

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT  
WAGE BENEFIT SUPPLEMENT  
EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Codes	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>ASBESTOS WORKERS/INSULATORS (Construction AW-C)</b> <i>Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.</i>				10/01/2025 Allocation (+\$3.32 Wages +\$0.25 H&W)	01/01/2026 Allocation (\$0.20Wages)
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		
01/01/24 Reallocation					
10/01/24 Package Increase			\$5.10		
10/01/25 Package Increase			\$3.57	\$ 3.32	
01/01/26 Reallocation					\$ (0.20)
Asbestos Worker II (Basic Journeyman/Mechanic)	030103		2	67.19	66.99
Asbestos Worker II Foreman	030102		2	73.91	73.69
Asbestos Worker II General Foreman	030101		2	80.63	80.39
<b>TOTAL FRINGE BENEFITS:</b>			<b>01.01.26</b>	<b>\$19.88</b>	<b>\$20.08</b>
Health & Welfare				12.25	12.25
Pension			0.20	5.63	5.83
Pension IAP				0.00	0.00
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker III	030104	C12B	3	61.69	61.49
Asbestos Worker III Foreman	030107		3	68.41	68.19
Asbestos Worker III General Foreman	030110		3	75.13	74.89
<b>TOTAL FRINGE BENEFITS:</b>			<b>01.01.26</b>	<b>\$25.38</b>	<b>\$25.58</b>
Health & Welfare				12.25	12.25
Pension			0.20	5.63	5.83
Pension IAP				5.50	5.50
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker IV	030105	C12C	4	59.69	59.49
Asbestos Worker IV Foreman	030108		4	66.41	66.19
Asbestos Worker IV General Foreman	030111		4	73.13	72.89
<b>TOTAL FRINGE BENEFITS:</b>			<b>01.01.26</b>	<b>\$27.38</b>	<b>\$27.58</b>
Health & Welfare				12.25	12.25
Pension			0.20	5.63	5.83
Pension IAP				7.50	7.50
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker V	030106	C121	5	57.19	56.99
Asbestos Worker V Foreman	030109		5	63.91	63.69
Asbestos Worker V General Foreman	030112		5	70.63	70.39
<b>TOTAL FRINGE BENEFITS:</b>			<b>01.01.26</b>	<b>\$29.88</b>	<b>\$30.08</b>
Health & Welfare				12.25	12.25
Pension			0.20	5.63	5.83
Pension IAP				10.00	10.00
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker Improver/Apprentice 1 (50%)	030181			33.60	33.50
Asbestos Worker Improver/Apprentice 2 (60%)	030182			40.31	40.19
Asbestos Worker Improver/Apprentice 3 (70%)	030183			47.03	46.89
Asbestos Worker Improver/Apprentice 4 (80%)	030184			53.75	53.59
Asbestos Worker Improver/Apprentice 5 (90%)	030185			60.47	60.29
<b>TOTAL FRINGE BENEFITS: 1st &amp; 2nd yr apprentice</b>			<b>01.01.26</b>	<b>\$9.75</b>	<b>\$9.75</b>
Health & Welfare				7.75	7.75
Pension				0.00	0.00
Pension IAP				0.00	0.00
Vacation - Deduct from Wages				<1.00>	<1.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<1.00>	<1.00>
<b>TOTAL FRINGE BENEFITS: 3rd,4th &amp; 5th yr apprentice</b>			<b>01.01.26</b>	<b>\$23.98</b>	<b>\$24.18</b>
Health & Welfare				12.25	12.25
Pension			0.20	5.63	5.83
Pension IAP				4.10	4.10
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<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
<b>CHANGED 10.01.25 High Time/Hazard Pay:</b>	<b>\$0.25</b>	<b>25-40 ft. (Actual Hours)</b>
	<b>\$0.50</b>	<b>40 ft. or more (Actual Hours)</b>
Reimbursement of Expenses:	\$50.00	NNSS: 1st & last day of Employment

**ASBESTOS/INSULATORS**

	<u>Zone Pay per Hour</u>	<u>10.01.23/24</u>	<u>10.01.25</u>
Free Zone pay (0-19 miles, Las Vegas)	\$0.00	\$0.00	\$0.00
Zone 1 pay (20- 45 miles)	\$4.00	\$4.00	\$4.00
Zone 2 pay (46 - 75 miles, Mercury)	\$5.00	\$5.00	\$5.00
Zone 3 pay (76 - 150 miles, Forward Areas)	\$7.00	\$7.00	\$7.00
Zone 4 pay (150+ miles, NTRR)	\$8.00	\$8.00	\$8.00

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT  
WAGE BENEFIT SUPPLEMENT  
EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Codes	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>BRICKLAYERS (Construction BL-C)</b>				10/04/2024 Allocation (+3.14 Wages to BL; others varied based on 10/05/24 MOD 3 Construction Wage Rate Determination with DB )	10/01/2025 Allocation (+\$1.89 Wages to BL; +0.50 to H/W; +0.41 to Def Pension; +0.06 Apprentice/Training; others vary)
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					
10/01/24 Package Increase					
10/04/24 Package Increase				\$ 3.14	
10/01/25 Package Increase				\$2.80	\$ 1.89
Bricklayer	031203			50.90	52.79
Bricklayer Foreman				52.40	54.29
Bricklayer General Foreman				53.90	55.79
<b>Pointer Caulker Cleaner (PCC)</b>				50.90	52.79
Bricklayer, Tile & Marble Apprentice (50%)				25.45	26.40
Bricklayer, Tile & Marble Apprentice (60%)				30.54	31.67
Bricklayer, Tile & Marble Apprentice (70%)				35.63	36.95
Bricklayer, Tile & Marble Apprentice (80%)				40.72	42.23
Bricklayer, Tile & Marble Apprentice (85%)				43.27	44.87
Bricklayer, Tile & Marble Apprentice (90%)				45.81	47.51
<b>TOTAL FRINGE BENEFITS:</b>				<b>10.01.2025</b>	<b>\$19.92</b>
Health & Welfare				0.50	7.50
Pension (Def Con 6.0 / IU Pen 3.00 / Pen Prot 2.41)				0.41	11.00
Apprentice/Training (NV JATC 0.74/ IMI/ IMTEF Training 0.74)				.03/.03	1.42
Supp Dues (after tax deduction Local 2.21/ UI 0.74)				.09/.03	-2.83
Vacation (after tax deduction - not part of wage pkg)					-3.00

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

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			50.27	52.44
<b>TOTAL FRINGE BENEFITS:</b>				<b>10.01.2025</b>	<b>\$18.29</b>
Health & Welfare				0.50	7.50
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)					9.41
Apprentice/Training (NV JATC 0.69/ IMI Training 0.69)					1.38
Supp Dues (after tax deduction Local 2.14/UI 0.71)				.08/.02	-2.75
Vacation (after tax deduction - not part of wage pkg)					-3.00

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

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			35.64	37.07
<b>TOTAL FRINGE BENEFITS:</b>				<b>10.01.2025</b>	<b>\$14.20</b>
Health & Welfare				0.50	7.50
Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.2)					5.70
Apprentice/Training (NV JATC 0.52/ IMI Training 0.52)				.02/.02	1.00
Supp Dues (after tax deduction Local 1.55/UI 0.52)				.05/.02	-2.00
Vacation (after tax deduction - not part of wage pkg)					-2.50

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

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			47.70	49.74
<b>TOTAL FRINGE BENEFITS:</b>				<b>10.01.2025</b>	<b>\$18.23</b>
Health & Welfare				0.50	7.50
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)					9.41
Apprentice/Training (NV JATC 0.69/ IMI Training 0.69)				-0.03/ -0.03	1.32
Supp Dues (after tax deduction Local 2.06/UI 0.69)				.08/ .03	-2.64
Vacation (after tax deduction - not part of wage pkg)					-3.00

