	Health & Welfare		1.00	5.00	6.00
	Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.06)		0.25 / 0.15	5.16	5.56
	Apprentice/Training			1.25	1.25
	Supp Dues (after tax deduction - not part of wage pkg)	4% Total Pkg		<1.73>	<1.81>
	Vacation (after tax deduction - not part of wage pkg)			<2.00>	<2.00>
	PAC/Admin (after tax deduction - not part of wage pkg)			<0.10>	<0.15>

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
Foreman/General Foreman Differential:	\$1.50	Over Journeyman/Foreman Respectively
High Time/Hazard Pay:	\$0.25	50 Ft. or More (Actual Hours)
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
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Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
CARPENTERS (Construction)				10/01/19 Allocation (+0.07 Wages, +0.25 H/W, +0.25 Pension A, +1.21 Vacation, +0.05 Supp Dues, +0.02 App)	10/01/20 Allocation (+1.44 Wages, +0.25 H/W, +0.25 Pension A, +0.06 Supp Dues)
	10/01/14 Package Increase		\$0.65		
	04/01/15 Package Increase		\$0.85		
	10/01/15 Package Increase		\$0.75		
	04/01/16 Package Increase		\$0.75		
	10/01/16 Package Increase		\$1.75		
	10/01/17 Package Increase		\$1.75		
	10/01/18 Package Increase		\$1.12		
	04/01/19 Package Increase		\$1.00		
	10/01/19 Package Increase		\$1.85	\$ 0.07	
	10/01/20 Package Increase		\$2.00		\$ 1.44
	10/01/21 Package Increase		\$2.05		
	10/01/22 Package Increase		\$2.10		
CP-C	Carpenter	030203		40.03	41.47
CP-C	Carpenter FOREMAN	030202		44.03	45.62
CP-C	Carpenter GENERAL FOREMAN	030201		48.43	50.18
CP-C	Carpenter Welder (\$0.50 over Carpenter)	030204		40.53	41.97
CP-C	Carpenter Welder Foreman	030214		44.58	46.17
CP-C	Power Saw Operator (\$0.15 over Carpenter)	030211		40.18	41.62
CP-C	Power Saw Operator Foreman	030215		44.20	45.78
CP-C	Power Saw Operator General Foreman	030216		48.62	50.36
CP-C	Locksmith (\$0.50 over Carpenter)	030217		40.53	41.97
CP-C	Locksmith Foreman	030218		44.58	46.17
CP-C	Carpenter Apprentice 1 (50%)	030284		20.02	20.74
	Carpenter Apprentice 2 (55%)			22.02	22.81
CP-C	Carpenter Apprentice 3 (2) (60%)	030285		24.02	24.88
	Carpenter Apprentice 4 (65%)			26.02	26.96
CP-C	Carpenter Apprentice 5 (3) (70%)	030286		28.02	29.03
	Carpenter Apprentice 6 (75%)			30.02	31.10
CP-C	Carpenter Apprentice 7 (4) (80%)	030287		32.02	33.18
CP-C	Carpenter Apprentice 8 (5) (90%)	030288		36.03	37.32
TOTAL FRINGE BENEFITS:			10.01.20	\$24.33	\$24.89
	Health & Welfare		0.25	7.75	8.00
	Pension A \$5.41 / Pension B \$4.67		0.25	9.83	10.08
	Vacation (\$5.00) / Supplemental Dues (\$1.34)		0.06	6.28	6.34
	Apprentice/Training			0.47	0.47

PREMIUMS (Refer to APPENDIX "A") Amount Conditions

Foreman/General Foreman Differential:	10%	Over Journeyman/Foreman Respectively
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 shift minimum or Full shift
High Time/Hazard Pay:	\$0.25	20 Ft. or more (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

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Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
CEMENT MASONS (Construction)				10/01/19 Allocation (+1.51 Wages, +0.25 H/W, +1.50 Pension, +0.12 Supp Dues, +0.03 Intl Dues, +0.10 Apprentice, +0.01 ITF)	10/01/20 Allocation (+1.00 Wages, +0.25 H/W, +0.34 Pension, +0.04 Supp Dues, +0.02 Intl Dues, +0.05 Apprentice, +0.30 Vacation)
	10/01/12 Package Increase		\$0.25		
	10/01/13 Package Increase		\$0.40		
	04/01/14 Package Increase		\$0.40		
	10/01/14 Package Increase		\$0.50		
	10/01/15 Package Increase		\$0.75		
	04/01/16 Package Increase		\$0.75		
	10/01/16 Package Increase		\$1.00		
	04/01/17 Package Increase		\$0.75		
	10/01/17 Package Increase		\$1.50		
	10/01/18 Package Increase		\$1.60		
	10/01/19 Package Increase		\$3.52	\$ 1.51	
	10/01/20 Package Increase		\$2.00		\$ 1.00
	10/01/21 Package Increase		\$1.85		
	10/01/22 Package Increase		\$1.91		
CM-C	Cement Mason	030303		34.18	35.18
CM-C	Cement Mason FOREMAN	030302		37.60	38.70
CM-C	Cement Mason GENERAL FOREMAN	030301		41.36	42.57
CM-C	Cement Mason Apprentice 1 (60%) 0-900 hours	030305		20.51	21.11
CM-C	Cement Mason Apprentice 2 (65%) 900-1250 hours	030306		22.22	22.87
CM-C	Cement Mason Apprentice 3 (70%) 1250-2500 hours	030307		23.93	24.63
CM-C	Cement Mason Apprentice 4 (80%) 2500-3750 hours	030309		27.34	28.14
CM-C	Cement Mason Apprentice 5 (90%) 3750-5000 hours	030310		30.76	31.66
TOTAL FRINGE BENEFITS:			10.01.20	\$25.00	\$26.00
	Health & Welfare		0.25	8.50	8.75
	Pension		0.34	10.69	11.03
			0.04 / 0.02 /		
	Vac (Supp Dues \$1.52 / Intl Dues \$.61 / Vacation \$2.86)		0.30	4.63	4.99
	Apprentice/Training \$1.15 / ITF \$0.08		0.05	1.18	1.23

PREMIUMS (Refer to APPENDIX "A")

	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	10%	Over Foreman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Underground:	\$0.50	Full Shift
High Time/Hazard Pay:	\$0.50	40ft.+ (Actual Hours)
Swinging Scaffold or Suspended from Rope or Cable	\$0.25	Actual Hours
Troweling Machine	\$0.25	1/2 Shift Minimum or Full Shift
Epoxy	\$0.25	1/2 Shift Minimum or Full Shift
ACI Certification	\$0.50	ACI Premium Pay for Hours Worked

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

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Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
LINEMEN (Construction)				10/01/2020 Allocation (+3.55 Wages)	01/01/2021 Reallocation (-0.25 Pension B, +0.25 LINECO H/W)
	06/01/11 Package Increase		\$0.55		
	10/01/11 Package Increase		\$1.00		
	10/01/12 Package Increase		\$1.00		
	10/01/13 Package Increase		\$1.25		
	10/01/14 Package Increase		\$1.30		
	10/01/15 Package Increase		\$1.35		
	10/01/16 Package Increase		\$1.35		
	10/01/17 Package Increase		\$1.20		
	10/01/18 Package Increase		\$1.25		
	01/01/19 Reallocation				
	10/01/19 Package Increase		\$1.25		
	01/01/2020 Reallocation				
	10/01/20 Package Increase		\$3.55	\$ 3.55	
	01/01/2021 Reallocation		\$0.25		
	10/01/21 Package Increase		\$2.00		
	10/01/22 Package Increase		\$2.00		
EL-C	Lineman	030703		50.98	50.98
EL-C	Lineman FOREMAN	030702		56.59	56.59
EL-C	Lineman GENERAL FOREMAN	030701		62.20	62.20
EL-C	Groundman (80% of Lineman)	030704		40.78	40.78
EL-C	Journeyman Technician	030708		50.98	50.98
EL-C	Lineman Equipment Operator	030705		50.98	50.98
EL-C	Lineman Apprentice 1 (60%)	030791		30.59	30.59
EL-C	Lineman Apprentice 2 (65%)	030792		33.14	33.14
EL-C	Lineman Apprentice 3 (70%)	030793		35.69	35.69
EL-C	Lineman Apprentice 4 (75%)	030794		38.24	38.24
EL-C	Lineman Apprentice 5 (80%)	030795		40.78	40.78
EL-C	Lineman Apprentice 6 (85%)	030796		43.33	43.33
EL-C	Lineman Apprentice 7 (90%)	030797		45.88	45.88
TOTAL FRINGE BENEFITS:				\$25.79	\$25.79
	Health & Welfare (aka LINECO)		\$ 0.25	6.50	6.75
	Pension A 5.76 and Pension B 8.25 (paid together)		\$ (0.25)	14.26	14.01
	Vacation			0.00	0.00
	LINECO Health Reimbursement Account			3.25	3.25
	Apprentice/Training (.5% of Gross)			0.25	0.25
	Other (NEBF: 3% of Gross)			1.53	1.53

