

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
ASBESTOS WORKERS/INSULATORS (Construction AW-C) Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.				10/01/2024 Reallocation (+\$3.60 Wages, +\$0.50 H/W, +\$1.00 JATC)	10/01/2025 Allocation (+\$3.32 Wages +\$0.25 H&W)
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	\$ 3.60	
10/01/25 Package Increase			\$3.57		\$ 3.32
Asbestos Worker II (Basic Journeyman/Mechanic)	030103		2	63.87	67.19
Asbestos Worker II Foreman	030102		2	70.26	73.91
Asbestos Worker II General Foreman	030101		2	76.64	80.63
TOTAL FRINGE BENEFITS:				10.01.25	\$19.63
Health & Welfare				0.25	12.00
Pension					5.63
Pension IAP					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	58.37	61.69
Asbestos Worker III Foreman	030107		3	64.76	68.41
Asbestos Worker III General Foreman	030110		3	71.14	75.13
TOTAL FRINGE BENEFITS:				10.01.25	\$25.13
Health & Welfare				0.25	12.00
Pension					5.63
Pension IAP					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	56.37	59.69
Asbestos Worker IV Foreman	030108		4	62.76	66.41
Asbestos Worker IV General Foreman	030111		4	69.14	73.13
TOTAL FRINGE BENEFITS:				10.01.25	\$27.13
Health & Welfare				0.25	12.00
Pension					5.63
Pension IAP					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	53.87	57.19
Asbestos Worker V Foreman	030109		5	60.26	63.91
Asbestos Worker V General Foreman	030112		5	66.64	70.63
TOTAL FRINGE BENEFITS:				10.01.25	\$29.63
Health & Welfare				0.25	12.00
Pension					5.63
Pension IAP					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			31.94	33.60
Asbestos Worker Improver/Apprentice 2 (60%)	030182			38.32	40.31
Asbestos Worker Improver/Apprentice 3 (70%)	030183			44.71	47.03
Asbestos Worker Improver/Apprentice 4 (80%)	030184			51.10	53.75
Asbestos Worker Improver/Apprentice 5 (90%)	030185			57.48	60.47
TOTAL FRINGE BENEFITS: 1st & 2nd yr apprentice				10.01.25	\$9.50
Health & Welfare				0.25	7.50
Pension					0.00
Pension IAP					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>
TOTAL FRINGE BENEFITS: 3rd,4th & 5th yr apprentice				10.01.25	\$23.73
Health & Welfare				0.25	12.00
Pension					5.63
Pension IAP					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
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment

ASBESTOS/INSULATORS

Zone Pay per Hour	10.01.23/24	10.01.25
Zone pay (0-19 miles, Las Vegas)	\$0.00	\$0.00
Zone pay (20- 45 miles)	\$4.00	\$4.00
Zone pay (46 - 75 miles, Mercury)	\$5.00	\$5.00
Zone pay (76 - 150 miles,Forward Areas)	\$7.00	\$7.00
Zone pay (150+ miles, NTTR)	\$8.00	\$8.00

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

Classification	MSTS Job Code	COCs Codes	Grp No.	Hourly Wage Rates	Hourly Wage Rates
BRICKLAYERS (Construction BL-C)				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
Pointer Caulker Cleaner (PCC)				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
TOTAL FRINGE BENEFITS:				10.01.2025	\$19.92
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") Amount Conditions
Foreman/General Foreman Differential: \$1.50 Over Journeyman/Foreman Respectively
High Time/Hazard Pay: \$0.25 50 Ft. or More (Actual Hours)
Respirator: \$1.00 1/2 Shift Minimum or Full Shift

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

Marble/Terrazzo/ Mason Setter	031201		50.27	52.44
TOTAL FRINGE BENEFITS:		10.01.2025	\$18.29	\$18.79
Health & Welfare		0.50	7.50	8.00
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)			9.41	9.41
Apprentice/Training (NV JATC 0.69/ IMI Training 0.69)			1.38	1.38
Supp Dues (after tax deduction Local 2.14/UI 0.71)		.08/.02	-2.75	-2.85
Vacation (after tax deduction - not part of wage pkg)			-3.00	-3.00

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

Tile Finisher	31205		35.64	37.07
TOTAL FRINGE BENEFITS:		10.01.2025	\$14.20	\$14.74
Health & Welfare		0.50	7.50	8.00
Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.2)			5.70	5.70
Apprentice/Training (NV JATC 0.52/ IMI Training 0.52)		.02/.02	1.00	1.04
Supp Dues (after tax deduction Local 1.55/UI 0.52)		.05/.02	-2.00	-2.07
Vacation (after tax deduction - not part of wage pkg)			-2.50	-2.50

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

Tile Setter	031202		47.70	49.74
TOTAL FRINGE BENEFITS:		10.01.2025	\$18.23	\$18.79
Health & Welfare		0.50	7.50	8.00
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)			9.41	9.41
Apprentice/Training (NV JATC 0.69/ IMI Training 0.69)		-0.03/ -0.03	1.32	1.38
Supp Dues (after tax deduction Local 2.06/UI 0.69)		.08/ .03	-2.64	-2.75
Vacation (after tax deduction - not part of wage pkg)			-3.00	-3.00

