

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

Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates	Current Hourly Wage Rates
ASBESTOS WORKERS/INSULATORS (Construction AW-C) Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.			10/01/2023 Allocation (+2.85 Wages, +0.50 H/W)	01/01/2024 Reallocation (varies)	10/01/2024 Reallocation (+\$3.60 Wages, +\$0.50 H/W, +\$1.00 JATC)
10/01/20 Package Increase		\$2.26			
10/01/21 Package Increase		\$2.12			
10/01/22 Package Increase		\$2.19			
10/01/23 Package Increase		\$3.35	\$ 2.85		
01/01/24 Reallocation					
10/01/24 Package Increase		\$5.10			\$ 3.60
Asbestos Worker II (Basic Journeyman/Mechanic)	030103	2	56.67	60.27	63.87
Asbestos Worker II Foreman	030102	2	62.34	66.30	70.26
Asbestos Worker II General Foreman	030101	2	68.00	72.32	76.64
TOTAL FRINGE BENEFITS:		10.01.24	\$21.73	\$18.13	\$19.63
Health & Welfare		0.50	11.50	11.50	12.00
Pension			5.63	5.63	5.63
Pension IAP			3.60	0.00	0.00
Vacation - Deduct from Wages			<4.00>	<4.00>	<4.00>
Apprentice/Training		1.00	1.00	1.00	2.00
Other (Dues - Deduct from Wages)			<3.00>	<3.00>	<3.00>
Asbestos Worker III	030104	3	55.27	54.77	58.37
Asbestos Worker III Foreman	030107	3	60.94	60.80	64.76
Asbestos Worker III General Foreman	030110	3	66.60	66.82	71.14
TOTAL FRINGE BENEFITS:		10.01.24	\$23.13	\$23.63	\$25.13
Health & Welfare		0.50	11.50	11.50	12.00
Pension			5.63	5.63	5.63
Pension IAP			5.00	5.50	5.50
Vacation - Deduct from Wages			<4.00>	<4.00>	<4.00>
Apprentice/Training		1.00	1.00	1.00	2.00
Other (Dues - Deduct from Wages)			<3.00>	<3.00>	<3.00>
Asbestos Worker IV	030105	4	54.27	52.77	56.37
Asbestos Worker IV Foreman	030108	4	59.94	58.80	62.76
Asbestos Worker IV General Foreman	030111	4	65.60	64.82	69.14
TOTAL FRINGE BENEFITS:		10.01.24	\$24.13	\$25.63	\$27.13
Health & Welfare		0.50	11.50	11.50	12.00
Pension			5.63	5.63	5.63
Pension IAP			6.00	7.50	7.50
Vacation - Deduct from Wages			<4.00>	<4.00>	<4.00>
Apprentice/Training		1.00	1.00	1.00	2.00
Other (Dues - Deduct from Wages)			<3.00>	<3.00>	<3.00>
Asbestos Worker V	030106	5	51.27	50.27	53.87
Asbestos Worker V Foreman	030109	5	56.94	56.30	60.26
Asbestos Worker V General Foreman	030112	5	62.60	62.32	66.64
TOTAL FRINGE BENEFITS:		10.01.24	\$27.13	\$28.13	\$29.63
Health & Welfare		0.50	11.50	11.50	12.00
Pension			5.63	5.63	5.63
Pension IAP			9.00	10.00	10.00
Vacation - Deduct from Wages			<4.00>	<4.00>	<4.00>
Apprentice/Training		1.00	1.00	1.00	2.00
Other (Dues - Deduct from Wages)			<3.00>	<3.00>	<3.00>
Asbestos Worker Improver/Apprentice 1 (50%)	030181		28.34	30.14	31.94
Asbestos Worker Improver/Apprentice 2 (60%)	030182		34.00	36.16	38.32
Asbestos Worker Improver/Apprentice 3 (70%)	030183		39.67	42.19	44.71
Asbestos Worker Improver/Apprentice 4 (80%)	030184		45.34	48.22	51.10
Asbestos Worker Improver/Apprentice 5 (90%)	030185		51.00	54.24	57.48
TOTAL FRINGE BENEFITS: 1st and 2nd yr app.		10.01.24	\$11.10	\$8.00	\$9.50
Health & Welfare		0.50	7.00	7.00	7.50
Pension			0.00	0.00	0.00
Pension IAP			3.10	0.00	0.00
Vacation - Deduct from Wages			<1.00>	<1.00>	<1.00>
Apprentice/Training		1.00	1.00	1.00	2.00
Other (Dues - Deduct from Wages)			<1.00>	<1.00>	<1.00>
TOTAL FRINGE BENEFITS: 3rd and 4th and 5th yr app.		10.01.24	\$24.33	\$22.23	\$23.73
Health & Welfare		0.50	11.50	11.50	12.00
Pension			8.73	5.63	5.63
Pension IAP			3.10	4.10	4.10
Vacation - Deduct from Wages			<4.00>	<4.00>	<4.00>
Apprentice/Training		1.00	1.00	1.00	2.00
Other (Dues - Deduct from Wages)			<3.00>	<3.00>	<3.00>

PREMIUMS (Refer to APPENDIX "A") Amount

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

ASBESTOS/INSULATORS

<u>Zone Pay per Hour in accordance with PLA Article 24</u>	<u>10.01.23</u>	<u>10.01.24</u>
Zone pay (0-19 miles, Las Vegas)	\$0.00	\$0.00
Zone pay (20- 45 miles)	\$4.00	\$4.00
Zone pay (46 - 75 miles, Mercury)	\$5.00	\$5.00
Zone pay (76 - 150 miles, Forward Areas)	\$7.00	\$7.00
Zone pay (150+ miles, NTTR)	\$8.00	\$8.00

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

Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates	Current Hourly Wage Rates
BRICKLAYERS (Construction BL-C)			10/01/2023 Allocation (+4.74 Wages to BL; others varied)	10/01/2024 Allocation (+1.79 Wages to BL; others varied based on 07/05/24 MOD 2Construction Wage Rate Determination with DB)	10/04/2024 Allocation (+3.14 Wages to BL; others varied based on 10/05/24 MOD 3 Construction Wage Rate Determination with DB)
10/01/20 Package Increase		\$1.79			
10/01/21 Package Increase		\$1.85			
10/01/22 Package Increase		\$1.92			
10/01/23 Package Increase			\$ 4.74		
10/01/24 Package Increase				\$ 1.79	
10/01/24 Package Increase					\$ 3.14
Bricklayer	031203		45.97	47.76	50.90
Bricklayer Foreman			47.47	49.26	52.40
Bricklayer General Foreman			48.97	50.76	53.90
Pointer Caulker Cleaner (PCC)			45.97	47.76	50.90
Bricklayer, Tile & Marble Apprentice (50%)			22.99	23.88	25.45
Bricklayer, Tile & Marble Apprentice (60%)			27.58	28.66	30.54
Bricklayer, Tile & Marble Apprentice (70%)			32.18	33.43	35.63
Bricklayer, Tile & Marble Apprentice (80%)			36.78	38.21	40.72
Bricklayer, Tile & Marble Apprentice (85%)			39.07	40.60	43.27
Bricklayer, Tile & Marble Apprentice (90%)			41.37	42.98	45.81
TOTAL FRINGE BENEFITS:			10.04.2024	\$18.16	\$18.48
Health & Welfare				7.00	TBD
Pension (Def Con 5.6 / IU Pen 3.00 / Pen Prot 2.41)				9.73	TBD
Apprentice/Training (NV JATC 0.71/ IMI/ IMTEF Training 0.71)				1.43	TBD
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<2.57>	TBD
Vacation (after tax deduction - not part of wage pkg)				<2.50>	TBD