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
Foreman Differential:	11%	Over Journeyman
General Foreman Differential:	22%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift 80 ft. or more,
High Time/Hazard Pay:	2x Wage	double the S/T rate of
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment

TUNNEL PREMIUMS (Refer to APPENDIX "B")

Cased Shaft :	\$0.75	1000-2,500 Ft. (Actual Hours)
" "	\$1.25	2,500-5,000 Ft. (Actual Hours)
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

01.01.19 Lineman Supplement Pay \$40/day

The Linemen, Lineman Foremen, and General Foreman ONLY will receive this supplement on any day worked.

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Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
WIREMEN (Construction)				06/01/2020 Reallocation (-0.50 Wages, +0.50 Pension A)	10/01/2020 Allocation (+2.35 Wages, +0.07 NEBF Pension)
	10/01/08 Package Increase		\$3.15		
	10/01/09 Package Increase		\$3.10		
	06/01/11 Package Increase		\$1.55		
	10/01/12 Package Increase		\$0.50		
	04/01/13 Package Increase		\$0.50		
	10/01/13 Package Increase		\$1.00		
	10/01/14 Package Increase		\$1.10		
	10/01/15 Package Increase		\$1.40		
	10/01/16 Package Increase		\$1.30		
	10/01/17 Package Increase		\$1.25		
	10/01/18 Package Increase		\$0.75		
	04/01/19 Package Increase		\$0.50		
	10/01/19 Package Increase		\$0.75		
	04/01/20 Package Increase		\$0.50		
	06/01/20 Reallocation			\$ (0.50)	
	10/01/20 Package Increase		\$2.42		\$ 2.35
	10/01/21 Package Increase		\$2.50		
	10/01/22 Package Increase		\$2.58		
EL-C	Wireman	030604		50.50	52.85
EL-C	Wireman FOREMAN	030602		56.06	58.66
EL-C	Wireman GENERAL FOREMAN	030601		61.61	64.48
EL-C	Wireman Apprentice 1 (55%) 1st step	030681		27.78	29.07
EL-C	Wireman Apprentice 2 (65%) 2nd step	030682		32.83	34.35
EL-C	Wireman Apprentice 3 (70%) 3rd step	030683		35.35	37.00
EL-C	Wireman Apprentice 4 (75%) 4th step	030684		37.88	39.64
	Wireman Apprentice (80%)			40.40	42.28
EL-C	Wireman Apprentice 5 (85%) 5th step	030685		42.93	44.92
	Wireman Apprentice (90%)			45.45	47.57
EL-C	Wireman Apprentice 6 (95%) 6th step	030686		47.98	50.21
TOTAL FRINGE BENEFITS:			10.01.2020	\$22.15	\$22.22
	Health & Welfare			7.45	7.45
	Pension A 5.76 / Pension B 6.92			12.68	12.68
	Vacation			0.00	0.00
	Apprentice/Training			0.50	0.50
	Other (NEBF: 3% of Gross)		0.07	1.52	1.59

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

Foreman Differential:	11%	Over Journeyman
General Foreman Differential:	22%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	1.5x Wage	Trusses, Beams, Stacks,
" "	1.5x Wage	Towers,
" "	2x Wage	Over 90 Ft.; double the
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment
" "	\$50.00	NTTR: 1st & last day of Employment

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

TUNNEL PREMIUMS (Refer to APPENDIX "B")

Cased Shaft :	\$0.75	1000-2500 Ft. (Actual Hours)
" "	\$1.25	2,500-5,000 Ft. (Actual Hours)
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)
Welding/Splicing	\$0.50	Actual hours 1/2 shift minimum

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
IRONWORKERS (Construction)				10/01/19 Allocation (+\$2.35 Wages, +\$0.25 H/W, +\$0.10 Vacation)	10/01/20 Allocation (+\$1.80 Wages, +\$0.10 H/W, +\$0.20 Annuity, +\$0.10 Vacation)
	10/01/12 Package Increase		\$0.55		
	01/01/13 Package Increase		\$0.55		
	10/01/13 Package Increase		\$1.00		
	10/01/14 Package Increase		\$1.00		
	10/01/15 Package Increase		\$1.26		
	04/01/16 Package Increase		\$1.00		
	10/01/16 Package Increase		\$1.00		
	04/01/17 Package Increase		\$0.90		
	10/01/17 Package Increase		\$1.96		
	10/01/18 Package Increase		\$2.02		
	10/01/19 Package Increase		\$2.70	\$ 2.35	
	10/01/20 Package Increase		\$2.20		\$ 1.80
	10/01/21 Package Increase		\$2.26		
	10/01/22 Package Increase		\$2.33		
IW-C	Reinforcing Ironworker	071303		36.91	38.71
IW-C	Reinf. Ironworker FOREMAN	071302		40.60	42.58
IW-C	Reinf. Ironworker GENERAL FOREMAN	071301		44.66	46.84
IW-C	Structural Ironworker	071203		36.91	38.71
IW-C	Structural Ironworker FOREMAN	071202		40.60	42.58
IW-C	Structural Ironworker GENERAL FOREMAN	071201		44.66	46.84
APPRENTICES (4 YEAR PROGRAM)					
IW-C	Struc. / Reinf. IW Apprentice 1 (50%)	071281		18.46	19.36
IW-C	Struc. / Reinf. IW Apprentice 2 (55%)	071282		20.30	21.29
IW-C	Struc. / Reinf. IW Apprentice 3 (60%)	071283		22.15	23.23
IW-C	Struc. / Reinf. IW Apprentice 4 (65%)	071284		23.99	25.16
IW-C	Struc. / Reinf. IW Apprentice 5 (75%)	071285		27.68	29.03
IW-C	Struc. / Reinf. IW Apprentice 6 (80%)	071286		29.53	30.97
IW-C	Struc. / Reinf. IW Apprentice 7 (90%)	071287		33.22	34.84
IW-C	Struc. / Reinf. IW Apprentice 8 (95%)	071288		35.06	36.77
TOTAL FRINGE BENEFITS:			10.01.20	\$35.14	\$35.54
Health & Welfare			0.10	9.95	10.05
Pension \$13.32/ Annuity Fund \$6.40			0.20	19.62	19.82
Vacation			0.10	4.85	4.95
IMPACT				0.00	0.00
Apprentice/Training				0.72	0.72
Other (Emergency Relief Fund)				0.00	0.00
4-YR PROGRAM APPRENTICE - FRINGE AMTS				Effective 10/01/19	
	Annuity	Pension	H&W	Vacation	
1st Period	\$0.00	\$0.00	\$5.50	\$4.85	
2nd Period	\$0.00	\$0.00	\$9.95	\$4.85	
3rd Period	\$0.00	\$3.33	\$9.95	\$4.85	
4th Period	\$3.85	\$3.33	\$9.95	\$4.85	
5th Period	\$3.85	\$6.66	\$9.95	\$4.85	
6th Period	\$3.85	\$6.66	\$9.95	\$4.85	
7th Period	\$4.89	\$9.99	\$9.95	\$4.85	
8th Period	\$4.89	\$9.99	\$9.95	\$4.85	
All periods pay \$0.72 Apprenticeship Fund					
All periods pay \$0 Workers Compensation Trust Fund					
All periods pay \$0 Administrative Trust					
All periods pay \$0 Labor Management Cooperative Trust					