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

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	10.01.23	10.04.24/25
Zone pay (0-40 miles)/ Las Vegas	\$0.00	\$0.00
Zone pay (41-50 miles)	\$0.00	\$3.75
Zone pay (51-70 miles)/ NNSS	\$5.00	\$5.00
Zone pay (over 71 miles)/ NTTR	\$10.00	\$10.00

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

WAGE BENEFIT SUPPLEMENT

EEFFECTIVE 10.01.2025 TO 09.30.2030

Classification	MSTS Job Code	Grp No.	Hourly Wage Rates
<b>CARPENTERS (Construction CP-C)</b>			<b>10/01/2025 Allocation (2.88 Wages, +0.25 Pen A, +0.06 Apprenticeship)</b>
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	
10/01/24 Package Increase		\$3.50	
10/01/25 Package Increase		<b>\$3.19</b>	\$ 2.88
Carpenter	030203	C011	52.12
Carpenter <b>FOREMAN</b>	030202	C012	57.33
Carpenter <b>GENERAL FOREMAN</b>	030201	C013	63.06
Carpenter Welder (\$0.50 over Carpenter)	030204	C014	52.62
Carpenter Welder Foreman	030214	C015	57.88
Carpenter Welder General Foreman	030219	C01D	63.56
Power Saw Operator (\$0.15 over Carpenter)	030211	C016	52.27
Power Saw Operator Foreman	030215	C017	57.50
Power Saw Operator General Foreman	030216	C130	63.25
Locksmith (\$0.50 over Carpenter)	030217	C018	52.62
Locksmith Foreman	030218	C019	57.88
Carpenter Apprentice 1 (50%)	030284	C011	26.06
Carpenter Apprentice 2 (55%)	030290	C011	28.67
Carpenter Apprentice 3 (60%)	030285	C011	31.27
Carpenter Apprentice 4 (65%)	030291	C011	33.88
Carpenter Apprentice 5 (70%)	030286	C011	36.48
Carpenter Apprentice 6 (75%)	030289	C011	39.09
Carpenter Apprentice 7 (80%)	030287	C011	41.70
Carpenter Apprentice 8 (90%)	030288	C011	46.91
<b>TOTAL FRINGE BENEFITS:</b>		<b>10.01.25</b>	<b>\$28.08</b>
Health & Welfare			8.75
<b>Pension A \$6.41 / Pension B \$5.66</b>		<b>.25 / .00</b>	<b>12.07</b>
Vacation (\$5.00) / Supplemental Dues (\$1.64)			6.64
<b>Apprentice/Training</b>		<b>.06</b>	<b>0.62</b>

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

	<u>Amount</u>	<u>Conditions</u>
Foreman/General Foreman Differential:	10%	Over Journeyman/Foreman Respec
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</u>	<u>10.01.23/24</u>	<u>10.01.25</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

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

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>MILLWRIGHTS (Construction CP-C)</b>				10/01/2024 Allocation (+2.25 Wages, +0.50 H/W, +0.25 Pen A, +0.40 Pen B, +0.09Sup Dues, +0.01 Apprenticeship)	10/01/2025 Allocation (+2.88 Wages, +0.25 Pen A, +0.06 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		
10/01/24 Package Increase			\$3.50	\$ 2.25	
10/01/25 Package Increase			\$3.19		\$ 2.88
Millwright	030223	C061		51.28	54.16
Millwright <b>FOREMAN</b>	030222	C011		56.41	59.58
Millwright <b>GENERAL FOREMAN</b>	030221			62.05	65.54
Millwright Welder (\$.50 over Millwright)	030224			51.78	54.66
Millwright Welder <b>FOREMAN</b>	030225	C008		56.96	60.13
Millwright Apprentice - Step 1 (50%)				25.64	27.08
Millwright Apprentice - Step 2 (55%)				28.20	29.79
Millwright Apprentice - Step 3 (60%)				30.77	32.50
Millwright Apprentice - Step 4 (65%)				33.33	35.20
Millwright Apprentice - Step 5 (70%)				35.90	37.91
Millwright Apprentice - Step 6 (75%)				38.46	40.62
Millwright Apprentice - Step 7 (80%)				41.02	43.33
Millwright Apprentice - Step 8 (85%)				43.59	46.04
Millwright Apprentice - Step 9 (90%)				46.15	48.74
Millwright Apprentice - Step 10 (95%)				48.72	51.45
<b>TOTAL FRINGE BENEFITS:</b>			<b>10.01.25</b>	<b>\$27.53</b>	<b>\$27.84</b>
Health & Welfare				8.75	8.75
Pension A \$6.41 / Pension B \$5.40			0.25 / 0.00	11.56	11.81
Vacation (\$5.00) / Supplemental Dues (\$1.66)				6.66	6.66
Apprentice/Training			0.06	0.56	0.62

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
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</u>	<u>10.01.23/24</u>	<u>10.01.25</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

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

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>CEMENT MASONS (Construction CM-C)</b>			10/01/2024 Allocation (+2.46 Wages, +0.18 Supp Dues, +0.03 Intl Dues, +0.08 Appr +0.25 H&W)	10/01/2025 Allocation (+1.24 Wages, +0.03 International Dues, +0.04 Supp Dues, +0.00 Intl Dues, +1.23 Vacation, +0.06 Appr,+0.25 H&W)
		\$2.00		
	10/01/21 Package Increase	\$1.85		
	10/01/22 Package Increase	\$1.91		
	10/01/23 Package Increase	\$2.14		
	10/01/24 Package Increase	\$3.00	\$ 2.46	
	10/01/25 Package Increase	\$2.85		\$ 1.24
Cement Mason	030303	C053	42.03	43.27
Cement Mason <b>FOREMAN</b>	030302	C052	46.23	47.60
Cement Mason <b>GENERAL FOREMAN</b>	030301	C054	50.86	52.36
Cement Mason Apprentice 1 (60%) 0-900 hours	030305		25.22	25.96
Cement Mason Apprentice 2 (65%) 900-1250 hours	030306		27.32	28.13
Cement Mason Apprentice 3 (70%) 1250-2500 hours	030307		29.42	30.29
Cement Mason Apprentice 4 (80%) 2500-3750 hours	030309		33.62	34.62
Cement Mason Apprentice 5 (90%) 3750-5000 hours	030310		37.83	38.94
<b>TOTAL FRINGE BENEFITS:</b>			<b>\$28.05</b>	<b>\$29.66</b>
	<b>Health &amp; Welfare</b>	<b>.25</b>	<b>9.00</b>	<b>9.25</b>
	<b>Pension</b>		<b>11.03</b>	<b>11.03</b>
	<b>Vac (Supp Dues \$2.01 / Intl Dues \$.73 / Vacation \$5.09)</b>	<b>0.04/0.03/1.23</b>	<b>6.53</b>	<b>7.83</b>
	<b>Apprentice/Training \$1.46 / ITF \$.09</b>	<b>.06/0.00</b>	<b>1.49</b>	<b>1.55</b>

**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

<b>Zone Pay per Hour</b>	<b>10.01.23</b>	<b>10.01.24/25</b>
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