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/Terrazzo/ Mason Setter	031201		46.80	48.00	50.27
TOTAL FRINGE BENEFITS:			10.04.2024	\$18.16	\$17.89
Health & Welfare				7.00	TBD
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)				9.73	TBD
Apprentice/Training (NV JATC 0.69/ IMI Training 0.69)				1.43	TBD
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<2.6>	TBD
Vacation (after tax deduction - not part of wage pkg)				<2.50>	TBD

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	31205		32.44	33.24	35.64
TOTAL FRINGE BENEFITS:			10.04.2024	\$14.76	\$14.21
Health & Welfare				7.00	TBD
Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.2)				6.46	TBD
Apprentice/Training (NV JATC 0.50/ IMI Training 0.50)				1.30	TBD
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<1.89>	TBD
Vacation (after tax deduction - not part of wage pkg)				<2.00>	TBD

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	031202		44.17	45.37	47.70
TOTAL FRINGE BENEFITS:			10.04.2024	\$18.16	\$17.89
Health & Welfare				7.00	TBD
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)				9.73	TBD
Apprentice/Training (NV JATC 0.71/ IMI Training 0.71)				1.43	TBD
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<2.49>	TBD
Vacation (after tax deduction - not part of wage pkg)				<2.50>	TBD

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 PLA Article 24	10.01.23	10.01.24	10.04.24	10.04.24
Zone pay (0-40 miles)/ Las Vegas	\$0.00	\$0.00	\$0.00	\$0.00
Zone pay (41-50 miles)	\$0.00	\$0.00	\$3.75	\$3.75
Zone pay (51-70 miles)/ NNSS	\$5.00	\$5.00	\$5.00	\$5.00
Zone pay (over 71 miles)/ NTTR	\$10.00	\$10.00	\$10.00	\$10.00

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CARPENTERS (Construction CP-C)			10/01/2023 Allocation (+2.36 Wages, +0.25 H/W, +.25 Pen A, +.09 Sup Dues, +0.05 Apprenticeship)	10/01/2024 Allocation (+2.00 Wages, +.50 H/W, +0.25 Pen A, +0.66 PenB, +.08 Sup Dues, +0.01 Apprenticeship)
10/01/20 Package Increase		\$2.00		
10/01/21 Package Increase		\$2.05		
10/01/22 Package Increase		\$2.10		
10/01/23 Package Increase		\$3.00	\$ 2.36	
10/01/24 Package Increase		\$3.50		\$ 2.00
Carpenter	030203		47.24	49.24
Carpenter FOREMAN	030202		51.96	54.16
Carpenter GENERAL FOREMAN	030201		57.16	59.58
Carpenter Welder (\$0.50 over Carpenter)	030204		47.74	49.74
Carpenter Welder Foreman	030214		52.51	54.71
Power Saw Operator (\$0.15 over Carpenter)	030211		47.39	49.39
Power Saw Operator Foreman	030215		52.13	54.33
Power Saw Operator General Foreman	030216		57.34	59.76
Locksmith (\$0.50 over Carpenter)	030217		47.74	49.74
Locksmith Foreman	030218		52.51	54.71
Carpenter Apprentice 1 (50%)	030284		23.62	24.62
Carpenter Apprentice 2 (55%)			25.98	27.08
Carpenter Apprentice 3 (2) (60%)	030285		28.34	29.54
Carpenter Apprentice 4 (65%)			30.71	32.01
Carpenter Apprentice 5 (3) (70%)	030286		33.07	34.47
Carpenter Apprentice 6 (75%)			35.43	36.93
Carpenter Apprentice 7 (4) (80%)	030287		37.79	39.39
Carpenter Apprentice 8 (5) (90%)	030288		42.52	44.32
TOTAL FRINGE BENEFITS:		10.01.24	\$26.27	\$27.77
Health & Welfare		.50	8.25	8.75
Pension A \$6.16 / Pension B \$5.66		.25 / .66	10.91	11.82
Vacation (\$5.00) / Supplemental Dues (\$1.64)		.08	6.56	6.64
Apprentice/Training		.01	0.55	0.56

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 PLA Article 24 **10.01.23** **10.01.24**

Zone pay (report to Las Vegas) \$0.00 \$0.00
Zone pay (report to NNSS) \$4.25 \$4.25
Zone pay (report to NTTR) \$4.25 \$4.25

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Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
MILLWRIGHTS (Construction CP-C)			10/01/2023 Allocation (+2.60 Wages, +.25 H/W, +.25 Pen A, +.10 Sup Dues, +0.05 Apprenticeship)	10/01/2024 Allocation (+2.25 Wages, +0.50 H/W, +0.25 Pen A, +0.40 Pen B, +0.09 Sup Dues, +0.01 Apprenticeship)
10/01/20 Package Increase		\$2.10		
10/01/21 Package Increase		\$2.15		
10/01/22 Package Increase		\$2.20		
10/01/23 Package Increase		\$3.25	\$ 2.60	
10/01/24 Package Increase		\$3.50		\$ 2.25
Millwright	030223		49.03	51.28
Millwright FOREMAN	030222		53.93	56.41
Millwright GENERAL FOREMAN	030221		59.33	62.05
Millwright Welder (\$.50 over Millwright)	030224		49.53	51.78
Millwright Welder FOREMAN	030225		54.48	56.96
Millwright Apprentice - Step 1 (50%)			24.52	25.64
Millwright Apprentice - Step 2 (55%)			26.97	28.20
Millwright Apprentice - Step 3 (60%)			29.42	30.77
Millwright Apprentice - Step 4 (65%)			31.87	33.33
Millwright Apprentice - Step 5 (70%)			34.32	35.90
Millwright Apprentice - Step 6 (75%)			36.77	38.46
Millwright Apprentice - Step 7 (80%)			39.22	41.02
Millwright Apprentice - Step 8 (85%)			41.68	43.59
Millwright Apprentice - Step 9 (90%)			44.13	46.15
Millwright Apprentice - Step 10 (95%)			46.58	48.72
TOTAL FRINGE BENEFITS:		10.01.24	\$26.28	\$27.53
Health & Welfare		0.50	8.25	8.75
Pension A \$6.16 / Pension B \$5.40		0.25 / 0.40	10.91	11.56
Vacation (\$5.00) / Supplemental Dues (\$1.66)		0.09	6.57	6.66
Apprentice/Training		0.01	0.55	0.56

PREMIUMS (Refer to APPENDIX "A")

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)

<u>Zone Pay per Hour in accordance with PLA Article 24</u>	<u>10.01.23</u>	<u>10.01.24</u>
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$4.25	\$4.25
Zone pay (report to NTTR)	\$4.25	\$4.25

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Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
CEMENT MASONS (Construction CM-C)			10/01/2023 Allocation (+.80 Wages, +0.14 Supp Dues, +0.02 Intl Dues, +0.01 ITF, +0.17 Appr, + \$1.00 Vac)	10/01/2024 Allocation (+2.46 Wages, +0.18 Supp Dues, +0.03 Intl Dues, +0.08 Appr +0.25 H&W)
10/01/21 Package Increase			\$2.00	
10/01/22 Package Increase			\$1.85	
10/01/23 Package Increase			\$1.91	
10/01/23 Package Increase			\$2.14	
10/01/24 Package Increase			\$3.00	
			\$ 0.80	\$ 2.46
Cement Mason	030303		39.57	42.03
Cement Mason FOREMAN	030302		43.53	46.23
Cement Mason GENERAL FOREMAN	030301		47.88	50.86
Cement Mason Apprentice 1 (60%) 0-900 hours	030305		23.74	25.22
Cement Mason Apprentice 2 (65%) 900-1250 hours	030306		25.72	27.32
Cement Mason Apprentice 3 (70%) 1250-2500 hours	030307		27.70	29.42
Cement Mason Apprentice 4 (80%) 2500-3750 hours	030309		31.66	33.62
Cement Mason Apprentice 5 (90%) 3750-5000 hours	030310		35.61	37.83
TOTAL FRINGE BENEFITS:		10.01.24	\$27.51	\$28.05
Health & Welfare		.25	8.75	9.00
Pension			11.03	11.03
Vac (Supp Dues \$1.97 / Intl Dues \$.70 / Vacation \$3.86)		.00/.18/.03	6.32	6.53
Apprentice/Training \$1.40 / ITF \$.09		.08/.00	1.41	1.49

