

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

BOILERMAKERS' LOCAL NO. 453
3020 O'Neal Street
Knoxville, Tennessee 37921
Phone: (865) 637-7866
Fax: (865) 522-2377

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$25.22	\$25.73
Foreman (+ \$1.00 above journeyman rate)	\$26.22	\$26.73
General Foreman (+ \$1.50 above journeyman rate)	\$26.72	\$27.33

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$8.57/Hr	\$8.57/Hr
Pension	\$6.815/Hr	\$6.815/Hr
National Apprenticeship Program	\$0.20/Hr	\$0.55/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 70% of Journeyman Rate	\$17.65	\$18.01
2 nd Period - 75% of Journeyman Rate	\$18.92	\$19.29
3 rd Period - 80% of Journeyman Rate	\$20.18	\$20.58
4 th Period - 85% of Journeyman Rate	\$21.44	\$21.87
5 th Period - 87.5% of Journeyman Rate	\$22.07	\$22.51
6 th Period - 90% of Journeyman Rate	\$22.70	\$23.15
7 th Period - 92.5% of Journeyman Rate	\$23.33	\$23.80
8 th Period - 95% of Journeyman Rate	\$23.96	\$24.44

DEDUCTIONS

Deductions upon written authorization of employee only.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

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CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

BRICKLAYERS' LOCAL NO. 3
P.O. Box 612
Knoxville, Tennessee 37901
Phone: (865) 687-6272

	<u>8/19/11</u>	<u>5/1/12</u>
Journeyman	\$30.80	\$31.45
Foreman (7% above journeyman rate)	\$32.96	\$33.65
General Foreman (12% above journeyman rate)	\$34.50	\$35.22

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

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Bricklayers Intl Health Fund			
Pension	\$1.50/Hr	\$1.50/Hr	
IU Pension PPA	\$0.23/Hr	\$0.23/Hr	
IMI National Training Program	\$0.30/Hr	\$0.34/Hr	
Local Training Program	\$0.15/Hr	\$0.15/Hr	
CALM	\$0.03/Hr	\$0.03/Hr	

APPRENTICE RATE

1 ST Period - 45% of Journeyman Rate	\$13.86	\$14.15
2 nd Period - 50% of Journeyman Rate	\$15.40	\$15.73
3 rd Period - 55% of Journeyman Rate	\$16.94	\$17.30
4 th Period - 60% of Journeyman Rate	\$18.48	\$18.87
5 th Period - 70% of Journeyman Rate	\$21.56	\$22.02
6 th Period - 80% of Journeyman Rate	\$24.64	\$25.16

DEDUCTIONS

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OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

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CONSTRUCTION LABOR AGREEMENT

Mid-South Carpenters' Regional Council
2544 Elm Hill Pike
Nashville, Tennessee 37210
Phone: (615) 366-3303
Fax: (615) 308-3676

Carpenters Local No. 50
1005 Floyd Culler Court
Oak Ridge, Tennessee 37830
Phone: (865) 482-0060
Fax: (865) 482-0065

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$26.06	\$26.37
Welder (+.25)	\$26.31	\$26.62
Pile Driver (+.25)	\$26.31	\$26.62
Foreman (7% above journeyman rate)	\$27.88	\$28.22
General Foreman (12% above journeyman rate)	\$29.19	\$29.53

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$3.80/Hr	\$3.95/Hr
Pension	\$3.10/Hr	\$3.35/Hr
MSCRC Training Trust	\$0.71/Hr	\$0.71/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 60% of Journeyman Rate	\$15.64	\$15.82
2 nd Period - 70% of Journeyman Rate	\$18.24	\$18.46
3 rd Period - 80% of Journeyman Rate	\$20.85	\$21.10
4 th Period - 90% of Journeyman Rate	\$23.45	\$23.73

Apprentice who perform welding will receive \$.25 per hour above their apprentice rate

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OVERTIME

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MAKE UP DAY – 4-10 HOUR DAYS

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DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

CEMENT MASONS' LOCAL NO. 78
311 Morgan Street, NE
Knoxville, Tennessee 37917
Phone: (865) 522-3000

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$27.82	\$28.41
Grinding Machine Operator	\$27.97	\$28.56
Foreman (7% above journeyman rate)	\$29.77	\$30.40
General Foreman (12% above journeyman rate)	\$31.16	\$31.82

