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
BRICKLAYERS (Construction BL-C)				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)	10/01/2026 Allocation (+$2.35 Wages to BL; +0.50 to H/W;+0.00 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					
10/01/25 Package Increase			**$2.80**	**$ 1.89**	
10/01/26 Package Increase			**$2.91**		**$ 2.35**
Bricklayer	031203			**52.79**	**55.14**
Bricklayer Foreman				**54.29**	**56.64**
Bricklayer General Foreman				**55.79**	**58.14**
Pointer Caullker Cleaner (PCC)				**52.79**	**55.14**
Bricklayer, Tile & Marble Apprentice (50%)				**26.40**	**27.57**
Bricklayer, Tile & Marble Apprentice (60%)				**31.67**	**33.08**
Bricklayer, Tile & Marble Apprentice (70%)				**36.95**	**38.60**
Bricklayer, Tile & Marble Apprentice (80%)				**42.23**	**44.11**
Bricklayer, Tile & Marble Apprentice (85%)				**44.87**	**46.87**
Bricklayer, Tile & Marble Apprentice (90%)				**47.51**	**49.63**
TOTAL FRINGE BENEFITS:			**10.01.2026**	**$20.89**	**$21.45**
Health & Welfare			**0.50**	**8.00**	**8.50**
Pension (Def Con 6.0 / IU Pen 3.00 / Pen Prot 2.41)				**11.41**	11.41
Apprentice/Training (NV JATC 0.74/ IMI/ IMTEF Training 0.74)			**0.03 JATC/ 0.03 IM/IMTEF**	**1.48**	**1.54**
Supp Dues (after tax deduction Local 2.30/ UI 0.77))			**+.09 Local/ +.03 IU**	**-2.95**	**-3.07**
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

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

Marble/Terrazzo/ Mason Setter	031201			**52.44**	**54.70**
TOTAL FRINGE BENEFITS:			**10.01.2026**	**$18.79**	**$19.39**
Health & Welfare			**0.50**	**8.00**	**8.50**
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)				9.41	9.41
Apprentice/Training (NV JATC 0.74/ IMI Training 0.74)			**.03 JATC/ .03 IMI**	1.38	**1.48**
Supp Dues (after tax deduction Local 2.22/UI 0.74)			**.08 Local/ .03 UI**	**-2.85**	**-2.96**
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			**37.07**	**38.58**
TOTAL FRINGE BENEFITS:			**10.01.2026**	**$14.74**	**$15.28**
Health & Welfare			**0.50**	**8.00**	**8.50**
Pension (Def Con 3.00 / IU Pen 1.50 / Pen Prot 1.2)				5.70	5.70
Apprentice/Training (NV JATC 0.54/ IMI Training 0.54)			**.02 JATC/ .02 IMI**	**1.04**	**1.08**
Supp Dues (after tax deduction Local 1.62/UI 0.54)			**.07 Local/ .02 UI**	**-2.07**	**-2.16**
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

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

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Tile Setter	031202		**49.74**	**51.91**
TOTAL FRINGE BENEFITS:		**10.01.2026**	**$18.79**	**$19.33**
Health & Welfare		**0.50**	**8.00**	**8.50**
Pension (Def Con 4.00 / IU Pen 3.00 / Pen Prot 2.41)			9.41	9.41
Apprentice/Training (NV JATC 0.71/ IMI Training 0.71)		**.02 JATC/ .02 IMI**	**1.38**	**1.42**
Supp Dues (after tax deduction Local 2.14/UI 0.71)		**.08 Local/ .02 UI**	**-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

Zone Pay per Hour	
Zone pay (0-40 miles)/ Las Vegas	$0.00
Zone pay (41-50 miles)	$3.75
Zone pay (51-70 miles)/ NNSS	$5.00
Zone pay (over 71 miles)/ NTTR	$10.00

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

Classification	MSTS Job Code	COCS Codes	Grp No.	Hourly Wage Rates	Hourly Wage Rates
ASBESTOS WORKERS/INSULATORS (Construction AW-C) **Note: Asbestos Workers are also known as Insulators or Insulator Journeyman. Mechanic Improvers are also known as apprentices.**				**01/01/2026 Allocation ($0.20Wages, +$0.20 Pension)**	**10/01/2026 Allocation (+$3.72 Wages)**
10/01/20 Package Increase			**$2.26**		
10/01/21 Package Increase			**$2.12**		
10/01/22 Package Increase			**$2.19**		
10/01/23 Package Increase			**$3.35**		
01/01/24 Reallocation					
10/01/24 Package Increase			**$5.10**		
10/01/25 Package Increase			**$3.57**		
01/01/26 Reallocation				**$ (0.20)**	
10/01/26 Package Increase			**$3.72**		**$ 3.72**
Asbestos Worker II (Basic Journeyman/Mechanic)	030103		2	**66.99**	**70.71**
Asbestos Worker II Foreman	030102		2	**73.69**	**77.78**
Asbestos Worker II General Foreman	030101		2	**80.39**	**84.85**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$20.08**	**$20.08**
Health & Welfare				12.25	12.25
Pension				**5.83**	5.83
Pension IAP				0.00	0.00
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker III	030104	**C12B**	3	**61.49**	**65.21**
Asbestos Worker III Foreman	030107		3	**68.19**	**72.28**
Asbestos Worker III General Foreman	030110		3	**74.89**	**79.35**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$25.58**	**$25.58**
Health & Welfare				12.25	12.25
Pension				5.83	5.83
Pension IAP				5.50	5.50
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker IV	030105	**C12C**	4	**59.49**	**63.21**
Asbestos Worker IV Foreman	030108		4	**66.19**	**70.28**
Asbestos Worker IV General Foreman	030111		4	**72.89**	**77.35**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$27.58**	**$27.58**
Health & Welfare				12.25	12.25
Pension				5.83	5.83
Pension IAP				7.50	7.50
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker V	030106	**C121**	5	**56.99**	**60.71**
Asbestos Worker V Foreman	030109		5	**63.69**	**67.78**
Asbestos Worker V General Foreman	030112		5	**70.39**	**74.85**
TOTAL FRINGE BENEFITS:			**01.01.26**	**$30.08**	**$30.08**
Health & Welfare				12.25	12.25
Pension				5.83	5.83
Pension IAP				10.00	10.00
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>
Asbestos Worker Improver/Apprentice 1 (50%)	030181			**33.50**	**35.36**
Asbestos Worker Improver/Apprentice 2 (60%)	030182			**40.19**	**42.43**
Asbestos Worker Improver/Apprentice 3 (70%)	030183			**46.89**	**49.50**
Asbestos Worker Improver/Apprentice 4 (80%)	030184			**53.59**	**56.57**
Asbestos Worker Improver/Apprentice 5 (90%)	030185			**60.29**	**63.64**
TOTAL FRINGE BENEFITS: 1st & 2nd yr apprentice			**10.01.26**	**$9.75**	**$9.75**
Health & Welfare				7.75	7.75
Pension				0.00	0.00
Pension IAP				0.00	0.00
Vacation - Deduct from Wages				<1.00>	<1.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<1.00>	<1.00>
TOTAL FRINGE BENEFITS: 3rd,4th & 5th yr apprentice			**10.01.26**	**$24.18**	**$24.18**
Health & Welfare				12.25	12.25
Pension				5.83	5.83
Pension IAP				4.10	4.10
Vacation - Deduct from Wages				<4.00>	<4.00>
Apprentice/Training				2.00	2.00
Other (Dues - Deduct from Wages)				<3.00>	<3.00>