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
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 PLA Article 24

	10.01.23	10.01.24
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$4.00	\$5.00
Zone pay (report to NTTR)	\$4.50	\$5.50

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LINEMEN (Construction EL-C)			01/01/2025 Allocation (-\$0.24 from wages, +\$0.25 H&W, -\$0.01 NEBF)	06/02/2025 Reallocation (-\$2.00 Plan B, +\$2.00 Plan A)
01/01/2020 Reallocation				
10/01/20 Package Increase		\$3.55		
01/01/2021 Reallocation		\$0.25		
10/01/21 Package Increase		\$2.00		
01/01/2022 Reallocation				
09/01/2022 Reallocation		\$0.00		
10/01/22 Package Increase		\$2.00		
10/01/23 Package Increase		\$5.00		
01/01/24 Reallocation				
06/03/24 Reallocation		\$0.01		
10/01/24 Package Increase		\$4.00		
01/01/24 Reallocation		\$0.25	\$ (0.24)	
06/01/24 Reallocation				
Lineman	030703		58.32	58.32
Lineman FOREMAN	030702		64.74	64.74
Lineman GENERAL FOREMAN	030701		71.15	71.15
Groundman (80% of Lineman)	030704		46.66	46.66
Journeyman Technician	030708		58.32	58.32
Lineman Equipment Operator	030705		58.32	58.32
Lineman Apprentice 1 (60%)	030791		34.99	34.99
Lineman Apprentice 2 (65%)	030792		37.91	37.91
Lineman Apprentice 3 (70%)	030793		40.82	40.82
Lineman Apprentice 4 (75%)	030794		43.74	43.74
Lineman Apprentice 5 (80%)	030795		46.66	46.66
Lineman Apprentice 6 (85%)	030796		49.57	49.57
Lineman Apprentice 7 (90%)	030797		52.49	52.49
TOTAL FRINGE BENEFITS:			\$31.84	\$31.84
Health & Welfare (aka LINECO)			7.50	7.50
Pension A 8.76 and Pension B 8.25 (paid together)			17.01	17.01
Vacation			0.00	0.00
LINECO Health Reimbursement Account			5.00	5.00
Apprentice/Training (1% of Gross)			0.58	0.58
Other (NEBF: 3% of Gross)			1.75	1.75

PREMIUMS (Refer to APPENDIX "A")

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, double
High Time/Hazard Pay: 2x Wage the S/T rate of pay
(Actual Hours)

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 PLA Article 24 **10.01.23** **10.01.24**

Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$4.00	\$5.00
Zone pay (report to NTTR)	\$4.00	\$5.00

10/1/2323 Lineman Supplement Pay \$60/day

ONLY Linemen, Lineman Foremen & GF will receive this supplement on any day worked (extended until 9/20/2025)

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Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
WIREMEN (Construction EL-C)			10/01/2024 Allocation (+4.00 Wages +\$0.12 NEBF)	06/02/2025 Reallocation (-\$2.18 Wages +\$2.00 Plan A +\$0.25 H&W -0.07 NEBF)
10/01/20 Package Increase		\$2.42		
04/01/21 Reallocation				
09/01/21 Reallocation				
10/01/21 Package Increase		\$2.50		
09/01/22 Reallocation		\$2.58		
10/1/22 Package Increase		\$2.02		
09/01/23 Reallocation		-\$0.50		
10/1/23 Package Increase		\$5.15		
10/1/24 Package Increase		\$4.12	\$ 4.00	
06/01/25 Reallocation		\$2.25		(\$2.18)
Wireman	030604		62.90	60.72
Wireman FOREMAN	030602		69.82	67.40
Wireman GENERAL FOREMAN	030601		76.74	74.08
Wireman Apprentice 1 (55%) 1st step	030681		34.60	33.40
Wireman Apprentice 2 (65%) 2nd step	030682		40.89	39.47
Wireman Apprentice 3 (70%) 3rd step	030683		44.03	42.50
Wireman Apprentice 4 (75%) 4th step	030684		47.18	45.54
Wireman Apprentice 5 (85%) 5th step	030685		53.47	51.61
Wireman Apprentice 6 (95%) 6th step	030686		59.76	57.68
TOTAL FRINGE BENEFITS:		06.02.25	\$26.52	\$28.70
Health & Welfare		0.25	8.95	9.20
Pension Plan A 8.76/ Pension Plan B 8.42		2.00	15.18	17.18
Vacation			0.00	0.00
Apprentice/Training			0.50	0.50
Other (NEBF: 3% of Gross)		-0.07	1.89	1.82

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	Scaffolds; 1.5x the S/T rate
" " 1.5x Wage	Tanks; 1.5x the S/T rate of
" " 2x Wage	rate of pay (Actual Hours)
Reimbursement of Expenses: \$30.00	NNSS: 1st & last day of Employment
" " \$50.00	NTTR: 1st & last day of Employment

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 PLA Artic

	10.01.23	10.01.24
Zone pay (report to Las Vegas 1-25 miles)	\$0.00	\$0.00
Zone pay (25-55 miles)	\$6.00	\$7.00
Zone pay (report to NNSS over 55 miles)	\$6.00	\$7.00
Zone pay (report to NTTR)	\$6.50	\$7.50

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
IRONWORKERS (Construction IW-C)			10/01/2023 Allocation (+\$7.35 Wages, +\$1.75 H/W, +\$0.68 Vacation, -\$3.00 Pension)	10/01/2024 Allocation (+\$3.00 Wages)
10/01/20 Package Increase		\$2.20		
10/01/21 Package Increase		\$2.26		
10/01/22 Package Increase		\$2.33		
10/01/23 Package Increase		\$9.28	\$ 7.35	
10/01/24 Package Increase		\$3.00		\$ 3.00
Reinforcing Ironworker	071303		50.06	53.06
Reinf. Ironworker FOREMAN	071302		55.07	58.37
Reinf. Ironworker GENERAL FOREMAN	071301		60.57	64.20
Structural Ironworker	071203		50.06	53.06
Structural Ironworker FOREMAN	071202		55.07	58.37
Structural Ironworker GENERAL FOREMAN	071201		60.57	64.20
APPRENTICES (4 YEAR PROGRAM)				
Struc. / Reinf. IW Apprentice 1 (50%)	071281		25.03	26.53
Struc. / Reinf. IW Apprentice 2 (55%)	071282		27.53	29.18
Struc. / Reinf. IW Apprentice 3 (60%)	071283		30.04	31.84
Struc. / Reinf. IW Apprentice 4 (65%)	071284		32.54	34.49
Struc. / Reinf. IW Apprentice 5 (75%)	071285		37.55	39.80
Struc. / Reinf. IW Apprentice 6 (80%)	071286		40.05	42.45
Struc. / Reinf. IW Apprentice 7 (90%)	071287		45.05	47.75
Struc. / Reinf. IW Apprentice 8 (95%)	071288		47.56	50.41
TOTAL FRINGE BENEFITS:		10.01.2024	\$35.56	\$35.56
Health & Welfare			12.20	12.20
Pension \$10.32/ Annuity Fund \$6.50		-1.00/ +1.00	16.82	16.82
Vacation			5.82	5.82
IMPACT			0.00	0.00
Apprentice/Training			0.72	0.72
Other (Emergency Relief Fund)			0.00	0.00

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

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 PLA Arti**10.01.23****10.01.24**

Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$4.50	\$5.50
Zone pay (report to NTTR)	\$4.50	\$5.50