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

National Joint Training Trust	\$0.06/Hr	\$0.06/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 45% of Journeyman Rate	\$12.52	\$12.78
2 nd Period - 60% of Journeyman Rate	\$16.49	\$17.05
3 rd Period - 70% of Journeyman Rate	\$19.47	\$19.89
4 th Period - 80% of Journeyman Rate	\$22.26	\$22.73

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OVERTIME

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OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

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Contract Expiration Date: 9/30/2016

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Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

ELECTRICIANS' LOCAL NO. 270
P.O. Box 6288
Oak Ridge, Tennessee 37831
Phone: (865) 483-1354
Fax: (865) 483-5507

	<u>5/1/11</u>	<u>5/1/12</u>	<u>1/1/13</u>
Journeyman Lineman	\$25.21	\$25.67	\$25.67
Journeyman Wireman	\$25.21	\$25.67	\$25.67
Journeyman Wireman—splicing cable (6% above Wireman Rate)	\$26.72	\$27.21	\$27.21
Foreman (6% above journeyman rate)	\$26.72	\$27.21	\$27.21
Cable Splicer Foreman (6% above C/S rate)	\$28.32	\$28.84	\$28.84
General Foreman (6% above F/M Rate)	\$28.32	\$28.84	\$28.84
Cable Splicer General Foreman (6% above C/S, F/M Rate)	\$30.02	\$30.57	\$30.57
Groundman (60% if Lineman rate)	\$15.13	\$15.40	\$15.40

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$5.30/Hr	\$5.30/Hr	\$5.50/HR
Retirement Fund (Local)	\$5.20/Hr	\$5.50/Hr	\$5.30/HR
NEBF Pension	3% of wage (\$0.76/Hr)	\$0.77/Hr	\$0.77/HR
JATC	2% of wage (\$0.50/Hr)	\$0.51/Hr	\$0.51/HR
CALM	\$0.03/Hr	\$0.03/Hr	\$0.03/HR

APPRENTICE RATE

(Rounded to nearest \$.05)

1 ST Period – 0 to 1000 hrs 45% of Journeyman Rate	\$11.35	\$11.55	\$11.55
2 nd Period – 1000 to 2000 hrs 50% of Journeyman Rate	\$12.60	\$12.85	\$12.85
3 rd Period - 2000 to 3500 hrs 55% of Journeyman Rate	\$13.85	\$14.10	\$14.10
4 th Period - 3500 to 5000 hrs 65% of Journeyman Rate	\$16.40	\$16.70	\$16.70
5 th Period - 5000 to 6500 hrs 75% of Journeyman Rate	\$18.90	\$19.25	\$19.25
6 th Period - 6500 tp 8000 hrs 85% of Journeyman Rate	\$21.45	\$21.80	\$21.80

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CONSTRUCTION LABOR AGREEMENT

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MAKE UP DAY – 4-10 HOUR DAYS

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Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013 (REVISED EFFECTIVE 1/1/2013)

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised December 19, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

INSULATORS' LOCAL NO. 46
826 Stewart Street
Knoxville, Tennessee 37917
Phone: (865) 524-0234
Fax: (865) 524-0919

	<u>3/1/12</u>	<u>5/1/12</u>
Journeyman	\$27.09	\$27.30
Foreman	\$28.99	\$29.21
General Foreman	\$30.34	\$30.58

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$5.29/Hr	\$5.29/Hr
Pension	\$4.11/Hr	\$4.72/Hr
Annuity	\$2.50/Hr	\$2.50/Hr
Apprenticeship & Training	\$0.20/Hr	\$0.20/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 60% of Journeyman Rate	\$16.25	\$16.38
2 nd Period - 70% of Journeyman Rate	\$18.96	\$19.11
3 rd Period - 80% of Journeyman Rate	\$21.67	\$21.84
4 th Period - 90% of Journeyman Rate	\$24.38	\$24.57

DEDUCTIONS

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OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

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URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), , Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

IRON WORKERS' LOCAL NO. 384
1000 Buchanan Avenue, NE
Knoxville, Tennessee 37917
Phone: (865) 689-3371
Fax: (865) 689-4366

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$24.09	\$24.25
Foreman	\$25.78	\$25.95
General Foreman	\$26.98	\$27.16
Sketchman	\$25.78	\$25.95