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

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	44	Hourly Wage Rates	Hourly Wage Rates
<b>LINEMEN (Construction EL-C)</b>				<b>10/01/2025 Allocation (+\$3.76 to Wages)</b>	<b>06/01/2026 Reallocation (+\$1.00 Plan A, \$1.00 Plan B)</b>
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					
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		
01/01/25 Reallocation			\$0.25		
06/02/25 Reallocation					
10/01/25 Package Increase			\$3.76	\$ 3.76	
01/01/26 Reallocation					
06/01/26 Reallocation					
Lineman	030703	C025		62.08	62.08
Lineman <b>FOREMAN</b>	030702	C026		68.91	68.91
Lineman <b>GENERAL FOREMAN</b>	030701	C027		75.74	75.74
Groundman (80% of Lineman)	030704	C028		49.66	49.66
Journeyman Technician	030708			62.08	62.08
Lineman Equipment Operator	030705			62.08	62.08
Lineman Apprentice 1 (60%)	030791	C025		37.25	37.25
Lineman Apprentice 2 (65%)	030792			40.35	40.35
Lineman Apprentice 3 (70%)	030793	C029		43.46	43.46
Lineman Apprentice 4 (75%)	030794			46.56	46.56
Lineman Apprentice 5 (80%)	030795			49.66	49.66
Lineman Apprentice 6 (85%)	030796			52.77	52.77
Lineman Apprentice 7 (90%)	030797	C029		55.87	55.87
<b>TOTAL FRINGE BENEFITS:</b>			<b>06.01.26</b>	<b>\$31.99</b>	<b>\$31.99</b>
Health & Welfare (aka LINECO)				7.50	7.50
<b>Pension A 9.76 and Pension B 7.25 (paid together)</b>			<b>+1.00/ -1.00</b>	<b>17.01</b>	<b>17.01</b>
Vacation				0.00	0.00
LINECO Health Reimbursement Account				5.00	5.00
<b>Apprentice/Training (1.0% of Gross)</b>				<b>0.62</b>	<b>0.62</b>
<b>Other (NEBF: 3% of Gross)</b>				<b>1.86</b>	<b>1.86</b>

**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:	2x Wage	80 ft. or more, double 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**      **10.01.24/25**

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

**10.01.25 Critical Skill Supplement Pay renewed \$60/day for the period 10.01.25 - 09.30.26**

**ONLY Linemen, Lineman Foremen & GF receive this supplement on any day worked at the site (extended until 9/30/2026)**

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

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>WIRESMEN (Construction EL-C)</b>				<b>10/01/2025 Reallocation (\$3.65 Wages, \$0.11 NEBF)</b>	<b>06/01/2026 Reallocation (-\$1.36 Wages +\$0.40 H&amp;W +\$1.00 Plan A -\$0.04 NEBF)</b>
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	
06/01/25 Reallocation					
10/01/25 Package Increase				\$3.76	
06/01/26 Reallocation					
				\$ 3.65	\$ (1.36)
Wireman	030604	CO21		64.37	63.01
Wireman <b>FOREMAN</b>	030602	CO23		71.45	69.94
Wireman <b>GENERAL FOREMAN</b>	030601	CO24		78.53	76.87
Wireman Apprentice 1 (55%) 1st step	030681	CO22		35.40	34.66
Wireman Apprentice 2 (65%) 2nd step	030682	CO22		41.84	40.96
Wireman Apprentice 3 (70%) 3rd step	030683	CO22		45.06	44.11
Wireman Apprentice 4 (75%) 4th step	030684	CO22		48.28	47.26
Wireman Apprentice 5 (85%) 5th step	030685	CO22		54.71	53.56
Wireman Apprentice 6 (95%) 6th step	030686	CO22		61.15	59.86
<b>TOTAL FRINGE BENEFITS:</b>				<b>06.01.26</b>	<b>\$28.81</b>
<b>Health &amp; Welfare</b>				<b>0.40</b>	<b>9.20</b>
<b>Pension Plan A 8.76/ Pension Plan B 8.42</b>				<b>1.00</b>	<b>17.18</b>
<b>Vacation</b>				<b>0.00</b>	<b>0.00</b>
<b>Apprentice/Training</b>				<b>0.50</b>	<b>0.50</b>
<b>Other (NEBF: 3% of Gross)</b>				<b>-0.04</b>	<b>1.93</b>

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

	<b>Amount</b>	<b>Conditions</b>
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,
" "	1.5x Wage	Stacks, Towers,
" "	2x Wage	double the S/T
<b>Reimbursement of Expenses:</b>	<b>\$30.00</b>	<b>NNSS: 1st &amp; last day of Employment</b>
" "	\$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**

	<b>10.01.23</b>	<b>10.01.24/25</b>
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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>IRONWORKERS (Construction IW-C)</b>				10/01/2024 Allocation (+\$3.00 Wages)	10/01/2025 Allocation (+\$2.00 Wages +\$1.50 H&W, \$0.14 Vacation, +\$0.06 Annuity)
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		
10/01/24 Package Increase			\$3.00	\$ 3.00	
10/01/25 Package Increase			\$3.70		\$ 2.00
Reinforcing Ironworker	071303	<b>C098</b>		53.06	55.06
Reinf. Ironworker <b>FOREMAN</b>	071302	<b>C097</b>		58.37	60.57
Reinf. Ironworker <b>GENERAL FOREMAN</b>	071301			64.20	66.62
Structural Ironworker	071203	<b>C094</b>		53.06	55.06
Structural Ironworker <b>FOREMAN</b>	071202	<b>C095</b>		58.37	60.57
Structural Ironworker <b>GENERAL FOREMAN</b>	071201	<b>C096</b>		64.20	66.62
<b>APPRENTICES (4 YEAR PROGRAM - 6 month progression)</b>					
Struc. / Reinf. IW Apprentice 1 (50%)	071281	<b>C098</b>		26.53	27.53
Struc. / Reinf. IW Apprentice 2 (55%)	071282	<b>C094</b>		29.18	30.28
Struc. / Reinf. IW Apprentice 3 (60%)	071283	<b>C094</b>		31.84	33.04
Struc. / Reinf. IW Apprentice 4 (65%)	071284	<b>C094</b>		34.49	35.79
Struc. / Reinf. IW Apprentice 5 (75%)	071285			39.80	41.30
Struc. / Reinf. IW Apprentice 6 (80%)	071286			42.45	44.05
Struc. / Reinf. IW Apprentice 7 (90%)	071287	<b>C094</b>		47.75	49.55
Struc. / Reinf. IW Apprentice 8 (95%)	071288	<b>C094</b>		50.41	52.31
<b>TOTAL FRINGE BENEFITS:</b>			<b>10.01.2025</b>	<b>\$35.56</b>	<b>\$37.26</b>
<b>Health &amp; Welfare</b>			<b>1.50</b>	<b>12.20</b>	<b>13.70</b>
Pension \$9.32/ Annuity Fund \$7.56			<b>0.06 Annuity</b>	<b>16.82</b>	<b>16.88</b>
<b>Vacation</b>			<b>0.14</b>	<b>5.82</b>	<b>5.96</b>
IMPACT				<b>0.00</b>	<b>0.00</b>
Apprentice/Training				<b>0.72</b>	<b>0.72</b>
Other (Emergency Relief Fund)				<b>0.00</b>	<b>0.00</b>

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

Foreman / General Foreman Differential: 10%  
 Respirator: \$1.00  
**CHANGED: Underground: \$0.75**  
 Mileage Reimbursement: \$0.24  
 Travel Time:

**Conditions**

Over Journeyman/Foreman Respectively  
 1/2 Shift Minimum or Full Shift  
**Actual Hours Only (increased 10.01.25)**  
 First day and last day  
 See Appendix "A"

