

Schedule A

**BUILDING AND HEAVY**

The Wage and Fringe Benefits for Operating Engineers shall be as follows: Fringe benefits contributions shall be paid at the same rate as overtime, i.e. time and one half or double time.

08/01/2014-07/31/2015

| GROUP | BASE WAGE   | HEALTH & WELFARE | PENSION | TRNG. FUND | ANNUITY FUND | SICAP | TOTAL WAGE & FRINGE BENE. PKG. | DUES CHECK OFF                             | VAC DED. | OVF  |  |
|-------|---|------------------|---------|------------|--------------|-------|--------------------------------|--|----------|------|--|
| I     | 35.20   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 64.65                          |  | 1.00     | 0.05 |  |
| II    | 34.07   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 63.52                          | 3% of Gross Wages, not including benefits. | 1.00     | 0.05 |  |
| III   | 29.59   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 59.04                          |  | 1.00     | 0.05 |  |
| IV    | 29.65   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 59.10                          |  | 1.00     | 0.05 |  |
| V     | 29.32   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 58.77                          |  | 1.00     | 0.05 |  |
| VI    | CCO/ Under 17.5 Ton   |                  |         |            |              |       |                                |  |          |      |  |
|       | 36.75   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 66.20                          |  | 1.00     | 0.05 |  |
| VI    | CCO/ 17.5 Ton and over                                      |                  |         |            |              |       |                                |  |          |      |  |
|       | 37.75   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 67.20                          |  | 1.00     | 0.05 |  |
| VII   | CCO/ Under 17.5 Ton   |                  |         |            |              |       |                                |  |          |      |  |
|       | 37.05   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 66.50                          |  | 1.00     | 0.05 |  |
| VII   | CCO/ 17.5 Ton and over                                      |                  |         |            |              |       |                                |  |          |      |  |
|       | 38.05   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 67.50                          |  | 1.00     | 0.05 |  |
| VIII  | CCO/ Under 17.5 Ton   |                  |         |            |              |       |                                |  |          |      |  |
|       | 37.33   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 66.78                          | 1.00                                       | 0.05     |      |  |
| VIII  | CCO/ 17.5 Ton and over                                      |                  |         |            |              |       |                                |  |          |      |  |
|       | 38.33   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 67.78                          | 1.00                                       | 0.05     |      |  |
| IX    | 36.20   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 65.65                          |  | 1.00     | 0.05 |  |
| X     | 37.20   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 66.65                          |  | 1.00     | 0.05 |  |
| XI    | 37.20   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 66.65                          |  | 1.00     | 0.05 |  |
| XII   | 38.20   | 11.00            | 10.35   | 1.00       | 7.00         | 0.10  | 67.65                          |  | 1.00     | 0.05 |  |
| XIII  | 100,000 pounds and under, 1 hour overtime rate for that day |                  |         |            |              |       |                                |  |          |      |  |