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

<u>Zone Pay per Hour</u>	<u>10.01.23</u>	<u>10.04.24/25</u>
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

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EFFECTIVE 10.01.2025 TO 09.30.2030

Classification	MSTS Job Code	Grp No.	Hourly Wage Rates
CARPENTERS (Construction CP-C)			10/01/2025 Allocation (2.88 Wages, +0.25 Pen A, +0.06 Apprenticeship)
10/01/20 Package Increase		\$2.00	
10/01/21 Package Increase		\$2.05	
10/01/22 Package Increase		\$2.10	
10/01/23 Package Increase		\$3.00	
10/01/24 Package Increase		\$3.50	
10/01/25 Package Increase		\$3.19	\$ 2.88
Carpenter	030203	C011	52.12
Carpenter FOREMAN	030202	C012	57.33
Carpenter GENERAL FOREMAN	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
TOTAL FRINGE BENEFITS:		10.01.25	\$28.08
Health & Welfare			8.75
Pension A \$6.41 / Pension B \$5.66		.25 / .00	12.07
Vacation (\$5.00) / Supplemental Dues (\$1.64)			6.64
Apprentice/Training		.06	0.62

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

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)

Zone Pay per Hour**10.01.23/24****10.01.25**

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

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

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
MILLWRIGHTS (Construction CP-C)				10/01/2024 Allocation (+2.25 Wages, +0.50 H/W, +0.25 Pen A, +0.40 Pen B, +0.09 Sup Dues, +0.01 Apprenticeship)	10/01/2025 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 FOREMAN	030222	C011		56.41	59.58
Millwright GENERAL FOREMAN	030221			62.05	65.54
Millwright Welder (\$.50 over Millwright)	030224			51.78	54.66
Millwright Welder FOREMAN	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
TOTAL FRINGE BENEFITS:				10.01.25	\$27.53
Health & Welfare				8.75	8.75
Pension A \$6.41 / Pension B \$5.40				0.25 / 0.00	11.56
Vacation (\$5.00) / Supplemental Dues (\$1.66)				6.66	6.66
Apprentice/Training				0.06	0.56

PREMIUMS (Refer to APPENDIX "A")

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

Zone Pay per Hour	10.01.23/24	10.01.25
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

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

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

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WAGE BENEFIT SUPPLEMENT

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

Classification	MSTS Job Code	COCS Code	44	Hourly Wage Rates	Hourly Wage Rates
LINEMEN (Construction EL-C)				06/02/2025 Reallocation (-\$0 Plan B, +\$0 Plan A)	10/01/2025 Allocation (+\$3.76 to Wages)
01/01/2020 Reallocation					
10/01/20 Package Increase			\$3.55		
01/01/2021 Reallocation			\$0.25		
10/01/21 Package Increase			\$2.00		
01/01/2022 Reallocation					
09/01/2022 Reallocation			\$0.00		
10/01/22 Package Increase			\$2.00		
10/01/23 Package Increase			\$5.00		
01/01/24 Reallocation					
06/03/24 Reallocation			\$0.01		
10/01/24 Package Increase			\$4.00		
01/01/25 Reallocation			\$0.25		
06/02/24 Reallocation			\$0.00		
10/01/25 Package Increase			\$3.76		\$ 3.76
Lineman	030703	C025		58.32	62.08
Lineman FOREMAN	030702	C026		64.74	68.91
Lineman GENERAL FOREMAN	030701	C027		71.15	75.74
Groundman (80% of Lineman)	030704	C028		46.66	49.66
Journeyman Technician	030708			58.32	62.08
Lineman Equipment Operator	030705			58.32	62.08
Lineman Apprentice 1 (60%)	030791	C025		34.99	37.25
Lineman Apprentice 2 (65%)	030792			37.91	40.35
Lineman Apprentice 3 (70%)	030793	C029		40.82	43.46
Lineman Apprentice 4 (75%)	030794			43.74	46.56
Lineman Apprentice 5 (80%)	030795			46.66	49.66
Lineman Apprentice 6 (85%)	030796			49.57	52.77
Lineman Apprentice 7 (90%)	030797	C029		52.49	55.87
TOTAL FRINGE BENEFITS:				\$31.84	\$31.99
Health & Welfare (aka LINECO)				7.50	7.50
Pension A 8.76 and Pension B 8.25 (paid together)				17.01	17.01
Vacation				0.00	0.00
LINECO Health Reimbursement Account				5.00	5.00
Apprentice/Training (1% of Gross)				0.58	0.62
Other (NEBF: 3% of Gross)				1.75	1.86

