

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

Agmt-Type	Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
ASBESTOS WORKERS (Construction) <i>known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.</i>				10/01/2023 Allocation (+2.85 Wages, +0.50 H/W)	01/01/2024 Reallocation (varies)
	04/01/18 Package Increase		\$0.75		
	10/01/18 Package Increase		\$1.50		
	01/01/19 Reallocation				
	10/01/19 Package Increase		\$2.00		
	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				
AW-C	Asbestos Worker II (Basic Journeyman/Mechanic)	030103	2	56.67	60.27
AW-C	Asbestos Worker II Foreman	030102	2	62.34	66.30
AW-C	Asbestos Worker II General Foreman	030101	2	68.00	72.32
TOTAL FRINGE BENEFITS:				\$21.73	\$18.13
	Health & Welfare			11.50	11.50
	Pension			5.63	5.63
	Pension IAP		-3.60	3.60	0.00
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
AW-C	Asbestos Worker III	030104	3	55.27	54.77
AW-C	Asbestos Worker III Foreman	030107	3	60.94	60.80
AW-C	Asbestos Worker III General Foreman	030110	3	66.60	66.82
TOTAL FRINGE BENEFITS:				\$23.13	\$23.63
	Health & Welfare			11.50	11.50
	Pension			5.63	5.63
	Pension IAP		0.50	5.00	5.50
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
AW-C	Asbestos Worker IV	030105	4	54.27	52.77
AW-C	Asbestos Worker IV Foreman	030108	4	59.94	58.80
AW-C	Asbestos Worker IV General Foreman	030111	4	65.60	64.82
TOTAL FRINGE BENEFITS:				\$24.13	\$25.63
	Health & Welfare			11.50	11.50
	Pension			5.63	5.63
	Pension IAP		1.50	6.00	7.50
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
AW-C	Asbestos Worker V	030106	5	51.27	50.27
AW-C	Asbestos Worker V Foreman	030109	5	56.94	56.30
AW-C	Asbestos Worker V General Foreman	030112	5	62.60	62.32
TOTAL FRINGE BENEFITS:				\$27.13	\$28.13
	Health & Welfare			11.50	11.50
	Pension			5.63	5.63
	Pension IAP		1.00	9.00	10.00
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>
AW-C	Asbestos Worker Improver/Apprentice 1 (50%)	030181		28.34	30.14
AW-C	Asbestos Worker Improver/Apprentice 2 (60%)	030182		34.00	36.16
AW-C	Asbestos Worker Improver/Apprentice 3 (70%)	030183		39.67	42.19
AW-C	Asbestos Worker Improver/Apprentice 4 (80%)	030184		45.34	48.22
AW-C	Asbestos Worker Improver/Apprentice 5 (90%)	030185		51.00	54.24
TOTAL FRINGE BENEFITS: 1st and 2nd yr app.				\$11.10	\$8.00
	Health & Welfare			7.00	7.00
	Pension			0.00	0.00
	Pension IAP			3.10	0.00
	Vacation - Deduct from Wages			<1.00>	<1.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<1.00>	<1.00>
TOTAL FRINGE BENEFITS: 3rd and 4th and 5th yr app.				\$24.33	\$22.23
	Health & Welfare			11.50	11.50
	Pension			8.73	5.63
	Pension IAP		1.00	3.10	4.10
	Vacation - Deduct from Wages			<4.00>	<4.00>
	Apprentice/Training			1.00	1.00
	Other (Dues - Deduct from Wages)			<3.00>	<3.00>

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

NEW 10/1/23

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

Zone pay (report to Las Vegas)	\$0.00
Zone pay (report to Mercury)	\$5.00
Zone pay (report to Forward Areas)	\$7.00
Zone pay (report to NTTR)	\$7.00

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
BRICKLAYERS (Construction)					
				10/01/2022 Allocation (+1.17 Wages, +0.75, Def Con Pension)	10/01/2023 Allocation (+4.74 Wages to BL; others varied)
	10/01/19 Package Increase		\$3.86		
	10/01/20 Package Increase		\$1.79		
	10/01/21 Package Increase		\$1.85		
	10/01/22 Package Increase		\$1.92	\$ 1.17	
	10/01/23 Package Increase				\$ 4.74
BL-C	Bricklayer	031203			41.23 45.97
BL-C	Bricklayer Foreman				42.73 47.47
BL-C	Bricklayer General Foreman				44.23 48.97
BL-C	Bricklayer, Tile & Marble Apprentice (70%)				28.86 32.18
BL-C	Bricklayer, Tile & Marble Apprentice (80%)				32.98 36.78
BL-C	Bricklayer, Tile & Marble Apprentice (85%)				35.05 39.07
BL-C	Bricklayer, Tile & Marble Apprentice (90%)				37.11 41.37
TOTAL FRINGE BENEFITS:			10.01.2023	\$18.16	\$18.16
Health & Welfare				7.00	7.00
Pension (Def Con 3.75 / IU Pen 3.25 / Pen Prot 2.73)				9.73	9.73
Apprentice/Training				1.43	1.43
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<2.38>	<2.57>
Vacation (after tax deduction - not part of wage pkg)				<2.50>	<2.50>
PAC/Admin (after tax deduction - not part of wage pkg)				<0.15>	<0.15>

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

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

Marble Mason		2021	0.48		
BL-C	Marble Mason	031201	\$ 1.17	41.23	46.80
TOTAL FRINGE BENEFITS:			10.01.2023	\$18.16	\$18.16
Health & Welfare				7.00	7.00
Pension (Def Con 3.75 / IU Pen 3.25 / Pen Prot 2.73)				9.73	9.73
Apprentice/Training				1.43	1.43
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<2.38>	<2.6>
Vacation (after tax deduction - not part of wage pkg)				<2.50>	<2.50>
PAC/Admin (after tax deduction - not part of wage pkg)				<0.15>	<0.15>