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
LABORERS (Construction LB-C)]			10/01/2023 Allocation (+2.00 Wages, +0.85, Pension A, +.15 DC Pension)	10/01/2024 Allocation (+1.70 Wages, +1.17 Pension A, +0.13 DC Pension , + \$0.25 H&W, +\$1.00 Vacation)
01/01/20 Package Increase		\$1.00		
10/01/20 Package Increase		\$2.00		
10/01/21 Package Increase		\$2.05		
10/01/22 Package Increase		\$2.10		
10/01/23 Package Increase		\$3.00	\$ 2.00	
10/01/24 Package Increase		\$4.25		\$ 1.70
Laborer I	031423		37.04	38.74
Laborer I FOREMAN	031422		39.26	41.06
Laborer I GENERAL FOREMAN	031421		41.62	43.53
LB-I Apprentice (1st Step, 1000 hrs.) 60%	031481	1	22.22	23.24
LB-I Apprentice (2nd Step, 1000 hrs.) 70%		1	25.93	27.12
LB-I Apprentice (3rd Step, 1000 hrs.) 80%		1	29.63	30.99
LB-I Apprentice (4th Step, 1000 hrs.) 90%		1	33.34	34.87
Laborer II	031424		37.30	39.00
Laborer II FOREMAN	031425		39.54	41.34
Laborer II GENERAL FOREMAN	031426		41.91	43.82
LB-II Apprentice (1st Step, 1000 hrs.) 60%	031491	2	22.38	23.40
LB-II Apprentice (2nd Step, 1000 hrs.) 70%		2	26.11	27.30
LB-II Apprentice (3rd Step, 1000 hrs.) 80%		2	29.84	31.20
LB-II Apprentice (4th Step, 1000 hrs.) 90%		2	33.57	35.10
Laborer III	031427		37.48	39.18
Laborer III FOREMAN	031428		39.73	41.53
Laborer III GENERAL FOREMAN	031429		42.11	44.02
LB-III Apprentice (1st Step, 1000 hrs.) 60%	031471	3	22.49	23.51
LB-III Apprentice (2nd Step, 1000 hrs.) 70%		3	26.24	27.43
LB-III Apprentice (3rd Step, 1000 hrs.) 80%		3	29.98	31.34
LB-III Apprentice (4th Step, 1000 hrs.) 90%		3	33.73	35.26
TOTAL FRINGE BENEFITS:		10.01.2024	\$29.57	\$32.12
Health & Welfare \$6.98/ \$0.23 LECET, \$0.02 Health & Safety		0.25	6.98	7.23
Pension A		1.17	16.91	18.08
DC Pension		0.13	1.00	1.13
Vacation \$3.51/Supplemental Dues \$2.04)		1.00	4.55	5.55
Apprentice 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

<u>Zone Pay per Hour in accordance with PLA Article 24</u>	<u>10.01.23</u>	<u>10.01.24</u>
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$5.00	\$5.00
Zone pay (report to NTTR)	\$5.00	\$5.00

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
TUNNEL WORKERS/MINERS (Construction TN-C)			10/01/2023 Allocation (+2.00 Wages, +0.85, Pension A, +.25 DC Pension)	10/01/2024 Allocation (+2.80 Wages, +1.17 Pension A, +0.13 DC Pension +0.25 H/W)
01/01/20 Package Increase		\$1.00		
10/01/20 Package Increase		\$2.10		
10/01/21 Package Increase		\$2.15		
10/01/22 Package Increase		\$2.20		
10/01/23 Package Increase		\$3.10	\$ 2.00	
10/01/24 Package Increase		\$4.35		\$ 2.80
Bull Gang (Mucker & Trackman)	032508		41.10	43.90
Bull Gang FOREMAN (+\$.50)	032502		41.60	44.40
Bull Gang Welder (\$.50)	032510		41.60	44.40
Miner (Tunnel Worker)	032203		41.35	44.15
Miner - Tool Crib	032220		41.70	44.50
Miner Welder (\$.50)	032202		41.85	44.65
Shaft Raise & Stope Miner	032209		41.85	44.65
Shaft Raise & Stope Miner/WELDER (+\$.50)			42.35	45.15
Shifter (\$.50 over highest Supervised)	032204		TBD	TBD
Apprentice (1st Step, 1000 Hrs) 60%	032281		24.81	26.49
Apprentice (2nd Step, 1000 Hrs.) 70%			28.95	30.91
Apprentice (3rd Step, 1000 Hrs.) 80%			33.08	35.32
Apprentice (4th Step, 1000 Hrs.) 90%			37.22	39.74
MINE RESCUE TEAM (MRT) RATES \$.25 Addtl/hr when assigned to MRT				
Bull Gang (Mucker & Trackman)	032518		41.35	44.15
Bull Gang FOREMAN (+\$.50)	032512		41.85	44.65
Bull Gang Welder (\$.50)	032520		41.85	44.65
Miner (Tunnel Worker)	032213		41.60	44.40
Miner Welder	032212		42.10	44.90
Shaft Raise & Stope Miner	032219		42.10	44.90
Shifter (\$.50 over highest Supervised)	032214		TBD	TBD
TOTAL FRINGE BENEFITS:		10.01.2024	\$29.29	\$30.84
Health & Welfare \$6.98/\$0.23 LECET, \$0.02 Health & Safety		0.25	6.98	7.23
Pension A		1.17	16.91	18.08
DC Pension		0.13	1.00	1.13
Vacation \$2.18/ Supplemental Dues \$2.04			4.22	4.22
Apprentice Training			0.18	0.18

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
Bull Gang Foreman:	\$0.50	Over Bullgang
Shifter/Expediter:	\$0.50	Over highest employee Supervised
Alpine Miner:	\$1.00	Full Shift
Jackleg/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
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

<u>Zone Pay per Hour in accordance with PLA Article 24</u>	<u>10.01.23</u>	<u>10.01.24</u>
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$5.00	\$5.00
Zone pay (report to NTTR)	\$5.00	\$5.00

**10.01.24 Critical Skill Supplement Pay renewed \$40/day
for the period 10.01.24 - 09.30.25**

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
OPERATING ENGINEERS (Construction OE-C)			10/01/2023 Allocation Varies	10/01/2024 Allocation +2.50 Wages, +0.35 H&W +0.50 Pension, +0.50 Defined Contribution Plan + 0.10 Vacation +0.05 Apprenticeship
10/01/20 Package Increase			\$2.20	
10/01/21 Package Increase			\$2.25	
10/01/22 Package Increase			\$2.30	
10/01/23 Package Increase			Varies	
10/01/24 Package Increase			\$4.00	\$ 2.50
Air Compressor & Generator Operator	031513	1	51.29	53.79
Hd Repairman Helper	031523	1	51.29	53.79
Hd Repairman Helper FOREMAN	031508	1	53.79	58.79
Oiler	031512	1	51.29	53.79
Rail Mounted JLG	031557	1	51.29	53.79
Rotary Drill Helper	031535	1	51.29	53.79
Rotary Drill Helper (Core Drilling)	031510	1	51.29	53.79
Rotary Drill Helper (Oil Field)	031592	1	51.29	53.79
Generator Operator	031541	2	52.24	54.74
Motorman	031552	2	52.24	54.74
Motorman (Oil Field Type)	031594	2	52.24	54.74
Skiploader Operator - II	031564	2	52.24	54.74
Truck Crane Oiler	031511	2	52.24	54.74
Chainman	030904	3	52.53	55.03
Concrete Saw Operator	031537	3	52.53	55.03
Derrickman	031567	3	52.53	55.03
Dinky Locomotive Operator	031525	3	52.53	55.03
Elevator Hoist Operator	031553	3	52.53	55.03
Steam & Water Plant Operator (now grp 3 eff.6/4/12)	031528	3	52.53	55.03
Steam & Water Plant Operator FOREMAN	031575	3	55.03	57.53
Equipment Greaser	031514	3	52.53	55.03
Equipment Greaser FOREMAN	031516	3	55.03	57.53
Instrumentman	030905	4	54.02	56.52
Mini-Excavator - Caterpillar E05E2 or similar type	032700	4	54.02	56.52
Mud Plant Operator	031503	4	54.02	56.52
Power Sweeper Operator	031517	4	54.02	56.52
Roller Operator	031519	4	54.02	56.52
Seeder	032608	4	54.02	56.52
Trenching Machine Operator I	031538	4	54.02	56.52
Asphalt & Concrete Spreading Operator	031570	5	55.12	57.62
Asphalt Plant Engineer	031568	5	55.12	57.62
Dozer Operator	031509	5	55.12	57.62
Forklift Operator (Group 5) FOREMAN	031550	5	57.62	60.12
Forklift Operator	031551	5	55.12	57.62
Grade Checker	031529	5	55.12	57.62
Road Oil Mix Operator	031543	5	55.12	57.62
Scraper Operator	031534	5	55.12	57.62
Skiploader Operator - (Group 5)	031565	5	55.12	57.62
Tractor Operator	031507	5	55.12	57.62
Back Hoe Operator	031558	6	55.24	57.74
Batch Plant Operator	032606	6	55.24	57.74
Bit And Cutter Retipper	031536	6	55.24	57.74
Bulk Plant Operator	032607	6	55.24	57.74
Compressor Station Operator	031542	6	55.24	57.74