Note: Differential based on Foreman 7% and General Foreman 12% above Journeyman

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$3.88/Hr	\$3.88/Hr
Pension	\$5.23/Hr	\$5.48/Hr
Annuity Fund	\$0.25/Hr	\$0.50/Hr
Apprenticeship Program	\$0.62/Hr	\$0.68/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1st Period - 60% of Journeyman Rate	\$14.45	\$14.55
2 nd Period - 65% of Journeyman Rate	\$15.66	\$15.76
3 rd Period - 70% of Journeyman Rate	\$16.86	\$16.98
4 th Period - 75% of Journeyman Rate	\$18.07	\$18.19
5 th Period - 80% of Journeyman Rate	\$19.27	\$19.40
6 th Period - 90% of Journeyman Rate	\$21.68	\$21.83

DEDUCTIONS

Deductions upon written authorization of employee only.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

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Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

LABORERS' LOCAL UNION NO. 818
10412 Lexington Drive
Knoxville, Tennessee 37932
Phone: (865) 966-2009
Fax: (865) 966-3137

	<u>5/1/11</u>	<u>5/1/12</u>
Group I	\$17.78	\$18.12
Group II	\$18.08	\$18.42
Group III	\$18.99	\$19.35
Foreman (7% above highest journeyman supervised)	\$19.35	\$19.71
General Foreman (12% above highest journeyman supervised)	\$20.25	\$20.63
Foreman/General Foreman rates based on Group II		

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$2.85/Hr	\$3.00/Hr
Pension	\$2.15/Hr	\$2.15/Hr
Southeast Laborers Supplemental Pension	\$0.05/Hr	\$0.05/Hr
Laborers Southeast Training Fund	\$0.28/Hr	\$0.28/Hr
LECET	\$0.10/Hr	\$0.10/Hr
CALM	\$0.03/Hr	\$0.03/Hr

Group I Construction Laborer

Group II Acetylene Burner, Air Tool Operator, Asphalt Raker, Chain Saw Operator and Filer, Flagman, Form Setter and Stripper, Grademan, Jackhammer, Mason Tender, Mortar Mixer, Pipelayer, Pot Man, Power Buggies, Plasterer Tender, Vibrator, Snakeman, Tamper and Compactor, Yarner and All Power Driven Tool Operators

Group III Blaster, Powderman, Cassion Hole Man, Chuck Tender, Concrete Gun Operator - Nozzleman, Tunnel Laborer, Tunnel Miner, Wagon Drill Operator

APPRENTICE RATE

Apprentice rates based on Group II

1 ST Period – 0 to 1000 hrs 80% of Journeyman Rate	\$14.46	\$14.74
2 nd Period – 1000 to 2000 hrs 85% of Journeyman Rate	\$15.37	\$15.66
3 rd Period - 2000 to 3000 hrs 90% of Journeyman Rate	\$16.27	\$16.58
4 th Period - 3000 to 4000 hrs 95% of Journeyman Rate	\$17.18	\$17.50

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

DEDUCTIONS

4% working dues deductions of gross wages upon written authorization of employee.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

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Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

MILLWRIGHTS' LOCAL NO. 1544
518 Georgia Avenue
Chattanooga, Tennessee 37403
Phone: (423) 756-6862
Fax: (423) 756-1204

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$24.61	\$24.79
Foreman (7% above journeyman rate)	\$26.33	\$26.53
General Foreman (12% above journeyman rate)	\$27.56	\$27.76

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$3.80/Hr	\$4.00/Hr
Pension	\$2.89/Hr	\$3.00/Hr
Supplemental Pension	\$3.00/Hr	\$3.25/Hr
Apprenticeship & Training Fund	\$0.71/Hr	\$0.71/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 60% of Journeyman Rate	\$14.77	\$14.87
2 nd Period - 70% of Journeyman Rate	\$17.23	\$17.35
3 rd Period - 80% of Journeyman Rate	\$19.69	\$19.83
4 th Period - 90% of Journeyman Rate	\$22.15	\$22.31

DEDUCTIONS

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OVERTIME

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Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OPERATING ENGINEERS' LOCAL NO. 917
10420 Cogdill Road
P.O. Box 31749
Knoxville, Tennessee 37930
Phone: (865) 675-2000
Fax: (865) 675-2145