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)**

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WIREMEN (Construction EL-C)				06/02/2025 Reallocation (-\$2.18 Wages +\$2.00 Plan A +\$0.25 H&W -0.07 NEBF)	10/01/2025 Reallocation (\$3.65 Wages, \$0.11 NEBF)
10/01/20 Package Increase			\$2.42		
04/01/21 Reallocation					
09/01/21 Reallocation					
10/01/21 Package Increase			\$2.50		
09/01/22 Reallocation			\$2.58		
10/1/22 Package Increase			\$2.02		
09/01/23 Reallocation			-\$0.50		
10/1/23 Package Increase			\$5.15		
10/1/24 Package Increase			\$4.12		
06/01/25 Reallocation			\$2.25	\$ (2.18)	
10/01/25 Package Increase			\$3.76		\$ 3.65
Wireman	030604	CO21		60.72	64.37
Wireman FOREMAN	030602	CO23		67.40	71.45
Wireman GENERAL FOREMAN	030601	CO24		74.08	78.53
Wireman Apprentice 1 (55%) 1st step	030681	CO22		33.40	35.40
Wireman Apprentice 2 (65%) 2nd step	030682	CO22		39.47	41.84
Wireman Apprentice 3 (70%) 3rd step	030683	CO22		42.50	45.06
Wireman Apprentice 4 (75%) 4th step	030684	CO22		45.54	48.28
Wireman Apprentice 5 (85%) 5th step	030685	CO22		51.61	54.71
Wireman Apprentice 6 (95%) 6th step	030686	CO22		57.68	61.15
TOTAL FRINGE BENEFITS:			10.01.25	\$28.70	\$28.81
Health & Welfare				9.20	9.20
Pension Plan A 8.76/ Pension Plan B 8.42				17.18	17.18
Vacation				0.00	0.00
Apprentice/Training				0.50	0.50
Other (NEBF: 3% of Gross)			0.11	1.82	1.93

PREMIUMS (Refer to APPENDIX "A")

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

TUNNEL PREMIUMS (Refer to APPENDIX "B")

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

Zone Pay per Hour in accordance with PLA Article

	10.01.23	10.01.24/25
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

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

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
IRONWORKERS (Construction IW-C)				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	C098		53.06	55.06
Reinf. Ironworker FOREMAN	071302	C097		58.37	60.57
Reinf. Ironworker GENERAL FOREMAN	071301			64.20	66.62
Structural Ironworker	071203	C094		53.06	55.06
Structural Ironworker FOREMAN	071202	C095		58.37	60.57
Structural Ironworker GENERAL FOREMAN	071201	C096		64.20	66.62
APPRENTICES (4 YEAR PROGRAM - 6 month progression)					
Struc. / Reinf. IW Apprentice 1 (50%)	071281	C098		26.53	27.53
Struc. / Reinf. IW Apprentice 2 (55%)	071282	C094		29.18	30.28
Struc. / Reinf. IW Apprentice 3 (60%)	071283	C094		31.84	33.04
Struc. / Reinf. IW Apprentice 4 (65%)	071284	C094		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	C094		47.75	49.55
Struc. / Reinf. IW Apprentice 8 (95%)	071288	C094		50.41	52.31
TOTAL FRINGE BENEFITS:			10.01.2025	\$35.56	\$37.26
Health & Welfare			1.50	12.20	13.70
Pension \$9.32/ Annuity Fund \$7.56			0.06 Annuity	16.82	16.88
Vacation			0.14	5.82	5.96
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

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
LABORERS (Construction LB-C)]				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 FOREMAN	031422			41.06	45.24
Laborer I GENERAL FOREMAN	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 FOREMAN	031425	L054		41.34	45.53
Laborer II GENERAL FOREMAN	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 FOREMAN	031428	L058		41.53	45.73
Laborer III GENERAL FOREMAN	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
TOTAL FRINGE BENEFITS:			10.01.2025	\$32.12	\$32.77
Health & Welfare \$7.63/ \$0.23 LECET, \$0.02 Health & Safety			0.65	7.23	7.88
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")**Amount****Conditions****CHANGED: Foreman Differential:****10%****Over journeyman (increased 10.01.25)****CHANGED: General Foreman Differential:****20%****Over highest paid supervised (increased 10.01.25)**

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

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

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
TUNNEL WORKERS/MINERS (Construction TN-C)				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)
01/01/20 Package Increase			\$1.00		
10/01/20 Package Increase			\$2.10		
10/01/21 Package Increase			\$2.15		
10/01/22 Package Increase			\$2.20		
10/01/23 Package Increase			\$3.10		
10/01/24 Package Increase			\$4.35	\$ 2.80	
10/01/25 Package Increase			\$3.19		\$ 2.54
Bull Gang (Mucker & Trackman)	032508			43.90	46.44
Bull Gang FOREMAN	032502			44.40	51.08
Bull Gang Welder (\$.50)	032510			44.40	46.94
Miner (Tunnel Worker)	032203	L061		44.15	46.69
Miner - Tool Crib	032220			44.50	47.04
Miner Welder (\$.50)	032202			44.65	47.19
Shaft Raise & Stope Miner	032209			44.65	47.19
Shaft Raise & Stope Miner/WELDER (+\$.50)	032219	L063		45.15	47.69
Shifter FOREMAN (\$.50 over highest Supervised)	032204			67.90	71.95
Apprentice (1st Step, 1000 Hrs) 60%	032281			26.49	28.01
Apprentice (2nd Step, 1000 Hrs.) 70%				30.91	32.68
Apprentice (3rd Step, 1000 Hrs.) 80%				35.32	37.35
Apprentice (4th Step, 1000 Hrs.) 90%				39.74	42.02
MINE RESCUE TEAM (MRT) RATES \$.25 Addtl/hr when assigned to MRT					
Bull Gang (Mucker & Trackman)	032518			44.15	46.69
Bull Gang FOREMAN	032512			44.65	51.33
Bull Gang Welder (\$.50)	032520			44.65	47.19
Miner (Tunnel Worker)	032213	L063		44.40	46.94
Miner Welder	032212			44.90	47.44
Shaft Raise & Stope Miner	032219			44.90	47.44
Shifter MRT FOREMAN (\$.50 over highest Supervised)	032214	L064		*70.57	72.20
Shaft Miner MRT GENERAL FOREMAN (\$.50 over highest Supervised)	032215			*71.07	72.70
TOTAL FRINGE BENEFITS:			10.01.2025	\$30.84	\$31.49
Health & Welfare \$7.63/\$0.23 LECET, \$0.02 Health & Safety			0.65	7.23	7.88
Pension A				18.08	18.08
DC Pension				1.13	1.13
Vacation \$2.18/ Supplemental Dues \$2.04				4.22	4.22
Apprentice Training				0.18	0.18