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
Concrete Mobile Mixer Operator	031555	6	55.24	57.74
Concrete Mobile Mixer Operator FOREMAN	031556	6	57.74	60.24
Concrete Pump Operator	031549	6	55.24	57.74
Contour Trencher Operator	031572	6	55.24	57.74
Crane Operator	031505	6	55.24	57.74
Crane Operator FOREMAN	031560	6	57.74	60.24
Crushing Plant Engineer	031530	6	55.24	57.74
Driller	031527	6	55.24	57.74
Driller (Core Drill Type)	031524	6	55.24	57.74
Driller (Oil Field Type)	031595	6	55.24	57.74
Drilling FOREMAN	031540	6	57.74	60.24
Drilling FOREMAN (Core Drill Type)	031515	6	57.74	60.24
Drilling FOREMAN (Oil Field Type)	031593	6	57.74	60.24
Drilling GENERAL FOREMAN (Core Driller)	032601	6	60.24	62.74
Drilling GENERAL FOREMAN -Oil Field	031571	6	60.24	62.74
Forklift FOREMAN - (Group 6)	031561	6	57.74	60.24
Forklift Operator - (Group 6)	031562	6	55.24	57.74
Hoist Operator	031539	6	55.24	57.74
Liftmobile Operator	031596	6	55.24	57.74
Loader Operator	031554	6	55.24	57.74
Machinist Operator	031563	6	55.24	57.74
Machinist Operator FOREMAN	031597	6	57.74	60.24
Machinist Operator GENERAL FOREMAN	032600	6	60.24	62.74
Motor Patrol Operator	031504	6	55.24	57.74
Mucking Machine Operator	031526	6	55.24	57.74
Multiple Engineer-Earth Moving (Group 9 in OE Contract)	032603	6	55.24	57.74
Operator FOREMAN	031502	6	57.74	60.24
Operator GENERAL FOREMAN	031501	6	60.24	62.74
Rotomill Operator	032604	6	55.24	57.74
Segment Installation Jumbo Operator	031583	6	55.24	57.74
Shovel Operator	031518	6	55.24	57.74
Skiploader Operator - VI	031566	6	55.24	57.74
Trenching Machine Operator II	031506	6	55.24	57.74
Tunnel Boring Machine Operator	032605	6	55.24	57.74
Water Well Driller		6	55.24	57.74
Hd Repairman	031521	7	55.49	57.99
Hd Repairman FOREMAN	031520	7	57.99	60.49
Hd Repairman GENERAL FOREMAN	031544	7	60.49	62.99
Heavy Duty Welder	031522	7	55.49	57.99
Heavy Duty Welder FOREMAN	031559	7	57.99	60.49
Light Duty Repairman (Hybrid/All Electric)	032710	7	55.49	57.99
Clark County Certified Welder (NLV Machine shop)	031532	7	55.49	57.99
Clark County Certified Welder FMN (NLV machine shop)	031533	7	57.99	60.49
Excavator/Trackhoe or similar	032720	8	55.74	58.92
Comb Hd Repairman-Welder	031548	9	56.24	58.74
Comb Hd Repairman-Welder FOREMAN	031547	9	58.74	61.24
Comb Hd Repairman-Welder GENERAL FOREMAN	031546	9	61.24	63.74
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator	031545	9	56.24	58.74
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator - GENERAL FOREMAN	031598	9	61.24	63.74
Operating Engineer Apprentice (Percentage of Group 5):			\$55.12	\$57.62
Equipment Operator App 1 (60%)	032681		33.07	34.57
Equipment Operator App 2 (65%)	032682		35.83	37.45
Equipment Operator App 3 (70%)	032683		38.58	40.33
Equipment Operator App 4 (75%)	032684		41.34	43.22
Equipment Operator App 5 (80%)	032685		44.10	46.10
Equipment Operator App 6 (90%)	032686		49.61	51.86

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
Heavy Duty Repairperson Apr 1 (60%)	032661		33.07	34.57
Heavy Duty Repairperson Apr 2 (65%)	032662		35.83	37.45
Heavy Duty Repairperson Apr 3 (70%)	032663		38.58	40.33
Heavy Duty Repairperson Apr 4 (75%)	032664		41.34	43.22
Heavy Duty Repairperson Apr 5 (80%)	032665		44.10	46.10
Heavy Duty Repairperson Apr 6 (90%)	032666		49.61	51.86
Heavy Duty Repairperson Apr 7 - N/A				
Heavy Duty Repairperson Apr 8 - N/A				
Machinist Operator App 1 (60%)	031584		33.07	34.57
Machinist Operator App 2 (65%)	031585		35.83	37.45
Machinist Operator App 3 (70%)	031586		38.58	40.33
Machinist Operator App 4 (75%)	031587		41.34	43.22
Machinist Operator App 5 (80%)	031588		44.10	46.10
Machinist Operator App 6 (85%)	031589		46.85	48.98
Machinist Operator App 7 (90%)	031590		49.61	51.86
Machinist Operator App 8 (95%)	031591		52.36	54.74
Rotary/Core Drill Helper Oper 1 (60%)	032671		33.07	34.57
Rotary/Core Drill Helper Oper 2 (65%)	032672		35.83	37.45
Rotary/Core Drill Helper Oper 3 (70%)	032673		38.58	40.33
Rotary/Core Drill Helper Oper 4 (75%)	032674		41.34	43.22
Rotary/Core Drill Helper Oper 5 (80%)	032675		44.10	46.10
Rotary/Core Drill Helper Oper 6 (90%)	032676		49.61	51.86
TOTAL FRINGE BENEFITS:		10.01.24	\$32.50	\$34.00
Health & Welfare		0.35	12.95	13.30
Pension 10.65/Annuity 4.75		0.50/0.50	14.40	15.40
Vacation			2.65	2.65
Apprentice/Training		0.05	0.90	0.95
Other (Supplemental Dues)		0.10	1.60	1.70
PREMIUMS (Refer to APPENDIX "A")				
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 PLA Article 24		10.01.23	10.01.24	
Zone pay (report to Las Vegas)		\$0.00	\$0.00	
Zone pay (report to NNSS)		\$4.50	\$4.50	
Zone pay (report to NTTR)		\$4.50	\$4.50	