PREMIUMS (Refer to APPENDIX "A")	Amount	
Foreman Differential:	10%	Over Journeyman Mechanic II*
General Foreman Differential:	20%	Over Journeyman Mechanic II**
Asbestos Abatement (Respirator):	$1.00	1/2 Shift Minimum or Full Shift
Underground:	$0.50	Actual Hours Only
CHANGED 10.01.25 High Time/Hazard Pay:	**$0.25**	**25-40 ft. (Actual Hours)**
	$0.50	**40 ft. or more (Actual Hours)**
Reimbursement of Expenses:	**$50.00**	**NNSS: 1st & last day of Employment (only if traveling t**

ASBESTOS/INSULATORS

Zone Pay per Hour	
Free Zone pay (0-19 miles, Las Vegas)	$0.00
Zone 1 pay (20- 45 miles)	$4.00
Zone 2 pay (46 - 75 miles, Mercury)	$5.00
Zone 3 pay (76 - 150 miles,Forward Areas)	$7.00
Zone 4 pay (150+ miles, NTTR)	$8.00

MISSION SUPPORT AND TEST SERVICES LLC (MSTS) PROJECT LABOR AGREEMENT
WAGE BENEFIT SUPPLEMENT
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Classification	MSTS Job Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
CARPENTERS (Construction CP-C)			**10/01/2025 Allocation (2.88 Wages, +0.25 Pen A, +0.06 Apprenticeship)**	**10/01/2026 Allocation (+$1.00 Wages, +$1.00 Vacation, +$0.10 Supplemental Dues, +$1.09 Pen B, +0.02 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**	
10/01/26 Package Increase		**$3.21**		**$ 1.00**
Carpenter	030203	**C011**	**52.12**	**53.12**
Carpenter **FOREMAN**	030202	**C012**	**57.33**	**58.43**
Carpenter **GENERAL FOREMAN**	030201	**C013**	**63.06**	**64.27**
Carpenter Welder ($0.50 over Carpenter)	030204	**C014**	**52.62**	**53.62**
Carpenter Welder Foreman	030214	**C015**	**57.88**	**58.98**
Carpenter Welder General Foreman	030219	**C01D**	**63.56**	**64.88**
Power Saw Operator ($0.15 over Carpenter)	030211	**C016**	**52.27**	**53.27**
Power Saw Operator Foreman	030215	**C017**	**57.50**	**58.60**
Power Saw Operator General Foreman	030216	**C130**	**63.25**	**64.46**
Locksmith ($0.50 over Carpenter)	030217	**C018**	**52.62**	**53.62**
Locksmith Foreman	030218	**C019**	**57.88**	**58.98**
Carpenter Apprentice 1 (50%)	030284	**C011**	**26.06**	**26.56**
Carpenter Apprentice 2 (55%)	030290	**C011**	**28.67**	**29.22**
Carpenter Apprentice 3 (60%)	030285	**C011**	**31.27**	**31.87**
Carpenter Apprentice 4 (65%)	030291	**C011**	**33.88**	**34.53**
Carpenter Apprentice 5 (70%)	030286	**C011**	**36.48**	**37.18**
Carpenter Apprentice 6 (75%)	030289	**C011**	**39.09**	**39.84**
Carpenter Apprentice 7 (80%)	030287	**C011**	**41.70**	**42.50**
Carpenter Apprentice 8 (90%)	030288	**C011**	**46.91**	**47.81**
TOTAL FRINGE BENEFITS:		**10.01.26**	**$28.08**	**$30.29**
Health & Welfare			8.75	8.75
Pension A $6.41 / **Pension B $6.75**		**0.00/1.09**	**12.07**	**13.16**
Vacation ($6.00) / Supplemental Dues ($1.74)		**1.00/0.10**	**6.64**	**7.74**
Apprentice/Training		**0.02**	**0.62**	**0.64**

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	
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
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Classification	MSTS Job Code	COCS	Hourly Wage Rates	Hourly Wage Rates
CEMENT MASONS (Construction CM-C)			**10/01/2025 Allocation (+1.24 Wages, +0.03 International Dues, +0.04 Supp Dues, +0.00 Intl Dues, +1.23 Vacation, +0.06 Appr,+0.25 H&W)**	**10/01/2026 Allocation (+1.19 Wages, +0.03 International Dues, +0.06 Supp Dues, +0.01 ITF, +1.15 Vacation, +0.06 Appr,+0.50 H&W)**
10/01/21 Package Increase		**$1.85**		
10/01/22 Package Increase		**$1.91**		
10/01/23 Package Increase		**$2.14**		
10/01/24 Package Increase		**$3.00**		
10/01/25 Package Increase		**$2.85**	**$ 1.24**	
10/01/26 Package Increase		**$3.00**		**$ 1.19**
Cement Mason	030303	**C053**	**43.27**	**44.46**
Cement Mason **FOREMAN**	030302	**C052**	**47.60**	**48.91**
Cement Mason **GENERAL FOREMAN**	030301	**C054**	**52.36**	**53.80**
Cement Mason Apprentice 1 (60%) 0-900 hours	030305		**25.96**	**26.68**
Cement Mason Apprentice 2 (65%) 900-1250 hours	030306		**28.13**	**28.90**
Cement Mason Apprentice 3 (70%) 1250-2500 hours	030307		**30.29**	**31.12**
Cement Mason Apprentice 4 (80%) 2500-3750 hours	030309		**34.62**	**35.57**
Cement Mason Apprentice 5 (90%) 3750-5000 hours	030310		**38.94**	**40.01**
TOTAL FRINGE BENEFITS:		**10.01.26**	**$29.66**	**$31.47**
Health & Welfare		**0.50**	**9.25**	**9.75**
Pension			11.03	11.03
Vac (Supp Dues $2.07 / Intl Dues $.76 / Vacation $6.24)		**0.06/0.03/1.15**	**7.83**	**9.07**
Apprentice/Training $1.52 / ITF $.10		**.06/.01**	**1.55**	**1.62**

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 Scafold or Suspended from Rope or Cable	$0.25	Actual Hours
Troweling Machine	$0.25	1/2 Shift Minimum or Full Shift
Epoxy	$0.25	1/2 Shift Minimum or Full Shift
ACI Certification	$0.50	ACI Premium Pay for Hours Worked

Zone Pay per Hour	
Zone pay (report to Las Vegas)	$0.00
Zone pay (report to NNSS)	$5.00
Zone pay (report to NTTR)	$5.50

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)				**10/01/2025 Allocation (+2.88 Wages, +0.25 Pen A, +0.06 Apprenticeship)**	**10/01/2026 Allocation (+3.04 Wages, +0.15 Supplemental Dues, +0.02 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**		
10/01/25 Package Increase			**$3.19**	**$ 2.88**	
10/01/26 Package Increase			**$3.21**		**$ 3.04**
Millwright	030223	**C061**		**54.16**	**57.20**
Millwright **FOREMAN**	030222	**C062**		**59.58**	**62.92**
Millwright **GENERAL FOREMAN**	030221			**65.54**	**69.21**
Millwright Welder ($.50 over Millwright)	030224			**54.66**	**57.70**
Millwright Welder **FOREMAN**	030225	**C008**		**60.13**	**63.47**
Millwright Apprentice - Step 1 (60%)				**32.50**	**34.32**
Millwright Apprentice - Step 2 (62.5%)				**33.85**	**35.75**
Millwright Apprentice - Step 3 (65%)				**35.20**	**37.18**
Millwright Apprentice - Step 4 (70%)				**37.91**	**40.04**
Millwright Apprentice - Step 5 (75%)				**40.62**	**42.90**
Millwright Apprentice - Step 6 (77.5%)				**41.97**	**44.33**
Millwright Apprentice - Step 7 (80%)				**43.33**	**45.76**
Millwright Apprentice - Step 8 (85%)				**46.04**	**48.62**
Millwright Apprentice - Step 9 (90%)				**48.74**	**51.48**
Millwright Apprentice - Step 10 (95%)				**51.45**	**54.34**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$27.84**	**$28.01**
Health & Welfare				8.75	8.75
Pension A $6.41 / Pension B $5.40				11.81	11.81
Vacation ($5.00) / **Supplemental Dues ($1.81)**			**0.15**	**6.66**	**6.81**
Apprentice/Training			**0.02**	**0.62**	**0.64**