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
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		2021	0.48		
BL-C	Tile Setter	031202	\$ 1.17	41.23	44.17
TOTAL FRINGE BENEFITS:			10.01.2023	\$18.16	\$18.16
Health & Welfare				7.00	7.00
Pension (Def Con 3.75 / IU Pen 3.25 / Pen Prot 2.73)				9.73	9.73
Apprentice/Training				1.43	1.43
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<2.38>	<2.49>
Vacation (after tax deduction - not part of wage pkg)				<2.50>	<2.50>
PAC/Admin (after tax deduction - not part of wage pkg)				<0.15>	<0.15>

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
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		2021	0.65		
BL-C	Tile Finisher	031205	\$ 1.17	34.50	32.44
TOTAL FRINGE BENEFITS:			10.01.2023	\$14.76	\$14.76
Health & Welfare				7.00	7.00
Pension (Def Con 3.75 / IU Pen 1.50 / Pen Prot 1.21)				6.46	6.46
Apprentice/Training				1.30	1.30
Supp Dues (after tax deduction - not part of wage pkg)			4% Total Pkg	<1.99>	<1.89>
Vacation (after tax deduction - not part of wage pkg)				<2.00>	<2.00>
PAC/Admin (after tax deduction - not part of wage pkg)				<0.15>	<0.15>

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

NEW for 2023	
Zone pay per hour in accordance with Project Labor Agreement Article 24	
Zone pay (report to Las Vegas)	\$0.00
Zone pay (report to NNSS)	\$5.00
Zone pay (report to NTTR)	\$10.00

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
CARPENTERS (Construction)				10/01/2022 Allocation (+1.99 Wages, +0.08 Supp Dues, +0.03 Apprenticeship)	10/01/2023 Allocation (+2.36 Wages, +0.25 H/W, +.25 Pen A, +.09 Sup Dues, +0.05 Apprenticeship)
	10/01/18 Package Increase		\$1.12		
	04/01/19 Package Increase		\$1.00		
	10/01/19 Package Increase		\$1.85		
	10/01/20 Package Increase		\$2.00		
	10/01/21 Package Increase		\$2.05		
	10/01/22 Package Increase		\$2.10	\$ 1.99	
	10/01/23 Package Increase		\$3.00		\$ 2.36
CP-C	Carpenter	030203		44.88	47.24
CP-C	Carpenter FOREMAN	030202		49.37	51.96
CP-C	Carpenter GENERAL FOREMAN	030201		54.30	57.16
CP-C	Carpenter Welder (\$0.50 over Carpenter)	030204		45.38	47.74
CP-C	Carpenter Welder Foreman	030214		49.92	52.51
CP-C	Power Saw Operator (\$0.15 over Carpenter)	030211		45.03	47.39
CP-C	Power Saw Operator Foreman	030215		49.53	52.13
CP-C	Power Saw Operator General Foreman	030216		54.49	57.34
CP-C	Locksmith (\$0.50 over Carpenter)	030217		45.38	47.74
CP-C	Locksmith Foreman	030218		49.92	52.51
CP-C	Carpenter Apprentice 1 (50%)	030284		22.44	23.62
	Carpenter Apprentice 2 (55%)			24.68	25.98
CP-C	Carpenter Apprentice 3 (2) (60%)	030285		26.93	28.34
	Carpenter Apprentice 4 (65%)			29.17	30.71
CP-C	Carpenter Apprentice 5 (3) (70%)	030286		31.42	33.07
	Carpenter Apprentice 6 (75%)			33.66	35.43
CP-C	Carpenter Apprentice 7 (4) (80%)	030287		35.90	37.79
CP-C	Carpenter Apprentice 8 (5) (90%)	030288		40.39	42.52
TOTAL FRINGE BENEFITS:			10.01.2023	\$25.63	\$26.27
	Health & Welfare		0.25	8.00	8.25
	Pension A \$5.91 / Pension B \$5.00		0.25	10.66	10.91
	Vacation (\$5.00) / Supplemental Dues (\$0.09)		0.09	6.47	6.56
	Apprentice/Training		0.05	0.50	0.55

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)

NEW 10/1/2023

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
MILLWRIGHTS (Construction)				10/01/2022 Allocation (+2.09 Wages, +0.08 Supp Dues, +0.03 Apprenticeship)	10/01/2023 Allocation (+2.60 Wages, +0.25 H/W, +.25 Pen A, +.10 Sup Dues, +0.05 Apprenticeship)
	10/01/18 Package Increase		\$2.62		
	10/01/19 Package Increase		\$1.60		
	10/01/20 Package Increase		\$2.10		
	10/01/21 Package Increase		\$2.15		
	10/01/22 Package Increase		\$2.20	\$ 2.09	
	10/01/23 Package Increase		\$3.25		\$ 2.60
CP-C	Millwright	030223		46.43	49.03
CP-C	Millwright FOREMAN	030222		51.07	53.93
CP-C	Millwright GENERAL FOREMAN	030221		56.18	59.33
CP-C	Millwright Welder (\$.50 over Millwright)	030224		46.93	49.53
CP-C	Millwright Welder FOREMAN	030225		51.62	54.48
	Millwright Apprentice - Step 1 (50%)			23.22	24.52
	Millwright Apprentice - Step 2 (55%)			25.54	26.97
	Millwright Apprentice - Step 3 (60%)			27.86	29.42
	Millwright Apprentice - Step 4 (65%)			30.18	31.87
	Millwright Apprentice - Step 5 (70%)			32.50	34.32
	Millwright Apprentice - Step 6 (75%)			34.82	36.77
	Millwright Apprentice - Step 7 (80%)			37.14	39.22
	Millwright Apprentice - Step 8 (85%)			39.47	41.68
	Millwright Apprentice - Step 9 (90%)			41.79	44.13
	Millwright Apprentice - Step 10 (95%)			44.11	46.58
TOTAL FRINGE BENEFITS:			10.01.2023	\$25.63	\$26.28
	Health & Welfare		0.25	8.00	8.25
	Pension A \$5.91 / Pension B \$5.00		0.25	10.66	10.91
	Vacation (\$5.00) / Supplemental Dues (\$1.57)		0.10	6.47	6.57
	Apprentice/Training		0.05	0.50	0.55