		<u>5/1/11</u>	<u>5/1/12</u>
Group AA	SEE ATTACHED GROUPINGS	\$26.39	\$27.14
Group A	TO DETERMINE APPROPRIATE	\$24.23	\$24.94
Group B	CLASSIFICATIONS & RATE	\$22.23	\$22.89
Group C	OF PAY	\$17.74	\$18.31
Group D		\$15.82	\$16.35
Foreman (7% above highest journeyman)		\$28.24	\$29.04
General Foreman (12% above highest journeyman)		\$29.56	\$30.40

(Foreman/General Foreman rates based on Group AA)

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$3.90/Hr	\$3.90/Hr
Pension	\$5.00/Hr	\$5.00/Hr
Apprentice Training	\$0.50/Hr	\$0.50/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

Apprentice rates based on Group AA

1 ST Period - 50% of Journeyman Rate	\$13.20	\$13.57
2 nd Period - 60% of Journeyman Rate	\$15.83	\$16.28
3 rd Period - 70% of Journeyman Rate	\$18.47	\$19.00
4 th Period - 80% of Journeyman Rate	\$21.11	\$21.71

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WAGE BULLETIN
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OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

CLASSIFICATIONS

GROUP AA

Fixed or hydraulic boom cranes, side boom tractors, cherry pickers, tower cranes, cab operated overhead cranes.

GROUP A

Backhoes; Cableways; Ross Carrier; Clamshells; Cranes; Derricks; Draglines; Tournapulls; Pans; Scrapers; Scoops; ETC.; Head Tower Machines; Locomotives (over 20 tons); Shovels; Mechanics & Welders; Winch Trucks with A-Frame; Skinner Scoops; Locomotive Cranes; Overhead Cranes; Pile Drivers; Skid Rigs; Euclid Loaders; Hoist (any size handling steel or stone); Derrick Boats; Engines used in connection with hoist material with an attached device on lower or Engine; Mucking Machines; Hi-Lifts or End Loaders; Finished Graders; Skylift; Gradall; Dozers; Earth Augers and Pole Machine Operators; Core Drill and Foundation Drills; Greaser.

GROUP B

Tractors; Farm-Type Tractors with Attachments; Central Compressor Plants Elevators used for hoisting building material; Central Mixing Plants; Hoist; Pump Crete Machines; Concrete Pumps; Trenching Machines; Backfiller (other than cranes); Crushing Plant Operators; Elevating Graders; Paving Machine Operators (Blacktop); Fork-lift; Paving Machines (concrete); Boat Operator or Engineer (30 tons or over); Tracmobile; Maintainers; Blacktop Rollers; Switchman; Locomotive (under 20 tons).

GROUP C

Asphalt Plant Operators; Barber Green Type Loaders; Engine Tender other than Stear; Mixers (over 2 bags not to include Central Plants); Pumps (2 or more); Rollers; Sub-Grader Machine; Tractors; Farm-Type Tractors without attachments; Cable Head Tower Engineman; Dredge Booster Pump Operator; Boat Operator or Engineer (under 30 tons); Finishing Machine; Fireman and Oiler combination; Motor Crane Oiler and Driver; Welding Machines (2 or more); Heaters (stationary or portable); Compressors (portable - 2 or more); or Fuel Trucks.

GROUP D

Air Compressor (1 portable); Fireman; Portable Crushers; Welding Machines (1 portable) Conveyors, Pump (1); Oiler; Heater (1).

In accordance with currently recognized craft jurisdiction, the contractor shall determine the assignment of employees to start, stop, and maintain small portable construction equipment. Such work may be assigned to craft employees in addition to their primary duties, or a craft employee may, at the discretion of the contractor, be assigned full time to start, stop, and maintain the contractor's small portable equipment of the job site. There shall be no over manning of this type of equipment.

Oilers or apprentices shall not be required on equipment of less than seventy-five (75) ton capacity.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

PAINTERS' LOCAL NO. 437
1000 Buchanan Avenue, NE
Knoxville, Tennessee 37917
Phone: (865) 687-1787
Fax: (865) 687-4232

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman Painter, Glazier & Drywall Finisher	\$24.12	\$24.75
Foreman (7% above journeyman rate)	\$25.81	\$26.48
General Foreman (12% above journeyman rate)	\$27.01	\$27.72

