

NATIONAL PIPE LINE AGREEMENT

AGREEMENT made by and between the PIPE LINE CONTRACTORS ASSOCIATION, hereinafter referred to as “PLCA” and those of its contractor members and such other Main Line Pipeline Contractors who execute an acceptance of the terms and provisions of this Agreement, hereinafter referred to as the “Employer,” and the INTERNATIONAL UNION OF OPERATING ENGINEERS, hereinafter referred to as the “Union” or “IUOE”.

WITNESSETH:

That, WHEREAS, the parties hereto desire to stabilize employment in the Main Line Pipeline Industry, agree upon wage rates, hours, and conditions of employment:

NOW, THEREFORE, the undersigned Employers and the Union, in consideration of the mutual promises and covenants herein contained, agree as follows:

I. COVERAGE

(A) This Agreement and the attachments covering (1) Small Diameter Pipe (16” and under), (2) Station, (3) Integrity Management and Maintenance, and (4) Horizontal Directional Drilling which are included and made part of this Agreement, shall apply to and cover all transportation main line pipeline work coming within the jurisdiction of Union contracted for or performed by Employer within the United States as such work is more fully described in Paragraphs (B) and (C) below. Before any such work is done in the States of Alaska and Hawaii, the PLCA and Union shall meet to agree upon the wage rate and any special conditions which may be necessary in those States. By mutual agreement, this contract may be extended to cover other territory.

(B) Transportation main line pipelines coming under this Agreement are those defined as follows:

The construction, installation, double-jointing, re-beveling, treating, insulating, reconditioning, testing, taking-up, re-laying or relocation of cross-country pipelines or any segments thereof transporting CO₂, or coal, gas, oil, or other hydrocarbons including portions of such pipelines within private property boundaries, up to the final metering station or connection.

The phrase “final metering station or connection” means that point where a valve, consumer connection, or town border station divides main line transmission lines or higher pressure lateral and branch lines from lower pressure distribution systems. If a metering station or connection is located on such main line transmission line or higher pressure lateral or branch line or between two or more main line transmission lines or higher pressure lateral or branch lines then such work is covered by this Agreement.

(C) Gathering lines which connect directly from the wells to the main line pipelines, gathering lines, to or from gas extraction or gas dehydration plants, and gathering lines to or from

gas storage fields are included.

(D) All marine pipeline work, including push-jobs in-shore and work done from barges in-shore and off-shore is covered by this Agreement.

(E) All of the work covered by this Agreement shall be done under and in accordance with the terms and conditions of this Agreement, whether done by Employer or any subcontractor of said Employer; provided, however, that where heavy, specialized marine equipment not customarily used by Employer in the performance of the work herein defined, is leased, rented, or borrowed, and the labor to operate such equipment is wholly or partially to be furnished by the owners of such equipment, or the work to be done by said equipment is subcontracted, and no qualified Union contractor is readily available, the provisions of this paragraph shall be inoperative as to the labor furnished, but any labor furnished by Employer in the operation of said equipment shall be covered by the terms of this Agreement. This paragraph shall not require employment of stand-by operators on specialty equipment.

(F) Such pipeline construction, installation, repair, replacement or reconditioning as may be combined with or associated or comprising an integral part of other work more particularly and usually defined as engineering or building construction, or work covering tank-farms, refineries, plant-to-plant connecting lines within city limits and city distribution lines are not covered by this Agreement, except for the work described in the attached Station and Integrity Management and Maintenance Agreements.

(G) If and when Employer shall perform work covered by this Agreement under its own name, under the name of another, as a corporation, company, partnership, enterprise, or any combination, including a joint venture, this Agreement shall be applicable to all such work performed under the name of Employer or the name of any other corporation, company, partnership, enterprise, combination or joint venture.

(H) In the event new methods or new equipment coming under the jurisdiction of the Union are used for work coming under this Agreement, the manning of such new equipment and the wage rates and methods to be used in operating such equipment shall within thirty days be agreed upon by the PLCA and the IUOE. If the parties are unable to resolve such matters, the matter may be submitted within thirty (30) days to a neutral arbitrator. If the Union and the Association and/or Employer cannot agree on an arbitrator, then an arbitrator shall be selected in accordance with the rules and procedures of the Federal Mediation and Conciliation Service (FMCS) and the arbitration shall be conducted under and in accordance with such rules and procedures. The cost of the arbitration shall be borne equally by both parties to the arbitration, and the decision of the arbitrator shall be final and binding on all parties and individuals bound by this Agreement. The time limits provided in this Section may be extended by mutual written consent.

(I) It is the intent of the Union to have uniform wages and working conditions in the industry. However, the parties recognize that in connection with the Unions' organizing efforts to increase the market share of the union industry, it may be necessary to permit newly organized Employers to complete existing projects or projects where bids have been accepted under the

conditions which the Employer bid the work expect for multiyear maintenance agreements and any pipeline project extending more than one (1) year; it may be necessary for the Union to, on a temporary basis, represent Employees who perform work outside the Union's traditional jurisdiction and, on a temporary basis, it may be necessary to make adjustment to accommodate existing market segments where there is not currently significant union market share. Union also agrees that Employers granted any concessions under this paragraph will be obligated to sign the current National Pipe Line Agreement for future covered work. It is further agreed that the Union and the PLCA will meet on a regular basis (minimum two times annually) to review progress in planning under this Article. Employer agrees that work within the traditional jurisdiction of the IUOE, as defined in this Agreement and by decisions of the Policy Committee, shall be assigned only to Operating Engineers represented by the Union and shall not be assigned to Employees not covered by this Agreement. Absent the above exception, the following continues to apply: In no event shall Employer be required to pay higher rates of wages or be subject to more unfavorable working rules than those established by Union for any other Employer engaged in similar work. Should the Union extend to any other Employer engaged in similar work terms and conditions more favorable than those set out in this Agreement, such terms and conditions shall automatically be extended to all Employers, parties to this Agreement.

(J) If any provision of this Agreement is in conflict with the laws or regulations of the United States, or of the States in which the work is to be performed, such provision shall be superseded by such law or regulation, but all other provisions of this Agreement shall continue in full force and effect; provided that in no case shall wage rates be paid which are lower than those set out in this Agreement.

(K) Employer and Union agree that neither of them shall take any action or refuse to take any action which shall discriminate against any individual with respect to his compensation, terms, conditions, or privileges of employment because of such individual's race, color, religion, sex, national origin, disability, genetic information, or any other federal, state, or local laws, rules, or regulations prohibiting discrimination and/or harassment in employment (collectively, "Anti-Discrimination Laws").

(L) This Agreement shall supersede all other agreements between Employer and any local of the Union for any work covered herein and described above, without exception. The terms and conditions of the NPLA are fully binding on all local union affiliates of IUOE, including the local conditions adopted into the NPLA via Appendix A (Wage Sheets).

(M) Wherever in this Agreement a gender pronoun or the singular or plural form of a gender is used, it is understood that such references are meant to have equal application to all persons covered by this Agreement, male or female.

(N) The PLCA & IUOE will form a Steering Committee to address items raised during negotiations but not resolved here and/or other items relevant to the NPLA.

II.
**UNION RECOGNITION AND UNION SECURITY NOTIFICATION AND PRE-JOB
CONFERENCE**

(A) The Employer hereby recognizes and acknowledges that the Union is the exclusive representative of all Employees in the classifications of work covered by this Agreement for the purpose of collective bargaining as provided by the Labor Management Relations Act of 1947.

(B) All Employees covered by this Agreement, as a condition of continued employment, shall, commencing after the seventh day following the beginning of their employment, or the effective date of this Agreement, whichever is the later, acquire and, for the duration of this Agreement, maintain membership in the Union. This provision shall not apply in any State where such a requirement for continued employment is prohibited by law.

(C) Employer agrees to notify Union of jobs obtained by Employer, describing the location, size and length of the proposed pipeline and the proposed starting date. Union agrees to advise Employer which local union or local unions have jurisdiction of the job, and Employer will then contact each local union having jurisdiction for the purpose of arranging a pre-job conference.

(D) Representatives of the Employer and all local unions with jurisdiction over the job authorized to represent the Union shall hold a pre-job conference for the entire area covered by the job. The Employer agrees to notify the Union of any local unions having jurisdiction who fail to have representatives present at the pre-job conference. It shall be the purpose of the pre-job conference to agree upon such matters as the length of the work week, the number of Employees to be employed, the applicable wage rates in accordance with the Contract, and any other matters not including any interpretation of the clauses of this Agreement, it being agreed that interpretation of this Agreement should be made between the PLCA and the IUOE so that proper application thereof may be made on the jobs. No representative of any individual Employer and no representative of the Union or any of its local unions shall demand, at the pre-job conference, or at any other time during the continuance of the job, any term or condition not covered by this Agreement. A copy of the report made of each pre-job conference shall be furnished to the PLCA and to the IUOE, and no agreement made at any pre-job conference which adds to or modifies, in any way, the terms and conditions of this Agreement, shall be binding on any individual Employer or the Union, or any of its local unions, unless approved and ratified by the PLCA and the IUOE. The pre-Job report shall be considered confidential. Disputes at the pre-job conference may be immediately elevated by either party for resolution to the PLCA and the Union. Such disputes will be resolved by the PLCA President and the IUOE Pipeline Director or IUOE Pipeline Field Director.

(E) If any individual Employer pays any wage in excess of the wages negotiated in the National Pipe Line Agreement in the form of extra money, extra hours, extra travel or standby time, or in the form of a bonus by any subterfuge, and if the PLCA and the IUOE shall jointly determine that such bonus is for the purpose of pirating Employees from other individual Employers or results in conditions injurious to the pipeline construction industry, then such individual Employer shall be required to pay the same extra compensation to all Employees

classified as Group 1 or Group 2 in this Agreement, and a proportionate additional compensation to all Employees classified as Group 3 in this Agreement, and such requirement shall continue until that particular job is completed. It is understood and agreed, however, that any profit-sharing, retirement or pension plan which an individual Employer may have in effect which has not been set up for that particular job shall not be considered a bonus.

(F) Upon request of the local union having jurisdiction of the job, and upon presentation of proper authorization forms executed by the individual Employees, the individual Employers agree to deduct from the wages of such individual Employees, union initiation fees, dues and travel service dues, and shall pay over to such local unions the amount so deducted.

(G) The Union agrees to send a copy of this contract to each and every one of its locals having jurisdiction over any area in which Employer becomes obligated to construct a pipeline, and agrees that the terms of this contract shall be recognized by such local, so that industrial peace will not be disturbed and so that the Employees may perform Employer's work efficiently and continuously. The Employer agrees as well to furnish its supervisory personnel copies of this Agreement so that they may be familiar with the terms.

(H) It is recognized that because of the special nature of pipeline construction work, it is necessary that Employer have available experienced and qualified Employees, and that both parties shall cooperate to the end that all of the Employees hired hereunder shall be capable of performing pipeline construction work in an experienced manner.

(I) Employer shall have the right to employ and bring into the job Employees who are Regular Employees in Employer's work, and shall have the right to keep such Employees in his employ on all work throughout the territory covered by the particular job for which the pre-job conference was held. Employers shall have the right to employ up to fifty percent (50%) of the required Employees as Regular Employees. The local union in whose jurisdiction the work will be or is being performed shall have the right to dispatch up to fifty percent (50%) of the required Employees; however, Employer shall have the right to select for hire any Employee who is a member of the Local Union having jurisdiction over the work who (a) is listed as having completed the IUOE and Pipe Line Employers Training Fund course, or (b) has completed a comparable pipeline training course conducted by the training program of the Local Union having jurisdiction over the work. Such Employee shall be counted in Union's fifty percent (50%). All Union dispatched Employees shall be qualified pipeline Employees. The list of those Employees who have completed the IUOE Training Fund course will be supplied to PLCA by IUOE. The Employer will have the right to review with the Business Manager or Agent having jurisdiction over the work, the list of all Employees eligible for dispatch to the job to ensure that only qualified Operating Engineers will be dispatched from the list.

Operators will receive pipeline training and Operator Qualification, as needed before dispatch.

Where a state license is required for hoisting or other Operator equipment as described in the equipment list of Appendix A, the local union with jurisdiction over the work will provide training and testing to all Operators on the project required to operate such equipment at no cost

to the Employer. Training costs for such licensing will be reimbursed through the National Pipe Line Training Fund.

(J) The words “Regular Employees” shall mean those who are regularly and customarily employed by the individual Employer, and who, because of their special knowledge and experience in pipeline construction, are considered as “key men.” There shall be no limitation on the classification of such Regular Employees with the understanding that these classifications will be distributed as evenly as possible.

(K) For purposes of hire and wage increases, the following regions are established:

1. Region I and II.

a. Region I consists of the following areas:

Illinois	Washington Zones 2 & 3
Massachusetts	Oregon
Michigan	Wisconsin
Minnesota	

b. Region II consists of the following areas:

Connecticut	Missouri
Delaware	New York Zones 3, 6, 7A/B/C/D
Idaho	Ohio
Indiana	Pennsylvania
Iowa	Rhode Island
Kentucky	Washington Zone 1
Maryland	West Virginia

2. Region III and California, Nevada, New Jersey and New York Zones 1, 2, 4 and 5.

a. Region III consists of the following areas:

Alabama	New Mexico
Arizona	North Carolina
Arkansas	North Dakota
Colorado	Oklahoma
District of Columbia	South Carolina
Florida	South Dakota
Georgia	Tennessee
Kansas	Texas
Louisiana	Utah
Mississippi	Vermont

Montana
Nebraska
New Hampshire

Virginia
Wyoming

b. In California, Nevada, New Jersey and New York Zones 1, 2, 4 and 5 highway construction wages are applicable as set out in Appendix "A".

(L) At the pre-job conference Employer shall notify the Union and/or local union(s) of the number and classifications of Regular Employees. Before the start of the job Employer will furnish where possible Union and or local union(s) with a list of the names, social security numbers, and, if possible, Union register numbers of the Regular Employees to be hired initially. Employer shall have the right at any time before the start of the job to substitute other names for those initially furnished. At any time during the job, Employer shall have the right to replace Regular Employees whose employment may have been terminated by employing other Regular Employees, it being the intention of both Employer and Union that the ratio of Regular Employees to those hired locally or dispatched by the Local Union shall remain substantially the same as that agreed upon at the start of the job.

All Employees in addition to Regular Employees shall be hired in accordance with the provisions of Paragraph (M) as set out below.

(M) The hiring of Employees in addition to Employer's Regular Employees, either at the start of the job, or later, shall be conducted in the following manner.

1. In the event a valid non-discriminatory exclusive referral procedure has been established by collective bargaining between a local of the Union and an association of highway and heavy contractors in the area in which the job is to be done, or has been established by the local union for the pipeline industry, Union shall notify the PLCA from time to time as to the existence of such exclusive referral procedures, and Employer agrees to utilize such referral procedures upon the following conditions:

(a) Nothing in this Agreement shall affect the Employer's inherent right to determine the competency and qualifications of his Employees and his right to reject and discharge Employees accordingly.