<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)

NEW 10/1/2023

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
CEMENT MASONS (Construction)				10/01/2022 Allocation (+1.80 Wages, +0.09 Supp Dues, +0.02 Intl Dues)	10/01/2023 Allocation (+.80 Wages, +0.14 Supp Dues, +0.02 Intl Dues, +0.01 ITF, +0.17 Appr, + \$1.00 Vac)
		10/01/18 Package Increase	\$1.60		
		10/01/19 Package Increase	\$3.52		
		10/01/20 Package Increase	\$2.00		
		10/01/21 Package Increase	\$1.85		
		10/01/22 Package Increase	\$1.91	\$ 1.80	
		10/01/23 Package Increase	\$2.14		\$ 0.80
CM-C	Cement Mason	030303		38.77	39.57
CM-C	Cement Mason FOREMAN	030302		42.65	43.53
CM-C	Cement Mason GENERAL FOREMAN	030301		46.91	47.88
CM-C	Cement Mason Apprentice 1 (60%) 0-900 hours	030305		23.26	23.74
CM-C	Cement Mason Apprentice 2 (65%) 900-1250 hours	030306		25.20	25.72
CM-C	Cement Mason Apprentice 3 (70%) 1250-2500 hours	030307		27.14	27.70
CM-C	Cement Mason Apprentice 4 (80%) 2500-3750 hours	030309		31.02	31.66
CM-C	Cement Mason Apprentice 5 (90%) 3750-5000 hours	030310		34.89	35.61
TOTAL FRINGE BENEFITS:			10.01.23	\$26.17	\$27.51
		Health & Welfare		8.75	8.75
		Pension		11.03	11.03
		Vac (Supp Dues \$1.79 / Intl Dues \$.67 / Vacation \$3.86)	.14/.02/1.00	5.16	6.32
		Apprentice/Training \$1.32 / ITF \$.09	.17/.01	1.23	1.41

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

NEW FOR 2023

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

Zone pay (report to Las Vegas)	\$0.00
Zone pay (report to NNSS)	\$4.00
Zone pay (report to NTTR)	\$4.50

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

Agmt-Type	Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
LINEMEN (Construction)				01/01/2024 Allocation (-\$3.00 Wages, +1.00 to Pension B, +1.75 to HRA, +0.25 to Lineco)	06/03/2024 Adjustment (+\$0.01 Wages)
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 Adjustment				\$0.01	\$0.01
EL-C	Lineman	030703		54.67	54.68
EL-C	Lineman FOREMAN	030702		60.68	60.69
EL-C	Lineman GENERAL FOREMAN	030701		66.70	66.71
EL-C	Groundman (80% of Lineman)	030704		43.74	43.74
EL-C	Journeyman Technician	030708		54.67	54.68
EL-C	Lineman Equipment Operator	030705		54.67	54.68
EL-C	Lineman Apprentice 1 (60%)	030791		32.80	32.81
EL-C	Lineman Apprentice 2 (65%)	030792		35.54	35.54
EL-C	Lineman Apprentice 3 (70%)	030793		38.27	38.28
EL-C	Lineman Apprentice 4 (75%)	030794		41.00	41.01
EL-C	Lineman Apprentice 5 (80%)	030795		43.74	43.74
EL-C	Lineman Apprentice 6 (85%)	030796		46.47	46.48
EL-C	Lineman Apprentice 7 (90%)	030797		49.20	49.21
TOTAL FRINGE BENEFITS:				06.03.24	\$31.17
Health & Welfare (aka LINECO)				7.25	7.25
Pension A 6.76 and Pension B 10.25 (paid together)				17.01	17.01
Vacation				0.00	0.00
LINECO Health Reimbursement Account				5.00	5.00
Apprentice/Training (1% of Gross)				0.27	0.27
Other (NEBF: 3% of Gross)				1.64	1.64

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

Foreman Differential: 11% Over Journeyman
General Foreman Differential: 22% Over Journeyman
Respirator: \$1.00 1/2 Shift Minimum or Full Shift
80 ft. or more, 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)

NEW ZONE PAY RATE 10/1/23

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

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

10.01.2023 Lineman Supplement Pay \$60/day
ONLY Linemen, Lineman Foremen & GF will receive this supplement on any day worked

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

Agmt-Type	Classification	MSTS Job Code		Current Hourly Wage Rates
WIREMEN (Construction)			09/01/2023 Reallocation (-.50 Wages, +0.25 HW, +0.25 Pension A)	10/01/2023 Allocation (+5.00 Wages)
10/01/18 Package Increase 04/01/19 Package Increase 10/01/19 Package Increase 04/01/20 Package Increase 06/01/20 Reallocation 10/01/20 Package Increase 04/01/21 Reallocation 09/01/21 Reallocation 10/01/21 Package Increase 09/01/22 Reallocation 10/1/22 Package Increase 09/01/23 Reallocation 10/1/23 Package Increase			\$ (0.50)	\$ 5.00
EL-C	Wireman	030604	53.90	58.90
EL-C	Wireman FOREMAN	030602	59.83	65.38
EL-C	Wireman GENERAL FOREMAN	030601	65.76	71.86
EL-C	Wireman Apprentice 1 (55%) 1st step	030681	29.65	32.40
EL-C	Wireman Apprentice 2 (65%) 2nd step	030682	35.04	38.29
EL-C	Wireman Apprentice 3 (70%) 3rd step	030683	37.73	41.23
EL-C	Wireman Apprentice 4 (75%) 4th step	030684	40.43	44.18
EL-C	Wireman Apprentice 5 (85%) 5th step	030685	45.82	50.07
EL-C	Wireman Apprentice 6 (95%) 6th step	030686	51.21	55.96
TOTAL FRINGE BENEFITS:			\$26.25	\$26.40
Health & Welfare			8.95	8.95
Pension A 6.76 / Pension B 8.42			15.18	15.18
Vacation			0.00	0.00
Apprentice/Training			0.50	0.50
Other (NEBF: 6% of Gross)			1.62	1.77