**Zone Pay per Hour in accordance with PLA Art**      **10.01.23**      **10.01.24/25**

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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Codes	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>LABORERS (Construction LB-C)</b>				10/01/2024 Allocation (+1.70 Wages, +1.17 Pension A, +0.13 DC Pension, + \$0.25 H&W, +\$1.00 Vacation)	10/01/2025 Allocation (+\$2.39 Wages, + \$0.65 H&W)
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		
10/01/24 Package Increase			\$4.25	\$ 1.70	
10/01/25 Package Increase			\$3.04		\$ 2.39
Laborer I	031423	L051		38.74	41.13
Laborer I <b>FOREMAN</b>	031422			41.06	45.24
Laborer I <b>GENERAL FOREMAN</b>	031421			43.53	54.29
LB-I Apprentice (1st Step, 1000 hrs.) 60%	031481		1	23.24	24.68
LB-I Apprentice (2nd Step, 1000 hrs.) 70%			1	27.12	28.79
LB-I Apprentice (3rd Step, 1000 hrs.) 80%			1	30.99	32.90
LB-I Apprentice (4th Step, 1000 hrs.) 90%			1	34.87	37.02
Laborer II	031424	L053		39.00	41.39
Laborer II <b>FOREMAN</b>	031425	L054		41.34	45.53
Laborer II <b>GENERAL FOREMAN</b>	031426	L056		43.82	54.64
LB-II Apprentice (1st Step, 1000 hrs.) 60%	031491		2	23.40	24.83
LB-II Apprentice (2nd Step, 1000 hrs.) 70%			2	27.30	28.97
LB-II Apprentice (3rd Step, 1000 hrs.) 80%			2	31.20	33.11
LB-II Apprentice (4th Step, 1000 hrs.) 90%			2	35.10	37.25
Laborer III	031427	L057		39.18	41.57
Laborer III <b>FOREMAN</b>	031428	L058		41.53	45.73
Laborer III <b>GENERAL FOREMAN</b>	031429	L059		44.02	54.88
LB-III Apprentice (1st Step, 1000 hrs.) 60%	031471		3	23.51	24.94
LB-III Apprentice (2nd Step, 1000 hrs.) 70%			3	27.43	29.10
LB-III Apprentice (3rd Step, 1000 hrs.) 80%			3	31.34	33.26
LB-III Apprentice (4th Step, 1000 hrs.) 90%			3	35.26	37.41
<b>TOTAL FRINGE BENEFITS:</b>			<b>10.01.2025</b>	<b>\$32.12</b>	<b>\$32.77</b>
Health & Welfare \$7.63/ \$0.23 LECET, \$0.02 Health & Safety			<b>0.65</b>	<b>7.23</b>	<b>7.88</b>
Pension A				18.08	18.08
DC Pension				1.13	1.13
Vacation \$3.51/Supplemental Dues \$2.04				5.55	5.55
Apprentice Training				0.13	0.13

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

	<u>Amount</u>	<u>Conditions</u>
<b>CHANGED: Foreman Differential:</b>	<b>10%</b>	<b>Over journeyman (increased 10.01.25)</b>
<b>CHANGED: General Foreman Differential:</b>	<b>20%</b>	<b>Over highest paid supervised (increased 10.01.25)</b>
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

<b>Zone Pay per Hour in accordance with PLA Article 24</b>	<b>10.01.23</b>	<b>10.01.24/25</b>
Zone A pay (report to Las Vegas)	\$0.00	\$0.00
Zone B pay (report to NNSS)	\$5.00	\$5.00
Zone C pay (report to NTTR)	\$5.00	\$5.00

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

WAGE BENEFIT SUPPLEMENT

EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COSC Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates	Hourly Wage Rates
<b>TUNNEL WORKERS/MINERS (Construction TN-C)</b>				10/01/2024 Allocation (+2.80 Wages, +1.17 Pension A, +0.13 DC Pension +0.25 H/W)	10/01/2025 Allocation (+\$2.54 Wages, +\$0.65 H/W)	06/01/2026 (Change Rates to Shifter Foreman, Shifter MRT Foreman & Shaft Miner MRT GF ONLY ***)
			01/01/20 Package Increase			
			10/01/20 Package Increase			
			10/01/21 Package Increase			
			10/01/22 Package Increase			
			10/01/23 Package Increase			
			10/01/24 Package Increase	\$ 2.80		
			10/01/25 Package Increase		\$ 2.54	
Bull Gang (Mucker & Trackman)	032508			43.90	46.44	46.44
Bull Gang <b>FOREMAN</b>	032502			44.40	51.08	51.08
Bull Gang Welder (\$.50)	032510			44.40	46.94	46.94
Miner (Tunnel Worker)	032203	L061		44.15	46.69	46.69
Miner - Tool Crib	032220			44.50	47.04	47.04
Miner Welder (\$.50)	032202			44.65	47.19	47.19
Shaft Raise & Stope Miner	032209			44.65	47.19	47.19
Shaft Raise & Stope Miner/WELDER (+\$.50)	032219	L063		45.15	47.69	47.69
Shifter <b>FOREMAN</b> (\$.50 over highest Supervised)	032204			67.90	71.95	70.44
Apprentice (1st Step, 1000 Hrs) 60%	032281			26.49	28.01	28.01
Apprentice (2nd Step, 1000 Hrs.) 70%				30.91	32.68	32.68
Apprentice (3rd Step, 1000 Hrs.) 80%				35.32	37.35	37.35
Apprentice (4th Step, 1000 Hrs.) 90%				39.74	42.02	42.02
<b>MINE RESCUE TEAM (MRT) RATES \$ .25 Addtl/hr when assigned to MRT</b>						
Bull Gang (Mucker & Trackman)	032518			44.15	46.69	46.69
Bull Gang <b>FOREMAN</b>	032512			44.65	51.33	51.33
Bull Gang Welder (\$.50)	032520			44.65	47.19	47.19
Miner (Tunnel Worker)	032213	L063		44.40	46.94	46.94
Miner Welder	032212			44.90	47.44	47.44
Shaft Raise & Stope Miner	032219			44.90	47.44	47.44
Shifter MRT <b>FOREMAN</b> (\$.50 over highest Supervised)	032214	L064		*70.57	72.20	70.69
Shaft Miner MRT <b>GENERAL FOREMAN</b> (\$.50 over highest Supervised)	032215			*71.07	72.70	71.19
<b>TOTAL FRINGE BENEFITS:</b>			<b>10.01.2025</b>	<b>\$30.84</b>	<b>\$31.49</b>	<b>\$31.49</b>
Health & Welfare \$7.63/\$0.23 LECET, \$0.02 Health & Safety			<b>0.65</b>	<b>7.23</b>	<b>7.88</b>	<b>7.88</b>
Pension A				18.08	18.08	18.08
DC Pension				1.13	1.13	1.13
Vacation \$2.18/ Supplemental Dues \$2.04				4.22	4.22	4.22
Apprentice Training				0.18	0.18	0.18

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
<b>CHANGED: Bull Gang Foreman:</b>	<b>10%</b>	<b>Over Bullgang (effective 10/01/25)</b>
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

Zone Pay per Hour in accordance with PLA Article 24	10.01.23	10.01.24/25
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

**10.01.25 Critical Skill Supplement Pay renewed \$40/day  
for any day worked at the site for the period 10.01.25 - 09.30.26**