(b) The selection of applicants for referral to jobs shall be on a non-discriminatory basis and shall not be based on or in any way affected by race, color, religion, sex, disability, union membership, by-laws, regulations, constitutional provisions, or any other aspect or obligation of union membership, policy or requirement.

(c) Workers referred under Article II to the contractor's job who are not able to perform the job to which they are referred because of their own lack of qualifications, or for some other reason which is the workman's own responsibility, shall not be paid show-up time.

(d) Qualified applicants required by Employer at the start of the job must be referred by a local referral office within 48 hours of the receipt of Employer's request; those

required by Employer after a job has started must be referred by a local referral office within 24 hours of the receipt of Employer's request. If the local referral office fails to comply with this condition, Employer may secure qualified applicants from any other source. Qualified applicant must have the following:

- (1) Proper federal and state licenses.
- (2) Proper OQ credentials where necessary.
- (3) Compliance with company Employee policy standards. These policy standards will be provided by each Employer at the pre-job. Failure to comply with company safety policies may result in discipline up to and including termination.

2. In the event there is no valid exclusive referral procedure established in the area where the particular job is to be done or the proper conditions set out hereinabove have not been met by the referral procedure which has been established, Employer will at the pre-job conference notify Union, as one of the sources from which Employees are to be recruited, as to the number of Employees who will be needed in addition to his Regular Employees. Employer shall give preference in employment to Employees in the area who have had previous pipeline construction experience. It is understood that Employer shall also recruit Employees from other sources, will hire all Employees at the job site in a non-discriminatory manner, and shall have the absolute right to determine the competency and qualification of applicants and Employees and to reject and discharge accordingly.

3. Once the original crew has been employed, Employer shall have the right to keep such crew on all the work throughout the territory covered by the particular job for which the pre-job conference was held, regardless of local union jurisdiction.

(N) The Union shall post in places where notices to Employees and applicants for employment are customarily posted all provisions relating to the functioning of this hiring arrangement, including the provisions herein set forth. The Employer shall similarly post in places where notices to Employees and applicants for employment are customarily posted all provisions relating to the functioning and operation of the hiring arrangements, including these provisions.

(O) The appointment of a master mechanic is the responsibility of Employer. The master mechanic shall be in charge of all equipment on the job and shall not normally have any supervision over Employees. In the event, however, a master mechanic is to be employed in a supervisory capacity, his selection shall be discussed at the pre-job conference. Such a master mechanic may be paid a weekly or monthly rate, provided his annual salary would equal or exceed the annual salary of other supervisory Employees in like capacity.

(P) The business representative of the Union shall have access to any job at any time, subject to the owner safety and security rules and federal and state regulations and shall notify the field office of his presence on the job prior to entering the job site. The representatives of the Union shall not schedule meetings during working hours or in any way hinder ongoing production.

(Q) Employers may submit “Do Not Dispatch” requests to the appropriate local union (“Local Union”) regarding any Employee previously terminated by the Employer for just cause. Such requests must be submitted in writing to the Local Union and must be signed by the Superintendent and an officer of the Company. Such requests must be based on just cause and will be honored for a period of 1 year from the date it is received by the Local Union. If the request is based on egregious conduct including but not limited to workplace violence, harassment, discrimination, theft, brandishing firearms, etc. the ‘Do Not Dispatch’ request will be honored by the Union for a minimum of two (2) years. The Employer and the Local Union may agree to extend the “Do Not Dispatch” period beyond two (2) years. An Employer may also request that the Local Union agree to apply a 1-year Do Not Dispatch for other reasonable circumstances. Disputes arising under this section will be subject to the grievance and arbitration procedure set forth in the NPLA.

(R) Background checks consistent with this Article II(R) may be conducted.

1. Employers shall have the right to conduct background checks of Employees’ criminal conviction records when required by (i) the client (provided such requirement does not violate applicable state or federal law) or (ii) state or federal law. Employers shall notify the Union at or prior to the pre-job conference of any client or legal background check requirements, including an explanation of what convictions are considered disqualifying for employment, and provide a copy of the applicable client policy and / or the applicable state and/or federal law. When the client requires a background check, the Employer shall make reasonable efforts to obtain an explanation of what convictions are considered disqualifying for employment on the job and provide this information. If such information is not available from the client, the Employer will so inform the Union at the pre-job conference and the parties will discuss how background check results will be handled. Failure to pass a required criminal conviction background check shall be considered just cause for discharge (if the Employee has begun to perform Covered Work) or refusal to hire (if the offer of employment was contingent on passing the background check).

2. Employers shall also have the right to conduct driving record checks, irrespective of whether such checks are required by the client or state or federal law, for the purpose of evaluating whether to remove an Employee’s driving duties. Employers may adopt driver safety/performance policies, including but not limited to, policies that grade or evaluate driver records and performance, and such policies may be the basis to remove an Employee’s driving duties. A copy of the Employer’s adopted driver safety / performance policies will be provided to the Union at or before the pre-job conference. The foregoing driving record checks and policies shall be applied in an even-handed manner to all Employees with driving duties and the removal of an Employee’s driving duties pursuant to such checks and policies shall not be considered just cause for discharge or refusal to hire unless driving is to be one the Employee’s primary job duties.

3. No background check described above shall be conducted unless Employees execute an authorization form allowing such background checks. The authorization forms furnished to the Employees by the Employer shall comply with all applicable federal, state, and local laws, including, but not limited to the Fair Credit Reporting Act (FCRA), and such authorization form shall not require any Employee to waive rights available to him or her under

FCRA or other applicable law. Refusal of an employee to sign an authorization form that complies with the foregoing requirements may be considered just cause for discharge.

4. It is agreed by the parties to this Agreement that except for the background checks specifically authorized above, no other background checks of any kind whatsoever shall be performed on any Employee absent mutual agreement of the parties.

(S) To the extent autonomous, robotic, and/or remote-controlled equipment replaces the work of the Operating Engineers, such equipment shall be assigned to the IUOE.

III. PRE-EMPLOYMENT PROFICIENCY TESTING

It was agreed that the IUOE and the PLCA will cooperate to establish a jointly acceptable pre-employment proficiency test for the following equipment: side-boom, dozer and excavator/backhoe for work covered by the terms and conditions of this Agreement. Upon completion of a mutually acceptable testing program, it will be attached and made a part of this Agreement.

IV. STEWARDS

(A) There shall be no non-working steward. Union may, if it so desires, accept Employer's master mechanic to look out after Union's interests on the job. In the event Union accepts Employer's master mechanic to look out after Union's interests on the job, the master mechanic shall, whenever possible, attend the pre-job conference so that he can receive instruction as to how the job shall be run and how he can assist in maintaining a cordial relationship between Union and Employer. Otherwise, Union may select another Employee of Employer who shall act as steward for the Union. Such Employee shall perform his work for Employer the same as any other worker and shall not be entitled to any extra pay merely because he is acting as a steward. Steward may not be discharged without forty-eight (48) hours previous notice to Union. Although it is agreed that there will be no non-working stewards, it is also recognized by the parties that the steward has an important function in maintaining harmony and cooperation on the job and therefore his job assignment should not be such as to prevent his normal function as a steward. Therefore, the parties agree that his job assignment will be a subject to be decided at the pre-job conference.

(B) It is agreed that the steward has no authority from Union to cause a work stoppage, and if a work stoppage is brought by any action of the steward or lack of action on his part, then he may be discharged without notice to Union.

(C) Where the steward has been regularly working on a job and for some unanticipated reason does not show up for work on a particular day, the Employees shall start and continue to work, and the superintendent shall notify the local union office of the steward's absence.

(D) The steward shall be placed on Employer's payroll either (1) at the time of rigging up of operating engineer's equipment for covered work, or (2) when productive work commences and shall remain on Employer's payroll until all the work coming within the jurisdiction of the Union has been completed. Separate stewards will not be required on remote sections of the main line pipeline construction job if the main line steward is given sufficient time and transportation to perform his duties as steward among the Employees on all segments of said job.

(E) The Employer shall submit to the Union, or its steward, a weekly record of all International Union of Operating Engineer Employees listing date of hire, social security number, local union number if applicable, classification, hours worked or paid, rate of pay, and date of lay-off or discharge.

(F) The Steward shall cooperate with the Employer in the communication of all owner, state, and federal health and safety regulations applicable to the work covered by this Agreement.

V. WORKING RULES

(A) Employer shall select a warehouse in or near a city, town or community where living accommodations are available. Employer shall make suitable and prompt transportation available from the warehouse to the work site and back to the warehouse. The time of the Employees shall start when they leave the warehouse for the job site and shall end at quitting time on the job site; however, the lunch period shall be excluded. Employer shall return the Employees to the warehouse in the shortest possible time.

(B) The pay day shall be once each week, unless the Employer agrees to allow Employees to draw on money earned; under such conditions, pay day may be once every two weeks. All Employees shall be paid by (1) check, or by (2) direct deposit of wages to the bank or financial institution of the Employee's choice or (3) a cash/debit card on a weekly basis, in which case pay stubs will be provided to the Employee. Employees are to be paid at the end of their regular shift, whether working in Employer's yards or in the field. If an Employee is not paid off or does not receive his weekly check, the Employee will be entitled to pay for the appropriate waiting time. When Employees are laid off or discharged they must be paid wages due them at the time of the layoff or discharge, however, if the Employee has opted for direct deposit of wages, all wages due may be paid by direct deposit in accordance with normal company payroll practices.

(C) Employer shall only be obligated to make arrangements in remote locations where there are no check cashing facilities available to enable Employees to cash their pay checks at no cost to the Employees. In all other areas, Employees will be responsible for check cashing.

(D) The Union shall place no limitation upon the amount of work which an Employee shall perform during the working day and there shall be no restriction imposed against the use of any type of machinery, tools, or labor-saving devices; at the discretion of Employer, Employees may be changed from one classification to another and/or between pieces of equipment

within the jurisdiction of the Union, and, during emergencies, any Employee of Employer may be assigned to any work.

(E) Employer shall have the right to make and revise, from time to time, working rules which are not inconsistent with any of the terms of this Agreement or with existing laws. Union agrees to cooperate in the enforcement of such working rules.

(F) In the operation, care and maintenance of welding machines (except non-Employer owned), pumps, air compressors, concrete mixers, well point systems and other small equipment coming within the jurisdiction of the Union, an Employee will be employed at the appropriate rate to perform such work, such rate to be decided upon at the pre-job conference. Since there is no limitation upon the number of such machines placed under the operation, care and maintenance of any one or more Employees, it is the intention of the parties hereto that there shall be no abuse by either party of this condition.

(G) Oilers in Regions I and II will be required on the first backhoe, third, fifth, seventh, ninth and so on. In Region III, oilers will be required on the second backhoe, fourth, sixth, eighth, tenth and so on.

(H) In all regions, Oilers on specialized equipment will be required as follows:

(a) John Henry's. Only one Oiler will be required for every five pieces of equipment working in conjunction with each other and separated by a distance of no more than 100 yards. For John Henry's not operating as part of a group, manning will be in accordance with backhoe provisions or as set out in (b) below, as applicable.

(b) Other specialized equipment will be manned in accordance with backhoe provisions herein or as per the Memorandum of Understanding between the IUOE and PLCA dated April 28, 1978. Contact IUOE or PLCA for questions. IUOE jurisdiction over the operation and manning of equipment will be protected.

(I) Equipment operated by Employees will be provided with reasonable protection from the elements based upon the custom of the area where the job is being performed.

(J) Ice water in sanitary containers will be provided at all times, and the availability of toilet facilities will be based upon the custom of the area where the job is being performed and in accordance with applicable Federal and State Safety and Sanitation Regulations.

(K) Mechanics will be required to provide a usable rig which is in full compliance with federal and state laws as a condition of employment but will not be required to furnish special tools as a condition of employment.

(L) No Employee will be required to work on the job alone between sunset and sunrise.

(M) Boot Pay – Effective November 16, 2020, Employers are required to provide a

line item lump sum payment of \$10.00 per week to each Employee for any week in which the Employee works as a reasonable reimbursement to cover the cost and maintenance of steel toe boots and prescription safety glasses. When the Employer notifies the Union of this requirement at the pre-job conference, the Employees must come to the Project with the required steel toe boots and/or prescription safety glasses.

VI. WAGE RATES AND CLASSIFICATIONS

(A) The classifications and wages to be paid for all work covered by this Agreement are set out in Appendix "A." *

1. In all states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 & 5) the wages and fringe contributions are negotiated by the PLCA and the IUOE. The parties agree as follows:

- (a) Effective August 17, 2020, a two (2) percent total package increase will go into effect for all work.
- (b) Effective May 31, 2021, a two (2) percent total package increase will go into effect for all work.
- (c) Effective May 30, 2022, a two (2) percent total package increase will go into effect for all work.
- (d) The union reserves the right to determine the distribution of the two percent (2%) total package increase in each year; provided however, no portion of the total package can be allocated to per diem. For any portion of the total package previously allocated to per diem, the parties agree that, effective November 16, 2020, such monies shall be moved back into the total package for allocation provided that no less than \$2/hour must be applied to fringe benefits. Effective November 16, 2020, any monies previously allocated to per diem in excess of \$2/hour will be allocated by the union without restrictions.

2. In California, Nevada, New Jersey, New York (Zones 1, 2, 4 & 5) effective January 1 and July 1, each year, the Employer will initially recognize and put into effect highway construction wages (including welfare, pension and other fringe benefits) which have been negotiated during the six month periods immediately preceding January 1 and July 1, each year, provided copies of such highway construction agreements are furnished to the PLCA in accordance with the following provisions and conditions:

(a) The highway construction agreements furnished to the PLCA must be negotiated between a local of the International Union of Operating Engineers and a recognized Employer's Association.

(b) Said highway agreements must be furnished to the PLCA on or before January 1 and July 1 of each year in order to be recognized; or the Union may notify the PLCA prior to January 1 and July 1 of each year that a particular local is still in negotiations, and that copies of

* Check with PLCA or IUOE for wages on Major Projects

the completed highway agreement will be sent to the PLCA within 25 days after the applicable January 1 or July 1 date.

(c) In the event no current or recognized highway agreements have been furnished to the PLCA in accordance with the provisions of paragraphs (a) and (b) above, then the last published or recognized wages (including welfare, pension and other fringe benefits) will be published and recognized until the next applicable January 1 or July 1 date.

(d) After initial recognition on January 1 or July 1, subsequent increases in wages and fringes called for and set out in such local highway agreements will be put into effect in accordance with the dates negotiated locally.

(e) It is understood that Employer will not be required to recognize or put into effect any highway construction wages (including welfare, pension, and other fringe benefits) received in the PLCA after January 1, or 25 days after January 1, if applicable, of each year until the following July 1 of that year, nor those received after July 1, or 25 days after July 1, if applicable, of each year until the following January 1.

(B) On any work on which government regulations, such as the pre- determinations made by the Davis-Bacon Division of the U.S. Department of Labor, specify minimum wage rates and fringes, such wage rates and fringes shall be paid by Employer; provided that in no case shall wage rates and fringes be paid which are lower than those set out in Appendix "A".