PREMIUMS (Refer to APPENDIX "A")

CHANGED: Bull Gang Foreman:

Shifter/Expediter:	\$0.50
Alpine Miner:	\$1.00
Jackleg/Drill/Jumbo:	\$1.00
Nozzle, Pot and Grout Man:	\$0.75
Mine Rescue:	\$0.25
Underground:	\$0.50
Respirator:	\$1.00
HRP	\$2.00
Re-Entry:	\$1.00
Reimbursement of Expenses:	\$30.00

Conditions

Over Bullgang (effective 10/01/25)
Over highest employee Supervised
Full Shift
Full Shift
Full Shift
When assigned to Mine Rescue Team
Full Shift
1/2 Shift Minimum or Full Shift
HRP Premium Pay for hours worked
Full PPE & Respirator (Actual Hours)
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
OPERATING ENGINEERS (Construction OE-C)				10/01/2024 Allocation +2.50 Wages, +0.35 H&W +0.50 Pension, +0.50 Defined Contribution Plan + 0.10 Vacation +0.05 Apprenticeship
10/01/20 Package Increase				\$2.20
10/01/21 Package Increase				\$2.25
10/01/22 Package Increase				\$2.30
10/01/23 Package Increase				Varies
10/01/24 Package Increase				\$4.00
				\$ 2.50
Air Compressor & Generator Operator	031513		1	53.79
Hd Repairman Helper	031523		1	53.79
Hd Repairman Helper FOREMAN	031508		1	56.29
Oiler	031512		1	53.79
Rail Mounted JLG	031557		1	53.79
Rotary Drill Helper	031535		1	53.79
Rotary Drill Helper (Core Drilling)	031510		1	53.79
Rotary Drill Helper (Oil Field)	031592		1	53.79
Generator Operator	031541		2	54.74
Motorman	031552		2	54.74
Motorman (Oil Field Type)	031594		2	54.74
Skiploader Operator - II	031564		2	54.74
Concrete Saw Operator	031537		3	55.03
Derrickman	031567		3	55.03
Dinkey Locomotive Operator	031525		3	55.03
Elevator Hoist Operator	031553		3	55.03
Steam & Water Plant Operator (now grp 3 eff.6/4/12)	031528		3	55.03
Steam & Water Plant Operator FOREMAN	031575		3	57.53
Equipment Greaser	031514	C103	3	55.03
Equipment Greaser FOREMAN	031516		3	57.53
Mini-Excavator - Caterpillar E05E2 or similar type	032700	R03K	4	56.52
Mud Plant Operator	031503		4	56.52
Power Sweeper Operator	031517		4	56.52
Roller Operator	031519		4	56.52
Seeder	032608		4	56.52
Trenching Machine Operator I	031538		4	56.52
Machinist	new job code		4	56.52
Asphalt & Concrete Spreading Operator	031570		5	57.62
Asphalt Plant Engineer	031568		5	57.62
Dozer Operator	031509	R035	5	57.62
Forklift Operator (Group 5) FOREMAN	031550		5	60.12
Forklift Operator	031551		5	57.62
Grade Checker	031529	C132	5	57.62
Road Oil Mix Operator	031543		5	57.62
Scraper Operator	031534		5	57.62
Skiploader Operator - (Group 5)	031565		5	57.62
Tractor Operator	031507	L081	5	57.62
Back Hoe Operator	031558	R031	6	57.74
Batch Plant Operator	032606	R03J	6	57.74