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT  
WAGE BENEFIT SUPPLEMENT  
EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COSC Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates	Hourly Wage Rates
<b>OPERATING ENGINEERS (Construction OE-C)</b>				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	10/01/2025 Allocation +\$1.59 Wages, +1.00 H&W +1.25 Defined Contribution Plan	01/01/2026 Reallocation -\$1.00 Vacation, +\$1.00 H&W
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	
10/01/25 Package Increase				\$3.84		
01/01/25 Reallocation					\$ 1.59	
Air Compressor & Generator Operator	031513		1	53.79	55.38	55.38
Hd Repairman Helper	031523		1	53.79	55.38	55.38
Hd Repairman Helper <b>FOREMAN</b>	031508		1	56.29	60.92	60.92
Oiler	031512		1	53.79	55.38	55.38
Rail Mounted JLG	031557		1	53.79	55.38	55.38
Rotary Drill Helper	031535		1	53.79	55.38	55.38
Rotary Drill Helper (Core Drilling)	031510		1	53.79	55.38	55.38
Rotary Drill Helper (Oil Field)	031592		1	53.79	55.38	55.38
Generator Operator	031541		2	54.74	56.33	56.33
Motorman	031552		2	54.74	56.33	56.33
Motorman (Oil Field Type)	031594		2	54.74	56.33	56.33
Skiploader Operator - II	031564		2	54.74	56.33	56.33
Concrete Saw Operator	031537		3	55.03	56.62	56.62
Derrickman	031567		3	55.03	56.62	56.62
Dinkey Locomotive Operator	031525		3	55.03	56.62	56.62
Elevator Hoist Operator	031553		3	55.03	56.62	56.62
Steam & Water Plant Operator (now grp 3 eff.6/4/12)	031528		3	55.03	56.62	56.62
Steam & Water Plant Operator <b>FOREMAN</b>	031575		3	57.53	62.28	62.28
Equipment Greaser	031514	<b>C103</b>	3	55.03	56.62	56.62
Equipment Greaser <b>FOREMAN</b>	031516		3	57.53	62.28	62.28
Mini-Excavator - Caterpillar E05E2 or similar type	032700	<b>R03K</b>	4	56.52	58.11	58.11
Mud Plant Operator	031503		4	56.52	58.11	58.11
Power Sweeper Operator	031517		4	56.52	58.11	58.11
Roller Operator	031519		4	56.52	58.11	58.11
Seeder	032608		4	56.52	58.11	58.11
Trenching Machine Operator I	031538		4	56.52	58.11	58.11
Machinist	031599		4	56.52	58.11	58.11
Asphalt & Concrete Spreading Operator	031570		5	57.62	59.21	59.21
Asphalt Plant Engineer	031568		5	57.62	59.21	59.21
Dozer Operator	031509	<b>R035</b>	5	57.62	59.21	59.21
Forklift Operator (Group 5) <b>FOREMAN</b>	031550		5	60.12	65.13	65.13
Forklift Operator	031551		5	57.62	59.21	59.21
Grade Checker	031529	<b>C132</b>	5	57.62	59.21	59.21
Road Oil Mix Operator	031543		5	57.62	59.21	59.21
Scraper Operator	031534		5	57.62	59.21	59.21
Skiploader Operator - (Group 5)	031565		5	57.62	59.21	59.21
Tractor Operator	031507	<b>L081</b>	5	57.62	59.21	59.21
Back Hoe Operator	031558	<b>R031</b>	6	57.74	59.33	59.33
Batch Plant Operator	032606	<b>R03J</b>	6	57.74	59.33	59.33
Bit And Cutter Retipper	031536		6	57.74	59.33	59.33
Bulk Plant Operator	032607		6	57.74	59.33	59.33
Compressor Station Operator	031542		6	57.74	59.33	59.33
Concrete Mobile Mixer Operator	031555	<b>R032</b>	6	57.74	59.33	59.33
Concrete Mobile Mixer Operator <b>FOREMAN</b>	031556		6	60.24	65.26	65.26
Concrete Pump Operator	031549		6	57.74	59.33	59.33
Contour Trencher Operator	031572		6	57.74	59.33	59.33
Crane Operator	031505		6	57.74	59.33	59.33
Crane Operator <b>FOREMAN</b>	031560		6	60.24	65.26	65.26
Crushing Plant Engineer	031530		6	57.74	59.33	59.33
Driller	031527		6	57.74	59.33	59.33
Driller (Core Drill Type)	031524		6	57.74	59.33	59.33
Driller (Oil Field Type)	031595		6	57.74	59.33	59.33
Drilling <b>FOREMAN</b>	031540		6	60.24	65.26	65.26
Drilling <b>FOREMAN</b> (Core Drill Type)	031515		6	60.24	65.26	65.26
Drilling <b>FOREMAN</b> (Oil Field Type)	031593		6	60.24	65.26	65.26
Drilling <b>GENERAL FOREMAN</b> (Core Driller)	032601		6	62.74	71.79	71.79

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT  
WAGE BENEFIT SUPPLEMENT  
EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COSC Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates	Hourly Wage Rates	
Drilling <b>GENERAL FOREMAN</b> -Oil Field	031571		6	62.74	71.79	71.79	
Forklift <b>FOREMAN</b> - (Group 6)	031561		6	60.24	61.83	61.83	
Forklift Operator over 5 tons - (Group 6)	031562		6	57.74	59.33	59.33	
Hoist Operator	031539		6	57.74	59.33	59.33	
Liftmobile Operator	031596		6	57.74	59.33	59.33	
Loader Operator	031554	R037	6	57.74	59.33	59.33	
Machinist Operator, CNC Programmer Combo	031563	C041	6	57.74	59.33	59.33	
Machinist Operator, CNC Programmer Combo <b>FOREMAN</b>	031597	C042	6	60.24	65.26	65.26	
Machinist Operator, CNC Programmer Combo <b>GENERAL FOREM,</b>	032600	C044	6	62.74	71.79	71.79	
Motor Patrol Operator	031504	R038	6	57.74	59.33	59.33	
Mucking Machine Operator	031526	R039	6	57.74	59.33	59.33	
Multiple Engineer-Earth Moving (Group 9 in OE Contract)	032603		6	57.74	59.33	59.33	
Operator <b>FOREMAN</b>	031502	R03A	6	60.24	65.26	65.26	
Operator <b>GENERAL FOREMAN</b>	031501		6	62.74	71.79	71.79	
Rotomill Operator	032604		6	57.74	59.33	59.33	
Segment Installation Jumbo Operator	031583		6	57.74	59.33	59.33	
Shovel Operator	031518		6	57.74	59.33	59.33	
Skiploader Operator - VI	031566	R037	6	57.74	59.33	59.33	
Trenching Machine Operator II	031506		6	57.74	59.33	59.33	
Tunnel Boring Machine Operator	032605		6	57.74	59.33	59.33	
Water Well Driller			6	57.74	59.33	59.33	
Hd Repairman	031521	C101	7	57.99	59.58	59.58	
Hd Repairman <b>FOREMAN</b>	031520	C103	7	60.49	65.54	65.54	
Hd Repairman <b>GENERAL FOREMAN</b>	031544		7	62.99	72.09	72.09	
Heavy Duty Welder	031522	C114	7	57.99	59.58	59.58	
Heavy Duty Welder <b>FOREMAN</b>	031559		7	60.49	65.54	65.54	
Light Duty Repairman (Hybrid/All Electric)	032710		7	57.99	59.58	59.58	
Clark County Certified Welder (NLV Machine shop)	031532	C114	7	57.99	59.58	59.58	
Clark County Certified Welder <b>FMN</b> (NLV machine shop)	031533	C115	7	60.49	65.54	65.54	
Excavator/Trackhoe or similar	032720		8	58.24	59.83	59.83	
Combination Hd Repairman-Welder	031548	C111	9	58.74	60.33	60.33	
Combination Hd Repairman-Welder <b>FOREMAN</b>	031547	C112	9	61.24	66.36	66.36	
Combination Hd Repairman-Welder <b>GENERAL FOREMAN</b>	031546	C113	9	63.74	73.00	73.00	
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator	031545		9	58.74	60.33	60.33	
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator - <b>GENERAL FOREMAN</b>	031598	R03B	9	63.74	66.36	66.36	
Crane Oiler	031511		9	58.74	60.33	60.33	
<b>Operating Engineer Apprentice (Percentage of Group 5):</b>				<b>\$57.62</b>	<b>\$59.21</b>	<b>\$59.21</b>	
Equipment Operator App 1 (60%)	032681	C047		34.57	35.53	35.53	
Equipment Operator App 2 (65%)	032682	C047		37.45	38.49	38.49	
Equipment Operator App 3 (70%)	032683	C047		40.33	41.45	41.45	
Equipment Operator App 4 (75%)	032684	C047		43.22	44.41	44.41	
Equipment Operator App 5 (80%)	032685	C047		46.10	47.37	47.37	
Equipment Operator App 6 (90%)	032686	L081		51.86	53.29	53.29	
Heavy Duty Repairperson Apr 1 (60%)	032661			34.57	35.53	35.53	
Heavy Duty Repairperson Apr 2 (65%)	032662			37.45	38.49	38.49	
Heavy Duty Repairperson Apr 3 (70%)	032663			40.33	41.45	41.45	
Heavy Duty Repairperson Apr 4 (75%)	032664	C102		43.22	44.41	44.41	
Heavy Duty Repairperson Apr 5 (80%)	032665			46.10	47.37	47.37	
Heavy Duty Repairperson Apr 6 (90%)	032666			51.86	53.29	53.29	
Machinist Operator App 1 (60%)	031584			34.57	35.53	35.53	
Machinist Operator App 2 (65%)	031585			37.45	38.49	38.49	
Machinist Operator App 3 (70%)	031586			40.33	41.45	41.45	
Machinist Operator App 4 (75%)	031587			43.22	44.41	44.41	
Machinist Operator App 5 (80%)	031588			46.10	47.37	47.37	
Machinist Operator App 6 (85%)	031589			48.98	50.33	50.33	
Machinist Operator App 7 (90%)	031590	C043		51.86	53.29	53.29	
Machinist Operator App 8 (95%)	031591			54.74	56.25	56.25	
<b>TOTAL FRINGE BENEFITS:</b>				<b>10.01.25/01.01.26</b>	<b>\$34.00</b>	<b>\$36.25</b>	<b>\$36.25</b>
<b>Health &amp; Welfare</b>				<b>+1.00/+1.00</b>	<b>13.30</b>	<b>14.30</b>	<b>15.30</b>
<b>Pension 10.65/Annuity 4.75</b>				<b>0.00/+1.25/no change</b>	<b>15.40</b>	<b>16.65</b>	<b>16.65</b>
<b>Vacation</b>				<b>0.00/-1.00</b>	<b>2.65</b>	<b>2.65</b>	<b>1.65</b>
<b>Apprentice/Training</b>					<b>0.95</b>	<b>0.95</b>	<b>0.95</b>
<b>Other (Supplemental Dues)</b>					<b>1.70</b>	<b>1.70</b>	<b>1.70</b>