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	
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
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Classification	MSTS Job Code	COCS Code	44	Hourly Wage Rates	Hourly Wage Rates
LINEMEN (Construction EL-C)				**06/01/2026 Reallocation (+$1.00 Plan A, $1.00 Plan B)**	**10/01/2026 Reallocation (+$3.91 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					
10/01/22 Package Increase			**$2.00**		
10/01/23 Package Increase			**$5.00**		
01/01/24 Reallocation					
06/03/24 Reallocation			**$0.01**		
10/01/24 Package Increase			**$4.00**		
01/01/25 Reallocation			**$0.25**		
06/02/25 Reallocation					
10/01/25 Package Increase			**$3.76**		
01/01/26 Reallocation					
06/01/26 Reallocation					
10/01/26 Package Increase			**$3.91**		**3.91**
Lineman	030703	**C025**		**62.08**	**65.99**
Lineman **FOREMAN**	030702	**C026**		**68.91**	**73.25**
Lineman **GENERAL FOREMAN**	030701	**C027**		**75.74**	**80.51**
Groundman (80% of Lineman)	030704	**C028**		**49.66**	**52.79**
Journeyman Technician	030708			**62.08**	**65.99**
Lineman Equipment Operator	030705			**62.08**	**65.99**
Lineman Apprentice 1 (60%)	030791	**C025**		**37.25**	**39.59**
Lineman Apprentice 2 (65%)	030792			**40.35**	**42.89**
Lineman Apprentice 3 (70%)	030793	**C029**		**43.46**	**46.19**
Lineman Apprentice 4 (75%)	030794			**46.56**	**49.49**
Lineman Apprentice 5 (80%)	030795			**49.66**	**52.79**
Lineman Apprentice 6 (85%)	030796			**52.77**	**56.09**
Lineman Apprentice 7 (90%)	030797	**C029**		**55.87**	**59.39**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$31.99**	**$32.15**
Health & Welfare (aka LINECO)				7.50	7.50
Pension A 9.76 and Pension B 7.25 (paid together)				**17.01**	17.01
Vacation				0.00	0.00
LINECO Health Reimbursement Account				5.00	5.00
Apprentice/Training (1.0% of Gross)			**0.04**	**0.62**	**0.66**
Other (NEBF: 3% of Gross)			**0.12**	**1.86**	**1.98**

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 (only if traveling to site)

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

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

10.01.26 Critical Skill Supplement Pay renewed $60/day
for the period 10.01.26 - 09.30.27
ONLY Linemen, Lineman Foremen & GF receive this supplement on any day worked at the site (extended until 9/30/2027)

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
WIREMEN (Construction EL-C)				**06/01/2026 Reallocation (-$1.36 Wages +$0.40 H&W +$1.00 Plan A -$0.04 NEBF)**	**10/01/2026 Reallocation (+$3.55 Wages +$0.25 Pension B, +$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					
10/01/25 Package Increase			**$3.76**		
06/01/26 Reallocation				**$ (1.36)**	
10/01/26 Package Increase			**$3.91**		**$ 3.55**
Wireman	030604	**CO21**		**63.01**	**66.56**
Wireman **FOREMAN**	030602	**C023**		**69.94**	**73.88**
Wireman **GENERAL FOREMAN**	030601	**C024**		**76.87**	**81.20**
Wireman Apprentice 1 (55%) 1st step	030681	**C022**		**34.66**	**36.61**
Wireman Apprentice 2 (65%) 2nd step	030682	**C022**		**40.96**	**43.26**
Wireman Apprentice 3 (70%) 3rd step	030683	**C022**		**44.11**	**46.59**
Wireman Apprentice 4 (75%) 4th step	030684	**C022**		**47.26**	**49.92**
Wireman Apprentice 5 (85%) 5th step	030685	**C022**		**53.56**	**56.58**
Wireman Apprentice 6 (95%) 6th step	030686	**C022**		**59.86**	**63.23**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$30.17**	**$30.53**
Health & Welfare				9.60	9.60
Pension Plan A 9.76/ **Pension Plan B 8.67**				18.18	**18.43**
Vacation				0.00	0.00
Apprentice/Training				0.50	0.50
Other (NEBF: 3% of Gross)			**0.11**	**1.89**	**2.00**

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	Stacks, Towers,
" "	2x Wage	double the S/T
Reimbursement of Expenses:	**$30.00**	**NNSS: 1st & last day of Employment (only if traveling to site)**
" ":	$50.00	NTTR: 1st & last day of Employment (only if traveling to site)

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 24	
Zone pay (report to Las Vegas 1-25 miles)	$0.00
Zone pay (25-55 miles)	$7.00
Zone pay (report to NNSS over 55 miles)	$7.00
Zone pay (report to NTTR)	$7.50

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

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
IRONWORKERS (Construction IW-C)				**10/01/2025 Allocation (+$2.00 Wages +$1.50 H&W, $0.14 Vacation, +$0.06 Annuity)**	**10/01/2026 Allocation (+$1.71 Wages +$1.60, H&W, $0.44 Vacation, +$0.00 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**		
10/01/25 Package Increase			**$3.70**	**$ 2.00**	
10/01/26 Package Increase			**$3.75**		**$ 1.71**
Reinforcing Ironworker	071303	**C098**		**55.06**	**56.77**
Reinf. Ironworker **FOREMAN**	071302	**C097**		**60.57**	**62.45**
Reinf. Ironworker **GENERAL FOREMAN**	071301			**66.62**	**68.69**
Structural Ironworker	071203	**CO94**		**55.06**	**56.77**
Structural Ironworker **FOREMAN**	071202	**CO95**		**60.57**	**62.45**
Structural Ironworker **GENERAL FOREMAN**	071201	**CO96**		**66.62**	**68.69**
APPRENTICES (4 YEAR PROGRAM - 6 month progression)					
Struc. / Reinf. IW Apprentice 1 (50%)	071281	**CO98**		**27.53**	**28.39**
Struc. / Reinf. IW Apprentice 2 (55%)	071282	**CO94**		**30.28**	**31.22**
Struc. / Reinf. IW Apprentice 3 (60%)	071283	**CO94**		**33.04**	**34.06**
Struc. / Reinf. IW Apprentice 4 (65%)	071284	**CO94**		**35.79**	**36.90**
Struc. / Reinf. IW Apprentice 5 (75%)	071285			**41.30**	**42.58**
Struc. / Reinf. IW Apprentice 6 (80%)	071286			**44.05**	**45.42**
Struc. / Reinf. IW Apprentice 7 (90%)	071287	**CO94**		**49.55**	**51.09**
Struc. / Reinf. IW Apprentice 8 (95%)	071288	**CO94**		**52.31**	**53.93**
TOTAL FRINGE BENEFITS:			**10.01.2026**	**$37.26**	**$39.30**
Health & Welfare			**1.60**	**13.70**	**15.30**
Pension $9.32/ Annuity Fund $7.56				**16.88**	16.88
Vacation			**0.44**	**5.96**	**6.40**
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
CHANGED: Underground:	**$0.75**	**Actual Hours Only (increased 10.01.25)**
Mileage Reimbursement:	$0.24	First day and last day (after 30 shifts and only if traveling to s
Travel Time:		See Appendix "A"