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

Foreman Differential:	11%
General Foreman Differential:	22%
Respirator:	\$1.00
High Time/Hazard Pay:	1.5x Wage
" "	1.5x Wage
" "	2x Wage
Reimbursement of Expenses:	\$30.00
" ":	\$50.00

TUNNEL PREMIUMS (Refer to APPENDIX "B")

Cased Shaft :	\$0.75
" "	\$1.25
Underground:	\$0.50
Respirator:	\$1.00
Re-Entry:	\$1.00
Welding/Splicing	\$0.50

NEW 2023

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

Zone pay (report to Las Vegas)	\$0.00
Zone pay (report to NNSS)	\$6.00
Zone pay (report to NTTR)	\$6.50

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates	
IRONWORKERS (Construction)				10/01/2022 Allocation (+\$2.00 Wages, +\$0.25 H/W, +\$0.08 Vacation)	10/01/2023 Allocation (+\$7.35 Wages, +\$1.75 H/W, +\$0.68 Vacation, -\$3.00 Pension)	
	10/01/18 Package Increase		\$2.02			
	10/01/19 Package Increase		\$2.70			
	10/01/20 Package Increase		\$2.20			
	10/01/21 Package Increase		\$2.26			
	10/01/22 Package Increase		\$2.33	\$ 2.00		
	10/01/23 Package Increase		\$9.28		\$ 7.35	
IW-C	Reinforcing Ironworker	071303		42.71	50.06	
IW-C	Reinf. Ironworker FOREMAN	071302		46.98	55.07	
IW-C	Reinf. Ironworker GENERAL FOREMAN	071301		51.68	60.57	
IW-C	Structural Ironworker	071203		42.71	50.06	
IW-C	Structural Ironworker FOREMAN	071202		46.98	55.07	
IW-C	Structural Ironworker GENERAL FOREMAN	071201		51.68	60.57	
APPRENTICES (4 YEAR PROGRAM)						
IW-C	Struc. / Reinf. IW Apprentice 1 (50%)	071281		21.36	25.03	
IW-C	Struc. / Reinf. IW Apprentice 2 (55%)	071282		23.49	27.53	
IW-C	Struc. / Reinf. IW Apprentice 3 (60%)	071283		25.63	30.04	
IW-C	Struc. / Reinf. IW Apprentice 4 (65%)	071284		27.76	32.54	
IW-C	Struc. / Reinf. IW Apprentice 5 (75%)	071285		32.03	37.55	
IW-C	Struc. / Reinf. IW Apprentice 6 (80%)	071286		34.17	40.05	
IW-C	Struc. / Reinf. IW Apprentice 7 (90%)	071287		38.44	45.05	
IW-C	Struc. / Reinf. IW Apprentice 8 (95%)	071288		40.57	47.56	
TOTAL FRINGE BENEFITS:				10.01.2023	\$36.13	\$35.56
	Health & Welfare		1.75	10.45	12.20	
	Pension \$10.32/ Annuity Fund \$6.50		-3.00	19.82	16.82	
	Vacation		0.68	5.14	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"

NEW 10/1/23

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
LABORERS (Construction)				10/01/2022 Allocation (+1.48 Wages, +0.62, Pension A)	10/01/2023 Allocation (+2.00 Wages, +0.85, Pension A, +.15 DC Pension)
	01/01/18 Package Increase		\$0.65		
	10/01/18 Package Increase		\$1.00		
	01/01/19 Package Increase		\$0.85		
	10/01/19 Package Increase		\$1.05		
	01/01/20 Package Increase		\$1.00		
	10/01/20 Package Increase		\$2.00		
	10/01/21 Package Increase		\$2.05		
	10/01/22 Package Increase		\$2.10	\$ 1.48	
	10/01/23 Package Increase		\$3.00		\$ 2.00
LB-C	Laborer I	031423		35.04	37.04
LB-C	Laborer I FOREMAN	031422		37.14	39.26
LB-C	Laborer I GENERAL FOREMAN	031421		39.37	41.62
LB-C	LB-I Apprentice (1st Step, 1000 hrs.) 60%		1	21.02	22.22
LB-C	LB-I Apprentice (2nd Step, 1000 hrs.) 70%		1	24.53	25.93
LB-C	LB-I Apprentice (3rd Step, 1000 hrs.) 80%		1	28.03	29.63
LB-C	LB-I Apprentice (4th Step, 1000 hrs.) 90%		1	31.54	33.34
LB-C	Laborer II	031424		35.30	37.30
LB-C	Laborer II FOREMAN	031425		37.42	39.54
LB-C	Laborer II GENERAL FOREMAN	031426		39.66	41.91
LB-C	LB-II Apprentice (1st Step, 1000 hrs.) 60%		2	21.18	22.38
LB-C	LB-II Apprentice (2nd Step, 1000 hrs.) 70%		2	24.71	26.11
LB-C	LB-II Apprentice (3rd Step, 1000 hrs.) 80%		2	28.24	29.84
LB-C	LB-II Apprentice (4th Step, 1000 hrs.) 90%		2	31.77	33.57
LB-C	Laborer III	031427		35.48	37.48
LB-C	Laborer III FOREMAN	031428		37.61	39.73
LB-C	Laborer III GENERAL FOREMAN	031429		39.87	42.11
LB-C	LB-III Apprentice (1st Step, 1000 hrs.) 60%	031471	3	21.29	22.49
LB-C	LB-III Apprentice (2nd Step, 1000 hrs.) 70%		3	24.84	26.24
LB-C	LB-III Apprentice (3rd Step, 1000 hrs.) 80%		3	28.38	29.98
LB-C	LB-III Apprentice (4th Step, 1000 hrs.) 90%		3	31.93	33.73
TOTAL FRINGE BENEFITS:			10.01.2023	\$28.57	\$29.57
Health & Welfare (Incl. \$0.23 LECET, \$0.02 Health & Safety)				7.30	7.30
Pension A			0.85	15.74	16.59
DC Pension			0.15	0.85	1.00
Vacation \$2.51 (Includes Supplemental Dues \$2.04)				4.55	4.55
Apprentice (Includes \$0.10 Training)				0.13	0.13