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
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<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman / General Foreman Differential:	10%	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Underground:	\$0.50	Actual Hours Only
Mileage Reimbursement:	\$0.24	First day and last day
Travel Time:		See Appendix "A"

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
LABORERS (Construction)				10/01/19 Allocation (+0.15 H/W, +0.62 Pension A, +0.20 DC Pension, +0.08 Supp Dues)	01/01/2020 Allocation (+0.96 Wages, +0.04 Supp Dues)
	10/01/14 Package Increase		\$0.60		
	04/01/15 Package Increase		\$0.55		
	10/01/15 Package Increase		\$0.65		
	04/01/16 Package Increase		\$0.60		
	10/01/16 Package Increase		\$0.65		
	04/01/17 Package Increase		\$0.65		
	10/01/17 Package Increase		\$1.00		
	01/01/18 Package Increase		\$0.65		
	10/01/18 Package Increase		\$1.00		
	01/01/19 Package Increase		\$0.85		
	10/01/19 Package Increase		\$1.05	\$ -	
	01/01/20 Package Increase		\$1.00		\$ 0.96
LB-C	Laborer I	031423		31.55	32.51
LB-C	Laborer I FOREMAN	031422		33.44	34.46
LB-C	Laborer I GENERAL FOREMAN	031421		35.45	36.53
LB-C	LB-I Apprentice (1st Step, 1000 hrs.) 60%		1	18.93	19.51
LB-C	LB-I Apprentice (2nd Step, 1000 hrs.) 70%		1	22.09	22.76
LB-C	LB-I Apprentice (3rd Step, 1000 hrs.) 80%		1	25.24	26.01
LB-C	LB-I Apprentice (4th Step, 1000 hrs.) 90%		1	28.40	29.26
LB-C	Laborer II	031424		31.81	32.77
LB-C	Laborer II FOREMAN	031425		33.72	34.74
LB-C	Laborer II GENERAL FOREMAN	031426		35.74	36.82
LB-C	LB-II Apprentice (1st Step, 1000 hrs.) 60%		2	19.09	19.66
LB-C	LB-II Apprentice (2nd Step, 1000 hrs.) 70%		2	22.27	22.94
LB-C	LB-II Apprentice (3rd Step, 1000 hrs.) 80%		2	25.45	26.22
LB-C	LB-II Apprentice (4th Step, 1000 hrs.) 90%		2	28.63	29.49
LB-C	Laborer III	031427		31.99	32.95
LB-C	Laborer III FOREMAN	031428		33.91	34.93
LB-C	Laborer III GENERAL FOREMAN	031429		35.94	37.02
LB-C	LB-III Apprentice (1st Step, 1000 hrs.) 60%	031471	3	19.19	19.77
LB-C	LB-III Apprentice (2nd Step, 1000 hrs.) 70%		3	22.39	23.07
LB-C	LB-III Apprentice (3rd Step, 1000 hrs.) 80%		3	25.59	26.36
LB-C	LB-III Apprentice (4th Step, 1000 hrs.) 90%		3	28.79	29.66
TOTAL FRINGE BENEFITS:			01.01.2020	\$24.91	\$24.95
Health & Welfare (Incl. \$0.23 LECET, \$0.02 Health & Safety)				6.70	6.70
Pension A				13.82	13.82
DC Pension				0.75	0.75
Vacation (Includes Supplemental Dues \$2.00)			0.04	3.51	3.55
Apprentice (Includes \$0.10 Training)				0.13	0.13

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman/General Foreman Differential:	6%	Over Journeyman/Foreman Respectively
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	\$0.50	40 ft. or more (Actual Hours)
Potholing Special Equipment	\$0.50	Actual Hours Exposed
Explosives Handling	\$0.50	1/2 shift minimum or full shift
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment
" "	\$50.00	NTRR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24
Zone A pay (report to Las Vegas) \$0.00

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
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Zone B pay (report to NNSS) \$2.00
Zone C pay (report to NTTR) \$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
TUNNEL WORKERS/MINERS (Construction)				10/01/19 Allocation (+0.15 H/W, +0.62 Pension A, +0.20 DC Pension, +0.08 Supp Dues)	01/01/2020 Allocation (+0.96 Wages, +0.04 Supp Dues)
	10/01/14 Package Increase		\$0.60		
	04/01/15 Package Increase		\$0.55		
	10/01/15 Package Increase		\$0.65		
	04/01/16 Package Increase		\$0.60		
	10/01/16 Package Increase		\$0.65		
	04/01/17 Package Increase		\$0.65		
	10/01/17 Package Increase		\$1.00		
	01/01/18 Package Increase		\$0.65		
	10/01/18 Package Increase		\$1.00		
	01/01/19 Package Increase		\$0.85		
	10/01/19 Package Increase		\$1.05	\$ -	
	01/01/20 Package Increase		\$1.00		\$ 0.96
TN-C	Bull Gang (Mucker & Trackman)	032508		34.21	35.17
TN-C	Bull Gang FOREMAN (+\$.50)	032502		34.71	35.67
TN-C	Bull Gang Welder (\$.50)	032510		34.71	35.67
TN-C	Miner (Tunnel Worker)	032203		34.46	35.42
TN-C	Miner - Tool Crib	032220		34.81	35.77
TN-C	Miner Welder (\$.50)	032202		34.96	35.92
TN-C	Shaft Raise & Stope Miner	032209		34.96	35.92
TN-C	Shaft Raise & Stope Miner/WELDER (+\$.50)			35.46	36.42
TN-C	Shifter (\$.50 over highest Supervised)	032204		TBD	TBD
TN-C	Apprentice (1st Step, 1000 Hrs) 60%	032281		20.68	21.25
TN-C	Apprentice (2nd Step, 1000 Hrs.) 70%			24.12	24.79
TN-C	Apprentice (3rd Step, 1000 Hrs.) 80%			27.57	28.34
TN-C	Apprentice (4th Step, 1000 Hrs.) 90%			31.01	31.88
MINE RESCUE TEAM (MRT) RATES \$.25 Addtl/hr when assigned to MRT					
TN-C	Bull Gang (Mucker & Trackman)	032518		34.46	35.42
TN-C	Bull Gang FOREMAN (+\$.50)	032512		34.96	35.92
TN-C	Bull Gang Welder (\$.50)	032520		34.96	35.92
TN-C	Miner (Tunnel Worker)	032213		34.71	35.67
TN-C	Miner Welder	032212		35.21	36.17
TN-C	Shaft Raise & Stope Miner	032219		35.21	36.17
TN-C	Shifter (\$.50 over highest Supervised)	032214		TBD	TBD
TOTAL FRINGE BENEFITS:			01.01.2020	\$25.63	\$25.67
Health & Welfare (Incl. \$0.23 LECET, \$0.02 Health & Safety)				6.70	6.70
Pension A				13.82	13.82
DC Pension				0.75	0.75
Vacation (Includes Supplemental Dues \$2.04)			0.04	4.18	4.22
Apprentice (Includes \$0.10 Miners Training)				0.18	0.18