Zone Pay per Hour in accordance with PLA Article 24

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

Classification	MSTS Job Code	COCS Codes	Grp No.	Hourly Wage Rates	Hourly Wage Rates
LABORERS (Construction LB-C])				**10/01/2025 Allocation (+$2.39 Wages, + $0.65 H&W)**	**10/01/2026 Allocation (+$2.25 Wages, + $0.33 DC Pension, + $0.25 H&W, +$0.15 Savings/ Supplemental Dues, +$0.18 Training)**
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**		
10/01/25 Package Increase			**$3.04**	**$ 2.39**	
10/01/26 Package Increase			**$3.16**		**$ 2.25**
Laborer I	031423	**L051**		**41.13**	**43.38**
Laborer I **FOREMAN**	031422			**45.24**	**47.72**
Laborer I **GENERAL FOREMAN**	031421			**54.29**	**57.26**
LB-I Apprentice (1st Step, 1000 hrs.) 60%	031481		**1**	**24.68**	**26.03**
LB-I Apprentice (2nd Step, 1000 hrs.) 70%			**1**	**28.79**	**30.37**
LB-I Apprentice (3rd Step, 1000 hrs.) 80%			**1**	**32.90**	**34.70**
LB-I Apprentice (4th Step, 1000 hrs.) 90%			**1**	**37.02**	**39.04**
Laborer II	031424	**L053**		**41.39**	**43.64**
Laborer II **FOREMAN**	031425	**L054**		**45.53**	**48.00**
Laborer II **GENERAL FOREMAN**	031426	**L056**		**54.64**	**57.60**
LB-II Apprentice (1st Step, 1000 hrs.) 60%	031491		**2**	**24.83**	**26.18**
LB-II Apprentice (2nd Step, 1000 hrs.) 70%			**2**	**28.97**	**30.55**
LB-II Apprentice (3rd Step, 1000 hrs.) 80%			**2**	**33.11**	**34.91**
LB-II Apprentice (4th Step, 1000 hrs.) 90%			**2**	**37.25**	**39.28**
Laborer III	031427	**L057**		**41.57**	**43.82**
Laborer III **FOREMAN**	031428	**L058**		**45.73**	**48.20**
Laborer III **GENERAL FOREMAN**	031429	**L059**		**54.88**	**57.84**
LB-III Apprentice (1st Step, 1000 hrs.) 60%	031471		**3**	**24.94**	**26.29**
LB-III Apprentice (2nd Step, 1000 hrs.) 70%			**3**	**29.10**	**30.67**
LB-III Apprentice (3rd Step, 1000 hrs.) 80%			**3**	**33.26**	**35.06**
LB-III Apprentice (4th Step, 1000 hrs.) 90%			**3**	**37.41**	**39.44**
TOTAL FRINGE BENEFITS:			**10.01.2026**	**$32.77**	**$33.68**
Health & Welfare $7.88/ $0.23 LECET, $0.02 Health & Safety			**0.25**	**7.88**	**8.13**
Pension A				18.08	18.08
DC Pension			**0.33**	1.13	**1.46**
Vacation $3.51/**Supplemental Dues $2.19**)			**0.15**	5.55	**5.70**
Apprentice Training			**0.18**	0.13	**0.31**

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 (and only if travling to sit

Zone Pay per Hour in accordance with PLA Article 24

Zone A pay (report to Las Vegas)	$0.00
Zone B pay (report to NNSS)	$5.00
Zone C pay (report to NTTR)	$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)				**06/01/2026 (Change Rates to Shifter Foreman, Shifter MRT Foreman & Shaft Miner MRT GF ONLY ***)**	**10/01/2026 (+$2.46 Wages, +$0.33 DC Pension, +$0.25 H&W, +$0.15 Savings/ Supplemental Dues, +$0.13 Training)**
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**		
10/01/25 Package Increase			**$3.19**		
10/01/26 Package Increase			**$3.32**		**$ 2.46**
Bull Gang (Mucker & Trackman)	032508			**46.44**	**48.90**
Bull Gang **FOREMAN**	032502			**51.08**	**53.79**
Bull Gang Welder ($.50)	032510			**46.94**	**49.40**
Miner (Tunnel Worker)	032203	**L061**		**46.69**	**49.15**
Miner - Tool Crib	032220			**47.04**	**49.50**
Miner Welder ($.50)	032202			**47.19**	**49.65**
Shaft Raise & Stope Miner	032209			**47.19**	**49.65**
Shaft Raise & Stope Miner/WELDER (+$.50)	032219	**L063**		**47.69**	**50.15**
Shifter **FOREMAN** ($.50 over highest Supervised)	032204			**70.44**	**74.38**
Apprentice (1st Step, 1000 Hrs) 60%	032281			**28.01**	**29.49**
Apprentice (2nd Step, 1000 Hrs.) 70%				**32.68**	**34.41**
Apprentice (3rd Step, 1000 Hrs.) 80%				**37.35**	**39.32**
Apprentice (4th Step, 1000 Hrs.) 90%				**42.02**	**44.24**
MINE RESCUE TEAM (MRT) RATES $.25 Addtl/hr when assigned to MRT					
Bull Gang (Mucker & Trackman)	032518			**46.69**	**49.15**
Bull Gang **FOREMAN**	032512			**51.33**	**54.04**
Bull Gang Welder ($.50)	032520			**47.19**	**49.65**
Miner (Tunnel Worker)	032213	**L063**		**46.94**	**49.40**
Miner Welder	032212			**47.44**	**49.90**
Shaft Raise & Stope Miner	032219			**47.44**	**49.90**
Shifter MRT **FOREMAN** ($.50 over highest Supervised)	032214	**LO64**		**70.69**	**74.63**
Shaft Miner MRT **GENERAL FOREMAN** ($.50 over highest Supervised)	032215			**71.19**	**75.13**
TOTAL FRINGE BENEFITS:			**10.01.2026**	**$31.49**	**$32.35**
Health & Welfare $7.88/$0.23 LECET, $0.02 Health & Safety			**0.25**	7.88	**8.13**
Pension A				18.08	18.08
DC Pension			**0.33**	1.13	**1.46**
Vacation $2.18/ **Supplemental Dues $2.19**			**0.15**	4.22	**4.37**
Apprentice Training			**0.13**	0.18	**0.31**

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
CHANGED: Bull Gang Foreman:	**10%**	**Over Bullgang (effective 10/01/25)**
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 (and only if travelin

Zone Pay per Hour in accordance with PLA Article 24

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

$40/day Miners Critical Skills supplement pay (LA9)
for any day worked at the site for the period 10.01.26 - 09.30.27