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

NEW 10/1/23

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
TUNNEL WORKERS/MINERS (Construction)				10/01/2022 Allocation (+1.58 Wages, +0.62 Pension A)	10/01/2023 Allocation (+2.00 Wages, +0.85, Pension A, +.25 DC Pension)
	01/01/18 Package Increase		\$0.65		
	10/01/18 Package Increase		\$1.00		
	01/01/19 Package Increase		\$0.85		
	10/01/19 Package Increase		\$1.05		
	01/01/20 Package Increase		\$1.00		
	10/01/20 Package Increase		\$2.10		
	10/01/21 Package Increase		\$2.15		
	10/01/22 Package Increase		\$2.20	\$ 1.58	
	10/01/23 Package Increase		\$3.10		\$ 2.00
TN-C	Bull Gang (Mucker & Trackman)	032508		39.10	41.10
TN-C	Bull Gang FOREMAN (+\$.50)	032502		39.60	41.60
TN-C	Bull Gang Welder (\$.50)	032510		39.60	41.60
TN-C	Miner (Tunnel Worker)	032203		39.35	41.35
TN-C	Miner - Tool Crib	032220		39.70	41.70
TN-C	Miner Welder (\$.50)	032202		39.85	41.85
TN-C	Shaft Raise & Stope Miner	032209		39.85	41.85
TN-C	Shaft Raise & Stope Miner/WELDER (+\$.50)			40.35	42.35
TN-C	Shifter (\$.50 over highest Supervised)	032204		TBD	TBD
TN-C	Apprentice (1st Step, 1000 Hrs) 60%	032281		23.61	24.81
TN-C	Apprentice (2nd Step, 1000 Hrs.) 70%			27.55	28.95
TN-C	Apprentice (3rd Step, 1000 Hrs.) 80%			31.48	33.08
TN-C	Apprentice (4th Step, 1000 Hrs.) 90%			35.42	37.22
MINE RESCUE TEAM (MRT) RATES \$.25 Addtl/hr when assigned to MRT					
TN-C	Bull Gang (Mucker & Trackman)	032518		39.35	41.35
TN-C	Bull Gang FOREMAN (+\$.50)	032512		39.85	41.85
TN-C	Bull Gang Welder (\$.50)	032520		39.85	41.85
TN-C	Miner (Tunnel Worker)	032213		39.60	41.60
TN-C	Miner Welder	032212		40.10	42.10
TN-C	Shaft Raise & Stope Miner	032219		40.10	42.10
TN-C	Shifter (\$.50 over highest Supervised)	032214		TBD	TBD
TOTAL FRINGE BENEFITS:				\$28.19	\$29.29
Health & Welfare (Incl. \$.023 LECET, \$.02 Health & Safety)				7.30	7.30
Pension A			0.85	15.74	16.59
DC Pension			0.25	0.75	1.00
Vacation (Includes Supplemental Dues \$2.04)				4.22	4.22
Apprentice (Includes \$0.10 Miners Training)				0.18	0.18

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Bull Gang Foreman:	\$0.50	Over Bullgang
Shifter/Expediter:	\$0.50	Over highest employee Supervised
Alpine Miner:	\$1.00	Full Shift
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

NEW 10/1/23

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

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

10.01.2023 Critical Skill Supplement Pay \$40/day

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
SURVEY & INSPECTION (Operating Engineers)				10/01/2022 Allocation +1.25 Annuity, +1.00 Vacation, +0.05 Apprenticeship)	10/01/2023 Allocation Varies
		04/01/18 Package Increase	\$0.90		
		10/01/18 Package Increase	\$2.10		
		10/01/19 Package Increase	\$2.10		
		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			
OE-C	Party Chief (Group 7)	030903	7	50.77	55.49
SU-C	Party Chief FOREMAN	030906		53.27	57.99
SU-C	Chief Of Party - GENERAL FOREMAN	030909		55.77	60.49
SU-C	Field Inspector Journeyman	030907		48.98	52.11
SU-C	Field Inspector Step 1 (1st 6 mos)			47.48	50.61
SU-C	Field Inspector Step 2 (2nd 6 mos)			47.98	51.11
SU-C	Field Inspector Step 3 (3rd 6 mos.) (Appr Base)			48.48	51.61
SU-C	Field Inspector Apprentice 1 (60%)	030971		29.09	30.97
SU-C	Field Inspector Apprentice 2 (65%)			31.51	33.55
SU-C	Field Inspector Apprentice 3 (70%)			33.94	36.13
SU-C	Field Inspector Apprentice 4 (75%)			36.36	38.71
SU-C	Field Inspector Apprentice 5 (80%)			38.78	41.29
SU-C	Field Inspector Apprentice 6 (85%)			41.21	43.87
SU-C	Field Inspector Apprentice 7 (90%)			43.63	46.45
SU-C	Field Inspector Apprentice 8 (95%)			46.06	49.03
SU-C	NDT Inspector Journeyman	030908		48.98	52.11
SU-C	NDT Inspector Step 1 (1st 6 mos)			47.48	50.61
SU-C	NDT Inspector Step 2 (2nd 6 mos)			47.98	51.11
SU-C	NDT Inspector Step 3 (3rd 6 mos.) (Appr Base)			48.48	51.61
SU-C	NDT Inspector Apprentice 1 (60%)	030981		29.09	30.97
SU-C	NDT Inspector Apprentice 2 (65%)			31.51	33.55
SU-C	NDT Inspector Apprentice 3 (70%)			33.94	36.13
SU-C	NDT Inspector Apprentice 4 (75%)			36.36	38.71
SU-C	NDT Inspector Apprentice 5 (80%)			38.78	41.29
SU-C	NDT Inspector Apprentice 6 (85%)			41.21	43.87
SU-C	NDT Inspector Apprentice 7 (90%)			43.63	46.45
SU-C	NDT Inspector Apprentice 8 (95%)			46.06	49.03
TOTAL FRINGE BENEFITS:			10.01.2023	\$30.85	\$32.50
		Health & Welfare	1.00	11.95	12.95
		Pension 10.15/Annuity 4.25	0.50	13.90	14.40
		Vacation		2.65	2.65
		Apprentice/Training		0.90	0.90
		Other (Supplemental Dues)	0.15	1.45	1.60