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
SURVEY & INSPECTION (Operating Engineers SU-C)			10/01/2023 Allocation Varies	10/01/2024 Allocation +2.50 Wages, +0.35 H&W +0.50 Pension, +0.50 Defined Contribution Plan + 0.10 Vacation +0.05 Apprenticeship
10/01/20 Package Increase		\$2.20		
10/01/21 Package Increase		\$2.25		
10/01/22 Package Increase		\$2.30		
10/01/23 Package Increase		Varies		
10/01/24 Package Increase		\$2.50		\$ 2.50
Party Chief (Group 7)	030903	7	55.49	57.99
Party Chief FOREMAN	030906		57.99	60.49
Chief Of Party - GENERAL FOREMAN	030909		60.49	62.99
Field Inspector Journeyman	030907		52.11	54.61
Field Inspector Step 1 (1st 6 mos)			50.61	53.11
Field Inspector Step 2 (2nd 6 mos)			51.11	53.61
Field Inspector Step 3 (3rd 6 mos.) (Appr Base)			51.61	54.11
Field Inspector Apprentice 1 (60%)	030971		30.97	32.47
Field Inspector Apprentice 2 (65%)			33.55	35.17
Field Inspector Apprentice 3 (70%)			36.13	37.88
Field Inspector Apprentice 4 (75%)			38.71	40.58
Field Inspector Apprentice 5 (80%)			41.29	43.29
Field Inspector Apprentice 6 (85%)			43.87	45.99
Field Inspector Apprentice 7 (90%)			46.45	48.70
Field Inspector Apprentice 8 (95%)			49.03	51.40
NDT Inspector Journeyman	030908		52.11	54.61
NDT Inspector Step 1 (1st 6 mos)			50.61	53.11
NDT Inspector Step 2 (2nd 6 mos)			51.11	53.61
NDT Inspector Step 3 (3rd 6 mos.) (Appr Base)			51.61	54.11
NDT Inspector Apprentice 1 (60%)	030981		30.97	32.47
NDT Inspector Apprentice 2 (65%)			33.55	35.17
NDT Inspector Apprentice 3 (70%)			36.13	37.88
NDT Inspector Apprentice 4 (75%)			38.71	40.58
NDT Inspector Apprentice 5 (80%)			41.29	43.29
NDT Inspector Apprentice 6 (85%)			43.87	45.99
NDT Inspector Apprentice 7 (90%)			46.45	48.70
NDT Inspector Apprentice 8 (95%)			49.03	51.40
TOTAL FRINGE BENEFITS:		10.01.24	\$32.50	\$34.00
Health & Welfare		0.35	12.95	13.30
Pension 10.65/Annuity 4.25		0.50/0.50	14.40	15.40
Vacation			2.65	2.65
Apprentice/Training		0.05	0.90	0.95
Other (Supplemental Dues)		0.10	1.60	1.70

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

Party Chief Differential:	\$2.00	Over Field Survey Crew
Chief Of Parties:	\$2.00	Over Party Chief
Hydrographical Work:	\$0.50	Performed in Tunnel or Shafts
Global Positioning System	\$0.50	GPS Premium Pay for full shift

Zone Pay per Hour in accordance with PLA Arti

Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$4.50	\$4.50
Zone pay (report to NTTR)	\$4.50	\$4.50

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

Classification	MSTS Job Code	Grp No.				Current Hourly Wage Rates	Current Hourly Wage Rates	Current Hourly Wage Rates	Current Hourly Wage Rates
PAINTERS (Construction PT-C)			10/01/2022 Allocation (+10.40 Wages, +0.82 Pension, -9.28 Vacation, +0.31 Supp Dues)	10/31/2022 Allocation (9.28 Vacation deduction set up)	07/01/2023 Reallocation (-.46 Wages, +0.46 H/W)	10/1/2023 Allocation (+2.43 Wages, +1.23 Pension)	07/1/2024 Reallocation (-0.18 Wages, +0.18 H/W)	10/1/2024 Allocation (+2.66 Wages, +\$0.41 Pension)	01/1/2025 Allocation (+0.15 UI Admin Dues deduction)
10/01/2020 Package Increase		\$2.00							
07/01/2021 Reallocation									
10/01/2021 Package Increase		\$1.88							
10/01/2022 Package Increase		\$1.94	\$ 10.40	\$ -	\$ (0.46)	\$ 2.43	\$ (0.18)	2.66	
07/01/2023 Reallocation									
10/01/2023 Package Increase		\$3.66							
07/01/2024 Reallocation									
10/01/2024 Package Increase		\$3.07							
10/01/2024 Reallocation									
Painter (Brush & Roller)	031603	1	44.60	44.60	44.14	46.57	46.39	49.05	49.05
Painter FOREMAN	031602	1	49.06	49.06	48.55	51.23	51.03	53.96	53.96
Painter GENERAL FOREMAN	031601	1	53.52	53.52	52.97	55.88	55.67	58.86	58.86
Spray, Paper Hanger, Sign Painter	031605	2	44.95	44.95	44.49	46.92	46.74	49.40	49.40
Spray Painter FOREMAN	031604	2	49.45	49.45	48.94	51.61	51.41	54.34	54.34
Tapers And Flusher And Detailer	031608	2	44.95	44.95	44.49	46.92	46.74	49.40	49.40
Floor Cover, Carpet, Linoleum, Tile	031610	3	45.21	45.21	44.75	47.18	47.00	49.66	49.66
Floor Coverer FOREMAN	031611	3	49.73	49.73	49.23	51.90	51.70	54.63	54.63
Painter Apprentice (40% of Spray rate)			17.98	17.98	17.80	18.77	18.70	19.76	19.76
Painter Apprentice (45% of Spray rate))			20.23	20.23	20.23	20.23	20.23	22.23	22.23
Painter Apprentice (50% of Spray rate)	031681		22.48	22.48	22.48	23.46	23.37	24.70	24.70
Painter Apprentice (55%)			24.72	24.72	24.72	25.81	25.71	27.17	27.17
Painter Apprentice (60%)	031682			26.97	26.97	28.15	28.04	29.64	29.64
Painter Apprentice (65%)			29.22	29.22	29.22	30.50	30.38	32.11	32.11
Painter Apprentice (70%)	031683			31.47	31.47	32.84	32.72	34.58	34.58
Painter Apprentice (75%)			33.71	33.71	33.71	35.19	35.06	37.05	37.05
Painter Apprentice (80%)	031684			35.96	35.96	37.54	37.39	39.52	39.52
Painter Apprentice (85%)			38.21	38.21	38.21	39.88	39.73	41.99	41.99
Painter Apprentice (90%)	031685			40.46	40.46	42.23	42.07	44.46	44.46
Painter Apprentice (95%)	031686		42.70	42.70	42.70	44.57	44.40	46.93	46.93
TOTAL FRINGE BENEFITS:		01.01.25	\$21.58	\$21.58	\$22.04	\$23.27	\$23.45	\$23.86	\$23.86
Health & Welfare			8.36	8.36	8.82	8.82	9.00	9.00	9.00
Pension			13.10	13.10	13.10	14.33	14.33	14.74	14.74
Vacation			0.00	(9.28)	(9.28)	(10.48)	(10.48)	(13.14)	(13.14)
Apprentice/Training			0.12	0.12	0.12	0.12	0.12	0.12	0.12
Supplemental Dues (3% of net wages)(deducted from wage)			\$ (1.34)	\$ (1.34)	\$ (1.32)	\$ (1.40)	\$ (1.39)	\$ (1.47)	\$ (1.47)
Member Benefit			\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)
IU Admin Dues Check-Off		(0.15)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.10)	\$ (0.25)

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	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 PL	10.01.23	10.01.24
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$5.00	\$5.00
Zone pay (report to NTTR)	\$5.00	\$5.00