(C) In California, Nevada, New Jersey and New York Zones 1, 2, 4 and 5, the highway construction wage rate negotiated locally for the 3/4-yard shovel operator shall be recognized as the proper rate for operators classified as Group 1 herein; the wage rate negotiated locally for the oiler shall be recognized as the proper rate to be paid operators classified as Group 3 herein. The average of the wage rates recognized for Group 1 and Group 3 classifications shall be recognized and paid to those Employees classified as Group 2 herein.

(D) The work coming under the jurisdiction of the Union and covered by the terms of this contract includes the men for operations and maintenance and repair of the following equipment: All cranes, trenching machines, backhoes, draglines, bulldozers, boom cats, angledozers, backfillers, tow tractors, bending machines, welding machines, pumps, forklifts, boring machines, straightening machines, and any other power operated equipment coming within the jurisdiction of the Union.

(E) Employees' pay (including fringe benefits) shall be calculated and paid in increments of thirty (30) minutes.

VII. OVERTIME AND HOLIDAY PAY

(A) In all States and counties other than California, Nevada, New Jersey and New York Zones 1, 2, 4 and 5 (See Appendix for Special Conditions in these areas) in Appendix "A" of this Agreement, the work week shall begin on Monday and end on Sunday, and all hours worked

by an Employee in excess of eight hours per day and in excess of forty straight time hours per week and all hours worked on Sunday shall be paid for at the rate of time and one-half the straight time rate. Once an Employee is placed on overtime he will remain on overtime pay until he is given an eight (8) hour break from work. If the employee is given an eight (8) hour break from work he will revert to his applicable rate at the start of his next shift.

(B) In all States and counties other than California, Nevada, New Jersey and New York Zones 1, 2, 4 and 5 (See Appendix for Special Conditions in these areas) in Appendix "A" of this Agreement, work performed on Christmas, Thanksgiving, Labor Day, Memorial Day, New Year's Day and July Fourth shall be paid for at double the straight time hourly rate; provided, however, that in the event one of the holidays named hereinabove occurs during the first forty hours of any work week, hours worked on such holidays shall not be counted in computing the forty hours after which the Employee is entitled to a rate of time and one-half the straight time rate.

(C) Holidays named in paragraph VII(B) shall be observed on the day on which they occur. If the holiday occurs on a non-scheduled workday, no pay or waiting time will be owed.

(D) If an Employee is not given a lunch break at a reasonable time, the Employee will be entitled to one (1) hour's pay at the applicable rate.

VIII. WAITING TIME PAY

(A) Employees classified as Group 1, Group 2 or Group 3 in this Agreement shall be paid waiting time for any day lost during the normal scheduled work week. For any day lost during any one work week, the waiting time payment shall be a lump sum payment of \$120.00 per day for Group 1 Employees, \$90.00 per day for Group 2 Employees, and \$60.00 per day for Group 3 Employees.

(B) If the Employer is working a regularly scheduled six-day work week, no waiting time will be paid for the seventh day.

(C) In no event shall the waiting time payment be included in counting the eight or forty hours after which overtime is payable.

(D) If no work is performed on a holiday designated by this Agreement, waiting time only shall be paid to Employees classified as Group 1, 2 or 3. However, if an official holiday designated by this Agreement comes on a Sunday, and the Employer is working a regular six-day week, no waiting time shall be paid for that day.

(E) In emergencies, when the local union is notified beforehand, the Employer may work any Employee or Employees on any day without incurring liability for waiting time payments to any Employees.

(F) Waiting time payments as provided for hereinabove will not apply in California, Nevada, New Jersey or New York Zones 1, 2, 4 and 5 if any of those areas provide for a guaranteed work week in accordance with the local highway agreement. See Appendix "A" for Special Conditions in these areas.

(G) Any person who reports to work and for whom any work is provided, regardless of the time that he works, shall receive the equivalent of not less than four (4) hours' pay for said day.

(H) Any person who reports to work and who works more than four (4) hours in any one day shall receive the equivalent of not less than eight hours' pay for said day.

(I) It is expressly provided, however, that if an Employee leaves the job site without permission of Employer, or when a person refuses to work or to continue to work, or work stoppage conditions brought about by a third party or parties prevent or make ill-advised, in the opinion of the Employer, the performance of any work, or the continuance of work once started, no pay for time not actually worked shall be required under any of the above enumerated conditions.

(J) Where notification of the Employees is required under this Agreement to the effect that work shall not be performed on a particular day, notification of such fact to the steward shall be sufficient notification to the Employees, provided the steward is permitted enough time during working hours to notify the Employees.

IX. JURISDICTIONAL DISPUTES

The PLCA and the four International Unions with which National Pipe Line Agreements have been negotiated have established a Policy Committee, for the purpose of hearing and considering matters of concern to the pipeline construction industry, such as jurisdictional disputes and any other matters affecting the welfare of the industry.

Whenever a jurisdictional dispute arises between Union and any other union over proper jurisdiction of work assigned by an individual contractor, no work stoppage shall occur, and the individual signatories hereto agree to abide by any decision reached by the Policy Committee.

The Policy Committee decisions are incorporated and made a part of this Agreement and should be referred to specifically as if set out herein. The Policy Committee decisions may be obtained by contacting the Union or the PLCA.

X. WORK STOPPAGES

(A) No local union nor the International Union, nor any representative of either, shall cause or promote a strike, slowdown, stoppage of work or any interference, directly or indirectly, with the operation and progress of the work; nor shall any Employer or the PLCA

engage in any lockout during the life of this Agreement, it being the good faith intention of the parties hereto that by the execution of this Agreement industrial peace shall be maintained. All grievances, disputes, differences of opinion and other questions concerning this Agreement shall be settled in accordance with the procedure for settlement of grievances and disputes set out in Article XI below. Any settlement where hours of pay are involved shall be retroactive.

(B) If the local union or any representative thereof causes or promotes a strike, slowdown, stoppage of work or any interference with the operation or progress of the work, or if the Employer breaches this Agreement, then the Employer (where the local union interfered with the work) or the local union (where Employer has breached the Agreement) may at its option declare the provisions of Article XI inoperative and seek whatever remedy may be available from the National Labor Relations Board or any Federal or State court having jurisdiction of the matter.

(C) If the International Union or any representative thereof causes or promotes a strike, slowdown, stoppage of work or any interference with the operation or progress of the work, or if the Employer breaches this Agreement, then the Employer (where the International Union interfered with the work) or the International Union (where Employer has breached the Agreement) may at its option declare the provisions of Article XI inoperative and seek whatever remedy may be available from the National Labor Relations Board or any Federal or State court having jurisdiction of the matter.

(D) It shall not be a violation of this Agreement or of the no-strike clause if members of the International Union of Operating Engineers refuse to cross a picket line established by another craft union within the pipeline industry.

XI. PROCEDURE FOR SETTLEMENT OF GRIEVANCES AND DISPUTES

(A) Any grievances, disputes or differences of opinion which arise between the contractors' supervisory personnel and union representatives in the field shall be settled on the job whenever possible; provided that such settlements shall not vary any of the wages, terms or conditions of this Agreement.

(B) If a grievance, dispute or difference of opinion cannot be settled on the job within forty-eight (48) hours, then such matter must be referred within ten (10) days by the Union representative in the field to the appropriate International Union representative, and the Employers' supervisory personnel must within the same time period refer the matter to the Employers' executive personnel and, if necessary to the Managing Director or Executive Director of the Pipe Line Contractors Association. These parties shall immediately make every effort to settle the grievance, dispute or difference of opinion.

(C) Any grievance, dispute, difference of opinion or controversy of any kind or character between the Union and the Association and/or individual Employer signatory hereto involving or relating to the interpretation, construction or application of the terms of this Agreement, and the relations between the parties arising during the term of this Agreement which

cannot be settled by the parties, shall be settled by the arbitration procedure which is set out below.

(D) If, within forty-eight (48) hours, no adjustment or settlement is reached by the procedure set out above, then either the PLCA or Union may request arbitration within fourteen (14) calendar days of the completion of the previous step of the grievance procedure.

(E) Within seven (7) days after the Managing Director or Executive Director of the PLCA and the International Union Representative receive notice of intent to arbitrate, the parties will immediately contact the Federal Mediation and Conciliation Service to obtain a list of five (5) individuals with as much experience and knowledge as possible in the pipeline construction industry. A copy of this list shall be furnished to the PLCA and Union, and thereafter, the PLCA and Union shall select an Arbitrator by alternating strikes from the list with the grieving party striking first. In the event the PLCA delegates to the Employer or otherwise fails to participate in Arbitrator selection process within the required seven (7) days, the Union shall notify the Employer and proceed without the PLCA. The grieving party will have 48 hours to make the first strike and thereafter each party will have twenty-four (24) hours to make each alternating strike. The failure to strike in the allotted time results in the other party selecting the Arbitrator from the remaining names. The last remaining individual will be the Arbitrator. The Arbitrator shall set a hearing date as soon as practical and the Arbitrator shall determine the manner in which the hearing will be conducted, and all evidentiary and other matters relating the hearing. The Arbitrator will issue a decision within five (5) calendar days of the close of the hearing.

(F) The Union and the Employer involved shall share the costs of the Arbitrator. The parties shall pay their own costs, and witness and attorney fees.

(G) The decision of the Arbitrator shall be final and binding on the Union, the Employer, the PLCA and the Employee or Employees involved. The Arbitrator shall not be empowered to rule contrary to, amend, add to, or eliminate any of the provisions of this Agreement. The Arbitrator shall not be empowered to award punitive, exemplary or consequential damages, and back pay awards, if applicable, shall not exceed seven (7) calendar days prior to the date the grievance was filed in the first step of the grievance procedure.

(H) Employer and the Union agree that the grievance and arbitration procedure set forth in this Article shall be the sole and exclusive method of settling all Employee grievances as defined herein. The Employer and the Union agree to follow each of the foregoing steps of the grievance procedure in the processing of a grievance, including the time limits for advancing the grievance and responding to the grievance.

(I) The Employer and Union agree that time is of the essence regarding the filing and processing of all grievances. Time limits set out in this Article shall be considered statute of limitations. Absent mutual agreement of the Employer and the Union to extend an applicable deadline, either party's failure to comply with any time limitations herein will result in dismissal with prejudice of the grievance. Absent mutual agreement of the Employer and Union to extend an applicable deadline, the Employer's failure to comply with the time limitations herein will result in a grievance advancing to the next step in the process set out herein. Notwithstanding the above, the Union and PLCA may agree on extending time limitations for extenuating circumstances.

XII.
SPECIAL CONDITIONS ON WORK IN LIMITED AREAS

(A) It is recognized that in a certain number of limited areas of the United States special conditions exist and prevail in the construction industry. These special conditions are set out in Appendix "A" as it now exists or as it may hereafter be amended. No special conditions other than those set out in Appendix "A" shall be required on work covered by this Agreement, nor shall such special conditions apply on work in any other state or zone.

(B) In marsh or marine pipe laying operations, in the event the Employees are required to live on quarter boats, room and board shall be furnished at no cost to the Employees.

(C) Employer shall make suitable marine transportation available to and from the landing dock location. The time of the Employees shall start when they leave this dock site and shall end when they are returned to the dock site.

XIII.
SPECIAL AMENDMENTS

In order to be more competitive in certain areas of the country, the PLCA and the Union may mutually agree to put into effect special wages and conditions for specific areas or projects. These special wages and conditions will apply to the areas or projects involved for the period of time to be established by the principal parties.

XIV.
DRUG AND ALCOHOL TESTING

The parties to this Agreement agree to abide by any State or Federal law mandating a drug free workplace by recognizing and implementing a drug testing program which satisfies such State or Federal law. Any grievances or disputes arising under this Article will be resolved through the Procedure For Settlement Of Grievances and Disputes, Article XI of this Agreement.

If an Employee fails a pre-employment drug or alcohol test and is so notified by 9:00 a.m. on the fifth business day following the day of taking the test, then the Employee's wage rate shall not be the hourly wage rate set forth in this Agreement. Instead, the Employee shall be paid wages at a flat rate of \$90 per day worked (but in no event less than the applicable minimum wage) for all days worked prior to receiving such notification (not to exceed five (5) days) and for which no wages have yet been paid as required by this Agreement. If subsequent testing reveals a false positive, the Employee will be entitled to full compensation for the period he worked and reinstatement. The results of all tests will be kept confidential between the Employee, the Employer and the Union.

XV.
FRINGE BENEFIT FUND CONTRIBUTIONS

(A) Health & Welfare Contributions

1. When performing work in an area under the jurisdiction of a Local Union which has negotiated for highway and heavy construction work a jointly administered Health & Welfare Fund, Employer shall make contributions to that Fund for each hour worked by each Employee covered by this Agreement who is a member of that Local Union at the rate shown for that area in Appendix "A". For each hour worked by each Employee covered by this Agreement who is not a member of that Local Union, Employer shall make contributions to the International Union of Operating Engineers and Pipe Line Employers Health & Welfare Fund at the same rate.

2. When performing work in all areas other than those described in Paragraph (1) above, Employer shall contribute to the International Union of Operating Engineers and Pipe Line Employers Health & Welfare Fund the amount set out in Appendix "A" for each hour worked by each Employee covered by this Agreement, regardless of whether the Employee is a member of the Local Union in whose jurisdiction the work is being performed.

3. The International Union of Operating Engineers and Pipe Line Employers Health & Welfare Fund shall, whenever requested to do so in writing by an Employee, transfer contributions made to the International Union of Operating Engineers and Pipe Line Employers Health & Welfare Fund on his behalf to the Health and Welfare Fund established by the Local Union of which he is a member.

4. Contributions to any Health & Welfare Fund shall be made monthly, within 30 days following the month in which the work was performed for which the contributions are owed, in such manner and on such forms, together with such information, as the Trustees of the respective Funds shall prescribe from time to time.

5. Copies of completed reporting forms for all contributions made shall be furnished both to the Local Union in whose jurisdiction the work is being performed and to the applicable Health and Welfare Fund.

(B) Pension Contributions

1. When performing work in an area under the jurisdiction of a Local Union which has negotiated for highway and heavy construction work a jointly administered Pension Fund, other than the Central Pension Fund, Employer shall make contributions to that Fund for each hour worked by each Employee covered by this Agreement who is a member of that Local Union at the rate shown for that area in Appendix "A". For each hour worked by each Employee covered by this Agreement who is not a member of that Local Union, Employer shall make contributions to the Central Pension Fund at the same rate.

2. When performing work in all areas other than those described in Paragraph (1) above, Employer shall contribute to the Central Pension Fund the amount set out in Appendix "A"

for each hour worked by each Employee covered by this Agreement, regardless of whether the Employee is a member of the Local Union in whose jurisdiction the work is being performed.

3. The Central Pension Fund shall, whenever requested to do so in writing by an Employee, transfer contributions made to the Central Pension Fund on his behalf to the Pension Fund established by the Local Union of which he is a member.