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

NEW 10/1/23

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
PAINTERS (Construction)				07/01/2023 Reallocation (-.46 Wages, +0.46 H/W)	10/1/2023 Allocation (+2.43 Wages, +1.23 Pension)
	04/01/18 Package Increase		\$0.76		
	10/01/18 Package Increase		\$1.00		
	04/01/19 Package Increase		\$1.01		
	10/01/19 Package Increase		\$2.27		
	07/01/2020 Reallocation				
	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			\$ (0.46)	
	10/01/2023 Package Increase		\$3.66		\$ 2.43
PT-C	Painter (Brush & Roller)	031603	1	44.14	46.57
PT-C	Painter FOREMAN	031602	1	48.55	51.23
PT-C	Painter GENERAL FOREMAN	031601	1	52.97	55.88
PT-C	Spray, Paper Hanger, Sign Painter	031605	2	44.49	46.92
PT-C	Spray Painter FOREMAN	031604	2	48.94	51.61
PT-C	Tapers And Flusher And Detailer	031608	2	44.49	46.92
PT-C	Floor Cover, Carpet, Linoleum, Tile, Glazier	031610	3	44.75	47.18
PT-C	Floor Coverer FOREMAN	031611	3	49.23	51.90
PT-C	Painter Apprentice (40% of Spray rate)			17.80	18.77
PT-C	Painter Apprentice (50%)	031681		22.48	23.46
PT-C	Painter Apprentice (55%)			24.72	25.81
PT-C	Painter Apprentice (60%)	031682		26.97	28.15
PT-C	Painter Apprentice (65%)			29.22	30.50
PT-C	Painter Apprentice (70%)	031683		31.47	32.84
PT-C	Painter Apprentice (75%)			33.71	35.19
PT-C	Painter Apprentice (80%)	031684		35.96	37.54
PT-C	Painter Apprentice (85%)			38.21	39.88
PT-C	Painter Apprentice (90%)	031685		40.46	42.23
PT-C	Painter Apprentice (95%)	031686		42.70	44.57
TOTAL FRINGE BENEFITS:			10.31.2023	\$22.04	\$23.27
	Health & Welfare			8.82	8.82
	Pension		1.23	13.10	14.33
	Vacation			0.00	0.00
	Supplemental Dues (3% of net wages)(deducted from wage)			\$ (1.32)	\$ (1.40)
Beg 10/1/21	Member Benefit			\$ (0.10)	\$ (0.10)
Beg 1/1/21	IU Admin Dues Check-Off			\$ (0.10)	\$ (0.10)

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

<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

NEW 10/1/23

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
PIPEFITTERS (Construction)				10/01/2022 Allocation (+2.00 Wages, +0.40 Local Pension, +.10 Local Training)	10/01/2023 Allocation (+4.36 Wages, +0.15 Local Pension, +.49 H/W)
	04/01/18 Package Increase		\$1.00		
	10/01/18 Package Increase		\$1.00		
	04/01/19 Package Increase		\$0.90		
	10/01/19 Package Increase		\$1.00		
	04/01/20 Package Increase		\$0.80		
	10/01/20 Package Increase		\$3.53		
	10/01/21 Package Increase		\$2.44		
	10/01/22 Package Increase		\$2.50	\$ 2.00	
	10/01/23 Package Increase		\$5.00		\$ 4.36
PF-C	Pipefitter	031803		52.19	56.55
PF-C	Pipefitter FOREMAN	031802		57.41	62.21
PF-C	Pipefitter GENERAL FOREMAN	031801		62.63	67.86
PF-C	Plumber	031806		52.19	56.55
PF-C	Plumber FOREMAN	031808		57.41	62.21
PF-C	Refrigeration Mechanic	031807		52.19	56.55
PF-C	Refrigeration Mechanic FOREMAN	031809		57.41	62.21
PF-C	Refrigeration Mechanic GEN FOREMAN	031810		62.63	67.86
PF-C	Inert Gas Welder	031805		52.44	56.80
PF-C	Lead Burner	031804		52.69	57.05
PF-C	Pipefitter Apprentice 1 (60%)	031881		31.31	33.93
PF-C	Pipefitter Apprentice 2 (65%)	031892		33.92	36.76
PF-C	Pipefitter Apprentice 3 (70%)	031893		36.53	39.59
PF-C	Pipefitter Apprentice 4 (75%)	031894		39.14	42.41
PF-C	Pipefitter Apprentice 5 (80%)	031882		41.75	45.24
PF-C	Pipefitter Apprentice 6 (85%)	031896		44.36	48.07
PF-C	Pipefitter Apprentice 7 (90%)	031897		46.97	50.90
PF-C	Pipefitter Apprentice 8 (95%)	031898		49.58	53.72
PF-C	Pipefitter Apprentice 9 (95%)	"		49.58	53.72
PF-C	Pipefitter Apprentice 10 (95%)	"		49.58	53.72
TOTAL FRINGE BENEFITS:			10.01.2023	\$24.61	\$25.25
	Health & Welfare		\$ 0.49	10.33	10.82
	Pension (Local=\$11.80 / Nat'l=\$1.02)		\$ 0.15	12.67	12.82
	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)			-2.04	-2.21
	Apprentice/Training (Local \$1.49: UAITF \$.10)			1.59	1.59

