

**ATTENTION!!**  
**UPDATED: MLAWW FRINGE ALLOCATION**  
**FOR JANUARY 1<sup>ST</sup> 2021**

**APPENDIX 1**

**SCHEDULE "A"**

**CLASSIFICATIONS AND WAGE SCALES**

**This Schedule "A" shall cover all work performed by Employers, party to this Agreement in the following counties: King, Snohomish, Island, San Juan, Skagit and Whatcom.**

On all work covered by this Agreement, and in all instances in which equipment is operated in the performance of work covered by this Agreement, such work shall be performed and such equipment shall be operated by employees obtained in accordance with this Agreement (Appendix "3" Hiring and Union Recognition) and they and each of them shall be employed in the classifications and at the wage scales following:

NOTE: ONLY ZONE "1" RATES ARE SHOWN FOR ALL CLASSIFICATIONS. REFER TO SCHEDULE "C" FOR ZONE "2" AND "3" RATE ADJUSTMENTS

<b>WAGES</b>				
	<b>Effective Date</b>			
<b>Group</b>	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>January 1,2021</b>
<b>IAAA</b>	\$46.30	\$50.04	\$53.25	\$53.25
<b>IAA</b>	\$45.65	\$49.35	\$52.52	\$52.52
<b>IA</b>	\$44.98	\$48.63	\$51.75	\$51.75
<b>I</b>	\$44.33	\$47.94	\$51.02	\$51.02
<b>II</b>	\$43.76	\$47.33	\$50.37	\$50.37
<b>III</b>	\$43.26	\$46.80	\$49.81	\$49.81
<b>IV</b>	\$40.48	\$43.83	\$46.65	\$46.65

<b>DEDUCTIONS FROM WAGES</b>				
	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>January 1,2021</b>
Dues Check-Off	2% GW	2% GW	2% GW	2% GW
Union Programs	\$0.30	\$0.30	\$0.30	\$0.30
Political programs(Voluntary)	\$0.05	\$0.05	\$0.05	\$0.05

<b>FRINGE BENEFITS</b>				
	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>January 1,2021</b>
Health & Security	\$8.10	\$8.07	\$8.57	<b><u>\$6.57</u></b>
Pension	\$11.65	\$12.40	\$13.15	\$13.15
<b><u>Supplemental Pension</u></b>				<b><u>\$2.00</u></b>
Apprenticeship Training/Retraining	\$0.70	\$0.70	\$0.70	\$0.70
National Training	\$0.05	\$0.05	\$0.05	\$0.05

**APPENDIX 1**

**SCHEDULE "B"**

**CLASSIFICATIONS AND WAGE SCALES**

**This Schedule "B" shall cover all work performed by Employers, party to this Agreement in the following counties: Clallam, Jefferson, Mason, Grays Harbor, Kitsap, Kittitas, Okanogan, Chelan, Douglas, and Yakima.**

On all work covered by this Agreement, and in all instances in which equipment is operated in the performance of work covered by this Agreement, such work shall be performed and such equipment shall be operated by employees obtained in accordance with this Agreement (Appendix "3" Hiring and Union Recognition) and they and each of them shall be employed in the classifications and at the wage scales following:

NOTE: ONLY ZONE "1" RATES ARE SHOWN FOR ALL CLASSIFICATIONS. REFER TO SCHEDULE "C" FOR ZONE "2" AND "3" RATE ADJUSTMENTS

<b>WAGES</b>				
	<b>Effective Date</b>			
<b>Group</b>	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>January 1,2021</b>
<b>IAAA</b>	\$45.27	\$47.98	\$50.16	\$50.16
<b>IAA</b>	\$44.63	\$47.31	\$49.46	\$49.46
<b>IA</b>	\$43.97	\$46.62	\$48.73	\$48.73
<b>I</b>	\$43.33	\$45.94	\$48.02	\$48.02
<b>II</b>	\$42.77	\$45.35	\$47.40	\$47.40
<b>III</b>	\$42.27	\$44.83	\$46.86	\$46.86
<b>IV</b>	\$39.54	\$41.95	\$43.83	\$43.83

<b>DEDUCTIONS FROM WAGES</b>				
	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>January 1,2021</b>
Dues Check-Off	2% GW	2% GW	2% GW	2% GW
Union Programs	\$0.30	\$0.30	\$0.30	\$0.30
Political programs(Voluntary)	\$0.05	\$0.05	\$0.05	\$0.05

<b>FRINGE BENEFITS</b>				
	<b>June 1, 2018</b>	<b>June 1, 2019</b>	<b>June 1, 2020</b>	<b>January 1,2021</b>
Health & Security	\$8.10	\$8.07	\$8.57	<b><u>\$6.57</u></b>
Pension	\$11.65	\$12.40	\$13.15	\$13.15
<b><u>Supplemental Pension</u></b>				<b><u>\$2.00</u></b>
Apprenticeship Training/Retraining	\$0.70	\$0.70	\$0.70	\$0.70
National Training	\$0.05	\$0.05	\$0.05	\$0.05