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
OPERATING ENGINEERS (Construction OE-C)				**01/01/2026 Reallocation -$1.00 Vacation, +$1.00 H&W**	**10/01/2026 Allocation +0.49 Wages, +2.25 H&W, + 0.75 Pension, +0.50 Defined Conribution Plan**
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**		
10/01/25 Package Increase			**$3.84**		
01/01/25 Reallocation			**$0.00**		
10/01/26 Package Increase			**$3.99**		**$ 0.49**
Air Compressor & Generator Operator	031513		1	**55.38**	**55.87**
Hd Repairman Helper	031523		1	**55.38**	**55.87**
Hd Repairman Helper **FOREMAN**	031508		1	**60.92**	**61.46**
Oiler	031512		1	**55.38**	**55.87**
Rail Mounted JLG	031557		1	**55.38**	**55.87**
Rotary Drill Helper	031535		1	**55.38**	**55.87**
Rotary Drill Helper (Core Drilling)	031510		1	**55.38**	**55.87**
Rotary Drill Helper (Oil Field)	031592		1	**55.38**	**55.87**
Generator Operator	031541		2	**56.33**	**56.82**
Motorman	031552		2	**56.33**	**56.82**
Motorman (Oil Field Type)	031594		2	**56.33**	**56.82**
Skiploader Operator - II	031564		2	**56.33**	**56.82**
Concrete Saw Operator	031537		3	**56.62**	**57.11**
Derrickman	031567		3	**56.62**	**57.11**
Dinkey Locomotive Operator	031525		3	**56.62**	**57.11**
Elevator Hoist Operator	031553		3	**56.62**	**57.11**
Steam & Water Plant Operator (now grp 3 eff.6/4/12)	031528		3	**56.62**	**57.11**
Steam & Water Plant Operator **FOREMAN**	031575		3	**62.28**	**62.82**
Equipment Greaser	031514	**C103**	3	**56.62**	**57.11**
Equipment Greaser **FOREMAN**	031516		3	**62.28**	**62.82**
Mini-Excavator - Caterpillar E05E2 or similar type	030902	**R03K**	4	**58.11**	**58.60**
Mud Plant Operator	031503		4	**58.11**	**58.60**
Power Sweeper Operator	031517		4	**58.11**	**58.60**
Roller Operator	031519		4	**58.11**	**58.60**
Seeder	032608		4	**58.11**	**58.60**
Trenching Machine Operator I	031538		4	**58.11**	**58.60**
Machinist	031599		4	**58.11**	**58.60**
Asphalt & Concrete Spreading Operator	031570		5	**59.21**	**59.70**
Asphalt Plant Engineer	031568		5	**59.21**	**59.70**
Dozer Operator	031509	**R035**	5	**59.21**	**59.70**
Forklift Operator (Group 5) **FOREMAN**	031550		5	**65.13**	**65.67**
Forklift Operator	031551		5	**59.21**	**59.70**
Grade Checker	031529	**C132**	5	**59.21**	**59.70**
Road Oil Mix Operator	031543		5	**59.21**	**59.70**
Scraper Operator	031534		5	**59.21**	**59.70**
Skiploader Operator - (Group 5)	031565		5	**59.21**	**59.70**
Tractor Operator	031507	**L081**	5	**59.21**	**59.70**
Back Hoe Operator	031558	**R031**	6	**59.33**	**59.82**
Batch Plant Operator	032606	**R03J**	6	**59.33**	**59.82**
Bit And Cutter Retipper	031536		6	**59.33**	**59.82**
Bulk Plant Operator	032607		6	**59.33**	**59.82**
Compressor Station Operator	031542		6	**59.33**	**59.82**
Concrete Mobile Mixer Operator	031555	**R032**	6	**59.33**	**59.82**
Concrete Mobile Mixer Operator **FOREMAN**	031556		6	**65.26**	**65.80**
Concrete Pump Operator	031549		6	**59.33**	**59.82**
Contour Trencher Operator	031572		6	**59.33**	**59.82**
Crane Operator	031505		6	**59.33**	**59.82**
Crane Operator **FOREMAN**	031560		6	**65.26**	**65.80**
Crushing Plant Engineer	031530		6	**59.33**	**59.82**
Driller	031527		6	**59.33**	**59.82**
Driller (Core Drill Type)	031524		6	**59.33**	**59.82**
Driller (Oil Field Type)	031595		6	**59.33**	**59.82**
Drilling **FOREMAN**	031540		6	**65.26**	**65.80**
Drilling **FOREMAN** (Core Drill Type)	031515		6	**65.26**	**65.80**
Drilling **FOREMAN** (Oil Field Type)	031593		6	**65.26**	**65.80**
Drilling **GENERAL FOREMAN** (Core Driller)	032601		6	**71.79**	**72.38**
Drilling **GENERAL FOREMAN**-Oil Field	031571		6	**71.79**	**72.38**
Forklift **FOREMAN** - (Group 6)	031561		6	**61.83**	**65.80**
Forklift Operator over 5 tons - (Group 6)	031562		6	**59.33**	**59.82**
Hoist Operator	031539		6	**59.33**	**59.82**
Liftmobile Operator	031596		6	**59.33**	**59.82**
Loader Operator	031554	**R037**	6	**59.33**	**59.82**
Machinist Operator, CNC Programmer Combo	031563	**C041**	6	**59.33**	**59.82**
Machinist Operator, CNC Programmer Combo **FOREMAN**	031597	**C042**	6	**65.26**	**65.80**
Machinist Operator, CNC Programmer Combo **GENERAL FOREMA**	032600	**C044**	6	**71.79**	**72.38**
Motor Patrol Operator	031504	**R038**	6	**59.33**	**59.82**

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
Mucking Machine Operator	031526	R039	6	59.33	59.82
Multiple Engineer-Earth Moving (Group 9 in OE Contract)	032603		6	59.33	59.82
Operator FOREMAN	031502	R03A	6	65.26	65.80
Operator GENERAL FOREMAN	031501		6	71.79	72.38
Rotomill Operator	032604		6	59.33	59.82
Segment Installation Jumbo Operator	031583		6	59.33	59.82
Shovel Operator	031518		6	59.33	59.82
Skid Steer Operator (created 06.01.26)	031600		6	59.33	59.82
Skiploader Operator - VI	031566	R037	6	59.33	59.82
Trenching Machine Operator II	031506		6	59.33	59.82
Tunnel Boring Machine Operator	032605		6	59.33	59.82
Water Well Driller			6	59.33	59.82
Hd Repairman	031521	C101	7	59.58	60.07
Hd Repairman FOREMAN	031520	C103	7	65.54	66.08
Hd Repairman GENERAL FOREMAN	031544		7	72.09	72.68
Heavy Duty Welder	031522	C114	7	59.58	60.07
Heavy Duty Welder FOREMAN	031559		7	65.54	66.08
Light Duty Repairman (Hybrid/All Electric)	032710		7	59.58	60.07
Clark County Certified Welder (NLV Machine shop)	031532	C114	7	59.58	60.07
Clark County Certified Welder FMN (NLV machine shop)	031533	C115	7	65.54	66.08
Excavator/Trackhoe or similar	032720		8	59.83	60.32
Combination Hd Repairman-Welder	031548	C111	9	60.33	60.82
Combination Hd Repairman-Welder FOREMAN	031547	C112	9	66.36	66.90
Combination Hd Repairman-Welder GENERAL FOREMAN	031546	C113		73.00	73.59
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator	031545		9	60.33	60.82
Rubber-Tired Equipment Operator, Multiple Engine, Earth-Moving Equipment Operator - GENERAL FOREMAN	031598	R03B	9	66.36	73.59
Crane Oiler	031511		9	60.33	60.82
Operating Engineer Apprentice (Percentage of Group 5):				$59.21	$59.70
Equipment Operator App 1 (60%)	032681	C047		35.53	35.82
Equipment Operator App 2 (65%)	032682	C047		38.49	38.81
Equipment Operator App 3 (70%)	032683	C047		41.45	41.79
Equipment Operator App 4 (75%)	032684	C047		44.41	44.78
Equipment Operator App 5 (80%)	032685	C047		47.37	47.76
Equipment Operator App 6 (90%)	032686	L081		53.29	53.73
Heavy Duty Repairperson Apr 1 (60%)	032661			35.53	35.82
Heavy Duty Repairperson Apr 2 (65%)	032662			38.49	38.81
Heavy Duty Repairperson Apr 3 (70%)	032663			41.45	41.79
Heavy Duty Repairperson Apr 4 (75%)	032664	C102		44.41	44.78
Heavy Duty Repairperson Apr 5 (80%)	032665			47.37	47.76
Heavy Duty Repairperson Apr 6 (90%)	032666			53.29	53.73
Machinist Operator App 1 (60%)	031584			35.53	35.82
Machinist Operator App 2 (65%)	031585			38.49	38.81
Machinist Operator App 3 (70%)	031586			41.45	41.79
Machinist Operator App 4 (75%)	031587			44.41	44.78
Machinist Operator App 5 (80%)	031588			47.37	47.76
Machinist Operator App 6 (85%)	031589			50.33	50.75
Machinist Operator App 7 (90%)	031590	C043		53.29	53.73
Machinist Operator App 8 (95%)	031591			56.25	56.72
TOTAL FRINGE BENEFITS:			10.01.26	$36.25	$39.75
Health & Welfare			+2.25	15.30	17.55
Pension 11.40/Annuity 6.50			+0.75/+0.5	16.65	17.90
Vacation				1.65	1.65
Apprentice/Training				0.95	0.95
Other (Supplemental Dues)				1.70	1.70