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT

WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
PIPEFITTERS (Construction PF-C)			10/01/2023 Allocation (+4.36 Wages, +0.15 Local Pension, +.49 H/W)	10/01/2024 Allocation (+3.00 Wages, +.25 Local Pension, +.75 H/W)
10/01/20 Package Increase		\$3.53		
10/01/21 Package Increase		\$2.44		
10/01/22 Package Increase		\$2.50		
10/01/23 Package Increase		\$5.00	\$ 4.36	
10/01/24 Package Increase		\$4.00		\$ 3.00
Pipefitter	031803		56.55	59.55
Pipefitter FOREMAN	031802		62.21	66.10
Pipefitter GENERAL FOREMAN	031801		67.86	72.65
Plumber	031806		56.55	59.55
Plumber FOREMAN	031808		62.21	66.10
Refrigeration Mechanic	031807		56.55	59.55
Refrigeration Mechanic FOREMAN	031809		62.21	66.10
Refrigeration Mechanic GEN FOREMAN	031810		67.86	72.65
Inert Gas Welder	031805		56.80	59.80
Lead Burner	031804		52.69	59.55
Pipefitter Apprentice 1 (60%)	031881		33.93	35.73
Pipefitter Apprentice 2 (65%)	031892		36.76	38.71
Pipefitter Apprentice 3 (70%)	031893		39.59	41.69
Pipefitter Apprentice 4 (75%)	031894		42.41	44.66
Pipefitter Apprentice 5 (80%)	031882		45.24	47.64
Pipefitter Apprentice 6 (85%)	031896		48.07	50.62
Pipefitter Apprentice 7 (90%)	031897		50.90	53.60
Pipefitter Apprentice 8 (95%)	031898		53.72	56.57
Pipefitter Apprentice 9 (95%)	"		53.72	56.57
Pipefitter Apprentice 10 (95%)	"		53.72	56.57
TOTAL FRINGE BENEFITS:		10.01.2024	\$25.25	\$26.25
Health & Welfare		\$ 0.75	10.82	11.57
Pension (Local=\$12.05 / Nat'l=\$1.02)		\$ 0.25	12.82	13.07
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)			-2.21	-2.32
Apprentice/Training (Local \$1.49: UAITF \$.10)			1.59	1.59

PREMIUMS (Refer to APPENDIX "A")

Amount	Conditions
Foreman Differential: 11%	Over Journeyman (increased 10.01.24)
General Foreman Differential: 22%	Over Journeyman (increased 10.01.24)
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 PLA At	10.01.23	10.01.24
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to Mercury)	\$7.50	\$7.50
Zone pay (report to Forward Areas)	\$11.25	\$11.25
Zone pay (report to NTTR)	\$11.25	\$11.25

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates	Current Hourly Wage Rates
ROOFERS (Construction RF-C)			10/01/2023 Allocation (+ \$0.00 Wages, +1.57 Pension)	10/01/2024 Allocation (+4.33 Wages to Roofers based on MOD 2 07/05/24 Construction Wage Rate Determination with DB)	10/04/2024 Reallocation (+2.68 Wages to Roofers based on MOD 5 10/18/2024 Construction Wage Rate Determination with DB)
10/01/20 Package Increase		\$1.10			
10/01/21 Package Increase		\$1.20			
10/01/22 Package Increase		\$1.40			
10/01/23 Package Increase		\$0.00			
10/01/24 Package Increase		\$4.33	\$ -	\$ 4.33	
10/01/24 Package Increase		\$2.68	\$ -		\$ 2.68
Roofer/Waterproofer	031101		30.75	35.08	37.76
Roofer/Waterproofer FOREMAN	031102		36.90	42.10	45.31
Lead Maintenance/Serviceman	035101		36.90	42.10	45.31
Roofer Apprentice - 1st 6 months (55%)			16.91	19.29	20.77
Roofer Apprentice - 2nd 6 months (60%)			18.45	21.05	22.66
Roofer Apprentice - 3rd 6 months (70%)			21.53	24.56	26.43
Roofer Apprentice - 4th 6 months (75%)			23.06	26.31	28.32
Roofer Apprentice - 5th 6 months (85%)			26.14	29.82	32.10
Roofer Apprentice - 6th 6 months (95%)			29.21	33.33	35.87
TOTAL FRINGE BENEFITS:		10.01.2024	\$12.04	\$12.10	\$12.42
Health & Welfare			6.26	TBD	6.26
Pension			5.07	TBD	5.27
Vacation			0.00	TBD	0.00
Apprentice/Training			0.65	TBD	0.80
Research & Education Joint Trust Fund			0.06	TBD	0.09
Working Dues (Deduct from Wages)			<0.75>	TBD	<0.75>
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 PLA Article **10.01.23** **10.01.24**
Zone A pay (report to Las Vegas) \$0.00 \$0.00
Zone B pay (report to NNSS) \$2.00 \$2.00
Zone C pay (report to NTTR) \$2.50 \$2.50

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates	Current Hourly Wage Rates
SHEET METAL WORKERS (Construction SM-C)			10/01/2023 Allocation (+2.75 Wages, +0.25 H/W, +.09 Dues Deduction)	10/01/2024 Allocation (+4.25 Wages, +0.25 H/W, +0.09 Dues Deduction)	01/01/2025 Allocation (-0.01 Wages, -0.18 Local Pension, +0.19 National Pension)
10/01/20 Package Increase		\$3.41			
10/01/21 Package Increase		\$2.10			
10/01/22 Package Increase		\$2.10			
10/01/23 Package Increase		\$3.00	\$ 2.75		
10/01/24 Package Increase		\$4.50		\$ 4.25	
1/01/2025 Reallocation					\$ (0.01)
Sheet Metal Worker (SMW)	032003		58.78	63.03	63.02
Sheet Metal Worker FOREMAN	032002		64.66	69.33	69.32
SMW GENERAL FOREMAN	032001		70.54	75.64	75.62
SMW Apprentice-1st Yr, 1st 6 mos 45%	032081		26.45	28.36	28.36
SMW Apprentice-1st Yr, 2nd 6 mos 45%	032081		26.45	28.36	28.36
SMW Apprentice-1st Yr, 2nd 6 mos 50%	032082		29.39	31.52	31.51
SMW Apprentice-2nd Yr, 1st 6 mos 55%	032083		32.33	34.67	34.66
SMW Apprentice-2nd Yr, 2nd 6 mos 60%	032084		35.27	37.82	37.81
SMW Apprentice-3rd Yr, 1st 6 mos 65%	032085		38.21	40.97	40.96
SMW Apprentice-3rd Yr, 2nd 6 mos 70%	032086		41.15	44.12	44.11
SMW Apprentice-4th Yr, 1st 6 mos 75%	032087		44.09	47.27	47.27
SMW Apprentice-4th Yr, 2nd 6 mos 80%	032088		47.02	50.42	50.42
SMW Apprentice-5th Yr, 2nd 6 mos 85%	032089		49.96	53.58	53.57
TOTAL FRINGE BENEFITS:	Apprentice	01.01.2025	\$29.65	\$29.90	\$29.91
Health & Welfare	10.85		10.85	11.10	11.10
Retiree Health Plan	0		1.50	1.50	1.50
Pension (\$11.82 Local Tri-State / \$3.38 National)	L 5.79 / N 2.07	L -0.18/ N +0.19	15.19	15.19	15.20
Vacation	0		0.00	0.00	0.00
Apprentice / Journeyman Training	1.94		1.94	1.94	1.94
NEMIC	0.03		0.03	0.03	0.03
ITI	0.12		0.12	0.12	0.12
SMHOIT	0.02		0.02	0.02	0.02
Checkoff dues deduction	<1.53>		<1.53>	<1.62>	<1.62>
NEW 10.01.2022 Building Fund	<0.15>		<0.15>	<0.15>	<0.15>
FEDERALLY MANDATED & IMPLEMENTED:					
5% Surcharge on Local Pension effective 5/1/12-12/1/12					

PREMIUMS (Refer to APPENDIX "A")