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
Bit And Cutter Retipper	031536		6	57.74
Bulk Plant Operator	032607		6	57.74
Compressor Station Operator	031542		6	57.74
Concrete Mobile Mixer Operator	031555	R032	6	57.74
Concrete Mobile Mixer Operator FOREMAN	031556		6	60.24
Concrete Pump Operator	031549		6	57.74
Contour Trencher Operator	031572		6	57.74
Crane Operator	031505		6	57.74
Crane Operator FOREMAN	031560		6	60.24
Crushing Plant Engineer	031530		6	57.74
Driller	031527		6	57.74
Driller (Core Drill Type)	031524		6	57.74
Driller (Oil Field Type)	031595		6	57.74
Drilling FOREMAN	031540		6	60.24
Drilling FOREMAN (Core Drill Type)	031515		6	60.24
Drilling FOREMAN (Oil Field Type)	031593		6	60.24
Drilling GENERAL FOREMAN (Core Driller)	032601		6	62.74
Drilling GENERAL FOREMAN -Oil Field	031571		6	62.74
Forklift FOREMAN - (Group 6)	031561		6	60.24
Forklift Operator over 5 tons - (Group 6)	031562		6	57.74
Hoist Operator	031539		6	57.74
Liftmobile Operator	031596		6	57.74
Loader Operator	031554	R037	6	57.74
Machinist Operator, CNC Programmer Combo	031563	C031	6	57.74
Machinist Operator, CNC Programmer Combo FOREMAN	031597	C041	6	60.24
Machinist Operator, CNC Programmer Combo GENERAL FOREMAN	032600	C044	6	62.74
Motor Patrol Operator		R038	6	57.74
Mucking Machine Operator	031526	R039	6	57.74
Multiple Engineer-Earth Moving (Group 9 in OE Contract)	032603		6	57.74
Operator FOREMAN	031502	R03A	6	60.24
Operator GENERAL FOREMAN	031501		6	62.74
Rotomill Operator	032604		6	57.74
Segment Installation Jumbo Operator	031583		6	57.74
Shovel Operator	031518		6	57.74
Skiploader Operator - VI	031566	R037	6	57.74
Trenching Machine Operator II	031506		6	57.74
Tunnel Boring Machine Operator	032605		6	57.74
Water Well Driller			6	57.74
Hd Repairman	031521	C101	7	57.99
Hd Repairman FOREMAN	031520	C103	7	60.49
Hd Repairman GENERAL FOREMAN	031544		7	62.99
Heavy Duty Welder	031522	C114	7	57.99
Heavy Duty Welder FOREMAN	031559		7	60.49
Light Duty Repairman (Hybrid/All Electric)	032710		7	57.99
Clark County Certified Welder (NLV Machine shop)	031532	C114	7	57.99
Clark County Certified Welder FMN (NLV machine shop)	031533	C115	7	60.49
Excavator/Trackhoe or similar	032720		8	58.92
Combination Hd Repairman-Welder	031548	C101	9	58.74
Combination Hd Repairman-Welder FOREMAN	031547	C112	9	61.24
Combination Hd Repairman-Welder GENERAL FOREMAN	031546	C113	9	63.74
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator	031545		9	58.74
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator - GENERAL FOREMAN	031598	R03B	9	63.74
Crane Oiler	031511		9	58.74
Operating Engineer Apprentice (Percentage of Group 5):				\$57.62

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
Equipment Operator App 1 (60%)	032681	C047		34.57
Equipment Operator App 2 (65%)	032682	C047		37.45
Equipment Operator App 3 (70%)	032683	C047		40.33
Equipment Operator App 4 (75%)	032684	C047		43.22
Equipment Operator App 5 (80%)	032685	C047		46.10
Equipment Operator App 6 (90%)	032686	L081		51.86
Heavy Duty Repairperson Apr 1 (60%)	032661	C102		34.57
Heavy Duty Repairperson Apr 2 (65%)	032662			37.45
Heavy Duty Repairperson Apr 3 (70%)	032663			40.33
Heavy Duty Repairperson Apr 4 (75%)	032664			43.22
Heavy Duty Repairperson Apr 5 (80%)	032665			46.10
Heavy Duty Repairperson Apr 6 (90%)	032666			51.86
Machinist Operator App 1 (60%)	031584	C043		34.57
Machinist Operator App 2 (65%)	031585			37.45
Machinist Operator App 3 (70%)	031586			40.33
Machinist Operator App 4 (75%)	031587			43.22
Machinist Operator App 5 (80%)	031588			46.10
Machinist Operator App 6 (85%)	031589			48.98
Machinist Operator App 7 (90%)	031590			51.86
Machinist Operator App 8 (95%)	031591			54.74
Surveyor Instrumentman App 1 (60%)	030910			21.50
Surveyor Instrumentman App 2 (65%)	030911			23.29
Surveyor Instrumentman App 3 (70%)	030912			25.08
Surveyor Instrumentman App 4 (75%)	030913			26.87
Surveyor Instrumentman App 5 (80%)	030914			28.66
Surveyor Instrumentman App 6 (85%)	030915			30.45
Surveyor Instrumentman App 7 (90%)	030916			32.25
Surveyor Instrumentman App 8 (95%)	030917			34.04
TOTAL FRINGE BENEFITS:			10.01.24	\$34.00
Health & Welfare			0.35	13.30
Pension 10.65/Annuity 4.75			0.50/0.50	15.40
Vacation				2.65
Apprentice/Training			0.05	0.95
Other (Supplemental Dues)			0.10	1.70