PREMIUMS (Refer to APPENDIX "A")	Amount	Conditions
CHANGED: 10.01.2025 Foreman Differential:	**10%**	**Over hourly rate of highest OE's class'n supervised**
CHANGED: 10.01.2025 General Foreman Differential:	**10%**	**Over hourly rate of highest Foreman supervised**
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
CHANGED: Hoisting Equipment:	**$0.50**	**3 drums or more**
Pump/Compressor Generator:	$0.10	5 units or more
Apprentice Heavy Duty Repairman (HDR):	$0.25	Tool Allowance
Apprentice Combination HDR Welder:	$0.50	Tool Allowance
Apprentice on Multi-Engine or Tandem Equipment:	$1.00	Actual Hours Spent Operating
Tunnel Cased Shaft:	$0.75	1000-2500 ft.
Underground:	$0.50	Full Shift
Re-Entry:	$1.00	Full PPE and Respirator for 1/2 Shift Minimum or Full Shift

Zone Pay per Hour in accordance with PLA Article 24	
Zone pay (report to Las Vegas)	$0.00
Zone pay (report to NNSS)	$4.50
Zone pay (report to NTTR)	$4.50

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
SURVEY & INSPECTION (Operating Engineers SU-C)				**01/01/2026 Reallocation -$1.00 Vacation, +$1.00 H&W**	**10/01/2026 Allocation +0.49 Wages, +2.25 H&W, + 0.75 Pension, +0.50 Defined Conribution Plan**
10/01/20 Package Increase			**$2.20**		
10/01/21 Package Increase			**$2.25**		
10/01/22 Package Increase			**$2.30**		
10/01/23 Package Increase			**Varies**		
10/01/24 Package Increase			**$2.50**		
10/01/25 Package Increase			**$3.84**		
01/01/25 Reallocation			**$0.00**		
10/01/26 Package Increase			**$3.99**		**$ 0.49**
Chainman	030904		**3**	**56.62**	**57.11**
Operating Engineer Apprentice (Percentage of Group 5):				**59.21**	**59.70**
Instrumentman	030905	**C124**	4	**58.11**	**58.60**
Surveyor Instrumentman App 1 (60% of Group 5)	030910	**C124**		**35.53**	**35.82**
Surveyor Instrumentman App 2 (65%)	030911			**38.49**	**38.81**
Surveyor Instrumentman App 3 (70%)	030912			**41.45**	**41.79**
Surveyor Instrumentman App 4 (75%)	030913			**44.41**	**44.78**
Surveyor Instrumentman App 5 (80%)	030914			**47.37**	**47.76**
Surveyor Instrumentman App 6 (85%)	030915			**50.33**	**50.75**
Surveyor Instrumentman App 7 (90%)	030916			**53.29**	**53.73**
Surveyor Instrumentman App 8 (95%)	030917			**56.25**	**56.72**
Party Chief (Group 7)	030903		**7**	**59.58**	**60.07**
Party Chief **FOREMAN**	030906	**C125**		**65.54**	**66.08**
Chief Of Party - **GENERAL FOREMAN**	030909	**C12D**		**72.09**	**72.68**
Field Inspector Journeyman	030907	**C123**		**56.20**	**56.69**
Field Inspector Step 1 (1st 6 mos)				**54.70**	**55.19**
Field Inspector Step 2 (2nd 6 mos)				**55.20**	**55.69**
Field Inspector Step 3 (3rd 6 mos.) (Appr Base)				**55.70**	**56.19**
Field Inspector Apprentice 1 (60% of Appr Base)	030971			**33.42**	**33.71**
Field Inspector Apprentice 2 (65%)				**36.21**	**36.52**
Field Inspector Apprentice 3 (70%)				**38.99**	**39.33**
Field Inspector Apprentice 4 (75%)				**41.78**	**42.14**
Field Inspector Apprentice 5 (80%)				**44.56**	**44.95**
Field Inspector Apprentice 6 (90%)				**53.29**	**50.57**
NDT Inspector Journeyman	030908			**56.20**	**56.69**
NDT Inspector Step 1 (1st 6 mos)				**54.70**	**55.19**
NDT Inspector Step 2 (2nd 6 mos)				**55.20**	**55.69**
NDT Inspector Step 3 (3rd 6 mos.) (Appr Base)				**55.70**	**56.19**
NDT Inspector Apprentice 1 (60% of Appr Base)	030981			**33.42**	**33.71**
NDT Inspector Apprentice 2 (65%)				**36.21**	**36.52**
NDT Inspector Apprentice 3 (70%)				**38.99**	**39.33**
NDT Inspector Apprentice 4 (75%)				**41.78**	**42.14**
NDT Inspector Apprentice 5 (80%)				**44.56**	**44.95**
NDT Inspector Apprentice 6 (90%)				**50.13**	**50.57**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$36.25**	**$39.75**
Health & Welfare			**+2.25**	**15.30**	**17.55**
Pension 11.40/Annuity 6.50			**+0.75/+0.5**	**16.65**	**17.90**
Vacation				1.65	1.65
Apprentice/Training				0.95	0.95
Other (Supplemental Dues)				1.70	1.70

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

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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
PAINTERS (Construction PT-C)				**07/01/2026 Reallocation (-0.10 to Wages, +0.10 to H/W)**	**10/01/2026 Reallocation (+$2.91 to Wages, +0.15 to Pension, $1.45 to Vacation)**
10/01/2020 Package Increase			**$2.00**		
07/01/2021 Reallocation					
10/01/2021 Package Increase			**$1.88**		
10/01/2022 Package Increase			**$1.94**		
07/01/2023 Reallocation					
10/01/2023 Package Increase			**$3.66**		
07/01/2024 Reallocation					
10/01/2024 Package Increase			**$3.07**		
01/01/2025 Reallocation					
07/01/2025 Reallocation			**$0.00**		
10/01/2025 Package Increase			**$3.06**		
01/01/2026 Reallocation					
07/01/2026 Reallocation				**-0.10**	
01/01/2026 Package Increase					**$ 2.91**
Painter (Brush & Roller)	031603	C071	1	**51.69**	**54.60**
Painter **FOREMAN**	031602	**C072**	1	**56.86**	**60.06**
Painter **GENERAL FOREMAN**	031601	**C075**	1	**62.03**	**65.52**
Spray, Paper Hanger,Sign Painter	031605		2	**52.04**	**54.95**
Spray Painter **FOREMAN**	031604		2	**57.24**	**60.45**
Tapers And Flusher And Detailer	031608		2	**52.04**	**54.95**
Floor Cover, Carpet, Linoleum, Tile	031610		3	**52.30**	**55.21**
Floor Coverer **FOREMAN**	031611		3	**57.53**	**60.73**
TOTAL FRINGE BENEFITS:			**10.01.26**	**$24.28**	**$24.43**
Health & Welfare				**9.26**	9.26
Pension			**0.15**	14.90	**15.05**
Vacation (deducted from wages)			**1.45**	(14.59)	**(16.04)**
DC16 (STAR)				0.12	0.12
Administrative Dues (3% of net wages)(deducted from wage)				$ (1.55)	**$ (1.64)**
Member Benefit				$ (0.10)	$ (0.10)
IU Admin Dues Check-Off				$ (0.35)	$ (0.35)