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

<u>Zone pay per hour in accordance with PLA Artic</u>	<u>10.01.23</u>	<u>10.01.24</u>
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$4.00	\$5.50
Zone pay (report to NTTR)	\$4.00	\$5.50

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates	Current Hourly Wage Rates	Current Hourly Wage Rates
SPRINKLER FITTERS (Construction SPK-C)			10/1/2023 Allocation (+2.95 Wages)	1/1/2024 Allocation (-\$0.58 from Wages +\$0.10 Pension. +\$0.46 H&W, +\$0.02 Education)	10/1/2024 Allocation (+\$1.45 Wage +\$2.00 Supplemental Pensions)	01/1/2025 Allocation (-\$0.59 Wages, -\$0.49 H/W, -\$0.10 Pension)
10/01/20 Package Increase		\$2.07				
01/01/2021 Reallocation						
10/01/21 Package Increase		\$2.14				
01/01/2022 Reallocation		\$0.44				
10/01/22 Package Increase		\$2.20				
01/01/2023 Reallocation		-\$0.56				
10/01/23 Package Increase		\$2.95	\$ 2.95			
01/01/24 Reallocation				\$ (0.58)		
10/01/24 Package Increase		\$3.45			\$ 1.45	
01/01/25 Reallocation						\$ (0.59)
Sprinkler Fitter	031303		53.02	52.44	53.89	53.30
Sprinkler Fitter FOREMAN	031302		58.32	57.68	59.28	58.63
Sprinkler Fitter GENERAL FOREMAN	031301		63.62	62.93	64.67	63.96
Class 1 Apprentice (45%)	031371		26.51	23.60	24.25	23.99
Class 2 Apprentice (50%)	031372		26.51	26.22	26.95	26.65
Class 3 Apprentice (55%)	031373		29.16	28.84	29.64	29.32
Class 4 Apprentice (60%)	031374		31.81	31.46	32.33	31.98
Class 5 Apprentice (65%)	031375		34.46	34.09	35.03	34.65
Class 6 Apprentice (70%)	031376		37.11	36.71	37.72	37.31
Class 7 Apprentice (75%)	031377		39.77	39.33	40.42	39.98
Class 8 Apprentice (80%)	031378		42.42	41.95	43.11	42.64
Class 9 Apprentice (85%)	031379		45.07	44.57	45.81	45.31
Class 10 Apprentice (90%)	031380		47.72	47.20	48.50	47.97
TOTAL FRINGE BENEFITS:		01.01.25	\$25.45	\$26.03	28.03	28.62
Health & Welfare		0.49	11.45	11.91	11.91	12.40
Pension		0.10	7.20	7.30	7.30	7.40
Supplemental Pension			6.23	6.23	8.23	8.23
Vacation			0.00	0.00	0.00	0.00
Int'l Training Fund \$0.10 / Education Training \$0.47			0.57	0.59	0.59	0.59
(EBF) Extended Benefit Fund (after tax deduction)			<0.25>	<0.25>	<0.25>	<0.25>
District 25 Industry Promotion Fund			<1.00>	<1.00>	<1.00>	<1.00>
PAC Fund Contribution "Voluntary" Checkoff Agreement			<0.15>	<0.15>	<0.15>	<0.15>
UA Organizing Fund (New 01.01.2020)			<0.10>	<0.10>	<0.10>	<0.10>

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
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
" "	\$50.00	TTR: 1st & last day of Employment

<u>Zone pay per hour in accordance with PLA Article 24</u>	<u>10.01.23</u>	<u>10.01.24</u>
Zone pay (report to Las Vegas)	\$0.00	\$0.00
Zone pay (report to NNSS)	\$3.50	\$4.50
Zone pay (report to NTTR)	\$3.50	\$4.50

Dues are 5% of wages for Journeymen
Dues are 2 1/2 % of wages for Apprentices

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

Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
TEAMSTERS (Construction TM-C)			10/01/2023 Allocation (+2.65 Pension, +0.35 H/W)	10/01/2024 Allocation (+\$2.00 Wages +0.19 H/W + \$1.31 Pension)
10/01/20 Package Increase		\$2.00		
10/01/21 Package Increase		\$2.00		
10/01/22 Package Increase		\$2.00		
10/01/23 Package Increase		\$3.00	\$ -	
10/01/24 Package Increase		\$3.50		\$ 2.00
Probationary Construction Teamster	032199	Actual Classification Rate		
Light Duty Driver	032103	1	41.69	43.69
Light Duty Driver FOREMAN	032102	1	44.19	46.19
Light Duty Driver GENERAL FOREMAN	032101	1	46.69	48.69
Light Vehicle Dispatcher	032111	1	41.69	43.69
Light Vehicle Dispatcher FOREMAN	032110	1	44.19	46.19
Tireman	032122	5	42.26	44.26
Tireman FOREMAN	032121	5	44.76	46.76
Tireman GENERAL FOREMAN	032120	5	47.26	49.26
Truck Greaser	032108	1	41.69	43.69
Truck Greaser FOREMAN	032107	1	44.19	46.19
Truck Greaser GENERAL FOREMAN	032106	1	46.69	48.69
Equipment Parts Clerk	032139	2	41.86	43.86
Fleet Operations Dispatcher	032141	2	41.86	43.86
Fleet Operations Dispatcher FOREMAN	032142	2	44.36	46.36
Forklift Driver (under 15 Tons)	032105	2	41.86	43.86
Forklift Driver FOREMAN	032104	2	44.36	46.36
Heavy Duty Driver	032131	2	41.86	43.86
Heavy Duty Driver FOREMAN	032130	2	44.36	46.36
Heavy Duty Driver GENERAL FOREMAN	032129	2	46.86	48.86
Warehouseman	032138	2	41.86	43.86
Warehouseman FOREMAN	032137	2	44.36	46.36
Warehouseman GENERAL FOREMAN	032136	2	46.86	48.86
Extra Heavy Duty Driver	032134	3	42.06	44.06
Extra Heavy Duty Driver FOREMAN	032133	3	44.56	46.56
Extra Hvy Duty Driver GENERAL FOREMAN	032132	3	47.06	49.06
Extra Heavy Duty Driver MRT		3	42.31	44.31
Extra Heavy Duty Driver MRT FOREMAN		3	44.81	46.81
Extra Hvy Duty Driver MRT ENERAL FOREMAN		3	47.31	49.31
Forklift Driver (OVER 15 Tons)	032140	3	42.06	44.06
Forklift Driver (OVER 15 Tons) FOREMAN	032143	3	44.56	46.56
Forklift Driver (OVER 15 Tons) GENERAL FOREMAN	032144	3	47.06	49.06
Bootman	032135	4	42.78	44.78
Bootman Foreman	032113	4	45.28	47.28
Bootman General Foreman	032112	4	47.78	49.78
Off Road and Special Equipment Driver	032109	4	42.78	44.78
TOTAL FRINGE BENEFITS		10.01.2024	\$26.87	\$28.37
Health & Welfare (pay flat amt) (Hourly Amount=Monthly/173.33 hrs; use as avg only) H&W INCLUDES: Major Medical=1319.00; Medical 1269.00 + Dental/Vision 50.00 &; Retiree Medical 174.67 = Grand Total \$1493.67 Pension (Basic 17.31 / PEER 80 1.89) Apprentice/Training			1460.67 8.43	1493.67 8.62
		1.31	17.89 0.55	19.20 0.55

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
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 - added to hourly pay
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
Re-Entry:	\$1.00	Full PPE & Respirator (Actual Hours)

Zone Pay per Hour in accordance with PLA Article 24	10.01.23	10.01.24
Zone 1: 1 - 20 Road Miles	\$2.00	\$2.00

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Zone 2: 20 - 40 Road Miles	\$2.50	\$2.50
Zone 3: 40 - 60 Road Miles	\$3.50	\$3.50
Zone 4: Over 60 Road Miles	\$6.00	\$6.00