4. Contributions to any Pension Fund shall be made monthly within 30 days following the month in which the work was performed for which the contributions are owed, in such a manner and on such forms, together with such information, as the Trustees of the respective Funds shall prescribe from time to time.

5. Copies of completed reporting forms for all contributions made shall be furnished both to the Local Union in whose jurisdiction the work is being performed and to the applicable Pension Fund.

(C) Enforcement

1. A Trust Agreement for the Central Pension Fund has heretofore been executed by the PLCA, the IUOE, and the participating Employers. A Trust Agreement for the International Union of Operating Engineers and Pipe Line Employers Health & Welfare Fund has been prepared and executed by the principal parties hereto. Such trust agreements set out the type of health and welfare, pension, and other benefits which are provided by the Funds and the manner and procedure to be followed in qualifying for such benefits. The Trustees shall have the authority to determine the amount of each of such benefits which can be provided by the resources of the Funds and the time when such benefit payments may begin.

2. All such contributions due and owing to any of the above named Funds shall be deemed, and are considered to be, Trust Funds.

3. In order that Employer may legally contribute to the Fringe Funds called for in Appendix "A" of this Agreement and in order that Employees may legally participate as beneficiaries of such Fringe Funds, the National Participation Agreement, a copy of which is set out in Appendix "B", shall be signed by each individual Employer and filed with Union in Washington, D.C. By signing The National Participation Agreement, Employer will not be required to sign any local Participation Agreements.

4. In the event any individual Employer is delinquent in his payment to any health and welfare, pension or other fringe benefit contribution, as set out in Appendix "A" of this Agreement for more than 30 days, it is agreed that the Trust Fund(s) will notify the principal officer of that particular Employer, the IUOE and the PLCA as to such delinquency pursuant to the Fund's delinquency program. If after five days from such notice all delinquencies have not been paid up in full, it is agreed that the Union may take any appropriate action it deems necessary in order to collect such delinquent contributions, and will not be considered in violation of Article XI of this Agreement should a work stoppage occur. Employers who are delinquent in their payments to any health and welfare, pension or other fringe benefit Fund will be subject to the collection procedures

of the particular Fund(s), including the assessment of interest and liquidated damages from the date of delinquency, and costs and attorneys' fees, in accordance with the Fund's delinquency program.

5. If in the opinion of the Board of Trustees of a Fund to which Employer is required to contribute, any individual Employer has had a record of delinquent contributions to such an extent that it is necessary for the protection of the beneficiaries of such Funds that some security for the contributions be obtained, said Board of Trustees is authorized to require such individual Employer to deposit sums in the amount determined by the Board of Trustees in an escrow account designated by the Administrator of the Funds. Upon completion of the job, any amounts in excess of the contributions due shall be refunded to the individual Employer.

6. For the purposes of venue and jurisdiction in connection with the International Union of Operating Engineers and Pipe Line Employers Health & Welfare Fund and the Central Pension Fund, each individual Employer hereby designates and appoints the Clerk of the United States District Court for the District of Columbia as agent for the service of process, and the Funds' Administrators shall promptly furnish the delinquent contractors, by certified mail, a copy of all pleadings and notices of suit.

7. The arbitration provisions in Article XI of this Agreement shall not be applicable to the rights and liabilities created by this Article XV.

(D) Fringe Benefit Contributions for Supervisors

Supervisors who are members of the IUOE will have health and welfare and pension contributions made on their behalf at the rate set out in the Appendix "A" and based on the number of hours per week for which the job is set up unless they elect not to be covered. Such election not to be covered shall be in writing.

(E) Contributions shall be made to the International Union of Operating Engineers and Pipe Line Contractors Association National Pipe Line Training Fund, the International Union of Operating Engineers and the Pipe Line Contractors Association Labor Management Cooperation Trust, and the IUOE National Training Fund in accordance with Appendix "A" and the provisions above. The National Pipe Line Training Fund will establish proficiency training standards to be used in a National Pipeline Training Course, which will include specific Operator Qualification training. Regional training courses also will be set up throughout the country as necessary and will be subject to the proficiency training standards developed by the Fund. A list of operators who have successfully completed the course will be made available to signatory contractors on request. Funds contributed to local training funds for pipeline work covered under the National Pipe Line Agreement should be used by the local funds to provide pipeline and OQ training. Local pipeline training will be monitored by the IUOE National Pipe Line Training Fund.

(F) The Employer will deduct five cents (\$0.05) for each hour that the Employee receives wages under the terms of the Agreement, on the basis of individually signed, voluntary authorized deduction forms. It is agreed that these authorized deductions for the Engineers Political Education Committee are not conditions of membership in the IUOE or of employment

with the Employer and that the IUOE/EPEC will use such monies in making political contributions in connection with Federal, State, and local elections. Payments made on separate check to IUOE/EPEC, accompanied by monthly reports reflecting Employee hours worked on forms so provided by the IUOE, shall be remitted to 1125 17th Street, N.W., Washington, D.C. 20036, at the same time the Employer submits his other benefits to the appropriate offices.

(G) The Employer will deduct (when authorized by the Employee) ten cents (\$0.10) for each hour the Employee receives wages under the terms of this Agreement on the basis of individually signed voluntary authorized deduction forms. It is agreed that these authorized deductions are for remittance to the Local Unions' Political Action Committee (PAC) and are not a condition for membership in the Union. The costs of administering the PAC payroll deduction are incorporated into the economic package provided under the terms of this Agreement, and the Employer will comply with the payment and reporting obligations of the Local Union PAC.

(H) If any federal or state legislation or regulations impose extra funding obligations, such as additional fringe benefit increases, penalties, or surcharges, in any amount in excess of the amount bargained for in the Agreement on or after February 1, 2014, such additional amounts shall be offset from wages. In addition, the Union agrees to reopen the National Pipe Line Agreement within two weeks if federal or state legislation is enacted which impacts signatory Employers.

(I) Annuity Fund Contributions.

1. When performing work in an area under the jurisdiction of a Local Union which has negotiated for highway and heavy construction work, a jointly administered annuity fund, Employer shall make contributions to that Fund for each hour worked by each Employee covered by this Agreement who is a member of that Local Union at the rate shown for that area in Appendix "A." For each hour worked by each Employee covered by this Agreement who is not a member of that Local Union, Employer shall make contributions to the International Union of Operating Engineers and Pipe Line Employers Annuity Fund at the same rate.

2. When performing work in all areas other than those described in Paragraph (1) above, Employer shall make contributions to the International Union of Operating Engineers and Pipe Line Employers Annuity Fund at the rate set out in Appendix "A" for each hour worked by each Employee covered by this Agreement, regardless of whether the Employee is a member of the Local Union in whose jurisdiction the work is being performed.

3. The International Union of Operating Engineers and Pipe Line Employers Annuity Fund shall, whenever requested to do so in writing by an Employee, transfer contributions made to the International Union of Operating Engineers and Pipe Line Employers Annuity Fund on his behalf to the annuity fund established by the Local Union of which he is a member.

XVI. HISTORICAL PRECEDENT

Since the inception of the National Pipe Line Agreements, which cover all main line, cross-

country pipeline construction, only four (4) Unions have been recognized, and all work relating to such pipeline construction has been performed by these four (4) Unions. They are: The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America; The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada; The International Union of Operating Engineers; and The Laborers' International Union of North America. The recognition of only these four (4) Unions on such work is hereby reaffirmed.

XVII.
INDIAN PREFERENCE IN EMPLOYMENT

The hiring procedures contained in this Agreement shall not apply in the "territorial jurisdiction" of any Indian Nation which has adopted an Indian Preference in Employment Law, provided that those persons covered by the law and seeking covered employment under this Agreement possess the "necessary qualifications" which are essential to the performance of that specific job.

XVIII.
PICKUP RENTALS

The Employer has discretion to determine if an Employee's personal truck will be rented or if the Employer will provide the Employee transportation from the Assembly Point to the Employee's assigned work location. In order to receive truck rental payments, the Employee must have a valid driver's license, proof of insurance, and sign a truck rental agreement. The Employee must also satisfy a driving records check and comply with all Driver Safety policies. Under no circumstances will truck rental payments be paid if the Employer does not use the Employee's truck for transportation from the Assembly Point to the Employee's assigned work location or other business purpose. The Employer will designate the Assembly Point(s) for the Project at the pre-job conference. An Assembly Point will not be changed during the course of a Project solely to manipulate truck rental payment amounts. The Assembly Point(s) cannot be moved on a daily basis.

Upon execution of a truck rental agreement, the Employee shall receive a daily rental payment based on distance from the Assembly Point to the Employee's assigned work location as follows: 100 miles or less: \$70; over 100 miles up to 150 miles: \$80; in excess of 150 miles: \$105.

The PLCA and Union will work together to create a standardized truck rental agreement.

Daily truck rental payments for stewards shall be \$10 above the applicable rental amount set out above.

XIX.
EFFECTIVE DATE, TERMINATION AND RENEWAL

(A) This Agreement represents the continuation of the original agreement covering transportation main line pipeline construction between the IUOE and the members of the PLCA

IUOE NPLA
2020-2023

and other contractors dated September 1, 1949, later re-negotiated January 26, 1951, and revised and renegotiated on April 1, 1952, April 24, 1953, June 10, 1954, May 1, 1957, September 15, 1960, June 1, 1965, August 1, 1968, as amended and extended on January 1, 1971, and revised and re-negotiated on January 1, 1974, and amended and extended on January 1, 1977 and July 1, 1977, revised and re-negotiated January 1, 1978, January 1, 1981, January 1, 1984, January 1, 1985, January 1, 1987, January 1, 1989, and amended and extended January 1, 1992, and July 1, 1993, and revised and re-negotiated on May 1, 1996, May 1, 1999, August 1, 2004, June 29, 2006, January 12, 2011, May 21, 2014, February 14, 2017, and November 9, 2020.

(B) Except as otherwise noted, the provisions shall become effective November 9, 2020, for all work, when signed by the parties hereto and shall remain in full force and effect until its termination as provided herein below.

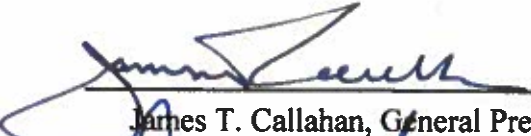
(C) The provisions of this Agreement shall continue in full force and effect until June 4, 2023, and thereafter from year to year unless terminated at the option of either party after sixty (60) days' notice in writing to the other.

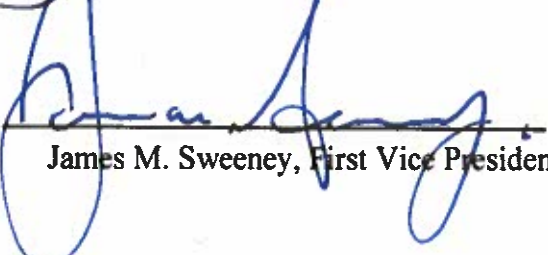
(D) In the event of failure of the parties to agree upon the proper wage rates, welfare, pension or other fringe benefits to be recognized and put into effect in California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) on January 1 and July 1, of each year, then the parties agree that the grievance procedure set out in Article XI shall be used in resolving such disagreement.

(E) It is understood that the PLCA is acting merely as collective bargaining agent in the negotiation of this Agreement and that it is agent only for those of its members, and none other, who accept and sign this Agreement, and in no event shall it be bound as principal or be held liable in any manner for any breach of this contract by any of the contractors signing the same.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement this 9th day of November, 2020.

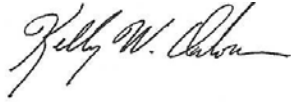
INTERNATIONAL UNION OF OPERATING ENGINEERS
1125 17th Street NW
Washington, DC 20036

BY: 
James T. Callahan, General President

BY: 
James M. Sweeney, First Vice President

IUOE NPLA
2020-2023

PIPE LINE CONTRACTORS ASSOCIATION
3100 Clarendon Blvd., Suite 620
Arlington, VA 22201



BY: _____
Kelly W. Osborn, President



BY: _____
Elizabeth Worrell, Managing Director &
Chief Legal Counsel

ATTACHMENT 1

**2020-2023 ADDENDUM TO THE NATIONAL PIPE LINE AGREEMENT
BETWEEN
THE PIPE LINE CONTRACTORS ASSOCIATION AND
THE INTERNATIONAL UNION OF OPERATING ENGINEERS**

The wage rates, fringes and conditions set out herein will apply in the states and for the type of work described below, through completion of jobs involving such work, where the IUOE receives a job notification during the period November 9, 2020 to June 4, 2023, and the work on such jobs is started before, November 9, 2020. Unless this Addendum is extended by mutual agreement of the parties prior to June 4, 2023, this Addendum shall expire on that date for all jobs not started prior to that date. This Addendum applies only to jobs for which both a signatory(ies) of the National Pipe Line Agreement and non-signatory(ies) are bidding the work.

A. STATES

1. Alabama, Arizona, Arkansas, Colorado, Florida, Georgia, Idaho (A.2. wages and fringes), Louisiana, Mississippi, Montana, Nebraska, New Mexico, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wyoming.

2. Connecticut, Delaware, D.C., Indiana Zone 2, Iowa (Local 234 only), Kansas, Kentucky, Maine, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New York (Zones 3, 6, 7A B, and C), Ohio (Zones 1 and 3), Oregon, Pennsylvania (Zones 2, 3 and 4), Rhode Island, Vermont, Washington, and West Virginia.

B. SCOPE OF WORK

The scope of the work is 16” and under for all States in A. 1. and A.2. above.

C. Wage Rates, Fringes and Conditions

1. Wages and Fringes

a. In all states set out in (A.1) above, except Idaho, the wage rates will be 80% of the full mainline wage rate in Appendix “A” and including any scheduled Annuity.

b. In all states set out in (A.2) above, and Idaho, the wage rates will be 90% of the full mainline wage rate in Appendix “A”.

c. A.1. States - The following fringes will apply for work bid on or after November 9, 2020, through June 4, 2023:

Effective November 9, 2020 - May 30, 2021

Welfare:	\$6.25
Pension Group 1:	\$3.00
Pension Groups 2 and 3:	\$2.00
PL Training:	\$0.75

Effective May 31, 2021 - May 29, 2022:

Welfare:	\$6.25
Pension Group 1:	\$3.00 plus 80% of any applicable increase under the mainline agreement
Pension Groups 2 and 3:	\$2.00 plus 80% of any applicable increase under the mainline agreement
PL Training:	\$0.75

Effective May 30, 2022 - June 4, 2023

Welfare:	\$6.25
Pension Group 1:	the 2021-2022 rate plus 80% of any applicable increase under the mainline agreement
Pension Groups 2 and 3:	the 2021-2022 rate plus 80% of any applicable increase under the mainline agreement
PL Training:	\$0.75

d. A.2. States - Full mainline fringes.

