INLAND NORTHWEST AGC
Heavy Construction

Counties Covered By This Agreement: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Ferry, Franklin, Garfield, Grant, Kittitas, Lincoln, Okanogan, Pend Oreille, Spokane, Stevens, Walla Walla, Whitman and Yakima east of the 120th Meridian

Northern Idaho: Boundry, Bonner, Kootenai, Shoshone, BENEAH, Latah, Nez Perce, Clearwater, Lewis & north of the 46th parallel of Idaho County

EFFECTIVE: June 1, 2020 - May 31, 2021

<table>
<thead>
<tr>
<th>CLASSIFICATIONS:</th>
<th>Hourly Wage</th>
<th>Dues Deduction</th>
<th>Vacation Deduction</th>
<th>Foreman Wage</th>
<th>Foreman Dues Deduction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy Carpenter</td>
<td>$37.12</td>
<td>$1.48</td>
<td>$0.25</td>
<td>$39.72</td>
<td>$1.48</td>
</tr>
<tr>
<td>*Millwright &amp; Machine Erector</td>
<td>$48.42</td>
<td>$1.94</td>
<td>$1.00</td>
<td>$53.26</td>
<td>$1.94</td>
</tr>
<tr>
<td>Heavy Piledrivers</td>
<td>$38.37</td>
<td>$1.53</td>
<td>$0.25</td>
<td>$41.06</td>
<td>$1.53</td>
</tr>
</tbody>
</table>

Carpenter & Piledriver Foreman receives 7% an hour above Journeyman scale

Millwright Foreman receives 10% an hour above Journeyman scale

General Foreman receives 14% an hour above Journeyman scale

### FRINGE BENEFITS CARPENTER & PILEDRIVER:

Health & Security: $6.40
Pension: $8.68
Apprenticeship Fund: $0.68
401k: $1.60
TOTAL: $17.36

### FRINGE BENEFITS MILLWRIGHT:

Health & Security: $8.51
Pension: $8.68
Apprenticeship Fund: $0.91
401k: $1.60
TOTAL: $19.70

Dues are deducted from net pay and submitted to the Trust with benefit contributions.

*No pension contributions are required on Apprentices during the 1st period.

**Overtime Dues Deduction Example:** A journeyman carpenter and/or foreman worked 48 hours in one week, the calculation would be $1.48 times the 48 hours he/she worked for the week.