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

<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
SURVEY & INSPECTION (Operating Engineers SU-C)				10/01/2024 Allocation +2.50 Wages, +0.35 H&W +0.50 Pension, +0.50 Defined Contribution Plan + 0.10 Vacation +0.05 Apprenticeship
10/01/20 Package Increase			\$2.20	
10/01/21 Package Increase			\$2.25	
10/01/22 Package Increase			\$2.30	
10/01/23 Package Increase			Varies	
10/01/24 Package Increase			\$2.50	\$ 2.50
Chainman	030904		3	55.03
Instrumentman	030905	C124	4	56.52
Party Chief (Group 7)	030903		7	57.99
Party Chief FOREMAN	030906	C125		60.49
Chief Of Party - GENERAL FOREMAN	030909	C126		62.99
Field Inspector Journeyman	030907	C123		54.61
Field Inspector Step 1 (1st 6 mos)				53.11
Field Inspector Step 2 (2nd 6 mos)				53.61
Field Inspector Step 3 (3rd 6 mos.) (Appr Base)				54.11
Field Inspector Apprentice 1 (60%)	030971			32.47
Field Inspector Apprentice 2 (65%)				35.17
Field Inspector Apprentice 3 (70%)				37.88
Field Inspector Apprentice 4 (75%)				40.58
Field Inspector Apprentice 5 (80%)				43.29
Field Inspector Apprentice 6 (90%)				45.99
NDT Inspector Journeyman	030908			54.61
NDT Inspector Step 1 (1st 6 mos)				53.11
NDT Inspector Step 2 (2nd 6 mos)				53.61
NDT Inspector Step 3 (3rd 6 mos.) (Appr Base)				54.11
NDT Inspector Apprentice 1 (60%)	030981			32.47
NDT Inspector Apprentice 2 (65%)				35.17
NDT Inspector Apprentice 3 (70%)				37.88
NDT Inspector Apprentice 4 (75%)				40.58
NDT Inspector Apprentice 5 (80%)				43.29
NDT Inspector Apprentice 6 (90%)				45.99
TOTAL FRINGE BENEFITS:				10.01.24 \$34.00
Health & Welfare				0.35 13.30
Pension 10.65/Annuity 4.25				0.50/0.50 15.40
Vacation				2.65
Apprentice/Training				0.05 0.95
Other (Supplemental Dues)				0.10 1.70

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

Party Chief Differential:

\$2.00

Over Field Survey Crew

Chief Of Parties:

\$2.00

Over Party Chief

Hydrographical Work:

\$0.50

Performed in Tunnel or Shafts

Global Positioning System

\$0.50

GPS Premium Pay for full shift

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

Zone pay (report to Las Vegas)

\$0.00

\$0.00

Zone pay (report to NNSS)

\$4.50

\$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
PAINTERS (Construction PT-C)				06/30/2025 Reallocation (-0.16 Wages, +0.16 H/W)	10/01/2025 Allocation (2.90 to Wages, +0.16 to Pension)
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	-0.16	
10/01/2025 Package Increase			\$3.06		\$ 2.90
Painter (Brush & Roller)	031603	C071	1	48.89	51.79
Painter FOREMAN	031602	C072	1	53.78	56.97
Painter GENERAL FOREMAN	031601	C075	1	58.67	62.15
Spray, Paper Hanger, Sign Painter	031605		2	49.24	52.14
Spray Painter FOREMAN	031604		2	54.16	57.35
Tapers And Flusher And Detailer	031608		2	49.24	52.14
Floor Cover, Carpet, Linoleum, Tile	031610		3	49.50	52.40
Floor Coverer FOREMAN	031611		3	54.45	57.64
Painter Apprentice (50% of Spray rate)	031681			24.62	26.07
Painter Apprentice (55%)				27.08	28.68
Painter Apprentice (60%)	031682			29.54	31.28
Painter Apprentice (65%)				32.01	33.89
Painter Apprentice (70%)	031683			34.47	36.50
Painter Apprentice (75%)				36.93	39.11
Painter Apprentice (80%)	031684			39.39	41.71
Painter Apprentice (85%)				41.85	44.32
Painter Apprentice (90%)	031685			44.32	46.93
Painter Apprentice (95%)	031686			46.78	49.53
TOTAL FRINGE BENEFITS:			10.01.25	\$24.02	\$24.18
Health & Welfare				9.16	9.16
Pension			0.16	14.74	14.90
Vacation (deducted from wages)			-1.45	(13.14)	(14.59)
Apprentice/Training (JATTF)				0.12	0.12
Supplemental Dues (3% of net wages)(deducted from wage)				\$ (1.47)	\$ (1.55)
Member Benefit				\$ (0.10)	\$ (0.10)
IU Admin Dues Check-Off				\$ (0.25)	\$ (0.25)

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

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

Zone Pay per Hour in accordance with PLA**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