2. Conditions

a. In all States set out in A. I. above, Contractor has the right to hire 75% of Employees direct for all states and scope of work set out above. In all States set out in A.2. above, Contractor has the right to hire 50% of Employees direct for all states and scope of work set out above. Union must dispatch qualified workers. If qualified workers not available, Employer hires.

b. Employees who are required to report to the warehouse will receive four (4) hours show up pay when no work is provided; if work is started, Employees will receive pay for actual hours worked.

c. In all States set out in A.1. above, there will be no restriction on assembly point(s) location. The Contractor retains the right to establish the assembly point(s) at any location which may be on or near the right-of-way. The establishment of the assembly point or points will not affect the location of the warehouse. In all States set out in in A.2. above, the Contractor may establish an assembly point which will not exceed 25 miles from living accommodations and in no event will the assembly point be on the right-of-way or moving along

the right-of-way.

d. Oilers will be hired at contractor's discretion; however, Operating Engineers' jurisdiction will be protected.

All other terms and conditions of the National Pipe Line Agreement between the PLCA and the IUOE will remain in effect.

There are specific jobs within the scope of work of this Agreement for which all of the wages and conditions contained herein may not be appropriate due to competition or other reasons. In such cases, adjustments will be made in accordance with recognized principles agreed to by the parties during negotiations. For additional clarification on work to be covered, contractors should contact the principal parties to this Addendum.

The IUOE and PLCA will continue to negotiate over the inclusion of additional areas for coverage under these Addendums.

ATTACHMENT 2

IUOE STATION ADDENDUM

This Station Agreement is an Addendum to the National Pipe Line Agreement (“NPLA”) and sets forth the terms and conditions under which Station Work, as defined in Article I below, shall be performed. Except as otherwise specifically set forth below, all other terms and conditions of the NPLA shall apply in full to such work.

I. COVERAGE

This Station Agreement shall apply to all work relating to the construction, fabrication, installation, maintenance, reconditioning and/or repair of all pipeline stations, meter stations, meter sets, compressor stations, pumping stations, and reducing stations, performed by the Employer within the United States.

II. CLASSIFICATIONS

The classifications of Employees which the Employer may employ on work performed under this Agreement, and the general definition of the duties of such classifications, are as follows:

(A) Operator Group 1 and 2 shall mean persons seeking employment as Operating Engineers operating, maintaining, and repairing equipment defined by the NPLA Article VI (D).

(B) Operator Group 3 shall mean a person seeking employment as a fuel person, mechanic helper, or oiler or swamper (on trenching or shovel type machines) or any other Group 3 covered work. Group 3 Operating Engineers will be hired at the Employer’s discretion.

III. HIRING PROCEDURE

(A) Hiring will be in accordance with the NPLA.

(B) Once the original crew has been established, the Employer shall have the right to keep all or part of the original crew on all work covered by this Agreement.

IV. WAGES AND FRINGE BENEFITS

(A) Wages and Fringe Benefits will be the same as the IUOE Addendum Attachment 1.

(B) Employees of the Employer may be assigned to any work provided no Employee’s hourly rate shall be lowered under this provision.

(C) All overtime will be paid at one and one-half times the straight-time rate, except for work performed on the following holidays which will be paid at double the straight-time rate: Christmas, Thanksgiving, Labor Day, Memorial Day, New Year’s Day and July Fourth. If any of the above holidays falls on a Sunday, the Monday following shall be considered a holiday.

V. WORKING RULES

(A) The job starts at the jobsite and shall end at quitting time at the jobsite; however, the lunch period shall be excluded. The work week and work day shall be established at the pre-job conference.

(B) Operators shall be paid waiting time for any days lost during the normal scheduled work week in accordance with the NPLA.

ATTACHMENT 3

INTERNATIONAL UNION OF OPERATING ENGINEERS NATIONAL PIPE LINE INTEGRITY MANAGEMENT AND MAINTENANCE ADDENDUM

The conditions set out below will apply in the continental United States for the type of work described below through completion of jobs involving such work. This Integrity Management and Maintenance Addendum will be attached to and made a part of the National Pipe Line Agreement.

A. States

See list of States below.

B. Coverage

This Addendum shall cover integrity management of all existing transportation mainline pipelines (existing pipelines) coming within the jurisdiction of the Union. This Addendum is intended to cover on-going maintenance, integrity work, repair, renovation, restoration, removal, reinsulating, rebeveling, reconditioning, modification, dismantling, demolition, and addition /or replacement of existing pipelines, including but not limited to the following:

1. replacement or relocation of existing pipelines, regardless of size, 15 miles or less.
2. hydrostatic testing of existing pipelines regardless of size or length.
3. anomaly investigation and repair including recoating and/or replacement of pipe.
4. installation, removal or replacement of valves, launchers/receivers, and/or appurtenant piping for integrity programs.
5. right-of-way maintenance.
6. casing extension and split casing installation.
7. cathodic protection work; and
8. horizontal directional drill crossings and road boring.

C. Existing Pipelines

The term “existing pipelines” used within the terms of this Addendum is limited to a constructed pipeline already completed.

D. Wage Rates and Fringe Benefits

1. In A States - 20% off Wages with full mainline fringes.
2. In B States - 10% off Wages with full mainline fringes.
3. In C States - Full mainline wage and fringes with no reduction and mainline conditions.

E. Conditions

1. Hiring - In A States, 75% Employer/ 25% Union. In B states, 50% Employer 50% Union if qualified workers available, otherwise Employer hires. Employer shall have the right to select for hire, if available, any Employee who has worked for Employer on Integrity Management and Maintenance projects previously. Such Employee shall be counted in the Union's percentage.

2. Oilers - Oilers shall be hired at the Employer's discretion; however Operating Engineers' jurisdiction shall be protected.

3. Portability - Once the crew is hired, the Employer can move that crew within the covered project without change regardless of Local Union jurisdiction. The Steward will be from the jurisdiction where the work is being performed and in no event will there be more than one Steward unless Employer requests multiple Stewards, and due to training and Operator Qualification requirements Union will make every effort to maintain the same Steward through the entirety of the project.

4. Assembly Point - There will be no restrictions on assembly point(s) or warehouse distance from living accommodations. The assembly point(s) may not be on the right-of-way. There is no restriction on moving the assembly point(s) and moving the assembly point(s) daily is not prohibited. When the assembly point moves, the Employer will notify the Employees prior to quitting time the day before the move of the new assembly point location. The establishing of any assembly point or points will not affect the location of the warehouse.

5. Living Expenses - On projects where the geographic nature of the work requires employee's assembly point to be changed Employer will provide living expenses for Employees who are working away from home. The amount of this reimbursement will be negotiated at the pre-job conference.

6. Composite Crew - All Employees will work under a composite crew concept as determined by the Employer and the Union. The parties understand that the nature of this work requires working in a cooperative effort, making it sometimes difficult to adhere to strict jurisdictional guidelines. Thus, Employer shall make every reasonable effort to man specific tasks according to the jurisdiction of the Union and shall maintain a fair and balanced craft ratio in the overall manning of the job.

7. Time - The Employee's time will start at the assembly point which will be determined at the discretion of the Employer.

8. Pre-Job - The pre-job will be with International Representative or Local Union

Representative.

9. Additional Coverage - The PLCA may request additional coverage to this Addendum by written request.

10. Term - The term of this Addendum will be the same as the National Pipe Line Agreement. This Addendum includes the entire Agreement on integrity management work reached by the parties and no past practice or precedence will apply to work covered by this Addendum.

F. National Pipe Line Agreement

All other terms and conditions of the National Pipe Line Agreement between the Pipe Line Contractors Association and the International Union of Operating Engineers will remain in effect.

LIST OF STATES

A	B	C
ALABAMA	COLORADO	CALIFORNIA
ARIZONA	CONNECTICUT	ILLINOIS
ARKANSAS	DELAWARE	INDIANA (Zones 1 and 4)
FLORIDA	D.C.	IOWA (Zone 1)
GEORGIA	IDAHO	NEVADA
KENTUCKY	INDIANA (Zones 2, 3 and 5)	NEW JERSEY
LOUISIANA	IOWA (Zone 2)	NEW YORK (Zones 1,2,4 and 5)
MISSISSIPPI	KANSAS	PENNSYLVANIA (Zone 1)
NEW MEXICO	MAINE	WISCONSIN
NORTH CAROLINA	MARYLAND	
OKLAHOMA	MASSACHUSETTS	
SOUTH CAROLINA	MICHIGAN	
TENNESSEE	MINNESOTA	
TEXAS	MISSOURI	
	MONTANA	
	NEBRASKA	
	NEW HAMPSHIRE	
	NEW YORK (except Zones 1, 2, 4 and 5)	
	NORTH DAKOTA	
	OHIO	
	OREGON	
	PENNSYLVANIA (Zones 2, 3, 4)	
	RHODE ISLAND	
	SOUTH DAKOTA	
	UTAH	
	VERMONT	
	VIRGINIA	
	WASHINGTON	
	WEST VIRGINIA	
	WYOMING	

ATTACHMENT 4

HORIZONTAL DIRECTIONAL DRILLING AGREEMENT

In an effort to make horizontal drilling contractors (“contractors”) who work under the terms and conditions of the National Pipe Line Agreements (“NPLA”) more competitive, it is hereby agreed that whenever a contractor working under the terms of the NPLA is bidding work where others also bidding work on that particular project are not working under the terms and conditions of the NPLAs, the signatory contractor will be authorized to bid such drilling work on that project with the following modification to the NPLA.

A. COMPOSITE CREW

Contractor may establish for a project or job a crew or crews known as a “composite crew”, which shall consist of the required crafts in such proportions as are customary for the type of work to be performed. It being recognized that the nature of directional drilling work is such that at times it is impossible to adhere strictly to the craft jurisdictional lines, It is further recognized that while this Agreement provides exceptions to the National Pipe Line Agreement the International Union of Operating Engineers does not relinquish their traditional jurisdiction for work covered by the National Agreement. The composite crew will be for the drilling operation only.

B. HIRING

Because of the specialized nature of the work and because the crews are mobile and travel from location to location, contractor may bring its key personnel which include:

1. Operating Engineers - Drilling Operator, Mud Technician and Mechanic
- and
2. Laborers - Floor Hands

The Stewards and all other Employees will be hired under and in accordance with the hiring procedures of the National Pipe Line Agreement.

C. OVERTIME

Overtime will be in accordance with the National Pipe Line Agreement.

D. REPORTING TIME/WAITING TIME

No waiting time will be applicable except as provided in Paragraph F. If Employees are notified not to report to work at or before 8:00 PM the preceding day, no reporting time pay will be applicable.

E. WAGE RATES AND CLASSIFICATIONS

1. Wage Rates. The wage rates and fringe benefit contributions set out under the NPLA Attachment 1 for A.I. state addendum-type work will be applicable except as provided in Paragraph F.

2. Classifications. The classifications are as follows:

a. All operators are Group 1 (Mechanic, Rig Operators, other Equipment Operators - no oilers required); and

b. All laborers will be at the basic rate.

3. Coverage.

a. The above conditions will apply automatically on work 16” and under in the following states: Alabama, Arizona, Arkansas, Colorado, District of Columbia, Florida, Georgia, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Mississippi, Missouri, Nebraska, New Hampshire, New Mexico, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, West Virginia, and Wyoming.

b. On work over 16” in the above states a request for use of the Horizontal Directional Drilling Addendum must be made to the PLCA and approved by the International Union of Operating Engineers.

F. Whenever a horizontal drilling contractor is performing covered work for a contractor who is signatory to the NPLAs (“prime contractor”) rather than an owner company, then the wage rates, fringe contributions, waiting time and/or reporting time that are applicable to the prime contractor will also be applicable to the horizontal drilling contractor.

G. The terms and conditions of the NPLAs will prevail for all conditions other than those set out herein.

H. This Agreement is made by and between the PLCA and those of its contractor members and such other main line pipeline or drilling contractors who execute an acceptance of the terms and provisions of this Agreement, and the International Union of Operating Engineers.

The provisions of this Agreement shall become effective on the date of execution when signed by the parties hereto and shall remain in full force and effect through the terms of the NPLA.

This Agreement as set out above may be extended to other areas by mutual agreement of the parties.

APPENDIX A

The Employees covered by the terms of this National Pipe Line Agreement between the PLCA and the IUOE shall be divided into the following classifications:

GROUP 1	GROUP 2
Back Filler	ASV / Brush Hog
Back Hoe	Bombardier / Marsh Buggy (tack or tow rig)
Bending Machine	Challenger
Boring Machine	End Loader under 3 Yds.
Bulldozer	Farm Tractor
Clam	Fork Lift, Industrial Type
Cleaning Machine	Hydrostatic Testing Operator
Coating Machine	Pot Fireman (power agitated)
Crane	Rollagon or Similar Type Equipment
Ditching Machine	Silt Fence Blower
Drag Line	Skidder
End Loader / Fork Lift 3-Yd. and Over	Skid Steer
Equipment Welder	Straightening Machine
Forwarder	Tow Tractor
Forwarding Truck Crane	Vac Truck – Bumper Pull Type (Qualified Operator runs all equipment, hoses, etc.)
Gin Truck or Winch Truck with poles when used for hoisting	
Heavy Equipment Robotic Operator/ Technician	
Horizontal Directional Drill	
Hydro-Axe	
Log Truck*	
Mat Cleaning Machine	
Mechanic	GROUP 3
Mobile Lubrication and Service Engineer	Fuel Man
Motor Grader	Mechanic Helper
Mud Tech – Horizontal Drill	Oiler or Swamper (on trenching machine or shovel-type equipment)
Operator on Dredges	
Shot Blast Machine	
Side Booms	
Stinger Type Boom Crane	
Stump Grinder (T260 or similar)	
Super Sucker – Vac Truck (Qualified Operator runs all equipment, hoses, etc.)	
Tack Tractor	
Vacuworx Pipe Lifter	
Wate-Kote Machine	

* Log Truck is split with Operator assigned first truck in even years, second in odd years.

IUOE NPLA
2020-2023

****HELICOPTER-** Whenever a Contractor owns or leases a helicopter, and the crew of that helicopter is on the Contractor's payroll, then such Employees are covered by the National Pipe Line Agreement with the IUOE; and the correct classification and wage rate must be determined before the start of the job.

**See Attached Wage Sheets For Applicable Wage and Fringe Benefit Rates and Local
Conditions/Work Rules
Attached Hereto Which Are a Part of This Appendix A**

**All changes to the local conditions or work rules set out in this Appendix A shall apply to
all work pre-jobbed on or after November 16, 2020.**

OPERATORS - Appendix A

NOTE: All states except California, Nevada, New Jersey and New York (Zone 1, 2, 4 and 5) are "PL" States.