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
<b>CHANGED: 10.01.2025 Foreman Differential:</b>	<b>10%</b>	<b>Over hourly rate of highest OE's class'n supervised</b>
<b>CHANGED: 10.01.2025 General Foreman Differential:</b>	<b>10%</b>	<b>Over hourly rate of highest Foreman supervised</b>
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. Add'l 20ft.)
Oiler:	\$0.20	80-100 ft. boom (\$.20 ea. Add'l 20ft.)
Tower Crane Equipment:	\$0.45	Actual Hours Spent Operating

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT  
WAGE BENEFIT SUPPLEMENT  
EFFECTIVE 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COSC Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates	Hourly Wage Rates
Cranes (Tonnage):	\$0.50		100-ton or more			
<b>CHANGED: Hoisting Equipment:</b>	<b>\$0.50</b>		<b>3 drums or more</b>			
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			
<b><u>Zone Pay per Hour in accordance with PLA Article 24</u></b>	<b><u>10.01.23</u></b>	<b><u>10.01.24/25</u></b>				
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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>SURVEY &amp; INSPECTION (Operating Engineers SU-C)</b>				10/01/2025 Allocation +\$1.59 Wages, +1.00 H&W +1.25 Defined Contribution Plan	01/01/2026 Reallocation -\$1.00 Vacation, +\$1.00 H&W
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	
10/01/25 Package Increase				\$3.84	
01/01/25 Reallocation				\$ 1.59	
Chainman	030904		3	56.62	56.62
<b>Operating Engineer Apprentice (Percentage of Group 5):</b>				59.21	59.21
Instrumentman	030905	C124	4	58.11	58.11
Surveyor Instrumentman App 1 (60% of Group 5 )	030910	C124		35.53	35.53
Surveyor Instrumentman App 2 (65%)	030911			38.49	38.49
Surveyor Instrumentman App 3 (70%)	030912			41.45	41.45
Surveyor Instrumentman App 4 (75%)	030913			44.41	44.41
Surveyor Instrumentman App 5 (80%)	030914			47.37	47.37
Surveyor Instrumentman App 6 (85%)	030915			50.33	50.33
Surveyor Instrumentman App 7 (90%)	030916			53.29	53.29
Surveyor Instrumentman App 8 (95%)	030917			56.25	56.25
Party Chief (Group 7)	030903		7	59.58	59.58
Party Chief <b>FOREMAN</b>	030906	C125		65.54	65.54
Chief Of Party - <b>GENERAL FOREMAN</b>	030909	C12D		72.09	72.09
Field Inspector Journeyman	030907	C123		56.20	56.20
Field Inspector Step 1 (1st 6 mos)				54.70	54.70
Field Inspector Step 2 (2nd 6 mos)				55.20	55.20
Field Inspector Step 3 (3rd 6 mos.) (Appr Base)				55.70	55.70
Field Inspector Apprentice 1 (60% of Appr Base)	030971			33.42	33.42
Field Inspector Apprentice 2 (65%)				36.21	36.21
Field Inspector Apprentice 3 (70%)				38.99	38.99
Field Inspector Apprentice 4 (75%)				41.78	41.78
Field Inspector Apprentice 5 (80%)				44.56	44.56
Field Inspector Apprentice 6 (90%)				50.13	53.29
NDT Inspector Journeyman	030908			56.20	56.20
NDT Inspector Step 1 (1st 6 mos)				54.70	54.70
NDT Inspector Step 2 (2nd 6 mos)				55.20	55.20
NDT Inspector Step 3 (3rd 6 mos.) (Appr Base)				55.70	55.70
NDT Inspector Apprentice 1 (60% of Appr Base)	030981			33.42	33.42
NDT Inspector Apprentice 2 (65%)				36.21	36.21
NDT Inspector Apprentice 3 (70%)				38.99	38.99
NDT Inspector Apprentice 4 (75%)				41.78	41.78
NDT Inspector Apprentice 5 (80%)				44.56	44.56
NDT Inspector Apprentice 6 (90%)				50.13	50.13
<b>TOTAL FRINGE BENEFITS:</b>				<b>10.01.25/01.01.26</b>	<b>\$36.25</b>
<b>Health &amp; Welfare</b>				<b>+1.00/+1.00</b>	<b>14.30</b>
Pension 10.65/Annuity 4.75				<b>0.00/+1.25/no change</b>	<b>16.65</b>
<b>Vacation</b>				<b>0.00/-1.00</b>	<b>2.65</b>
Apprentice/Training				0.95	0.95
Other (Supplemental Dues)				1.70	1.70

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
<b>CHANGED: 10.01.2025 Foreman Differential:</b>	<b>10%</b>	<b>Over hourly rate of highest OE's class'n supervised</b>
<b>CHANGED: 10.01.2025 General Foreman Differential:</b>	<b>10%</b>	<b>Over hourly rate of highest Foreman supervised</b>
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