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 (and only if trave

For Apprentice rates contact hall directly

Zone Pay per Hour in accordance with PLA 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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
PIPEFITTERS (Construction PF-C)				10/01/2025 Allocation (+3.30 Wages, +.25 Local Pension, +.15 H/W)	10/01/2026 Allocation (+$3.30 Wages, +$0.35 Local Pension, +$0.25 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	$ 3.30	
10/01/26 Package Increase			$3.80		$ 3.30
Pipefitter	031803	C081		62.85	66.15
Pipefitter **FOREMAN**	031802	C082		69.76	73.43
Pipefitter **GENERAL FOREMAN**	031801	C083		76.68	80.70
Plumber	031806	C081		62.85	66.15
Plumber **FOREMAN**	031808	C08E		69.76	73.43
Refrigeration Mechanic	031807	C08A		62.85	66.15
Refrigeration Mechanic **FOREMAN**	031809	CO8B		69.76	73.43
Refrigeration Mechanic **GEN FOREMAN**	031810	CO8C		76.68	80.70
Inert Gas Welder	031805			63.10	66.40
Lead Burner	031804			62.85	62.85
Pipefitter Apprentice 1 (60%)	031881			37.71	39.69
Pipefitter Apprentice 2 (65%)	031892			40.85	43.00
Pipefitter Apprentice 3 (70%)	031893			44.00	46.31
Pipefitter Apprentice 4 (75%)	031894			47.14	49.61
Pipefitter Apprentice 5 (80%)	031882			50.28	52.92
Pipefitter Apprentice 6 (85%)	031896			53.42	56.23
Pipefitter Apprentice 7 (90%)	031897			56.57	59.54
Pipefitter Apprentice 8 (95%)	031898	C081		59.71	62.84
Pipefitter Apprentice 9 (95%)	031898	C081		59.71	62.84
Pipefitter Apprentice 10 (95%)	031898	C081		59.71	62.84
TOTAL FRINGE BENEFITS:			10.01.2026	$26.75	$27.25
Health & Welfare			0.25	11.72	11.97
Pension (Local=$12.55 / Nat'l=$1.02)			0.25	13.32	13.57
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)				<0.40>	<0.40>
NEW FRINGE BENEFIT Union Action Fund (Deduct from Wages				<0.15>	<0.15>
Working Dues Assessment (Deduct from wages) (was 3.9% changed to 3.6% on 10/01/26)			-0.30%	-2.45	-2.38
Apprentice/Training (Local $1.59: UAITF $.10)				1.69	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)
CHANGED 10.01.2026 Galvanized Welding:	**1% per hour**	**Above straight time rate of pay; Welding Galvanized Pipe or Mat'ls**
High Time/Hazard Pay:	1x Wage	40 ft.or more (Actual Hours)
CHANGED 10.01.2026 Respirator:	**2% per hour**	**Above straight time rate of pay; 1/2 Shift Minimum or Full Shift**
CHANGED 10.01.2026 Underground:	**1% per hour**	**Above straight time rate of pay; Full Shift**
Reimbursement of Expenses:	$30.00	NNSS: 1st & last day of Employment (and only if traveling to site)
Reimbursement of Expenses:	$50.00	NTTR: 1st & last day of Employment (and only if traveling to site)

Zone Pay per Hour in accordance with PLA 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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
ROOFERS (Construction RF-C)			**10/01/2025 Allocation (+$1.98 to wages)**	**10/01/2026 Allocation (+$2.06 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**		
10/01/25 Package Increase		**$1.98**	**$ 1.98**	
10/01/26 Package Increase		**$2.06**		**$ 2.06**
Roofer/Waterproofer	031101		**39.74**	**41.80**
Roofer/Waterproofer **FOREMAN**	031102		**47.69**	**50.16**
Lead Maintenance/Serviceman	035101		**47.69**	**50.16**
Roofer Apprentice - 1st 6 months (55%)			**21.86**	**22.99**
Roofer Apprentice - 2nd 6 months (60%)			**23.84**	**25.08**
Roofer Apprentice - 3rd 6 months (70%)			**27.82**	**29.26**
Roofer Apprentice - 4th 6 months (75%)			**29.81**	**31.35**
Roofer Apprentice - 5th 6 months (85%)			**33.78**	**35.53**
Roofer Apprentice - 6th 6 months (95%)			**37.75**	**39.71**
TOTAL FRINGE BENEFITS:		**10.01.2026**	**$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 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 10-01-2025 TO 09-30-2030

Classification	MSTS Job Code	COCS Code	Grp No.	Hourly Wage Rates	Hourly Wage Rates
SHEET METAL WORKERS (Construction SM-C)				**10/01/2025 Allocation (+$3.71 Wages, +$0.15 H&W, +$0.02 NEMI)**	**10/01/2026 Allocation (+$2.42 Wages, +$0.25 H&W, +$0.02 SMOHI, +$0.01 SMWISF (new), + SMW 88 HRA $1.25 (new))**
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					
10/01/2025 Package Increase			**$3.88**	**$ 3.71**	
10/01/2026 Package Increase			**$3.95**		**$ 2.42**
Sheet Metal Worker (SMW)	032003	CO91		**66.73**	**69.15**
Sheet Metal Worker **FOREMAN**	032002	CO92		**73.40**	**76.07**
SMW **GENERAL FOREMAN**	032001	CO93		**80.08**	**82.98**
SMW Apprentice-1st Yr, 1st 6 mos 45%	032081			**30.03**	**31.12**
SMW Apprentice-1st Yr, 2nd 6 mos 50%	032082			**33.37**	**34.58**
SMW Apprentice-2nd Yr, 1st 6 mos 55%	032083			**36.70**	**38.03**
SMW Apprentice-2nd Yr, 2nd 6 mos 60%	032084			**40.04**	**41.49**
SMW Apprentice-3rd Yr, 1st 6 mos 65%	032085			**43.37**	**44.95**
SMW Apprentice-3rd Yr, 2nd 6 mos 70%	032086			**46.71**	**48.41**
SMW Apprentice-4th Yr, 1st 6 mos 75%	032087			**50.05**	**51.86**
SMW Apprentice-4th Yr, 2nd 6 mos 80%	032088			**53.38**	**55.32**
	Apprentices		**10.01.2026**	**$30.08**	**$30.35**
Health & Welfare	**11.50**		**0.25**	**11.25**	**11.50**
Retiree Health Plan	0			1.50	1.50
Pension ($11.82 Local Tri-State / $3.38 National)	**varies**			15.20	15.20
Apprentice / JourneymanTraining	1.94			1.94	1.94
NEMI	0.05			**0.05**	0.05
International Training Institute	0.12			0.12	0.12
SMOHI	**0.04**		**0.02**	0.02	**0.04**
Checkoff dues deduction	**varies**		**0.06**	**<1.69>**	**<1.75>**
NEW 10.01.2022 Building Fund	<0.15>			**<0.15>**	**<0.15>**
NEW 10.01.2026 SMWISF (Scholarship Fund)	**0.01**		**0.01**		**0.01**
NEW 10.01.2026 SMW 88 HRA	**varies**		**1.25**		**1.25**

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 1**
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 10.01.2**
Reimbursement of Expenses:	$30.00	NNSS: 1st & last day of Employment (and only if traveling to si