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Bull Gang Foreman:	\$0.50	Over Bullgang
Shifter/Expediter:	\$0.50	Over highest employee Supervised
Alpine Miner:	\$1.00	Full Shift
Drill/Jumbo:	\$1.00	Full Shift
Nozzle, Pot and Grout Man:	\$0.75	Full Shift
Mine Rescue:	\$0.25	When assigned to Mine Rescue Team
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
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HRP	\$2.00	HRP Premium Pay for hours worked
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment
" "	\$50.00	NTTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
MILLWRIGHTS (Construction)				10/01/19 Allocation (+0.50 Wages, +0.25 H/W, +0.25 Pension A, +0.54 Vacation, +0.04 Supp Dues, +0.02 App)	10/01/20 Allocation (+1.54 Wages, +0.25 H/W, +0.25 Pension A, +0.06 Supp Dues)
	10/01/14 Package Increase		\$0.65		
	04/01/15 Package Increase		\$0.85		
	10/01/15 Package Increase		\$0.75		
	04/01/16 Package Increase		\$0.75		
	10/01/16 Package Increase		\$1.75		
	10/01/17 Package Increase		\$1.75		
	10/01/18 Package Increase		\$2.62		
	10/01/19 Package Increase		\$1.60	\$ 0.50	
	10/01/20 Package Increase		\$2.10		\$ 1.54
	10/01/21 Package Increase		\$2.15		
	10/01/22 Package Increase		\$2.20		
CP-C	Millwright	030223		41.92	43.46
CP-C	Millwright FOREMAN	030222		46.11	47.81
CP-C	Millwright GENERAL FOREMAN	030221		50.72	52.59
CP-C	Millwright Welder (\$.50 over Millwright)	030224		42.42	43.96
CP-C	Millwright Welder FOREMAN	030225		46.66	48.36
	Millwright Apprentice - Step 1 (50%)			20.96	21.73
	Millwright Apprentice - Step 2 (55%)			23.06	23.90
	Millwright Apprentice - Step 3 (60%)			25.15	26.08
	Millwright Apprentice - Step 4 (65%)			27.25	28.25
	Millwright Apprentice - Step 5 (70%)			29.34	30.42
	Millwright Apprentice - Step 6 (75%)			31.44	32.60
	Millwright Apprentice - Step 7 (80%)			33.54	34.77
	Millwright Apprentice - Step 8 (85%)			35.63	36.94
	Millwright Apprentice - Step 9 (90%)			37.73	39.11
	Millwright Apprentice - Step 10 (95%)			39.82	41.29
TOTAL FRINGE BENEFITS:			10.01.20	\$23.69	\$24.25
	Health & Welfare		0.25	7.75	8.00
	Pension A \$5.41 / Pension B \$4.31		0.25	9.47	9.72
	Vacation (\$4.71) / Supplemental Dues (\$1.35)		0.06	6.00	6.06
	Apprentice/Training			0.47	0.47

PREMIUMS (Refer to APPENDIX "A") Amount Conditions

Foreman/General Foreman Differential:	10%	Over Journeyman/Foreman Respectively
Underground:	\$0.50	Full Shift
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	\$0.25	20 ft. or more (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
OPERATING ENGINEERS (Construction)				10/01/19 Allocation (+1.45 Wages, +0.15 H/W, +0.50 Annuity)	10/01/20 Allocation (+1.70 Wages, +0.50 Annuity)
		10/01/14 Package Increase	\$1.15		
		04/01/15 Package Increase	\$0.45		
		10/01/15 Package Increase	\$1.25		
		04/01/16 Package Increase	\$1.00		
		10/01/16 Package Increase	\$1.10		
		04/01/17 Package Increase	\$1.00		
		10/01/17 Package Increase	\$1.10		
		04/01/18 Package Increase	\$0.90		
		10/01/18 Package Increase	\$2.10	\$ 1.45	
		10/01/19 Package Increase	\$2.10		
		10/01/20 Package Increase	\$2.20		\$ 1.70
		10/01/21 Package Increase	\$2.25		
		10/01/22 Package Increase	\$2.30		
OE-C	Air Compressor & Generator Operator	031513	1	47.24	48.94
OE-C	Hd Repairman Helper	031523	1	47.24	48.94
OE-C	Hd Repairman Helper FOREMAN	031508	1	49.24	51.44
OE-C	Oiler	031512	1	47.24	48.94
OE-C	Rail Mounted JLG	031557	1	47.24	48.94
OE-C	Rotary Drill Helper	031535	1	47.24	48.94
OE-C	Rotary Drill Helper (Core Drilling)	031510	1	47.24	48.94
OE-C	Rotary Drill Helper (Oil Field)	031592	1	47.24	48.94
OE-C	Generator Operator	031541	2	47.48	49.18
OE-C	Motorman	031552	2	47.48	49.18
OE-C	Motorman (Oil Field Type)	031594	2	47.48	49.18
OE-C	Skiploader Operator - II	031564	2	47.48	49.18
OE-C	Truck Crane Oiler	031511	2	47.48	49.18
OE-C	Chainman	030904	3	47.72	49.42
OE-C	Concrete Saw Operator	031537	3	47.72	49.42
OE-C	Derrickman	031567	3	47.72	49.42
OE-C	Dinkey Locomotive Operator	031525	3	47.72	49.42
OE-C	Elevator Hoist Operator	031553	3	47.72	49.42
OE-C	Steam & Water Plant Operator (now grp 3 eff.6/4/12)	031528	3	47.72	49.42
OE-C	Steam & Water Plant Operator FOREMAN	031575	3	49.72	51.92
OE-C	Equipment Greaser	031514	3	47.72	49.42
OE-C	Equipment Greaser FOREMAN	031516	3	49.72	51.92
OE-C	Instrumentman	030905	4	47.83	49.53
OE-C	Mini-Excavator - Caterpillar E05E2 or similar type		4		49.53
OE-C	Mud Plant Operator	031503	4	47.83	49.53
OE-C	Power Sweeper Operator	031517	4	47.83	49.53
OE-C	Roller Operator	031519	4	47.83	49.53
OE-C	Seeder	032608	4	47.83	49.53
OE-C	Trenching Machine Operator I	031538	4	47.83	49.53
OE-C	Asphalt & Concrete Spreading Operator	031570	5	48.02	49.72
OE-C	Asphalt Plant Engineer	031568	5	48.02	49.72
OE-C	Dozer Operator	031509	5	48.02	49.72
OE-C	Forklift Operator (Group 5) FOREMAN	031550	5	50.02	52.22
OE-C	Forklift Operator	031551	5	48.02	49.72
OE-C	Grade Checker	031529	5	48.02	49.72
OE-C	Road Oil Mix Operator	031543	5	48.02	49.72

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EFFECTIVE 10-01-2020 TO 09-30-2025