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
PIPEFITTERS (Construction PF-C)				10/01/2024 Allocation (+3.00 Wages, +.25 Local Pension,+.75 H/W)	10/01/2025 Allocation (+3.30 Wages, +.25 Local Pension, +.15 H/W)
10/01/20 Package Increase				\$3.53	
10/01/21 Package Increase				\$2.44	
10/01/22 Package Increase				\$2.50	
10/01/23 Package Increase				\$5.00	
10/01/24 Package Increase				\$4.00	
10/01/25 Package Increase				\$3.80	
Pipefitter	031803	C081		59.55	62.85
Pipefitter FOREMAN	031802	C082		66.10	69.76
Pipefitter GENERAL FOREMAN	031801	C083		72.65	76.68
Plumber	031806	C081		59.55	62.85
Plumber FOREMAN	031808	C08E		66.10	69.76
Refrigeration Mechanic	031807	C08A		59.55	62.85
Refrigeration Mechanic FOREMAN	031809	C08B		66.10	69.76
Refrigeration Mechanic GEN FOREMAN	031810	C08C		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	C081		56.57	59.71
Pipefitter Apprentice 9 (95%)	031898	C081		56.57	59.71
Pipefitter Apprentice 10 (95%)	031898	C081		56.57	59.71
TOTAL FRINGE BENEFITS:			10.01.2025	\$26.25	\$26.75
Health & Welfare			0.15	11.57	11.72
Pension (Local=\$12.30 / Nat'l=\$1.02)			0.25	13.07	13.32
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>	<0.40>
NEW FRINGE BENEFIT Union Action Fund (Deduct from Wages)			0.15		<0.15>
Working Dues Assessment (Deduct from wages) (was 4.5% changed to 3.9% on 1/10/15)				-2.32	-2.45
Apprentice/Training (Local \$1.59: UAIF \$1.10)			0.10	1.59	1.69

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

Foreman Differential:	11%	Over Journeyman (increased 10.01.24)
General Foreman Differential:	22%	Over Journeyman (increased 10.01.24)
Galvanized Welding:	\$0.25	Welding Galvanized Pipe or Mat'ls
High Time/Hazard Pay:	1x Wage	40 ft.or more (Actual Hours)
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
Underground:	\$0.50	Full Shift
Reimbursement of Expenses:	\$30.00	NNSS: 1st & last day of Employment
" ":	\$50.00	NTTR: 1st & last day of Employment

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

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
Roofer/Waterproofeer	031101		37.76	39.74
Roofer/Waterproofeer FOREMAN	031102		45.31	47.69
Lead Maintenance/Service man	035101		45.31	47.69
Roofer Apprentice - 1st 6 months (55%)			20.77	21.86
Roofer Apprentice - 2nd 6 months (60%)			22.66	23.84
Roofer Apprentice - 3rd 6 months (70%)			26.43	27.82
Roofer Apprentice - 4th 6 months (75%)			28.32	29.81
Roofer Apprentice - 5th 6 months (85%)			32.10	33.78
Roofer Apprentice - 6th 6 months (95%)			35.87	37.75
TOTAL FRINGE BENEFITS:		10.01.2025	\$12.42	\$12.42
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

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

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
SHEET METAL WORKERS (Construction SM-C)				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 FOREMAN	032002	CO92		69.32	73.40
SMW GENERAL FOREMAN	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
Apprentices				10.01.2025	\$29.91
Health & Welfare	11.25		0.15	11.10	11.25
Retiree Health Plan	0			1.50	1.50
Pension (\$11.82 Local Tri-State / \$3.38 National)	varies			15.20	15.20
Apprentice / Journeyman Training	1.94			1.94	1.94
NEMI	0.05		0.02	0.03	0.05
International Training Institute	0.12			0.12	0.12
SMOHI	0.02			0.02	0.02
Checkoff dues deduction	varies		0.07	<1.62>	<1.69>
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")**Amount****Conditions**

Foreman Differential:

10%

Over Journeyman

General Foreman Differential:

20%

Over Journeyman

CHANGED: Respirator (requires fit card): 2% of hourly pay rate**1/2 Shift Minimum or Full Shift, based on 1/2 shift wear includes suiting & un-suiting time if applicable (changed**

High Time/Hazard Pay:

\$0.25

25-40 ft. (Actual Hours)

" "

\$0.50

40 ft. or more (Actual Hours)

CHANGED: Underground: 1% of hourly pay rate**Full Shift (changed 10.01.25)****CHANGED: Welding: 1% per hour for actual hours spent welding****1/2 Shift Minimum excludes: apprentices (changed 10.01.**

Reimbursement of Expenses:

\$30.00

NNSS: 1st & last day of Employment

Zone pay per hour in accordance with PLA Article 24**10.01.23****0.01.24/25**

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	Grp No.	Hourly Wage Rates	Hourly Wage Rates
SPRINKLER FITTERS (Construction SPK-C)			01/1/2025 Allocation (-\$0.59 Wages, \$0.49 H/W, -\$0.10 Pension)	10/1/2025 Allocation (\$3.39 Wages)
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		
01/01/24 Reallocation				
10/01/24 Package Increase		\$3.45		
01/01/25 Reallocation			\$ (0.59)	
10/01/25 Package Increase		\$3.39		\$ 3.39
Sprinkler Fitter	031303	C084	53.30	56.69
Sprinkler Fitter FOREMAN	031302	C086	58.63	62.36
Sprinkler Fitter GENERAL FOREMAN	031301	C087	63.96	68.03
Class 1 Apprentice (45%)	031371		23.99	25.51
Class 2 Apprentice (50%)	031372		26.65	28.35
Class 3 Apprentice (55%)	031373		29.32	31.18
Class 4 Apprentice (60%)	031374		31.98	34.01
Class 5 Apprentice (65%)	031375		34.65	36.85
Class 6 Apprentice (70%)	031376		37.31	39.68
Class 7 Apprentice (75%)	031377		39.98	42.52
Class 8 Apprentice (80%)	031378		42.64	45.35
Class 9 Apprentice (85%)	031379		45.31	48.19
Class 10 Apprentice (90%)	031380		47.97	51.02
TOTAL FRINGE BENEFITS:		10.01.25	28.62	28.62
Health & Welfare			12.40	12.40
Pension			7.40	7.40
Supplemental Pension			8.23	8.23
Vacation			0.00	0.00
Int'l Training Fund \$0.10 / Education Training \$0.47			0.59	0.59
(EBF) Extended Benefit Fund (after tax deduction)			<0.25>	<0.25>
District 25 Industry Promotion Fund			<1.00>	<1.00>
PAC Fund Contribution "Voluntary" Checkoff Agreement			<0.15>	<0.15>
UA Organizing Fund (New 01.01.2020)			<0.10>	<0.10>