<u>Zone Pay per Hour in accordance with PLA Article 24</u>	<u>10.01.23</u>	<u>10.01.24/25</u>
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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>PAINTERS (Construction PT-C)</b>				<b>10/01/2025 Allocation (2.90 to Wages, +0.16 to Pension)</b>	<b>01/01/2026 Allocation (+0.10 IU Admin Dues)</b>
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		
07/01/2023 Reallocation					
10/01/2023 Package Increase			\$3.66		
07/01/2024 Reallocation					
10/01/2024 Package Increase			\$3.07		
01/01/2025 Reallocation					
07/01/2025 Reallocation			\$0.00		
10/01/2025 Package Increase			\$3.06	\$ 2.90	
01/01/2026 Reallocation					
Painter (Brush & Roller)	031603	C071	1	51.79	51.79
Painter <b>FOREMAN</b>	031602	C072	1	56.97	56.97
Painter <b>GENERAL FOREMAN</b>	031601	C075	1	62.15	62.15
Spray, Paper Hanger, Sign Painter	031605		2	52.14	52.14
Spray Painter <b>FOREMAN</b>	031604		2	57.35	57.35
Tapers And Flusher And Detailer	031608		2	52.14	52.14
Floor Cover, Carpet, Linoleum, Tile	031610		3	52.40	52.40
Floor Coverer <b>FOREMAN</b>	031611		3	57.64	57.64
<b>TOTAL FRINGE BENEFITS:</b>				<b>\$24.18</b>	<b>\$24.18</b>
Health & Welfare			<b>01.01.26</b>	9.16	9.16
Pension				<b>14.90</b>	<b>14.90</b>
Vacation (deducted from wages)				<b>(14.59)</b>	<b>(14.59)</b>
Apprentice/Training (JATTF)				0.12	0.12
Supplemental Dues (3% of net wages)(deducted from wage)				\$ <b>(1.55)</b>	\$ <b>(1.55)</b>
Member Benefit				\$ (0.10)	\$ (0.10)
<b>IU Admin Dues Check-Off</b>			<b>(\$0.10)</b>	\$ <b>(0.25)</b>	\$ <b>(0.35)</b>

<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
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
<b>For Apprentice rates contact hall directly</b>		
<b>Zone Pay per Hour in accordance with PLA Artic</b>	<b>10.01.23</b>	<b>10.01.24/25</b>
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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>PIPEFITTERS (Construction PF-C)</b>				<b>10/01/2024 Allocation (+3.00 Wages, +.25 Local Pension,+.75 H/W)</b>	<b>10/01/2025 Allocation (+3.30 Wages, +.25 Local Pension, +.15 H/W)</b>
<b>10/01/20 Package Increase</b>				<b>\$3.53</b>	
<b>10/01/21 Package Increase</b>				<b>\$2.44</b>	
<b>10/01/22 Package Increase</b>				<b>\$2.50</b>	
<b>10/01/23 Package Increase</b>				<b>\$5.00</b>	
<b>10/01/24 Package Increase</b>				<b>\$4.00</b>	<b>\$ 3.00</b>
<b>10/01/25 Package Increase</b>				<b>\$3.80</b>	<b>\$ 3.30</b>
Pipefitter	031803	<b>C081</b>		59.55	62.85
Pipefitter <b>FOREMAN</b>	031802	<b>C082</b>		66.10	69.76
Pipefitter <b>GENERAL FOREMAN</b>	031801	<b>C083</b>		72.65	76.68
Plumber	031806	<b>C081</b>		59.55	62.85
Plumber <b>FOREMAN</b>	031808	<b>C08E</b>		66.10	69.76
Refrigeration Mechanic	031807	<b>C08A</b>		59.55	62.85
Refrigeration Mechanic <b>FOREMAN</b>	031809	<b>CO8B</b>		66.10	69.76
Refrigeration Mechanic <b>GEN FOREMAN</b>	031810	<b>CO8C</b>		72.65	76.68
Inert Gas Welder	031805			59.80	63.10
Lead Burner	031804			59.55	62.85
Pipefitter Apprentice 1 (60%)	031881			35.73	37.71
Pipefitter Apprentice 2 (65%)	031892			38.71	40.85
Pipefitter Apprentice 3 (70%)	031893			41.69	44.00
Pipefitter Apprentice 4 (75%)	031894			44.66	47.14
Pipefitter Apprentice 5 (80%)	031882			47.64	50.28
Pipefitter Apprentice 6 (85%)	031896			50.62	53.42
Pipefitter Apprentice 7 (90%)	031897			53.60	56.57
Pipefitter Apprentice 8 (95%)	031898	<b>C081</b>		56.57	59.71
Pipefitter Apprentice 9 (95%)	031898	<b>C081</b>		56.57	59.71
Pipefitter Apprentice 10 (95%)	031898	<b>C081</b>		56.57	59.71
<b>TOTAL FRINGE BENEFITS:</b>			<b>10.01.2025</b>	<b>\$26.25</b>	<b>\$26.75</b>
<b>Health &amp; Welfare</b>			<b>0.15</b>	<b>11.57</b>	<b>11.72</b>
<b>Pension (Local=\$12.30 / Nat'l=\$1.02)</b>			<b>0.25</b>	<b>13.07</b>	<b>13.32</b>
<b>UCIC</b>				<b>0.02</b>	<b>0.02</b>
<b>Vacation (Savings Fund - Deduct from Wages)</b>				<b>&lt;8.00&gt;</b>	<b>&lt;8.00&gt;</b>
<b>UA PEC (Deduct from wages)</b>				<b>&lt;0.05&gt;</b>	<b>&lt;0.05&gt;</b>
<b>ORGANIZING FUND (Deduct from Wages)</b>			<b>0.20</b>	<b>&lt;0.20&gt;</b>	<b>&lt;0.40&gt;</b>
<b>**NEW FRINGE BENEFIT** Union Action Fund (Deduct from Wages)</b>			<b>0.15</b>		<b>&lt;0.15&gt;</b>
<b>Working Dues Assessment (Deduct from wages) (was 4.5% changed to 3.9% on 1/10/15)</b>				<b>-2.32</b>	<b>-2.45</b>
<b>Apprentice/Training (Local \$1.59: UAIF \$ .10)</b>			<b>0.10</b>	<b>1.59</b>	<b>1.69</b>

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

	<u>Amount</u>	<u>Conditions</u>
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

<u>Zone Pay per Hour in accordance with PLA Ar</u>	<u>10.01.24</u>	<u>10.01.24/25</u>
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 10.01.2025 TO 09.30.2030

Classification	MSTS Job Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates		
ROOFERS (Construction RF-C)			10/04/2024 Reallocation (+2.68 Wages to Roofers based on MOD 5 10/18/2024 Construction Wage Rate Determination with DB )			
			10/01/2025 Allocation (+\$1.98 to wages)			
			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		
			10/01/24 Package Increase	\$2.68	\$	2.68
10/01/25 Package Increase	\$1.98		\$	1.98		
Roofing/Waterproofing	031101		37.76	39.74		
Roofing/Waterproofing FOREMAN	031102		45.31	47.69		
Lead Maintenance/Service	035101		45.31	47.69		
Roofing Apprentice - 1st 6 months (55%)			20.77	21.86		
Roofing Apprentice - 2nd 6 months (60%)			22.66	23.84		
Roofing Apprentice - 3rd 6 months (70%)			26.43	27.82		
Roofing Apprentice - 4th 6 months (75%)			28.32	29.81		
Roofing Apprentice - 5th 6 months (85%)			32.10	33.78		
Roofing Apprentice - 6th 6 months (95%)			35.87	37.75		
<b>TOTAL FRINGE BENEFITS:</b>		<b>10.01.2025</b>	<b>\$12.42</b>	<b>\$12.42</b>		
Health & Welfare			6.26	6.26		
Pension			5.27	5.27		
Vacation			0.00	0.00		
Apprentice/Training			0.80	0.80		
Research & Education Joint Trust Fund			0.09	0.09		
Working Dues (Deduct from Wages)			<0.75>	<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