OE-C	Scraper Operator	031534	5	48.02	49.72
OE-C	Skiploader Operator - (Group 5)	031565	5	48.02	49.72
OE-C	Tractor Operator	031507	5	48.02	49.72
OE-C	Back Hoe Operator	031558	6	48.12	49.82
OE-C	Batch Plant Operator	032606	6	48.12	49.82
OE-C	Bit And Cutter Retipper	031536	6	48.12	49.82
OE-C	Bulk Plant Operator	032607	6	48.12	49.82
OE-C	Compressor Station Operator	031542	6	48.12	49.82
OE-C	Concrete Mobile Mixer Operator	031555	6	48.12	49.82
OE-C	Concrete Mobile Mixer Operator FOREMAN	031556	6	50.12	52.32
OE-C	Concrete Pump Operator	031549	6	48.12	49.82
OE-C	Contour Trencher Operator	031572	6	48.12	49.82
OE-C	Crane Operator	031505	6	48.12	49.82
OE-C	Crane Operator FOREMAN	031560	6	50.12	52.32
OE-C	Crushing Plant Engineer	031530	6	48.12	49.82
OE-C	Driller	031527	6	48.12	49.82
OE-C	Driller (Core Drill Type)	031524	6	48.12	49.82
OE-C	Driller (Oil Field Type)	031595	6	48.12	49.82
OE-C	Drilling FOREMAN	031540	6	50.12	52.32
OE-C	Drilling FOREMAN (Core Drill Type)	031515	6	50.12	52.32
OE-C	Drilling FOREMAN (Oil Field Type)	031593	6	50.12	52.32
OE-C	Drilling GENERAL FOREMAN (Core Driller)	032601	6	52.12	54.82
OE-C	Drilling GENERAL FOREMAN -Oil Field	031571	6	52.12	54.82
OE-C	Forklift FOREMAN - (Group 6)	031561	6	50.12	52.32
OE-C	Forklift Operator - (Group 6)	031562	6	48.12	49.82
OE-C	Hoist Operator	031539	6	48.12	49.82
OE-C	Liftmobile Operator	031596	6	48.12	49.82
OE-C	Loader Operator	031554	6	48.12	49.82
OE-C	Machinist Operator	031563	6	48.12	49.82
OE-C	Machinist Operator FOREMAN	031597	6	50.12	52.32
OE-C	Machinist Operator GENERAL FOREMAN	032600	6	52.12	54.82
OE-C	Motor Patrol Operator	031504	6	48.12	49.82
OE-C	Mucking Machine Operator	031526	6	48.12	49.82
OE-C	Multiple Engineer-Earth Moving (Group 9 in OE Contract)	032603	6	48.12	49.82
OE-C	Operator FOREMAN	031502	6	50.12	52.32
OE-C	Operator GENERAL FOREMAN	031501	6	52.12	54.82
OE-C	Rotomill Operator	032604	6	48.12	49.82
OE-C	Segment Installation Jumbo Operator	031583	6	48.12	49.82
OE-C	Shovel Operator	031518	6	48.12	49.82
OE-C	Skiploader Operator - VI	031566	6	48.12	49.82
OE-C	Trenching Machine Operator II	031506	6	48.12	49.82
OE-C	Tunnel Boring Machine Operator	032605	6	48.12	49.82
OE-C	Water Well Driller		6	48.12	49.82
OE-C	Hd Repairman	031521	7	48.37	50.07
OE-C	Hd Repairman FOREMAN	031520	7	50.37	52.57
OE-C	Hd Repairman GENERAL FOREMAN	031544	7	52.37	55.07
OE-C	Heavy Duty Welder	031522	7	48.37	50.07
OE-C	Heavy Duty Welder FOREMAN	031559	7	50.37	52.57
OE-C	Light Duty Repairman (Hybrid/All Electric)		7		50.07
OE-C	Clark County Certified Welder (NLV Machine shop)	031532	7	48.37	50.07
OE-C	Clark County Certified Welder FMN (NLV machine shop)	031533	7	50.37	52.57
OE-C	Excavator/Trackhoe or similar		8		50.32
OE-C	Comb Hd Repairman-Welder	031548	9	48.62	50.82
OE-C	Comb Hd Repairman-Welder FOREMAN	031547	9	50.62	53.32
OE-C	Comb Hd Repairman-Welder GENERAL FOREMAN	031546	9	52.62	55.82
OE-C	Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator	031545	9	49.12	50.82
Operating Engineer Apprentice (Percentage of Group 5):				\$48.02	\$49.72
OE-C	Equipment Operator App 1 (60%)	032681		28.81	29.83
OE-C	Equipment Operator App 2 (65%)	032682		31.21	32.32
OE-C	Equipment Operator App 3 (70%)	032683		33.61	34.80
OE-C	Equipment Operator App 4 (75%)	032684		36.02	37.29
OE-C	Equipment Operator App 5 (80%)	032685		38.42	39.78
OE-C	Equipment Operator App 6 (90%)	032686		43.22	44.75

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

OE-C	Heavy Duty Repairperson Apr 1 (60%)	032661		28.81	29.83
OE-C	Heavy Duty Repairperson Apr 2 (65%)	032662		31.21	32.32
OE-C	Heavy Duty Repairperson Apr 3 (70%)	032663		33.61	34.80
OE-C	Heavy Duty Repairperson Apr 4 (75%)	032664		36.02	37.29
OE-C	Heavy Duty Repairperson Apr 5 (80%)	032665		38.42	39.78
OE-C	Heavy Duty Repairperson Apr 6 (90%)	032666		43.22	44.75
OE-C	Machinist Operator App 1 (60%)	031584		28.81	29.83
OE-C	Machinist Operator App 2 (65%)	031585		31.21	32.32
OE-C	Machinist Operator App 3 (70%)	031586		33.61	34.80
OE-C	Machinist Operator App 4 (75%)	031587		36.02	37.29
OE-C	Machinist Operator App 5 (80%)	031588		38.42	39.78
OE-C	Machinist Operator App 6 (85%)	031589		40.82	42.26
OE-C	Machinist Operator App 7 (90%)	031590		43.22	44.75
OE-C	Machinist Operator App 8 (95%)	031591		45.62	47.23
OE-C	Rotary/Core Drill Helper Oper 1 (60%)	032671		28.81	29.83
OE-C	Rotary/Core Drill Helper Oper 2 (65%)	032672		31.21	32.32
OE-C	Rotary/Core Drill Helper Oper 3 (70%)	032673		33.61	34.80
OE-C	Rotary/Core Drill Helper Oper 4 (75%)	032674		36.02	37.29
OE-C	Rotary/Core Drill Helper Oper 5 (80%)	032675		38.42	39.78
OE-C	Rotary/Core Drill Helper Oper 6 (90%)	032676		43.22	44.75
TOTAL FRINGE BENEFITS:			10.01.20	\$26.75	\$27.25
	Health & Welfare			11.70	11.70
	Pension 9.65/Annuity 2.00	0.50		11.15	11.65
	Vacation			1.65	1.65
	Apprentice/Training			0.85	0.85
	Other (Supplemental Dues)			1.40	1.40

	<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
10.01.2020	Foreman/General Foreman Differential:	\$2.50	Over Journeyman/Foreman Respectively
	Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
	High Time/Hazard Pay:	\$1.00	30 ft.or more (Actual Hours)
	Crane Boom Pay:	\$0.50	80-100 ft. boom (\$.50 ea. Addt'l 20ft.)
	Oiler:	\$0.20	80-100 ft. boom (\$.20 ea. Addt'l 20ft.)
	Tower Crane Equipment:	\$0.45	Actual Hours Spent Operating
	Cranes (Tonnage):	\$0.50	100-ton or more
	Hoisting Equipment:	\$0.15	3 drums or more
	Pump/Compressor Generator:	\$0.10	5 units or more
	Apprentice Heavy Duty Repairman (HDR):	\$0.25	Tool Allowance
	Apprentice Combination HDR Welder:	\$0.50	Tool Allowance
	Apprentice on Multi-Engine or Tandem Equipment:	\$1.00	Actual Hours Spent Operating
	Tunnel Cased Shaft:	\$0.75	1000-2500 ft.
	Underground:	\$0.50	Full Shift
	Re-Entry:	\$1.00	Full PPE and Respirator for 1/2 Shift Minimum or Full Shift