** Contact PLCA or IUOE For Wages on Major Projects**

ALABAMA

Zone 1 (Local 320) Colbert DeKalb Franklin Jackson Lauderdale Lawrence
 Limestone Madison Marion Marshall Morgan

	<u>6/24/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.80	TBD	TBD	TBD	TBD
Group 2	32.96				
Group 3	24.37				
Welfare	6.35				
Pension 1	7.72				
Pension 2	4.95				
Pension 3	3.34				
PL Training	.75				
NTF	.10				
LMCT	.05				
App.	1.10				
** EPEC	.05	.05	.05	.05	.05
Per Diem	21.00	21.00	0.00	0.00	0.00

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

ALABAMA (Continued)

Zone 2 (Local 653)	Baldwin	Barbour	Bullock	Butler	Choctaw	Clarke
	Coffee	Conecuh	Covington	Crenshaw	Dale	Escambia
	Geneva	Henry	Houston	Marengo	Mobile	Monroe
	Pike	Washington	Wilcox			

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.77	TBD	TBD	TBD	TBD
Group 2	33.98				
Group 3	24.69				
<hr/>					
Welfare	6.55				
Pension 1	8.50				
Pension 2	5.75				
Pension 3	3.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.70				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(3% dues deducted when authorized)

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

ALABAMA (Continued)

Zone 3 (Local 312) (Rest of State)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	43.50	TBD	TBD	TBD	TBD
Group 2	34.95				
Group 3	23.92				
Welfare	5.50				
Pension 1	7.76				
Pension 2	4.77				
Pension 3	4.51				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	1.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(2.5% Administrative Dues deducted when authorized by employee)

* (Deducted when authorized by employee)

(NOTE: Any increase in fringe benefits to be deducted from rate.)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

ALASKA

Refer to Art. I, Par. A

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
2020-2023
APPENDIX A

OPERATORS - Appendix A

NOTE: All states except California, Nevada, New Jersey and New York (Zone 1, 2, 4 and 5) are "PL" States.

ARIZONA

Statewide (Local 428)

	<u>6/24/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	42.55	TBD	TBD	TBD	TBD
Group 2	34.28				
Group 3	23.04				
Welfare	6.67				
Pension 1	8.89				
Pension 2	6.87				
Pension 3	5.74				
Apprenticeship	.80				
* Vacation	.50				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
**Supp. Dues	.20				
Per Diem 1	21.50	21.50	0	0	0.00
Per Diem 2 and 3	20.00	20.00	0	0	0.00
10/3/2020					

* (Deducted from Rate after Taxes)

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

ARKANSAS

Statewide (Local 624)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.61	TBD	TBD	TBD	TBD
Group 2	33.45				
Group 3	23.16				
Welfare	6.25				
Pension	8.50				
Pension 2	6.50				
Pension 3	5.50				
Apprenticeship	.65				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(3% Dues deduction when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

CALIFORNIA

Zone 1 (Local 12) Imperial Inyo Kern Los Angeles Mono Orange
 6/10/2019 to 8. San Bernadino San Diego San Luis Obispo Santa Barbara Ventura

	<u>7/1/2020 to</u> <u>7/1/2021</u>	<u>7/1/2021 to</u> <u>7/1/2022</u>
Group 1	51.14	+ 2.45 TP
Group 2	49.70	
Group 3	48.25	
Welfare	11.85	
Pension	9.65	
Def. Cont.	2.50	
Vac. & Supp Dues	3.55	
Training	1.05	
ECCC	.15	
* EPEC	.05	

Additional Overtime: Double After 12 hours; time and one-half on Saturday up to 12 hours; Double on Sunday

Additional Holidays: Veterans Day, day after Thanksgiving, and the first Saturday following the first Friday in the months of June and December each year.

Subsistence: \$60.00 per day in specified areas and time starts and stops at the job site with employees furnishing own transportation. In free zone employer will provide transportation and riding time pay one way. (Inyo and Mono \$62.00).

Local A.G.C. Highway Contract Provisions concerning Engineer Foreman will be applicable.

Shift Work - Local Agreement applies.

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

CALIFORNIA (continued)

Zone 2 (Local 3) (Rest of State)
 AREA A (Contact PLCA or IUOE for Location of Areas A & B)

	<u>6/24/2019 to</u> <u>6/29/2020</u>	<u>6/29/2020 to</u> <u>6/29/2021</u>
Group 1	46.01	48.41
Group 2	42.89	45.29
Group 3	39.76	42.16
Welfare	11.34	11.34
Pension	10.78	10.78
Pension Health & Welfare	2.54	2.54
*Vacation	3.35	3.45
Aff. Action	1.06	1.15
Annuity	.40	.60
Supp. Vac.	1.26	1.32
Vacation Admin Fee	.05	.05
NTF		.05
** EPEC	.05	.05

AREA B: Wages in this Area are \$2.00 per hour above the rates in each group of Area A. Fringes are the same.

Additional Overtime: In Area A and B - one and one-half times the applicable straight time hourly rate shall be paid for all work performed before a shift begins and after it ends and for all work on Saturdays. Double the straight time hourly rate for all work on Sundays and holidays.

Additional Holidays: Presidents' Day, Memorial Day and day after Thanksgiving.

Local A.G.C. Highway Contract Provisions concerning Engineer Foreman will be applicable.

*Add to wages and deduct taxes then remit to fund.

* *(Deducted when authorized by employee)

Shift Work - Local Agreement applies.

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

COLORADO

Statewide (Local 9)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.36	TBD	TBD	TBD	TBD
Group 2	34.50				
Group 3	27.72				
Welfare	6.75				
Pension	8.25				
Pension 2	4.70				
Pension 3	2.20				
Apprenticeship	.60				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

CONNECTICUT

Statewide (Local 478)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	45.11	TBD	TBD	TBD	TBD
Group 2	36.73				
Group 3	28.03				
Welfare	12.75				
Pension	7.15				
Sub	1.10				
Apprenticeship	1.10				
Annuity	2.65				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)

(Administrative dues - 2% of gross earning plus fringe benefit contributions, effective 4/6/98)

(NOTE: Any increase in fringe benefits to be deducted from rates.)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

DELAWARE

Statewide (Local 542) 6/10/2019 to 8/17/2020

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	37.14	TBD	TBD	TBD	TBD
Group 2	31.07				
Group 3	25.79				
* Welfare	16%				
Pension	10.5%				
Apprenticeship	1.0%				
Pipeline Training	0.75				
NTF	0.10				
LMCT	.05				
Annuity	6.00				
**Sub	2.0%				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(% on gross wages including overtime)

* (Effective 2/1/14 add \$8.35 surcharge for Groups 1, \$8.10 surcharge for Group 2, and \$7.85 surcharge for Group 3)

** (Sub - take percentage plus surcharge of \$.18)

*** *(Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

DISTRICT OF COLUMBIA

(Local 77)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	46.09	TBD	TBD	TBD	TBD
Group 2	35.12				
<u>Group 3</u>	<u>25.42</u>				
Welfare	5.55				
Pension	3.70				
Apprenticeship	1.50				
Annuity 1 & 2	2.20				
Annuity 3	1.20				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Dues deduction of \$.93 when authorized by employee. Eff. 5/30/16 \$1.05 when authorized)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

FLORIDA

Zone 1 (Local 487) Broward Charlotte Collier Dade Glades Hendry
 6/10/2019 to 8 Indian River Lee Liberty Martin Monroe
 Okeechobee Palm Beach Saint Lucie

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	44.15	TBD	TBD	TBD	TBD
Group 2	33.55				
Group 3	24.53				
Welfare	6.00				
Welfare 3	5.80				
Pension	6.10				
Pension 2	5.25				
Pension 3	3.50				
Apprenticeship	1.38				
Apprenticeship 2	1.32				
Apprenticeship 3	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
2020-2023
APPENDIX A

FLORIDA (Continued)

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

Zone 1 Local 673	Baker	Bradford	Brevard	Clay	Columbia	Duval
	Flagler	Franklin	Gadsden	Hamilton	Jefferson	Lafayette
	Leon	Madison	Nassau	Orange	Putnam	Saint Johns
	Seminole	Suwannee	Taylor	Union	Volusia	Wakulla

	<u>6/10/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>to 6/4/2023</u>
Group 1	43.30	TBD	TBD	TBD	TBD
Group 2	32.75				
Group 3	24.12				
<hr/>					
Welfare	5.50				
Pension	8.00				
Pension 2	7.00				
Pension3	4.35				
Apprenticeship	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

Working assessment 4% of gross.

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

FLORIDA (Continued)

Zone 2 (Local 925)	Alachua	Citrus	De Soto	Dixie	Gilchrist	Hardee
	Hernando	Hillsborough	Lake	Levy	Manatee	Marion
	Osceola	Pasco	Pinellas	Polk	Sarasota	Sumter

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	43.37	TBD	TBD	TBD	TBD
Group 2	33.20				
Group 3	23.72				
Welfare	6.50				
Pension	6.75				
Pension 2	5.50				
Pension 3	4.00				
Apprenticeship	1.39				
Apprenticeship 2	1.30				
Apprenticeship 3	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

** (Deducted when authorized by employee)

Working assessment: 3% of gross wages

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

FLORIDA (Continued)

Zone 3 (Local 653) Bay Calhoun Escambia Gulf Holmes Jackson
 Okaloosa Santa Rosa Walton Washington

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.77	TBD	TBD	TBD	TBD
Group 2	33.98				
Group 3	24.69				
Welfare	6.55				
Pension	8.50				
Pension 2	5.75				
Pension 3	3.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.70				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)
 (3% dues deduction when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
2020-2023
APPENDIX A

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

GEORGIA

Zone 1 (Local 474)	Appling	Atkinson	Bacon	Baker	Ben Hill	Berrien
	Blackley	Brantley	Brooks	Bryan	Bulloch	Burke
	6/10/2019 to 8	Camden	Candler	Charlton	Chatham	Chattahooche
	Clay	Clinch	Coffee	Colquit	Columbia	Cook
	Crisp	Decatur	Dodge	Dooly	Doherty	Early
	Echols	Effingham	Emanuel	Evans	Glynn	Grady
	Houston	Irwin	Jeff Davis	Jefferson	Jenkins	Johnson
	Lanier	Laurens	Lee	Liberty	Long	Lowndes
	McIntosh	Macon	Marion	Miller	Mitchell	Montgomery
	Pierce	Pulaski	Quitman	Randolph	Richmond	Schley
	Screven	Seminole	Stewart	Sumter	Tattnall	Taylor
	Telfair	Terrell	Thomas	Tift	Toombs	Treutlen
	Turner	Twiggs	Ware	Washington	Wayne	Webster
	Wheeler	Wilcox	Wilkinson	Worth		

	<u>6/3/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020 to</u>	<u>5/31/2021 to</u>	<u>5/30/2022 to</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>5/31/2021</u>	<u>5/30/2022</u>	<u>6/4/2023</u>
Group 1	44.88	TBD	TBD	TBD	TBD
Group 2	34.34				
Group 3	24.57				
<hr/>					
Welfare	6.25				
Pension	6.50				
Pension 2	5.50				
Pension 3	4.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.60				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

GEORGIA (Continued)

Zone 2 (Local 926)	Baldwin	Banks	Barrow	Bartow	Bibb	Butts
	Carroll	Catoosa	Chattooga	Cherokee	Clarke	Clayton
	Cobb	Coweta	Crawford	Dade	Dawson	De Kalb
	Douglas	Elbert	Fannin	Fayette	Floyd	Forsyth
	Franklin	Fulton	Gilmer	Glascok	Gordon	Greene
	Gwinnett	Habersham	Hall	Hancock	Haralson	Harris
	Hart	Heard	Henry	Jackson	Jasper	Jones
	Lamar	Lincoln	Lumpkin	McDuffie	Madison	Meriwether
	Monroe	Morgan	Murray	Muscogee	Newton	Oconee
	Oglethorpe	Paulding	Peach	Pickens	Pike	Polk
	Putnam	Rabun	Rockdale	Spaldine	Stephens	Talbot
	Taliaferro	Towns	Troup	Union	Upson	Walker
	Walton	Warren	White	Whitfield	Wilkes	

	<u>6/10/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020 to</u>	<u>5/31/2021 to</u>	<u>5/30/2022 to</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>5/31/2021</u>	<u>5/30/2022</u>	<u>6/4/2023</u>
Group 1	42.69	TBD	TBD	TBD	TBD
Group 2	32.15				
Group 3	23.86				
<hr/>					
Welfare	6.00				
Pension	8.50				
Pension 2	7.50				
Pension 3	4.50				
App.	1.00				
App. 2	1.00				
App. 3	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(2.5% dues deducted when authorized)

* (Deducted when authorized by employee)

(\$0.05 per hour Building and Maintenance Fund on all hours worked - deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

HAWAII

Refer to Art. I, Par. A

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

IDAHO

Zone 1 (Northern) (Local 302)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	41.57	TBD	TBD	TBD	TBD
Group 2	34.60				
Group 3	29.59				
Welfare	7.75				
Pension	8.55				
App.	.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 2 (Southern) (Local 302)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	41.55	TBD	TBD	TBD	TBD
Group 2	34.58				
Group 3	29.57				
Welfare	7.75				
Pension	8.35				
App.	.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

ILLINOIS

Zone 1 (Local 150)	Boone	Bureau (east of Route 26)	Carroll	Cook	DeKalb
	DuPage	Jo Daviess	Grundy	Kane	Kankakee
	6/10/2019 to 8	Lee	LaSalle	Livingston	McHenry
	Stephenson	Putnam (east of Illinois River)	Will	Whiteside	Winnebago

	<u>6/10/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020 to</u>	<u>5/31/2021 to</u>	<u>5/30/2022</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>5/31/2021</u>	<u>5/30/2022</u>	<u>to 6/4/2023</u>
Group 1	43.78	TBD	TBD	TBD	TBD
Group 2	36.26				
Group 3	32.69				
Welfare	14.20				
Pension	10.50				
Apprenticeship	.90				
Annuity	1.10				
* Vacation	1.70				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Retiree MSP	2.25				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* Add Vacation to rate and figure Tax Deduction then submit full amount for each hour worked.
 (Overtime doesn't apply to vacation)
 (3.0% dues deduction on gross wages when authorized)
 ** (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Oilers on all hoes.
 NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Steward first hired/last laid off. No other Operator, sub or mechanic, will exceed the Steward's gross hours per week.
 NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 50/50 hiring for Group 1 seats.
 NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Truck rental payment amount shall be \$75 for Operators and \$90 for Steward.
 NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 hiring percentages per crew (not across spread) to be discussed at pre-job confernece.
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

OPERATORS

ILLINOIS (Continued)

Zone 2 (Local 318) Alexander Johnson White Franklin Massac Williamson Gallatin Pope Hamilton Pulaski Hardin Saline Jackson Union

	<u>6/3/2019 to 8/17/2020</u>	<u>8/17/2020 to 11/16/2020</u>	<u>11/16/2020 to 5/31/2021</u>	<u>5/31/2021 to 5/30/2022</u>	<u>5/30/2022 to 6/4/2023</u>
Group 1	38.01	TBD	TBD	TBD	TBD
Group 2	29.14				
Group 3	22.46				
Welfare	10.35				
Pension	11.00				
Apprenticeship	4.15				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*Bldg & Transp.	.10				
*OAF	.10				
*Vac	.75				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(3.5% dues deduction on total package when authorized)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

ILLINOIS (Continued)

Zone 3 (Local 520) Bond Jersey Perry Calhoun Macoupin Randolph Clinton Madison Saint Clair Fayette Marion Washington Greene Monroe Jefferson Montgomery

	<u>8/12/2019 to 8/17/2020</u>	<u>8/17/2020 to 11/16/2020</u>	<u>11/16/2020 to 5/31/2021</u>	<u>5/31/2021 to 5/30/2022</u>	<u>5/30/2022 to 6/4/2023</u>
Group 1	32.86	TBD	TBD	TBD	TBD
Group 2	23.97				
Group 3	17.41				
Welfare	13.35				
Pension	11.25				
Apprenticeship	1.00				
Annuity	7.40				
* Vacation	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* **Vacation:** (Note: Vacation of \$1.00 per straight time hour, \$1.50 per time and one-half, and \$2.00 per double time hour is deducted from the rate. Deduct applicable vacation amount from the pay check after taxes and pay to the Local 520 Fund for all employees.)