Zone pay per hour in accordance with PLA Article 24

Zone pay (report to Las Vegas)	$0.00
Zone pay (report to NNSS)	$5.50
Zone pay (report to NTTR)	$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)			**01/01/2026 Allocation (-$1.30 Wages, $0.05 Pension, $1.20 H/W, $0.05 Education)**	**10/01/2026 Allocation (+$3.52 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				
10/01/25 Package Increase		**$3.39**		
01/01/26 Reallocation			**$ (1.30)**	
10/01/26 Package Increase				**$ 3.52**
Sprinkler Fitter	031303	**C084**	**55.39**	**58.91**
Sprinkler Fitter **FOREMAN**	031302	C086	**60.93**	**64.80**
Sprinkler Fitter **GENERAL FOREMAN**	031301	C087	**66.47**	**70.69**
Class 1 Apprentice (45%)	031371		**24.93**	**26.51**
Class 2 Apprentice (50%)	031372		**27.70**	**29.46**
Class 3 Apprentice (55%)	031373		**30.46**	**32.40**
Class 4 Apprentice (60%)	031374		**33.23**	**35.35**
Class 5 Apprentice (65%)	031375		**36.00**	**38.29**
Class 6 Apprentice (70%)	031376		**38.77**	**41.24**
Class 7 Apprentice (75%)	031377		**41.54**	**44.18**
Class 8 Apprentice (80%)	031378		**44.31**	**47.13**
Class 9 Apprentice (85%)	031379		**47.08**	**50.07**
Class 10 Apprentice (90%)	031380		**49.85**	**53.02**
TOTAL FRINGE BENEFITS:		**10.01.26**	**29.92**	**29.92**
Health & Welfare			**13.60**	13.60
Pension			**7.45**	7.45
Supplemental Pension			8.23	8.23
Vacation			0.00	0.00
Int'l Training Fund $0.10 / Education $0.52			**0.64**	0.64
(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 (and only if trave
" ":	$50.00	TTR: 1st & last day of Employment (and only if traveling
CHANGED: Backflow Certification Premium	**$1.00**	**For all hours spent performing backflow testing (effective 10.01.25)**

Zone pay per hour in accordance with PLA Article 24	
Zone pay (report to Las Vegas)	$0.00
Zone pay (report to NNSS)	$4.50
Zone pay (report to NTTR)	$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	Hourly Wage Rates
TEAMSTERS (Construction TM-C)				**10/01/2025 Allocation (+$1.44 Wages +0.23 H/W + $1.43 Pension))**	**10/01/2026 Allocation (+$1.05 Wages +$0.08 H/W + $1.04 Pension + $1.05 Vacation Trust Fund)**
10/01/20 Package Increase			**$2.00**		
10/01/21 Package Increase			**$2.00**		
10/01/22 Package Increase			**$2.00**		
10/01/23 Package Increase			**$3.00**		
10/01/24 Package Increase			**$3.50**		
10/01/25 Package Increase			**$3.10**	**$ 1.44**	
10/01/26 Package Increase			**$3.22**		**$ 1.05**
Probationary Construction Teamster	**032199**		**Actual Classification Rate**		
Light Duty Driver	032103	**L070**	**1**	**45.13**	**46.18**
Light Duty Driver **FOREMAN**	032102		**1**	**47.63**	**48.68**
Light Duty Driver **GENERAL FOREMAN**	032101		**1**	**50.13**	**51.18**
Light Vehicle Dispatcher	032111		**1**	**45.13**	**46.18**
Light Vehicle Dispatcher **FOREMAN**	032110		**1**	**47.63**	**48.68**
Tireman	032122	**L07A**	**5**	**45.70**	**46.75**
Tireman **FOREMAN**	032121	**L07K**	**5**	**48.20**	**49.25**
Tireman **GENERAL FOREMAN**	032120		**5**	**50.70**	**51.75**
Truck Greaser	032108		**1**	**45.13**	**46.18**
Truck Greaser **FOREMAN**	032107		**1**	**47.63**	**48.68**
Truck Greaser **GENERAL FOREMAN**	032106		**1**	**50.13**	**51.18**
Equipment Parts Clerk	032139		**2**	**45.30**	**46.35**
Fleet Operations Dispatcher	032141		**2**	**45.30**	**46.35**
Fleet Operations Dispatcher **FOREMAN**	032142	**C031**	**2**	**47.80**	**48.85**
Forklift Driver (under 15 Tons)	032105	**L07C**	**2**	**45.30**	**46.35**
Forklift Driver **FOREMAN**	032104		**2**	**47.80**	**48.85**
Heavy Duty Driver	032131		**2**	**45.30**	**46.35**
Heavy Duty Driver **FOREMAN**	032130		**2**	**47.80**	**48.85**
Heavy Duty Driver **GENERAL FOREMAN**	032129		**2**	**50.30**	**51.35**
Warehouse Combo Worker (created 10/01/2025)	032150		**2**	**45.30**	**46.35**
Warehouseman	032138		**2**	**45.30**	**46.35**
Warehouseman **FOREMAN**	032137		**2**	**47.80**	**48.85**
Warehouseman **GENERAL FOREMAN**	032136		**2**	**50.30**	**51.35**
Extra Heavy Duty Driver	032134	**L071**	**3**	**45.50**	**46.55**
Extra Heavy Duty Driver **FOREMAN**	032133	**L072**	**3**	**48.00**	**49.05**
Extra Hvy Duty Driver **GENERAL FOREMAN**	032132	**L073**	**3**	**50.50**	**51.55**
Extra Heavy Duty Driver MRT	032145		**3**	**45.75**	**46.80**
Extra Heavy Duty Driver MRT **FOREMAN**			**3**	**48.25**	**49.30**
Extra Hvy Duty Driver **MRT ENERAL FOREMAN**			**3**	**50.75**	**51.80**
Forklift Driver (OVER 15 Tons)	032140	**L07C**	**3**	**45.50**	**46.55**
Forklift Driver (OVER 15 Tons) **FOREMAN**	032143	**L07E**	**3**	**48.00**	**49.05**
Forklift Driver (OVER 15 Tons) **GENERAL FOREMAN**	032144	**L07H**	**3**	**50.50**	**51.55**
Bootman	032135	**L071**	**4**	**46.22**	**47.27**
Bootman Foreman	032113	**L091**	**4**	**48.72**	**49.77**
Bootman General Foreman	032112	**L092**	**4**	**51.22**	**52.27**
Bootman General Foreman MRT					
Off Road and Special Equipment Driver	032109	**L093**	**4**	**46.22**	**47.27**
Off Road and Special Equipment Driver **FOREMAN**	032148		**4**		**49.77**
TOTAL FRINGE BENEFITS			**10.01.2026**	**$30.02**	**$32.19**
Health & Welfare (pay flat amt)				**1532.67**	**1545.67**
(Hourly Amount=Monthly/173.33 hrs; use as avg only)				**8.84**	**8.92**

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

WAGE BENEFIT SUPPLEMENT

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

H&W INCLUDES:				
Major Medical=1371.00 ($7.91 hourly);				
Medical 1321.00 + Dental/Vision 50.00 ($0.29 hourly) &;		**39.00**		
Retiree Medical 174.67 ($1.01 hourly) =				
Grand Total $1545.67				
Pension		**1.04**	**20.63**	**21.67**
NEW FRINGE BENEFIT Vacation Trust**		**1.05**		**1.05**
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 - added to hourly pay
TUNNEL PREMIUMS (Refer to APPENDIX "B")		
Cased Shaft :	$0.75	1000-2500 Ft. (Actual Hours)
" ":	$1.25	2,500-5,000 Ft. (Actual Hours)
Underground:	$0.50	Full Shift
Re-Entry:	$1.00	Full PPE & Respirator (Actual Hours)

Zone Pay per Hour in accordance with PLA Article 24	
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