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

NEW 10/1/23

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

Zone pay (report to Las Vegas)	\$0.00
Zone pay (report to Mercury)	\$7.50
Zone pay (report to Forward Areas)	\$11.25
Zone pay (report to NTTR)	\$11.25

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
ROOFERS (Construction)				10/01/2022 Allocation (+\$1.15 Wages, +0.25 Pension)	10/01/2023 Allocation (+ \$0.00 Wages, +1.57 Pension)
		10/01/18 Package Increase	\$1.00		
		10/01/19 Package Increase	\$1.44		
		10/01/20 Package Increase	\$1.10		
		10/01/21 Package Increase	\$1.20		
		10/01/22 Package Increase	\$1.40	\$ 1.15	
		10/01/23 Package Increase	\$0.00		
RF-C	Rofer/Waterproofer	031101		30.75	30.75
RF-C	Rofer/Waterproofer FOREMAN	031102		36.90	36.90
RF-M	Lead Maintenance/Service man	035101		36.90	36.90
Rofer Apprentice - 1st 6 months (55%)				16.91	16.91
Rofer Apprentice - 2nd 6 months (60%)				18.45	18.45
Rofer Apprentice - 3rd 6 months (70%)				21.53	21.53
Rofer Apprentice - 4th 6 months (75%)				23.06	23.06
Rofer Apprentice - 5th 6 months (85%)				26.14	26.14
Rofer Apprentice - 6th 6 months (95%)				29.21	29.21
TOTAL FRINGE BENEFITS:			10.01.2023	\$10.47	\$12.04
Health & Welfare				6.26	6.26
Pension				1.57	5.07
Vacation				0.00	0.00
Apprentice/Training				0.65	0.65
Research & Education Joint Trust Fund				0.06	0.06
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 Rofer

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
SHEET METAL WORKERS (Construction)				10/01/2022 Allocation (+2.04 Wages, +0.06 National Pension, +0.03 Checkoff Dues, New Deduction .15 Building Fund)	10/01/2023 Allocation (+2.75 Wages, +0.25 H/W, +.09 Dues Deduction)
10/01/18 Package Increase			\$2.79		
10/01/19 Package Increase			\$2.50		
08/01/20 Reallocation					
10/01/20 Package Increase			\$3.41		
10/01/21 Package Increase			\$2.10		
10/01/22 Package Increase			\$2.10	\$ 2.04	
10/01/23 Package Increase			\$3.00		\$ 2.75
SM-C	Sheet Metal Worker (SMW)	032003		56.03	58.78
SM-C	Sheet Metal Worker FOREMAN	032002		61.63	64.66
SM-C	SMW GENERAL FOREMAN	032001		67.24	70.54
SM-C	SMW Apprentice-1st Yr, 1st 6 mos 45%	032081		25.21	26.45
SM-C	SMW Apprentice-1st Yr, 2nd 6 mos 50%	032082		28.02	29.39
SM-C	SMW Apprentice-2nd Yr, 1st 6 mos 55%	032083		30.82	32.33
SM-C	SMW Apprentice-2nd Yr, 2nd 6 mos 60%	032084		33.62	35.27
SM-C	SMW Apprentice-3rd Yr, 1st 6 mos 65%	032085		36.42	38.21
SM-C	SMW Apprentice-3rd Yr, 2nd 6 mos 70%	032086		39.22	41.15
SM-C	SMW Apprentice-4th Yr, 1st 6 mos 75%	032087		42.02	44.09
SM-C	SMW Apprentice-4th Yr, 2nd 6 mos 80%	032088		44.82	47.02
TOTAL FRINGE BENEFITS:		Apprentice	10.01.2023	\$29.40	\$29.65
	Health & Welfare	10.85	0.25	10.60	10.85
	Retiree Health Plan	0		1.50	1.50
	Pension (\$12.00 Local Tri-State / \$3.19 National)	L 5.79 / N 2.07		15.19	15.19
	Vacation	0		0.00	0.00
	Apprentice / Journeyman Training	1.94		1.94	1.94
	NEMIC	0.03		0.03	0.03
	ITI	0.12		0.12	0.12
	SMHOIT	0.02		0.02	0.02
	Checkoff dues deduction	<1.53>	0.09	<1.44>	<1.53>
	NEW 10.01.2022 Building Fund	<0.15>		<0.15>	<0.15>

<u>PREMIUMS (Refer to APPENDIX "A")</u>	<u>Amount</u>	<u>Conditions</u>
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	\$0.25	25-40 ft. (Actual Hours)
" "	\$0.50	40 ft. or more (Actual Hours)
Underground:	\$0.50	Full Shift
Welding:	\$0.50	1/2 Shift Minimum (excludes: apprentices)
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment

NEW 10/1/23

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

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

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

Agmt-Type	Classification	MSTS Job Code	Grp No.	Current Hourly Wage Rates	Current Hourly Wage Rates
SPRINKLER FITTERS (Construction)				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)
	04/01/18 Reallocation				
	10/01/18 Package Increase		\$1.50		
	01/01/19 Reallocation				
	10/01/19 Package Increase		\$1.81		
	01/01/2020 Reallocation				
	10/01/20 Package Increase		\$2.07		
	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)
SPK-C	Sprinkler Fitter	031303		53.02	52.44
SPK-C	Sprinkler Fitter FOREMAN	031302		58.32	57.68
SPK-C	Sprinkler Fitter GENERAL FOREMAN	031301		63.62	62.93
Apprentices					
SPK-C	Class 1 Apprentice (50%)	031371		26.51	26.22
SPK-C	Class 2 Apprentice (50%)	031372		26.51	26.22
SPK-C	Class 3 Apprentice (55%)	031373		29.16	28.84
SPK-C	Class 4 Apprentice (60%)	031374		31.81	31.46
SPK-C	Class 5 Apprentice (65%)	031375		34.46	34.09
SPK-C	Class 6 Apprentice (70%)	031376		37.11	36.71
SPK-C	Class 7 Apprentice (75%)	031377		39.77	39.33
SPK-C	Class 8 Apprentice (80%)	031378		42.42	41.95
SPK-C	Class 9 Apprentice (85%)	031379		45.07	44.57
SPK-C	Class 10 Apprentice (90%)	031380		47.72	47.20
TOTAL FRINGE BENEFITS:			01.01.2024	\$25.45	\$26.03
	Health & Welfare			11.45	11.91
	Pension			7.20	7.30
	Supplemental Pension			6.23	6.23
	Vacation			0.00	0.00
	Int'l Training Fund \$0.10 / Education Training \$0.47 (EBF) Extended Benefit Fund (after tax deduction)			0.57	0.59
	District 25 Industry Promotion Fund			<0.25>	<0.25>
	PAC Fund Contribution "Voluntary" Checkoff Agreement			<1.00>	<1.00>
	UA Organizing Fund (New 01.01.2020)			<0.15>	<0.15>
				<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

NEW for 2023

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

Zone pay (report to Las Vegas)	\$0.00
Zone pay (report to NNSS)	\$3.50
Zone pay (report to NTTR)	\$3.50

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

Agmt-Type	Classification	MSTS Job Code	Grp No.		Current Hourly Wage Rates
TEAMSTERS (Construction)				10/01/2022 Allocation (1.70 Wages, +0.30 H/W)	10/01/2023 Allocation (+2.65 Pension, +0.35 H/W)
	10/01/18 Package Increase		\$2.81		
	10/01/19 Package Increase		\$2.02		
	10/01/20 Package Increase		\$2.00		
	10/01/21 Package Increase		\$2.00		
	10/01/22 Package Increase		\$2.00	\$ 1.70	
	10/01/23 Package Increase		\$3.00		\$ -
TM-C	Probationary Construction Teamster	032199	Actual Classification Rate		
TM-C	Light Duty Driver	032103	1	41.69	41.69
TM-C	Light Duty Driver FOREMAN	032102	1	44.19	44.19
TM-C	Light Duty Driver GENERAL FOREMAN	032101	1	46.69	46.69
TM-C	Light Vehicle Dispatcher	032111	1	41.69	41.69
TM-C	Light Vehicle Dispatcher FOREMAN	032110	1	44.19	44.19
TM-C	Tireman	032122	1	42.26	42.26
TM-C	Tireman FOREMAN	032121	1	44.76	44.76
TM-C	Tireman GENERAL FOREMAN	032120	1	47.26	47.26
TM-C	Truck Greaser	032108	1	41.69	41.69
TM-C	Truck Greaser FOREMAN	032107	1	44.19	44.19
TM-C	Truck Greaser GENERAL FOREMAN	032106	1	46.69	46.69
TM-C	Equipment Parts Clerk	032139	2	41.86	41.86
TM-C	Fleet Operations Dispatcher	032141	2	41.86	41.86
TM-C	Fleet Operations Dispatcher FOREMAN	032142	2	44.36	44.36
TM-C	Forklift Driver (under 15 Tons)	032105	2	41.86	41.86
TM-C	Forklift Driver FOREMAN	032104	2	44.36	44.36
TM-C	Heavy Duty Driver	032131	2	41.86	41.86
TM-C	Heavy Duty Driver FOREMAN	032130	2	44.36	44.36
TM-C	Heavy Duty Driver GENERAL FOREMAN	032129	2	46.86	46.86
TM-C	Warehouseman	032138	2	41.86	41.86
TM-C	Warehouseman FOREMAN	032137	2	44.36	44.36
TM-C	Warehouseman GENERAL FOREMAN	032136	2	46.86	46.86
TM-C	Extra Heavy Duty Driver	032134	3	42.06	42.06
TM-C	Extra Heavy Duty Driver FOREMAN	032133	3	44.56	44.56
TM-C	Extra Hvy Duty Driver GENERAL FOREMAN	032132	3	47.06	47.06
TM-C	Forklift Driver (OVER 15 Tons)	032140	3	42.06	42.06
TM-C	Forklift Driver (OVER 15 Tons) FOREMAN	032143	3	44.56	44.56
TM-C	Forklift Driver (OVER 15 Tons) GENERAL FOREM	032144	3	47.06	47.06
TM-C	Bootman	032135	4	42.78	42.78
TM-C	Bootman Foreman	032113	4	45.28	45.28
TM-C	Bootman General Foreman	032112	4	47.78	47.78
TM-C	Off Road and Special Equipment Driver	032109	4	42.78	42.78
TOTAL FRINGE BENEFITS			10.01.2023	\$23.88	\$26.87
Health & Welfare (pay flat amt) (Hourly Amount=Monthly/173.33 hrs; use as avg only)				1399.67	1460.67
				8.09	8.43
H&W INCLUDES: Major Medical=1286.00; Medical 1236.00 + Dental/Vision 50.00 &; Retiree Medical 174.67 = Grand Total \$1460.67			0.35		
Pension (Basic 16.00 / PEER 80 1.89)			2.65	15.24	17.89
Apprentice/Training				0.55	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

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)

NEW 10/1/23

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

Zone 1 – 1 - 20 Road Miles	\$2.00
Zone 2 – 20 - 40 Road Miles	\$2.50
Zone 3 – 40 - 60 Road Miles	\$3.50
Zone 4 – Over 60 Road Miles	\$6.00