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$4.05/Hr	\$4.05/Hr
Pension	\$4.73/Hr	\$4.75/Hr
Apprenticeship & Training	\$0.50/Hr	\$0.55/Hr
National Training Fund	\$0.10/Hr	\$0.10/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 45% of Journeyman Rate	\$10.85	\$11.14
2 nd Period - 50% of Journeyman Rate	\$12.06	\$12.38
3 rd Period - 55% of Journeyman Rate	\$13.27	\$13.61
4 th Period - 65% of Journeyman Rate	\$15.68	\$16.09
5 th Period - 70% of Journeyman Rate	\$16.88	\$17.33
6 th Period - 80% of Journeyman Rate	\$19.30	\$19.80

DEDUCTIONS

Deductions upon written authorization of employee only.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Day, Thanksgiving Day and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

PIPEFITTERS' LOCAL NO. 102
1216 Broadway, NE
Knoxville, Tennessee 37917
Phone: (865) 524-5806
Fax: (865) 522-1222

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$26.41	\$27.18
Foreman (7% above journeyman rate)	\$28.26	\$29.08
General Foreman (12% above journeyman rate)	\$29.58	\$30.44
Sketchman (7% above journeyman rate)	\$28.26	\$29.08

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Pension	\$5.80/Hr	\$5.80/Hr
Health & Welfare	\$3.60/Hr	\$3.60/Hr
Apprentice Education Fund	\$0.90/Hr	\$0.90/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 50% of Journeyman Rate	\$13.21	\$13.59
2 nd Period - 60% of Journeyman Rate	\$15.85	\$16.31
3 rd Period - 70% of Journeyman Rate*	\$18.49	\$19.03
4 th Period - 80% of Journeyman Rate*	\$21.13	\$21.74
5 th Period - 90% of Journeyman Rate*	\$23.77	\$24.46

DEDUCTIONS

Deductions upon written authorization of employee only.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

ROOFERS' LOCAL NO. 228
P.O. Box 90996
Nashville, Tennessee 37209
Phone: (615) 298-5215
Fax: (615) 383-7767

	<u>5/1/11</u>	<u>5/1/12</u>
Journeyman	\$23.40	\$23.90
Foreman (7% above journeyman rate)	\$25.04	\$25.57
General Foreman (12% above journeyman rate)	\$26.21	\$26.77

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Pension	\$0.35/Hr	\$0.35/Hr
CALM	\$0.03/Hr	\$0.03/Hr

APPRENTICE RATE

1 ST Period - 45% of Journeyman Rate	\$10.53	\$10.76
2 nd Period - 60% of Journeyman Rate	\$14.04	\$14.34
3 rd Period - 70% of Journeyman Rate	\$16.38	\$16.73
4 th Period - 80% of Journeyman Rate	\$18.72	\$19.12

DEDUCTIONS

Deductions upon written authorization of employee only.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

SHEETMETAL WORKERS' LOCAL NO. 5

P.O. Box 18740
112 Hillcrest Drive
Knoxville, Tennessee 37928
Phone: (865) 689-2928
Fax: (865) 689-9959

	<u>5/1/11</u>	<u>5/1/12</u>	<u>1/1/2013</u>
Journeyman	\$24.97	\$25.25	\$24.75
Sketchman	\$26.72	\$27.02	\$26.48
Foreman (7% above journeyman rate)	\$26.72	\$27.02	\$26.48
General Foreman (12% above journeyman rate)	\$27.97	\$28.28	\$27.72

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Pension	\$6.14/Hr	\$6.57/Hr	\$6.57/HR
Health & Welfare	\$3.74/Hr	\$3.74/Hr	\$4.24/HR
SASMI (3% of Wage + Pension + Health & Welfare)	\$1.05/Hr*	\$1.07/Hr	\$1.07/HR
Apprenticeship & Training	\$0.30/Hr	\$0.35/Hr	\$0.35/HR
National Training Fund	\$0.17/Hr	\$0.17/Hr	\$0.17/HR
CALM	\$0.03/Hr	\$0.03/Hr	\$0.03/HR

(Note: SASMI is calculated on each class rate paid - *based on Journeyman's class rate)

APPRENTICE RATE

1 ST Period - 50% of Journeyman Rate	\$12.49	\$12.63	\$12.38
2 nd Period - 60% of Journeyman Rate	\$14.98	\$15.15	\$14.85
3 rd Period - 70% of Journeyman Rate	\$17.48	\$17.68	\$17.33
4 th Period - 80% of Journeyman Rate	\$19.98	\$20.20	\$19.80