O.V.F. - \$.05 for straight time; \$.075 for overtime or \$.10 for double time when authorized by employees.

Fringes paid for all hours on straight time basis.

Annuity, Training, Vacation and dues check off paid to Local 520 Funds for all employees.

Health & Welfare and Pension should be paid according to the National Pipe Line Agreement

Deduction for Working Dues is 3% gross wages, not including benefits.

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

ILLINOIS (Continued)

Zone 4 (Local 649)	Bureau (west of route 26)	Fulton	Hancock	Henderson	
	Henry (East Half)	Knox	McDonough	McLean	Marshall
	Mason	Peoria	Putnam	Stark	Tazewell
	Woodford				Warren

	<u>4/1/2020 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.30	TBD	TBD	TBD	TBD
Group 2	33.40				
Group 3	28.36				
Welfare	8.85				
Pension	8.00				
Apprenticeship	3.60				
Annuity	.00				
HRA	.00				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
*Local PAC	.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	25.00	25.00	0.00	0.00	0.00

(Effective 5/1/02 dues deductions 5% gross wages when authorized by employee)

*(Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rate)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

ILLINOIS (Continued)

Zone 5 (Local 965)	Adams	Brown	Cass	Christian	DeWitt	Logan
	Macon	Menard	Morgan	Piatt	Pike	Sangamon
	Schuyler	Scott	Shelby			

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	40.09	TBD	TBD	TBD	TBD
Group 2	31.21				
Group 3	25.96				
Welfare	11.50				
Pension	9.00				
Apprenticeship	2.05				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Annuity	.00				
* PEF	.10				
*EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Deduct 5% from gross where authorized)

*(Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

ILLINOIS (Continued)

Zone 6 (Local 841) Champaign Clark Clay Coles Crawford Cumberland
Douglas Edgar Edwards Effingham Ford Iroquois
Jasper Lawrence Moultrie Richland Vermillion Wabash
Wayne

	<u>5/18/2020 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	40.57	TBD	TBD	TBD	TBD
Group 2	31.68				
Group 3	26.44				
Welfare	10.35				
Pension	7.45				
Apprenticeship	1.20				
Annuity	4.00				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Dues deduction of 3.5% of gross when authorized by employee)

*(Deducted when authorized by employee)

NOTE: Any increase in fringes is to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 7 (Local 150) Henry (West Half) Mercer Rock Island Whiteside (West Part)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	38.73	TBD	TBD	TBD	TBD
Group 2	30.00				
Group 3	27.43				
Welfare	14.10				
Pension	10.05				
Apprenticeship	.85				
Annuity	.90				
Annuity 2 & 3	.75				
Vacation	1.00				
Retiree MSP	2.25				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(2.5% dues deducted from wages when authorized by employee)

*(Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Oilers on all hoes.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Steward first hired/last laid off. No other Operator, sub or mechanic, will exceed the Steward's gross hours per week.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 50/50 hiring for Group 1 seats.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Truck rental payment amount shall be \$75 for Operators and \$90 for Steward.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 hiring percentages per crew (not across spread) to be discussed at pre-job confernece.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

INDIANA

	Zone 1 (Local 150) Lake		Porter		St. Joseph	
	LaPorte	Porter	St. Joseph	Porter	St. Joseph	Porter
	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>	
Group 1	41.33	TBD	TBD	TBD	TBD	
Group 2	33.34					
Group 3	27.03					
Welfare	14.20					
Pension	9.80					
Apprenticeship	.85					
Annuity	1.00					
Retiree MSP	2.25					
Pipeline Training	.75					
NTF	.10					
LMCT	.05					
* Vacation	1.45					
** EPEC	.05	.05	.05	.05	.05	
Per Diem	20.00	20.00	0.00	0.00	0.00	

* (Deducted from Rate)

(Dues of 3.0% deducted from rate when authorized by employee)

** (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Oilers on all hoes.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Steward first hired/last laid off. No other Operator, sub or mechanic, will exceed the Steward's gross hours per week.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 50/50 hiring for Group 1 seats.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Truck rental payment amount shall be \$75 for Operators and \$90 for Steward.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 hiring percentages per crew (not across spread) to be discussed at pre-job conference.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Zone 2 (Local 181)	Bartholomew		Clark		Crawford		Dearborn		Decatur	
	Dubois	Floyd	Franklin	Gibson	Harrison	Jackson	Jefferson	Jennings	Lawrence	Martin
	Perry	Pike	Posey	Ripley	Scott	Spencer	Switzerland	Vanderburgh	Warrick	Washington
Group 1	43.01	TBD	TBD	TBD	TBD	TBD				
Group 2	33.38									
Group 3	24.64									
Welfare	9.00									
Pension	6.75									
Apprenticeship	.75									
Pipeline Trg.	.75									
NTF	.10									
LMCT	.05									
* EPEC	.05	.05	.05	.05	.05	.05				
Per Diem	20.00	20.00	0.00	0.00	0.00	0.00				

(Administrative Dues of 3% of gross wages deducted when authorized by employee)

* (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS

INDIANA (Continued)

Zone 3 (Local 103)

Adams	Allen	Benton	Blackford	Carroll	Cass
Clinton	DeKalb	Delaware	Fayette	Grant	Hamilton
Hancock	Henry	Howard	Hunington	Jay	Johnson
Madison	Marion	Miami	Randolph	Rush	Shelby
Stueben	Tippecanoe	Tipton	Union	Wabash	Wayne
Wells	White	Whitley			

	<u>5/4/2020 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022 to</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>6/4/2023</u>
Group 1	41.49	TBD	TBD	TBD	TBD
Group 2	31.85				
Group 3	24.47				
<hr/>					
Welfare	9.85				
Pension	8.90				
Apprenticeship	.75				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Zone 4 (Local 150)

Elkhart	Fulton	Jasper	Kosciusko	LaGrange	Marshall
Newton	Noble	Pulaski	Starke		

	<u>6/10/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022 to</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>6/4/2023</u>
Group 1	36.24	TBD	TBD	TBD	TBD
Group 2	26.59				
Group 3	20.15				
<hr/>					
Welfare	14.10				
Pension	9.60				
Apprenticeship	0.85				
* Vacation	0.95				
Pipeline Training	0.75				
NTF	0.10				
LMCT	0.05				
Retiree MSP	2.25				
Annuity 1 & 2	0.95				
** EPEC	0.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* Add vacation to gross and figure Tax Deduction then submit full amount for each hour worked.

(Administrative dues of 3.0% to be deducted from the rate when authorized by employee.)

** (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Oilers on all hoes.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Steward first hired/last laid off. No other Operator, sub or mechanic, will exceed the Steward's gross hours per week.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 50/50 hiring for Group 1 seats.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Truck rental payment amount shall be \$75 for Operators and \$90 for Steward.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 hiring percentages per crew (not across spread) to be discussed at pre-job conference.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS

INDIANA (Continued)

Zone 5 (Local 841) Boone Clay Daviess Fountain Greene Hendricks
 Knox Monroe Montgomery Morgan Owen Parke
 Putnam Sullivan Vermillion Vigo Warren

	<u>5/18/2020 -</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	37.65	TBD	TBD	TBD	TBD
Group 2	28.02				
Group 3	20.64				
Welfare	10.35				
Pension	7.45				
Apprenticeship	1.20				
Savings	4.00				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Dues deduction of 3.5% of gross when authorized by employee.)

*(Deducted when authorized by employee)

NOTE: Any increase in fringes to be deducted from rate)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

IOWA

Zone 1 (Local 150) Cedar Clinton Des Moines Lee Louisa Muscatine
Scott
6/10/2019 to 8/17/2020

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	36.71	TBD	TBD	TBD	TBD
Group 2	27.26				
Group 3	19.17				
Welfare	14.10				
Pension	9.95				
Apprenticeship	.85				
Vacation	.95				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Retiree MSP	2.25				
Annuity 1 and 2	.90				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

3% dues deduction when authorized by employee)

*(Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Oilers on all hoes.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Steward first hired/last laid off. No other Operator, sub or mechanic, will exceed the Steward's gross hours per week.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 50/50 hiring for Group 1 seats.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Truck rental payment amount shall be \$75 for Operators and \$90 for Steward.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 hiring percentages per crew (not across spread) to be discussed at pre-job conference.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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IOWA

Zone 2 - (Local 234)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	40.40	TBD	TBD	TBD	TBD
Group 2	30.73				
Group 3	26.65				
Welfare	7.65				
Pension	10.79				
Pension 2	8.44				
Pension 3	2.65				
Apprenticeship	.85				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* Admin. Dues	1.00				
** EPEC	.05	.05	.05	.05	.05
Per Diem	42.00	42.00	0	0	0

*(Administrative Dues deduction when authorized by employee)

** (Deducted when authorized by employee)

(NOTE Any increase in fringes to be deducted from rate)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

KANSAS

Zone 1 (Local 101) Johnson Leavenworth Wyandotte

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	39.77	TBD	TBD	TBD	TBD
Group 2	28.76				
Group 3	23.44				
Welfare	9.15				
Pension	7.72				
Pension 2	6.72				
Pension 3	6.22				
Apprenticeship	.75				
***Vacation	1.07				
* Suppl. Dues	3%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0.00	0.00	0.00

* (Supplemental dues of 3%gross wages deducted when authorized by employee.)

** (Deducted when authorized by employee)

***(Added to wages for taxes, then deducted)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

KANSAS

Zone 2 (Local 101)

Rest of State

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	41.72	TBD	TBD	TBD	TBD
Group 2	30.19				
Group 3	21.45				
Welfare	9.15				
Pension	7.22				
Pension 3	5.42				
Training	.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* Suppl. Dues	3%				
** EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

* (Supplemental dues of 3%gross wages deducted when authorized by employee.)

** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

KENTUCKY

Zone 1 (Local 18) Boone Campbell Kenton Pendleton

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	44.28	TBD	TBD	TBD	TBD
Group 2	36.27				
Group 3	29.80				
Welfare	8.51				
Pension	6.00				
Apprenticeship	.80				
Safety & Educ.	.09				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
*PEP	.10				
*EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

* (Deducted when authorized by employee)
(Eff 4/1/2020 Administrative Dues 2.5% deducted when authorized by employee.)

(NOTE: Any increase in fringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Zone 2 (Local 181) (Rest of State)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.73	TBD	TBD	TBD	TBD
Group 2	33.35				
Group 3	22.62				
Welfare	9.00				
Pension	6.75				
Apprenticeship	.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Administrative dues of 3% of gross wages deducted when authorized by employee)
* (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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LOUISIANA

Statewide (Local 406)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	46.45	TBD	TBD	TBD	TBD
Group 2	37.36				
Group 3	27.52				
Welfare	6.55				
Pension 1	4.50				
Pension 2	2.50				
Pension 3	1.50				
Apprenticeship	.30				
* Vacation	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Annuity	1.40				
Annuity 2	1.13				
Annuity 3	.83				
** EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Dues deduction of 2% of gross wages when authorized by employee)

* (\$1.00 vacation to be deducted from wages after taxes)

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MAINE

Statewide (Local 4)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	36.30	TBD	TBD	TBD	TBD
Group 2	24.14				
Group 3	17.77				
Welfare	10.35				
Pension	11.25				
Annuity	3.25				
Apprenticeship	0.30				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0.00	0.00	0

(Dues of 1.75% of total package when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MARYLAND

Zone 1 (Local 77) Charles Montgomery Prince George St. Mary's

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	47.35	TBD	TBD	TBD	TBD
Group 2	35.45				
Group 3	23.99				
Welfare	5.55				
Pension	3.70				
Apprenticeship	1.50				
Annuity 1 & 2	2.20				
Annuity 3	1.20				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	30.00	30.00	0	0	0

(Administrative dues of 2.5% of rate deducted when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Zone 2 (Local 37) (Rest of State)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	47.70	TBD	TBD	TBD	TBD
Group 2	35.80				
Group 3	26.85				
Welfare	4.75				
Pension	5.00				
Apprenticeship	1.00				
Annuity	3.35				
* Vacation	.40				
** Adm. Dues	1.40				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (\$.40 per hour Vacation deducted from rate.)

** (Admin. Dues deducted from rate when authorized by employee)

*** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MASSACHUSETTS

Zone 1 (Local 98) Berkshire Franklin Hampden Hampshire

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	44.70	TBD	TBD	TBD	TBD
Group 2	35.98				
Group 3	28.24				
Welfare	10.92				
Pension	9.00				
Apprenticeship	1.00				
Central Pension	1.50				
Annuity	3.13				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0	0	0

(Dues of 1.75% and Social Action to be deducted from rate when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Zone 2 (Local 4) (Rest of State)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	43.89	TBD	TBD	TBD	TBD
Group 2	34.36				
Group 3	27.69				
Welfare	10.35				
Pension	11.25				
Apprenticeship	.30				
Annuity	3.25				
Coop. Trust Fund	.56				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0	0	0

(Dues deduction of 1.75% of total package)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MICHIGAN

Statewide (Local 324)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	36.78	TBD	TBD	TBD	TBD
Group 2	31.12				
Group 3	27.83				
Welfare	8.45				
Pension	13.50				
* Vacation	15%				
Apprenticeship	1.00				
Retiree Ben. Fund	.30				
** Supp. Vacation	.02				
Labor Mgm. Ed. Com.	.10				
Annuity	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	0.05	.05
Per Diem	20.00	20.00	0.00	0.00	.00

* (Vacation is 15% of gross wages and should be added to wages for the purpose of computing payroll deductions)

** (Supp. Vac. also subject to taxes.)

*** (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020- When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

NOTE: Integrity Management and Maintenance Addendum wage reductions only apply if all applicable crafts receive reduced wages. All other terms and conditions of the Integrity Management and Maintenance Addendum remain unchanged and in effect.

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MINNESOTA

Statewide (Local 49)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.14	TBD	TBD	TBD	TBD
Group 2	31.50				
Group 3	26.90				
Welfare (Group 1&2)	9.90				
Welfare (Group 3)	9.90				
Pension (Group 1)	10.45				
Pension (Group 2)	8.55				
Pension (Group 3)	6.45				
Lo. Training	.50				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	0.05	0.05	0.05	0.05
Per Diem	20.00	20.00	0.00	0.00	0

(\$.60 Administrative dues deducted when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)

NOTE: Effective on all jobs pre-jobbed on or after 11/16/2020 -When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.