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
SURVEY & INSPECTION (Operating Engineers)				10/01/19 Allocation (+1.45 Wages, +0.15 H/W, +0.50 Annuity)	10/01/20 Allocation (+1.70 Wages, +0.50 Annuity)
	10/01/14 Package Increase		\$1.15		
	04/01/15 Package Increase		\$0.45		
	10/01/15 Package Increase		\$1.15		
	04/01/16 Package Increase		\$1.00		
	10/01/16 Package Increase		\$1.10		
	04/01/17 Package Increase		\$1.00		
	10/01/17 Package Increase		\$1.10		
	04/01/18 Package Increase		\$0.90		
	10/01/18 Package Increase		\$2.10		
	10/01/19 Package Increase		\$2.10	\$ 1.45	
	10/01/20 Package Increase		\$2.20		\$ 1.70
	10/01/21 Package Increase		\$2.25		
	10/01/22 Package Increase		\$2.30		
OE-C	Party Chief (Group 6)	030903	6	48.12	49.82
SU-C	Party Chief FOREMAN	030906		50.12	52.32
SU-C	Chief Of Party - GENERAL FOREMAN	030909		52.12	54.82
SU-C	Field Inspector Journeyman	030907		46.33	48.03
SU-C	Field Inspector Step 1 (1st 6 mos)			44.83	46.53
SU-C	Field Inspector Step 2 (2nd 6 mos)			45.33	47.03
SU-C	Field Inspector Step 3 (3rd 6 mos.) (Appr Base)			45.83	47.53
SU-C	Field Inspector Apprentice 1 (60%)	030971		27.80	28.52
SU-C	Field Inspector Apprentice 2 (65%)			30.11	30.89
SU-C	Field Inspector Apprentice 3 (70%)			32.43	33.27
SU-C	Field Inspector Apprentice 4 (75%)			34.75	35.65
SU-C	Field Inspector Apprentice 5 (80%)			37.06	38.02
SU-C	Field Inspector Apprentice 6 (85%)			39.38	40.40
SU-C	Field Inspector Apprentice 7 (90%)			41.70	42.78
SU-C	Field Inspector Apprentice 8 (95%)			44.01	45.15
SU-C	NDT Inspector Journeyman	030908		46.33	48.03
SU-C	NDT Inspector Step 1 (1st 6 mos)			44.83	46.53
SU-C	NDT Inspector Step 2 (2nd 6 mos)			45.33	47.03
SU-C	NDT Inspector Step 3 (3rd 6 mos.) (Appr Base)			45.83	47.53
SU-C	NDT Inspector Apprentice 1 (60%)	030981		27.80	28.52
SU-C	NDT Inspector Apprentice 2 (65%)			30.11	30.89
SU-C	NDT Inspector Apprentice 3 (70%)			32.43	33.27
SU-C	NDT Inspector Apprentice 4 (75%)			34.75	35.65
SU-C	NDT Inspector Apprentice 5 (80%)			37.06	38.02
SU-C	NDT Inspector Apprentice 6 (85%)			39.38	40.40
SU-C	NDT Inspector Apprentice 7 (90%)			41.70	42.78
SU-C	NDT Inspector Apprentice 8 (95%)			44.01	45.15
TOTAL FRINGE BENEFITS:			10.01.20	\$26.75	\$27.25
	Health & Welfare			11.70	11.70
	Pension 9.65/Annuity 2.00	0.50		11.15	11.65
	Vacation			1.65	1.65
	Apprentice/Training			0.85	0.85
	Other (Supplemental Dues)			1.40	1.40

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**

10.01.2020	Party Chief Differential:	\$2.50	Over Field Survey Crew
10.01.2020	Chief Of Parties:	\$2.50	Over Party Chief
	Hydrographical Work:	\$0.50	Performed in Tunnel or Shafts
	Global Positioning System	\$0.50	GPS Premium Pay for full shift

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
PAINTERS (Construction)				07/01/20 Reallocation (-0.12 Wages, +0.12 H/W)	10/01/20 Allocation (+2.00 Wages)
	10/01/12 Package Increase		\$0.66		
	10/01/13 Package Increase		\$0.85		
	10/01/14 Package Increase		\$0.85		
	10/01/15 Package Increase		\$1.50		
	10/01/16 Package Increase		\$1.00		
	04/01/17 Package Increase		\$0.76		
	10/01/17 Package Increase		\$1.00		
	04/01/18 Package Increase		\$0.76		
	10/01/18 Package Increase		\$1.00		
	04/01/19 Package Increase		\$1.01		
	10/01/19 Package Increase		\$2.27		
	07/01/20 Reallocation		\$ (0.12)		
	10/01/2020 Package Increase		\$2.00		\$ 2.00
	10/01/2021 Package Increase		\$1.88		
	10/01/2022 Package Increase		\$1.94		
PT-C	Painter (Brush & Roller)	031603	1	30.91	32.91
PT-C	Painter FOREMAN	031602	1	32.91	36.20
PT-C	Painter GENERAL FOREMAN	031601	1	34.91	39.49
PT-C	Spray, Paper Hanger, Sign Painter	031605	2	31.26	33.26
PT-C	Spray Painter FOREMAN	031604	2	33.26	36.59
PT-C	Tapers And Flusher And Detailer	031608	2	31.26	33.26
PT-C	Floor Cover, Carpet, Linoleum, Tile, Glazier	031610	3	31.52	33.52
PT-C	Floor Coverer FOREMAN	031611	3	33.52	36.87
PT-C	Painter Apprentice (40% of Spray rate)				13.30
PT-C	Painter Apprentice (45%)	031681		14.07	14.97
PT-C	Painter Apprentice (50%)				16.63
PT-C	Painter Apprentice (55%)	031682		17.19	18.29
PT-C	Painter Apprentice (65%)	031683		20.32	21.62
PT-C	Painter Apprentice (75%)	031684		23.45	24.95
PT-C	Painter Apprentice (85%)	031685		26.57	28.27
PT-C	Painter Apprentice (95%)	031686		29.70	31.60
TOTAL FRINGE BENEFITS:			10.01.2020	\$29.45	\$29.45
	Health & Welfare			7.86	7.86
	Pension			12.19	12.19
	Vacation			9.28	9.28
	Apprentice/Training			0.12	0.12
	Supplemental Dues (3% of gross wages)(deducted from wage)			\$ (0.93)	\$ (0.99)
Beg 1/1/21	IU Admin Dues Check-Off		NEW 0.05		\$ (0.05)

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
Foreman/General Foreman Differential:	10%	Over Journeyman/Foreman Respectively
Respirator:	20%	1/2 Shift Minimum or Full Shift
Special Coatings (Effective 4/12/04):	\$0.50	Full Shift (No pyramiding with Respirator)
High Time/Hazard Pay:	\$1.00	40 ft. or more (Actual Hours)
Structural Steel:	\$0.35	Spraying required
	\$0.50	Full Shift
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
PIPEFITTERS (Construction)				04/01/2020 Allocation (+0.80 Wages)	10/01/2020 Allocation (+3.03 Wages, +0.50 Local Pension)
		10/01/08 Package Increase	\$2.61		
		10/01/09 Package Increase	\$2.74		
		10/01/10 Package Increase	\$0.50		
		10/01/11 Package Increase	\$1.24		
		04/01/12 Package Increase	\$0.25		
		10/01/12 Package Increase	\$0.55		
		10/01/13 Package Increase	\$0.75		
		10/01/14 Package Increase	\$0.75		
		10/01/15 Package Increase	\$0.75		
		10/01/16 Package Increase	\$0.75		
		10/01/17 Package Increase	\$1.00		
		04/01/18 Package Increase	\$1.00		
		10/01/18 Package Increase	\$1.00		
		04/01/19 Package Increase	\$0.90		
		10/01/19 Package Increase	\$1.00		
		04/01/20 Package Increase	\$0.80	\$ 0.80	
		10/01/20 Package Increase	\$3.53		\$ 3.03
PF-C	Pipefitter	031803		45.72	48.75
PF-C	Pipefitter FOREMAN	031802		50.29	53.63
PF-C	Pipefitter GENERAL FOREMAN	031801		54.86	58.50
PF-C	Plumber	031806		45.72	48.75
PF-C	Plumber FOREMAN	031808		50.29	53.63
PF-C	Refrigeration Mechanic	031807		45.72	48.75
PF-C	Refrigeration Mechanic FOREMAN	031809		50.29	53.63
PF-C	Refrigeration Mechanic GEN FOREMAN	031810		54.86	58.50
PF-C	Inert Gas Welder	031805		45.97	49.00
PF-C	Lead Burner	031804		46.22	49.25
PF-C	Pipefitter Apprentice 1 (60%)	031881		27.43	29.25
PF-C	Pipefitter Apprentice 2 (65%)	"		29.72	31.69
PF-C	Pipefitter Apprentice 3 (70%)	"		32.00	34.13
PF-C	Pipefitter Apprentice 4 (75%)	"		34.29	36.56
PF-C	Pipefitter Apprentice 5 (80%)	031882		36.58	39.00
PF-C	Pipefitter Apprentice 6 (85%)	"		38.86	41.44
PF-C	Pipefitter Apprentice 7 (90%)	"		41.15	43.88
PF-C	Pipefitter Apprentice 8 (95%)	"		43.43	46.31
PF-C	Pipefitter Apprentice 9 (95%)	"		43.43	46.31
PF-C	Pipefitter Apprentice 10 (95%)	"		43.43	46.31
TOTAL FRINGE BENEFITS:			10.01.2020	\$22.61	\$23.11
		Health & Welfare		10.33	10.33
		Pension (Local=\$10.25 / Nat'l=\$1.02)	\$ 0.50	10.77	11.27
		NEW FRINGE BENEFIT UCIC		0.02	0.02
		Vacation (Savings Fund - Deduct from Wages)		<8.00>	<8.00>
		UA PEC (Deduct from wages)		<0.05>	<0.05>
		ORGANIZING FUND (Deduct from Wages)		<0.20>	<0.20>
		Working Dues Assessment (Deduct from wages) (was 4.5% changed to 3.9% on 1/10/15)		<1.75>	<1.75>
		Apprentice/Training (Local \$1.39: UAITF \$.10)		1.49	1.49