DEDUCTIONS

Deductions upon written authorization of employee only.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), , Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013 REVISED EFFECTIVE 1/1/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised December 19, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

ROAD SPRINKLERFITTERS' LOCAL NO. 669
DISTRICT #9
522 Cliff Top Road
Blaine, Tennessee 37709
Phone: (865) 932-9279
Fax: (865) 932-9479

	<u>1/24/12</u>	<u>5/2/12</u>	<u>7/1/12</u>
Journeyman	\$24.82	\$25.70	\$25.65
Foreman (7% above journeyman rate)	\$25.56	\$27.50	\$27.45
General Foreman (12% above journeyman rate)	\$27.80	\$28.78	\$28.73

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Health & Welfare	\$8.42/HR	\$8.42/Hr	\$8.42/HR
Pension	\$5.35/HR	\$5.35/Hr	\$5.35/HR
SIS Fund	\$0.50/HR	\$0.50/Hr	\$0.50/HR
Education Fund	\$0.45/HR	\$0.40/Hr	\$0.45/HR
CALM	\$0.03/HR	\$0.03/Hr	\$0.03/HR

APPRENTICE RATE

Class #1 - 50% of Journeyman Rate	\$12.41	\$12.85	\$12.83
Class #2 - 50% of Journeyman Rate	\$12.41	\$12.85	\$12.83
Class #3 - 55% of Journeyman Rate	\$13.65	\$14.14	\$14.11
Class #4 - 60% of Journeyman Rate	\$14.89	\$15.42	\$15.39
Class #5 - 65% of Journeyman Rate	\$16.13	\$16.71	\$16.67
Class #6 - 70% of Journeyman Rate	\$17.37	\$17.99	\$17.96
Class #7 - 75% of Journeyman Rate	\$18.62	\$19.28	\$19.24
Class #8 - 80% of Journeyman Rate	\$19.86	\$20.56	\$20.52
Class #9 - 85% of Journeyman Rate	\$21.10	\$21.85	\$21.80
Class #10 - 90% of Journeyman Rate	\$22.34	\$23.13	\$23.09

DEDUCTIONS

Deductions upon written authorization of employee only.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day, Friday will be paid at 1.5X.

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013
(REVISED 7/1/2012 retro to 5/1/12)

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: December 19, 2012

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

TEAMSTERS' LOCAL NO. 519
2306 Montclair Avenue
Knoxville, Tennessee 37917
Phone: (865) 546-8373
Fax: (865) 546-1526

	<u>5/1/11</u>	<u>5/1/12</u>
Warehouseman	\$21.25	\$21.60
Forklift Driver	\$22.29	\$22.67
Truck Driver	\$22.90	\$23.29
Foreman (7% above highest classification supervised)	\$24.50	\$24.92
General Foreman (12% above highest classification supervised)	\$25.65	\$26.08

Foreman/General Foreman rates based on Truck Driver Classification

FRINGE BENEFITS

(All fringe benefits paid on hour worked unless otherwise noted)

Pension	\$126.50/wk	\$132.80/wk
National Training Fund (Terminated 1/1/2010)	N/A	
CALM	\$0.03	\$0.03/Hr

APPRENTICE RATE

N/A

DEDUCTIONS

Deductions upon written authorization of employee only.

OVERTIME

1.5X for all hours worked after 8 hours on an 8-hour shift or after 10 hours on a 10-hour shift. Saturdays are paid at 1.5X; Sundays and Holidays at 2X.

WAGE BULLETIN
URS | CH2M OAK RIDGE LLC UCOR
OAK RIDGE SITES
CONSTRUCTION LABOR AGREEMENT

MAKE UP DAY – 4-10 HOUR DAYS

When Friday is utilized as a make-up day on a 4-10 schedule; Friday shall be paid at straight time. Should an observed holiday fall within the 4-10 schedule and Friday is scheduled as a make up day,

Friday will be paid at 1.5X.

OBSERVED HOLIDAYS

New Year's, Martin Luther King's Birthday, Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, and Christmas Day. If a holiday falls on a Sunday, Monday will be observed as the holiday. If holiday falls on a Saturday, Friday will be observed as the holiday.

Next Scheduled Wage and Fringe Benefit Increase: 5/01/2013

Contract Expiration Date: 9/30/2016

APPROVED:

(signature of file)

Sandra J. Davis
Labor Relations Manager

DATE: Revised April 23, 2012