

**SCHEDULE A-1 JUNE 1, 2019**

**THE FOLLOWING TOTAL HOURLY PACKAGE AMOUNTS SHALL APPLY TO THE RESPECTIVE AREAS FOR WORK NOT COVERED BY ARTICLE 3 OF THE HEAVY & HIGHWAY CONSTRUCTION AGREEMENT  
NON-PREVAILING WAGE WORK**

	Areas A, B, C, & E June 1, 2019-May 31, 2020 TOTAL PACKAGE: \$57.13				Areas D and F June 1, 2019-May 31, 2020 TOTAL PACKAGE: \$57.88	
	A-633	B-BAC	C-257	E-204	D-558	F-845
<b>Base Rate</b>	\$37.30	\$33.76	\$34.24	\$35.21	\$35.24	\$31.89
<b>H&amp;W</b>	\$7.73	\$9.31	\$9.75	\$9.25	\$8.55	\$9.19
<b>HRA</b>	\$1.75					
<b>Local Pension</b>	\$9.89	\$9.30	\$10.05	\$12.08	\$13.46	\$13.92
<b>IU Pension</b>		\$3.82	\$2.51			
<b>Annuity</b>						\$2.30
<b>IMI</b>		\$0.59				
<b>Education</b>	\$0.46	\$0.35	\$0.58	\$0.58	\$0.63	\$0.58
<b>Big Step</b>				\$0.01		
<b>Vacation**</b>	-\$4.23					
<b>Dues**</b>	-\$1.59	-\$1.82	-\$2.37	-\$2.37	-\$2.37	-\$2.37
<b>TOTAL PACKAGE</b>	\$57.13	\$57.13	\$57.13	\$57.13	\$57.88	\$57.88
<b>T.E.F.***</b>	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08	\$0.08
<b>C.A.****</b>	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02

The base wage before dues deduction is used to determine overtime rates

<b>OVERTIME RATES (1.5)</b>	\$55.95	\$50.64	\$51.36	\$52.82	\$52.86	\$47.84
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**\*\* WORKING DUES/VACATION CONTRIBUTIONS ARE DEDUCTED FROM THE BASE RATE AFTER TAXES  
FOREMAN SHALL BE PAID \$1.50 OVER JOURNEYMAN BASE RATE**

\*\*\*All persons, firms, or corporations who are Employer signatory parties, or who may become signatory parties to this Agreement, shall pay in the Transportation Education Fund (T.E.F.), eight cents (\$0.08) per hour for the purpose of explaining and promoting the need for improved modern transportation. For each bargaining unit employee working under the terms of this Agreement, the specified amount as in Article 10, 17, 18, 19 and Schedule A shall be paid for all hours worked. Payments to T.E.F. shall not be considered employee wages or fringe benefits. Payments to T.E.F. shall be due at the end of each month and shall be submitted no later than the 15th day of the following month to: T.E.F., P.O. Box 1349, Madison, WI 53701.

\*\*\*\*Employers who are signatory to this Agreement shall pay a Contract Administration fee (C.A.) Of two cents (\$0.02) per hour for all hours worked during the term of this Agreement to fund the "Contract Administration Fund". The contract administration fee shall be transmitted by check payable to the "Heavy & Highway C.A.F.", P.O. Box 2011, Madison, WI 53701-2011, by the 15th day of each month. Wisconsin Transportation Employers Council (WTEC) shall be exclusively responsible for all auditing and collection responsibilities in conjunction with the C.A.F. Further, WTEC agrees to hold the Union harmless with respect to the administration of this Article and the C.A.F.