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Galvanized Welding:	\$0.25	Welding Galvanized Pipe or Mat'ls
High Time/Hazard Pay:	1x Wage	40 ft.or more (Actual Hours)
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Underground:	\$0.50	Full Shift
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment
" ":	\$50.00	NTTR: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
ROOFERS (Construction)				10/01/19 Allocation (\$1.10 Wages, \$0.34 Pension)	10/01/20 Allocation (\$0.87 Wages, +0.20 H/W, +0.03 Research & Education)
	10/01/12 Package Increase	Freeze			
	10/01/13 Package Increase	Freeze			
	10/01/14 Package Increase	\$0.16			
	10/01/15 Package Increase	Negotiate			
	10/01/16 Package Increase	\$1.25			
	10/01/17 Package Increase	\$1.02			
	10/01/18 Package Increase	\$1.00			
	10/01/19 Package Increase	\$1.44	\$ 1.10		
	10/01/20 Package Increase	\$1.10		\$ 0.87	
	10/01/21 Package Increase	\$1.20			
	10/01/22 Package Increase	\$1.40			
RF-C	Rofer/Waterproofer	031101		27.78	28.65
RF-C	Rofer/Waterproofer FOREMAN	031102		33.34	34.38
RF-M	Lead Maintenance/Service man	035101		33.34	34.38
	Rofer Apprentice - 1st 6 months (55%)			15.28	15.76
	Rofer Apprentice - 2nd 6 months (60%)			16.67	17.19
	Rofer Apprentice - 3rd 6 months (70%)			19.45	20.06
	Rofer Apprentice - 4th 6 months (75%)			20.84	21.49
	Rofer Apprentice - 5th 6 months (85%)			23.61	24.35
	Rofer Apprentice - 6th 6 months (95%)			26.39	27.22
TOTAL FRINGE BENEFITS:			10.01.2020	\$9.74	\$9.97
	Health & Welfare		0.20	6.06	6.26
	Pension			3.00	3.00
	Vacation			0.00	0.00
	Apprentice/Training			0.65	0.65
	Research & Education Joint Trust Fund		0.03	0.03	0.06
	Working Dues (Deduct from Wages)			<0.55>	<0.66>
	Monthly Dues-Wage deduct 21.00 / 0.75 check off hourly dues				

PREMIUMS (Refer to APPENDIX "A") **Amount** **Conditions**
Foreman/Lead Maint. Differential: 20% Over Journeyman Roofer

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas) \$0.00
Zone B pay (report to NNSS) \$2.00
Zone C pay (report to NTTR) \$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
SHEET METAL WORKERS (Construction)				10/01/2020 Allocation (+3.41 Wages, -1.50 Zone Pay, +1.50 Wages)	01/01/2021 New Deduction (-1.37 Checkoff Dues. This is deducted from their total package including zone pay.)
	10/01/08 Package Increase		\$2.75		
	10/01/09 Package Increase		\$2.85		
	10/01/10 Package Increase		\$1.17		
	10/01/11 Package Increase		\$1.50		
	10/01/12 Package Increase		\$0.80		
	10/01/13 Package Increase		\$0.80		
	04/01/14 Package Increase		\$0.70		
	10/01/14 Package Increase		\$0.80		
	04/01/15 Package Increase		\$0.70		
	10/01/15 Package Increase		\$0.80		
	04/01/16 Package Increase		\$0.70		
	10/01/16 Package Increase		\$0.80		
	04/01/17 Package Increase		\$0.70		
	10/01/17 Package Increase		\$4.53		
	10/01/18 Package Increase		\$2.79		
	10/01/19 Package Increase		\$2.50		
	08/01/20 Reallocation				
	10/01/20 Package Increase		\$3.41	\$ 4.91	
	10/01/21 Package Increase		\$2.10		
	10/01/22 Package Increase		\$2.10		
SM-C	Sheet Metal Worker (SMW)	032003		52.44	52.44
SM-C	Sheet Metal Worker FOREMAN	032002		57.68	57.68
SM-C	SMW GENERAL FOREMAN	032001		62.93	62.93
SM-C	SMW Apprentice-1st Yr, 1st 6 mos 45%	032081		23.60	23.60
SM-C	SMW Apprentice-1st Yr, 2nd 6 mos 50%	032082		26.22	26.22
SM-C	SMW Apprentice-2nd Yr, 1st 6 mos 55%	032083		28.84	28.84
SM-C	SMW Apprentice-2nd Yr, 2nd 6 mos 60%	032084		31.46	31.46
SM-C	SMW Apprentice-3rd Yr, 1st 6 mos 65%	032085		34.09	34.09
SM-C	SMW Apprentice-3rd Yr, 2nd 6 mos 70%	032086		36.71	36.71
SM-C	SMW Apprentice-4th Yr, 1st 6 mos 75%	032087		39.33	39.33
SM-C	SMW Apprentice-4th Yr, 2nd 6 mos 80%	032088		41.95	41.95
TOTAL FRINGE BENEFITS:				\$28.79	\$30.16
	Health & Welfare			10.60	10.60
	Retiree Health Plan			1.26	1.26
	Pension (\$12.00 Local Tri-State / \$3.07 National)			15.07	15.07
	Vacation			0.00	0.00
	Apprentice / Journeyman Training			1.69	1.69
	NEMIC			0.03	0.03
	ITI			0.12	0.12
	SMHOIT			0.02	0.02
	NEW 01.01.21 Checkoff dues deduction				1.37

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	\$0.25	25-40 ft. (Actual Hours)
" "	\$0.50	40 ft. or more (Actual Hours)
Underground:	\$0.50	Full Shift

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Welding: \$0.50 1/2 Shift Minimum (excludes: apprentices)
Reimbursement of Expenses: \$30.00 NNSS: 1st & last day of Employment