PREMIUMS (Refer to APPENDIX "A")

	Amount	Conditions
Foreman Differential:	10%	Over Journeyman
General Foreman Differential:	20%	Over Journeyman
Respirator:	\$1.00	1/2 Shift Minimum or Full Shift
High Time/Hazard Pay:	1x Wage	40 ft. or more (Actual Hours)
Reimbursement of Expenses:	\$30.00	NNSS: 1st and last day of Employment
" ":	\$50.00	TTR: 1st & last day of Employment
CHANGED: Backflow Certification Premium	\$1.00	For all hours spent performing backflow testing (effective 10.01.25)

<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)	\$3.50	\$4.50
Zone pay (report to NTTR)	\$3.50	\$4.50

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

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

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates
TEAMSTERS (Construction TM-C)				10/01/2024 Allocation (+\$2.00 Wages +0.19 H/W + \$1.31 Pension))
10/01/20 Package Increase			\$2.00	\$ 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	
Probationary Construction Teamster	032199		Actual Classification Rate	
Light Duty Driver	032103		1	43.69
Light Duty Driver FOREMAN	032102		1	46.19
Light Duty Driver GENERAL FOREMAN	032101		1	48.69
Light Vehicle Dispatcher	032111		1	43.69
Light Vehicle Dispatcher FOREMAN	032110		1	46.19
Tireman	032122	L07A	5	44.26
Tireman FOREMAN	032121	L07K	5	46.76
Tireman GENERAL FOREMAN	032120		5	49.26
Truck Greaser	032108		1	43.69
Truck Greaser FOREMAN	032107		1	46.19
Truck Greaser GENERAL FOREMAN	032106		1	48.69
Equipment Parts Clerk	032139		2	43.86
Fleet Operations Dispatcher	032141		2	43.86
Fleet Operations Dispatcher FOREMAN	032142	C031	2	46.36
Forklift Driver (under 15 Tons)	032105	L07C	2	43.86
Forklift Driver FOREMAN	032104		2	46.36
Heavy Duty Driver	032131		2	43.86
Heavy Duty Driver FOREMAN	032130		2	46.36
Heavy Duty Driver GENERAL FOREMAN	032129		2	48.86
Warehouseman	032138		2	43.86
Warehouseman FOREMAN	032137		2	46.36
Warehouseman GENERAL FOREMAN	032136		2	48.86
Extra Heavy Duty Driver	032134	L071	3	44.06
Extra Heavy Duty Driver FOREMAN	032133	L072	3	46.56
Extra Hvy Duty Driver GENERAL FOREMAN	032132	L073	3	49.06
Extra Heavy Duty Driver MRT			3	44.31
Extra Heavy Duty Driver MRT FOREMAN			3	46.81
Extra Hvy Duty Driver MRT ENERAL FOREMAN			3	49.31
Forklift Driver (OVER 15 Tons)	032140	L07C	3	44.06
Forklift Driver (OVER 15 Tons) FOREMAN	032143	L07E	3	46.56
Forklift Driver (OVER 15 Tons) GENERAL FOREMAN	032144	L07H	3	49.06
Bootman	032135	L071	4	44.78
Bootman Foreman	032113	L091	4	47.28
Bootman General Foreman	032112	L092	4	49.78
Bootman General Foreman MRT				
Off Road and Special Equipment Driver	032109	L093	4	44.78
TOTAL FRINGE BENEFITS			10.01.2024	\$28.37
Health & Welfare (pay flat amt) (Hourly Amount=Monthly/173.33 hrs; use as avg only) H&W INCLUDES: Major Medical=1319.00; Medical 1269.00 + Dental/Vision 50.00 &; Retiree Medical 174.67 = Grand Total \$1493.67 Pension (Basic 17.31 / PEER 80 1.89) Apprentice/Training				1493.67 8.62
PREMIUMS (Refer to APPENDIX "A")			Amount	Conditions
Foreman / General Foreman Differential:			\$2.50	Over Journeyman/Foreman Respectiv
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 - ad
TUNNEL PREMIUMS (Refer to APPENDIX "B")				
Cased Shaft :			\$0.75	1000-2500 Ft. (Actual Hours)
" ":			\$1.25	2,500-5,000 Ft. (Actual Hours)
Underground:			\$0.50	Full Shift
Re-Entry:			\$1.00	Full PPE & Respirator (Actual Hours)
Zone Pay per Hour in accordance with PLA Article 24			10.01.23/24	10.01.25
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