<u>Zone Pay per Hour in accordance with PLA Article</u>	<u>10.01.23/24</u>	<u>10.01.24/25</u>
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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
<b>SHEET METAL WORKERS (Construction SM-C)</b>				01/01/2025 Allocation (-0.01 Wages, -0.18 Local Pension, +0.19 National Pension)	10/01/2025 Allocation (+\$3.71 Wages, +\$0.15 H&W, +\$0.02 NEMI)
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	
10/01/24 Package Increase				\$4.50	
1/01/2025 Reallocation				\$ (0.01)	
1/01/2025 Package Increase				\$3.88	\$ 3.71
Sheet Metal Worker (SMW)	032003	CO91		63.02	66.73
Sheet Metal Worker <b>FOREMAN</b>	032002	CO92		69.32	73.40
SMW <b>GENERAL FOREMAN</b>	032001	CO93		75.62	80.08
SMW Apprentice-1st Yr, 1st 6 mos 45%	032081			28.36	30.03
SMW Apprentice-1st Yr, 2nd 6 mos 50%	032082			31.51	33.37
SMW Apprentice-2nd Yr, 1st 6 mos 55%	032083			34.66	36.70
SMW Apprentice-2nd Yr, 2nd 6 mos 60%	032084			37.81	40.04
SMW Apprentice-3rd Yr, 1st 6 mos 65%	032085			40.96	43.37
SMW Apprentice-3rd Yr, 2nd 6 mos 70%	032086			44.11	46.71
SMW Apprentice-4th Yr, 1st 6 mos 75%	032087			47.27	50.05
SMW Apprentice-4th Yr, 2nd 6 mos 80%	032088			50.42	53.38
<b>Apprentices</b>			<b>10.01.2025</b>	<b>\$29.91</b>	<b>\$30.08</b>
<b>Health &amp; Welfare</b>	<b>11.25</b>		<b>0.15</b>	<b>11.10</b>	<b>11.25</b>
Retiree Health Plan	0			1.50	1.50
<b>Pension (\$11.82 Local Tri-State / \$3.38 National)</b>	<b>varies</b>			<b>15.20</b>	<b>15.20</b>
Apprentice / Journeyman Training	1.94			<b>1.94</b>	<b>1.94</b>
<b>NEMI</b>	<b>0.05</b>		<b>0.02</b>	<b>0.03</b>	<b>0.05</b>
International Training Institute	0.12			0.12	0.12
SMOHI	0.02			0.02	0.02
<b>Checkoff dues deduction</b>	<b>varies</b>		<b>0.07</b>	<b>&lt;1.62&gt;</b>	<b>&lt;1.69&gt;</b>
NEW 10.01.2022 Building Fund	<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")**

	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
<b>CHANGED: Respirator (requires fit card):</b>	<b>2% of hourly pay rate</b>	<b>1/2 Shift Minimum or Full Shift, based on 1/2 shift wear includes suiting &amp; un-suiting time if applicable (changed</b>
High Time/Hazard Pay:	\$0.25	25-40 ft. (Actual Hours)
" "	\$0.50	40 ft. or more (Actual Hours)
<b>CHANGED: Underground:</b>	<b>1% of hourly pay rate</b>	<b>Full Shift (changed 10.01.25)</b>
<b>CHANGED: Welding:</b>	<b>1% per hour for actual hours spent welding</b>	<b>1/2 Shift Minimum excludes: apprentices (changed 10.01.</b>
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>0.01.24/25</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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates	
<b>TEAMSTERS (Construction TM-C)</b>				10/01/2024 Allocation (+\$2.00 Wages +0.19 H/W + \$1.31 Pension )	10/01/2025 Allocation (+\$1.44 Wages +0.23 H/W + \$1.43 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		
10/01/25 Package Increase				\$ 3.10	\$ 1.44	
<b>Probationary Construction Teamster</b>			<b>032199</b>	<b>Actual Classification Rate</b>		
Light Duty Driver	032103	L070	1	43.69	45.13	
Light Duty Driver <b>FOREMAN</b>	032102		1	46.19	47.63	
Light Duty Driver <b>GENERAL FOREMAN</b>	032101		1	48.69	50.13	
Light Vehicle Dispatcher	032111		1	43.69	45.13	
Light Vehicle Dispatcher <b>FOREMAN</b>	032110		1	46.19	47.63	
Tireman	032122	L07A	5	44.26	45.70	
Tireman <b>FOREMAN</b>	032121	L07K	5	46.76	48.20	
Tireman <b>GENERAL FOREMAN</b>	032120		5	49.26	50.70	
Truck Greaser	032108		1	43.69	45.13	
Truck Greaser <b>FOREMAN</b>	032107		1	46.19	47.63	
Truck Greaser <b>GENERAL FOREMAN</b>	032106		1	48.69	50.13	
Equipment Parts Clerk	032139		2	43.86	45.30	
Fleet Operations Dispatcher	032141		2	43.86	45.30	
Fleet Operations Dispatcher <b>FOREMAN</b>	032142	C031	2	46.36	47.80	
Forklift Driver (under 15 Tons)	032105	L07C	2	43.86	45.30	
Forklift Driver <b>FOREMAN</b>	032104		2	46.36	47.80	
Heavy Duty Driver	032131		2	43.86	45.30	
Heavy Duty Driver <b>FOREMAN</b>	032130		2	46.36	47.80	
Heavy Duty Driver <b>GENERAL FOREMAN</b>	032129		2	48.86	50.30	
Warehouse Combo Worker (created 10/01/2025)	032150		2		45.30	
Warehouseman	032138		2	43.86	45.30	
Warehouseman <b>FOREMAN</b>	032137		2	46.36	47.80	
Warehouseman <b>GENERAL FOREMAN</b>	032136		2	48.86	50.30	
Extra Heavy Duty Driver	032134	L071	3	44.06	45.50	
Extra Heavy Duty Driver <b>FOREMAN</b>	032133	L072	3	46.56	48.00	
Extra Hvy Duty Driver <b>GENERAL FOREMAN</b>	032132	L073	3	49.06	50.50	
Extra Heavy Duty Driver MRT	032145		3	44.31	45.75	
Extra Heavy Duty Driver MRT <b>FOREMAN</b>			3	46.81	48.25	
Extra Hvy Duty Driver <b>MRT GENERAL FOREMAN</b>			3	49.31	50.75	
Forklift Driver (OVER 15 Tons)	032140	L07C	3	44.06	45.50	
Forklift Driver (OVER 15 Tons) <b>FOREMAN</b>	032143	L07E	3	46.56	48.00	
Forklift Driver (OVER 15 Tons) <b>GENERAL FOREMAN</b>	032144	L07H	3	49.06	50.50	
Bootman	032135	L071	4	44.78	46.22	
Bootman Foreman	032113	L091	4	47.28	48.72	
Bootman General Foreman	032112	L092	4	49.78	51.22	
Bootman General Foreman MRT						
Off Road and Special Equipment Driver	032109	L093	4	44.78	46.22	
<b>TOTAL FRINGE BENEFITS</b>				<b>10.01.2025</b>	<b>\$28.37</b>	<b>\$30.02</b>
<b>Health &amp; Welfare (pay flat amt)</b> (Hourly Amount=Monthly/173.33 hrs; use as avg only)				<b>1493.67</b>	<b>1532.67</b>	
H&W INCLUDES: <b>Major Medical=1358.00 (\$7.44 hourly);</b> <b>Medical 1308.00 + Dental/Vision 50.00 (\$0.29 hourly) &amp;;</b> <b>Retiree Medical 174.67 (\$1.01 hourly) =</b> <b>Grand Total \$1532.67</b>				<b>8.62</b>	<b>8.84</b>	
<b>Pension (Basic 16.48 / PEER 80 2.72)</b> Apprentice/Training				<b>39.00</b>	<b>20.63</b>	
				<b>1.43</b>	<b>0.55</b>	

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
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
<b><u>TUNNEL PREMIUMS (Refer to APPENDIX "B")</u></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)
<b><u>Zone Pay per Hour in accordance with PLA Article 24</u></b>		
<b>10.01.23/24</b>	<b>10.01.25</b>	
Zone 1: 1 - 20 Road Miles	\$2.00	\$2.00
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