Zone pay per hour in accordance with Project Labor Agreement Article 24

10/1/2020	Zone A pay (report to Las Vegas)	\$0.00
	Zone B pay (report to NNSS)	\$2.00
	Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
SPRINKLER FITTERS (Construction)				10/01/2020 Allocation (+1.07 Wages, +1.00 Supp Pension)	01/01/2021 Allocation (-0.52 Wages, +0.32 Health & Welfare, +0.20 Pension)
	10/01/14 Package Increase		\$0.75		
	04/01/15 Package Increase		\$0.75		
	10/01/15 Package Increase		\$0.76		
	04/01/16 Package Increase		\$1.00		
	10/01/16 Package Increase		\$1.95		
	10/01/17 Package Increase		\$1.93		
	04/01/18 Reallocation				
	10/01/18 Package Increase		\$1.50		
	01/01/19 Reallocation				
	10/01/19 Package Increase		\$1.81		
	01/01/2020 Reallocation				
	10/01/20 Package Increase		\$2.07	\$ 1.07	
	01/01/2021 Reallocation				\$ (0.52)
	10/01/21 Package Increase		\$2.14		
	10/01/22 Package Increase		\$2.20		
SPK-C	Sprinkler Fitter	031303		49.45	48.93
SPK-C	Sprinkler Fitter FOREMAN	031302		54.40	53.82
SPK-C	Sprinkler Fitter GENERAL FOREMAN	031301		59.34	58.72
Apprentices					
SPK-C	Class 1 Apprentice (50%)	031371		24.73	24.47
SPK-C	Class 2 Apprentice (50%)	031372		24.73	24.47
SPK-C	Class 3 Apprentice (55%)	031373		27.20	26.91
SPK-C	Class 4 Apprentice (60%)	031374		29.67	29.36
SPK-C	Class 5 Apprentice (65%)	031375		32.14	31.80
SPK-C	Class 6 Apprentice (70%)	031376		34.62	34.25
SPK-C	Class 7 Apprentice (75%)	031377		37.09	36.70
SPK-C	Class 8 Apprentice (80%)	031378		39.56	39.14
SPK-C	Class 9 Apprentice (85%)	031379		42.03	41.59
SPK-C	Class 10 Apprentice (90%)	031380		44.51	44.04
TOTAL FRINGE BENEFITS:				\$21.73	\$22.25
	Health & Welfare	01.01.2021	0.32	10.23	10.55
	Pension	01.01.2021	0.20	6.80	7.00
	Supplemental Pension	10.01.2020	1.00	4.13	4.13
	Vacation			0.00	0.00
	Int'l Training Fund \$0.10 / Education Training \$0.47			0.57	0.57
	(EBF) Extended Benefit Fund (after tax deduction)			<0.25>	<0.25>
	District 25 Industry Promotion Fund			<1.00>	<1.00>
	PAC Fund Contribution "Voluntary" Checkoff Agreement			<0.15>	<0.15>
	UA Organizing Fund (New 01.01.2020)			<0.10>	<0.10>

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	1x Wage	40 ft. or more (Actual Hours)
Reimbursement of Expenses:	\$30.00	NNSS: 1st and last day of Employment
Dues are 5% of wages for Journeymen		
Dues are 1/2 % of wages for Apprentices		

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
TEAMSTERS (Construction)				10/01/19 Allocation (+1.00 Wages, +0.20 H/W, +0.82 Pension, +0.57 Tireman Classification)	10/01/20 Allocation (+2.00 Wages)
	10/01/14 Package Increase		\$0.60		
	01/01/15 Package Increase		\$0.45		
	10/01/15 Package Increase		\$1.39		
	10/01/16 Package Increase		\$1.49		
	10/01/17 Package Increase		\$1.55		
	10/01/18 Package Increase		\$2.81		
	10/01/19 Package Increase		\$2.02	\$ 1.00	
	10/01/20 Package Increase		\$2.00		\$ 2.00
	10/01/21 Package Increase		\$2.00		
	10/01/22 Package Increase		\$2.00		
TM-C	Probationary Construction Teamster	032199	Actual Classification Rate		
TM-C	Light Duty Driver	032103	1	37.99	39.99
TM-C	Light Duty Driver FOREMAN	032102	1	39.74	42.49
TM-C	Light Duty Driver GENERAL FOREMAN	032101	1	41.49	44.99
TM-C	Light Vehicle Dispatcher	032111	1	37.99	39.99
TM-C	Light Vehicle Dispatcher FOREMAN	032110	1	39.74	42.49
TM-C	Tireman	032122	1	38.56	40.56
TM-C	Tireman FOREMAN	032121	1	40.31	43.06
TM-C	Tireman GENERAL FOREMAN	032120	1	42.06	45.56
TM-C	Truck Greaser	032108	1	37.99	39.99
TM-C	Truck Greaser FOREMAN	032107	1	39.74	42.49
TM-C	Truck Greaser GENERAL FOREMAN	032106	1	41.49	44.99
TM-C	Equipment Parts Clerk	032139	2	38.16	40.16
TM-C	Fleet Operations Dispatcher	032141	2	38.16	40.16
TM-C	Fleet Operations Dispatcher FOREMAN	032142	2	39.91	42.66
TM-C	Forklift Driver (under 15 Tons)	032105	2	38.16	40.16
TM-C	Forklift Driver FOREMAN	032104	2	39.91	42.66
TM-C	Heavy Duty Driver	032131	2	38.16	40.16
TM-C	Heavy Duty Driver FOREMAN	032130	2	39.91	42.66
TM-C	Heavy Duty Driver GENERAL FOREMAN	032129	2	41.66	45.16
TM-C	Warehouseman	032138	2	38.16	40.16
TM-C	Warehouseman FOREMAN	032137	2	39.91	42.66
TM-C	Warehouseman GENERAL FOREMAN	032136	2	41.66	45.16
TM-C	Extra Heavy Duty Driver	032134	3	38.36	40.36
TM-C	Extra Heavy Duty Driver FOREMAN	032133	3	40.11	42.86
TM-C	Extra Hvy Duty Driver GENERAL FOREMAN	032132	3	41.86	45.36
TM-C	Forklift Driver (OVER 15 Tons)	032140	3	38.36	40.36
TM-C	Forklift Driver (OVER 15 Tons) FOREMAN	032143	3	40.11	42.86
TM-C	Forklift Driver (OVER 15 Tons) GENERAL FOREM	032144	3	41.86	45.36
TM-C	Bootman	032135	4	39.08	41.08
TM-C	Bootman Foreman	032113	4	40.83	43.58
TM-C	Bootman General Foreman	032112	4	42.58	46.08
TM-C	Underground Dump Truck Driver	032109	4	39.08	41.08
TOTAL FRINGE BENEFITS				\$21.58	\$21.58
Health & Welfare (pay flat amt) (Hourly Amount=Monthly/173.33 hrs; use as avg only)				1298.67 7.50	1298.67 7.50
H&W INCLUDES: Major Medical=1124.00; Medical 1074 + Dental/Vision 50.00 &; Retiree Medical 174.67 = Grand Total \$1298.67					
Pension (Basic 11.88 / PEER80 1.65) Apprentice/Training				13.53 0.55	13.53 0.55

10.01.2020

PREMIUMS (Refer to APPENDIX "A")
Foreman / General Foreman Differential: \$2.50 Over Journeyman/Foreman Respectively
 Respirator: \$1.00 1/2 Shift Minimum or Full Shift
 Explosives Transport: \$0.50 1/2 Shift Minimum or Full Shift
 Mine Rescue: \$0.25 While assigned member of Team

TUNNEL PREMIUMS (Refer to APPENDIX "B")
 Cased Shaft : \$0.75 1000-2500 Ft. (Actual Hours)
 " " : \$1.25 2,500-5,000 Ft. (Actual Hours)
 Underground: \$0.50 Full Shift

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
EFFECTIVE 10-01-2020 TO 09-30-2025

Re-Entry: \$1.00 Full PPE & Respirator (Actual Hours)

Zone pay per hour in accordance with Project Labor Agreement Article 24

Zone A pay (report to Las Vegas)	\$0.00
Zone B pay (report to NNSS)	\$2.00
Zone C pay (report to NTTR)	\$2.50