NOTE: For all jobs pre-jobbed on or after 11/16/2020 - Subcontractors will be signatory to the NPLA as permitted by law. If Employer cannot identify a signatory contractor in the local market, the issue will be addressed at the pre-job conference.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020, per Article V of NPLA, Oilers required on every other backhoe (first, third, fifth, etc.). However, the Employer will use Oilers on every backhoe if required by the customer.

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MISSISSIPPI

Statewide (Local 624)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	42.61	TBD	TBD	TBD	TBD
Group 2	33.83				
Group 3	25.53				
Welfare	6.25				
Pension	8.50				
Pension 2	6.50				
Pension 3	5.50				
App	.65				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(3% Administrative dues deducted when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MISSOURI

Zone 1 (Local 101) Clay Jackson Platte Ray

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	39.76	TBD	TBD	TBD	TBD
Group 2	31.81				
Group 3	26.47				
Welfare	9.15				
Pension 1 & 2	7.22				
Pension 3	6.72				
Apprenticeship	.75				
Vacation	1.07				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* Suppl. Dues	3%				
** EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

* (Supplemental dues 3% gross wages deducted when authorized by employee.)

** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 2 (Local 513) Counties of St. Louis and St. Louis City

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	35.10	TBD	TBD	TBD	TBD
Group 2	30.28				
Group 3	25.41				
Welfare	9.46				
Pension	12.00				
Apprenticeship	1.20				
Annuity	4.70				
* Vacation	1.60				
** Suppl. Dues	4%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Vacation should be deducted in accordance with local vacation plan.)

** (Supp. Dues deducted when authorized by employee)

*** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

MISSOURI (Continued)

Zone 3 (Local 513) Franklin Jefferson St. Charles

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	35.10	TBD	TBD	TBD	TBD
Group 2	30.28				
Group 3	25.41				
Welfare	9.46				
Pension	12.00				
Apprenticeship	1.20				
Annuity	4.70				
* Vacation	1.60				
** Suppl. Dues	4%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Vacation is included in above rates and should be deducted in accordance with local vacation plan.)
** (Suppl. Dues deducted from gross wages when authorized)
*** (Deducted when authorized by employee)

(NOTE: Any increase infringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 4 (Local 101) Buchanan Cass Clinton Lafayette

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	39.79	TBD	TBD	TBD	TBD
Group 2	31.82				
Group 3	26.51				
Welfare	9.15				
Pension 1 & 2	7.22				
Pension 3	6.72				
Apprenticeship	.75				
***Vacation	1.07				
* Suppl. Dues	3%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

* (\$6.42 for Group 3; eff. 5/30/16 \$6.47 for Group 3)
** (Supplemental dues 3% gross wages deducted when authorized by employee.)
*** (Deducted when authorized by employee)
**** (Added, taxed, and then deducted)

(NOTE: Any increase in fringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

MISSOURI (Continued)

Zone 5 (Local 101) Andrew Atchison Bates Benton Caldwell Carroll
Charlton Cooper Daviess DeKalb Gentry Grundy
Harrison Henry Holt Howard Johnson Linn
Livingston Mercer Nodaway Pettis Saline Sullivan
Worth

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	39.79	TBD	TBD	TBD	TBD
Group 2	31.82				
Group 3	26.51				
Welfare	9.15				
Pension 1 & 2	7.22				
Pension 3	6.72				
Apprenticeship	.75				
***Vacation	1.07				
* Suppl. Dues	3%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

* (Supplemental dues 3% gross wages deducted when authorized by employee.)
** (Deducted when authorized by employee)
*** (Add to wages for taxes, then deduct)

(NOTE: Any increase in fringes to be deducted from rate)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 6 (Local 101) Barry Barton Camden Cedar Christian Dade
Dallas Douglas Greene Hickory Jasper Laciède
Lawrence McDonald Newton Ozark Polk St. Clair
Stone Taney Vernon Webster Wright

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	41.09	TBD	TBD	TBD	TBD
Group 2	33.13				
Group 3	27.84				
Welfare	9.15				
Pension 1 and 2	6.97				
Pension 3	6.42				
Apprenticeship	.75				
* Suppl. Dues	3%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

* (Supplemental dues 3% gross wages deducted when authorized by employee.)
** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

MISSOURI (Continued)

Zone 7 (Local 513)

Adair	Audrian	Bollinger	Boone	Butler	Callaway
Cape Girardeau	Carter	Clark	Cole	Crawford	Dent
Dunkin	Gasconade	Howell	Iron	Knox	Lewis
Macon	Madison	Maries	Marion	Miller	Mississippi
Moniteau	Monroe	Montgomery	Morgan	New Madrid	Oregon
Osage	Pemiscot	Perry	Phelps	Pike	Pulaski
Putnam	Ralls	Randolph	Reynolds	Ripley	St. Francis
Ste. Genevieve	Schuyler	Scotland	Scott	Shannon	Shelby
Stoddard	Texas	Washington	Wayne		

	<u>6/17/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>to 6/4/2023</u>
Group 1	32.81	TBD	TBD	TBD	TBD
Group 2	24.85				
Group 3	19.03				
Welfare	9.46				
Pension	12.00				
Apprenticeship	1.02				
Annuity	4.70				
*Vacation	1.35				
** Suppl. Dues	4%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Vacation of \$1.35 per straight time hour and \$2.03 for overtime hours is included in above rates and should be deducted in accordance with local vacation plan.)

** (Suppl. Dues 2.5% from gross wage when authorized by employee)

*** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 8 (Local 513) Lincoln Warren

	<u>6/17/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>to 6/4/2023</u>
Group 1	35.08	TBD	TBD	TBD	TBD
Group 2	30.61				
Group 3	25.84				
Welfare	9.46				
Pension	12.00				
Apprenticeship	1.20				
Annuity	4.70				
* Vacation	1.60				
** Suppl. Dues	4%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Vacation of \$1.60 per straight time hour and \$2.40 for overtime hours is included in above rates and should be deducted in accordance with local vacation plan.)

** (Suppl. Dues 4% from gross wages when authorized by employee)

*** (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

MONTANA

Statewide (Local 400)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	39.57	TBD	TBD	TBD	TBD
Group 2	31.02				
Group 3	27.86				
Welfare	8.10				
Pension (Group 1)	9.00				
Pension (Group 2)	7.25				
Pension (Group 3)	7.25				
Apprent. (Gr. 1)	.85				
Apprent. (Gr. 2 & 3)	.85				
* Vacation	.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0	0	0

* (Deduct vacation from net wages.)

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NEBRASKA

Statewide (Local 571)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	43.45	TBD	TBD	TBD	TBD
Group 2	33.65				
Group 3	23.52				
Welfare	6.25				
Pension	7.04				
Pension 2	5.30				
Pension 3	4.15				
Apprenticeship	1.50				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0	0	0

(Dues deduction of 3% of gross wages when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NEVADA

Zone 1 (Local 12)

	<u>6/10/2019 to</u>	
	<u>8/17/2020</u>	<u>7/1/2021</u>
Group 1	50.85	+ 2.45 TP
Group 2	49.32	
Group 3	47.79	
Welfare	11.95	
Pension	9.65	
Def. Contr.	2.50	
Vac. & Supp. Dues	3.05	
Training	.90	
ECCC	.14	
* EPEC	.05	

Additional Overtime: Double After 12 hours; time and one-half on Saturday up to 12 hours; Double on Sunday

(Additional Holidays: Memorial Day, Veterans Day and day after Thanksgiving and the first Saturday following the first Friday in the months of June and December each year.)

(Zone Pay: From City Hall of Las Vegas --eff. 7/15/2019

0 - 32.5 miles - Free

over 32.5 to 45 miles; add \$3.00 to wage rates.

over 45 to 60 miles; add \$4.00 to wage rates.

over 60 miles; add \$4.50 to wage rates.

(Local A.G.C. Highway Contract Provisions concerning Engineer Foreman will be applicable.)

(Shift Work - Local agreement applies.)

* (Deducted when authorized by employee)

11/6/2020

OPERATORS

NEVADA (Continued)

Zone 2 (Local 3) Contact PLCA or IUOE for exact location of Area (A), Area (B), Area (C) and Area (D).

AREA (A)

	<u>7/1/2020 to</u> <u>7/1/2021</u>
Group 1	42.96
Group 2	40.99
Group 3	39.01
Welfare	6.70
Pension	10.78
Aff. Action	1.15
Pensioned Health & Welfare	2.38
* Vacation/Hol.	3.53
*Supp. Vacation	1.06
NPLTF	—
NTF	—
LMCT	—
** EPEC	.05
Vac Admin***	.05

* (Deduct Vacation and Supp. Vacation from rate. Vacation rate is 1.5 times for overtime.)

** (Deducted when authorized by employee)

***Not taxable to employee

AREA (B) - Wages in this area are \$4.00 per hour above rates in each group of Area (A). Fringe contributions are the same as Area (A) above. Between 50 and 150 miles of Washoe County Courthouse. (Time starts and stops at jobsite with employees furnishing own transportation.)

AREA (C) - Wages in this area are \$5.00 per hour above rates in each group of Area (A). Fringe contributions are the same as Area (A) above. Between 150 and 300 miles of Washoe County Courthouse. (Time starts and stops at jobsite with employees furnishing own transportation.)

AREA (D) - Wages in this area are \$6.00 per hour above rates in each group of Area (A). Fringe contributions are the same as Area (A) above. Over 300 miles of Washoe County Courthouse. (Time starts and stops at jobsite with employees furnishing own transportation.)

The following special conditions apply to all of Zone 2:

Additional Overtime: Double time after 12 hours; time and one-half on Saturday up to 12 hours; double time on Sunday.

Additional Holidays: Memorial Day, day after Thanksgiving and Admission Day.

Local AGC Highway Contract Provisions concerning Master Mechanic will be applicable.

Shift work - local agreement applies.

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
2020-2023
APPENDIX A

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NEW HAMPSHIRE

Zone 1 (Local 98) Cheshire Crafton Hillsboro Merrimack Sullivan

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.36	TBD	TBD	TBD	TBD
Group 2	29.28				
Group 3	20.36				
Welfare	10.39				
Pension	8.89				
Apprenticeship	.70				
CPF	.80				
Annuity	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0	0	0

(Dues deduction of 2.5% of gross wages when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 2 (Local 4) Balknap Carroll Coos Rockingham Strafford

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	34.83	TBD	TBD	TBD	TBD
Group 2	24.56				
Group 3	17.77				
Welfare	10.35				
Pension	11.25				
Apprenticeship	.30				
Annuity	3.25				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	0.05
Per Diem	20.00	20.00	0	0	0

(Dues deduction of 1.75% of total package when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NEW JERSEY

Statewide (Local 825)

6/10/2019 to 8/17/2020

7/1/2020 to

7/1/2021

Group 1	55.45
Group 2	51.95
Group 3	48.44
Welfare	14.90
Pension (CPF)	6.50
Savings	3.00
Apprenticeship	1.40
Supp. Unemp.	1.50
Annuity	5.30
Lab. Mgmt. Fund	1.75
* EPEC	.05

* (Deducted when authorized by employee)

(**Additional Overtime:** Time and one-half on Saturday and double time on Sunday. OT also applies to fringes.)

Additional Holidays: Washington's Birthday, Veteran's Day, (Paid holidays in accordance with provisions of Local AGC Highway Agreement.)

(Guaranteed work week in accordance with provisions of Local AGC Highway Agreement.)

(Local AGC Highway Agreement provisions concerning Lead Engineer or Master Mechanic will be applicable.)

(Dues 3% gross wages when authorized by employee)

(PAC deduction of 1/2 of 1% for each hour paid in gross weekly wage when authorized by employee)

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NEW MEXICO

Statewide (Local 953)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	43.81	TBD	TBD	TBD	TBD
Group 2	34.81				
Group 3	25.81				
Welfare	4.20				
Pension 1 (CPF)	7.56				
Pension 2 (CPF)	6.48				
Pension 3 (CPF)	4.95				
Apprenticeship	.35				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

(Monthly Administrative dues of 2X hourly rate plus \$11.25 when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NEW YORK (Pipeline except 1, 2, 4, 5)

Zone 1 (Locals 14 and 15) Bronx Kings New York Queens Richmond

Local 14 6/10/2019 to 8/17/2020

7/1/2020 to
7/1/2021

Group 1	87.39
Group 2	69.90
Group 3	52.41
Welfare	11.05
Pension	5.95
Annuity	10.50
Voluntary Ann.	4.50
Apprenticeship	1.00
* Dues	2.13
Defense	.05
** EPEC	.05
LMCTF	.25
7/1/2020	

Local 15

7/1/2018 to 7/19/2019 to
7/1/2019 7/1/2020

Group 1	66.92	3% TP
Group 2	54.07	
Group 3	41.22	
Welfare	8.80	
Pension	7.40	
Vacation	4.30	
Annuity	12.75	
Apprenticeship	1.00	
* Dues	2.88	
MED	1.20	
** EPEC	.05	
Natl. Trng. Fund	.05	

7/9/2018

NOTE: OT applies to Welfare, Annuity, Voluntary Annuity, Training, Dues and Defense for Local 14. Welfare, Annuity, Vacation, Training, Dues and Med. For Local 15.

(Local 14 - taxable fringes - voluntary annuity, dues, and defense - are added to the gross wages then deducted from net wages.)

Additional Overtime: Double time after 8 and 40 and on Saturday and Sunday.

Additional Holidays: Lincoln's Birthday, Presidents' Day, Memorial Day, Columbus Day, Veteran's Day and Day after Thanksgiving.

(Paid holidays in accordance with provisions of Local General Contractor's Association Agreement.)

Local General Contractor's Association agreement provisions concerning Master Mechanic will be applicable.

* (Remit dues when authorized by employee. In addition to rate.)

** (Deducted when authorized by employee)

OPERATORS

NEW YORK (Pipeline except 1, 2, 4, 5) (Continued)

Zone 2 (Local 138) Nassau and Suffolk Counties

	<u>6/1/2020 to</u>
	<u>6/1/2021</u>
Group 1	71.86
Group 2	59.63
Group 3	47.40
Welfare	16.10
Pension	5.60
Apprenticeship	1.40
Legal (ded)	.10
* Annuity	10.00
Unemployment	1.35
* Vacation(ded)	4.00
PAC (ded)	.10
Defense (ded)	.15
** EPEC	.05
*HRA	3.00
LMF	1.00

Dues Checkoff: \$2.58 per hour on all hours when authorized by employee.

Additional Overtime: Double time after 8 and 40 and on Saturday and Sunday.

Additional Holidays: Lincoln's Birthday, Presidents' Day, Memorial Day, Columbus Day, Good Friday and Veteran's Day.

(Paid holidays in accordance with provisions of Local General Contractor's Association Agreement.)

Local General Contractor's Association Agreement provisions concerning Master Mechanic will be applicable.

* (2 x for all overtime)

(**Note:** The following amounts are deducted from wages after taxes and are included in the fringe benefit rate: Included in wages and dues, defense, legal, vacation, and PAC.)

** (Deducted when authorized by employee)

OPERATORS

NEW YORK (Pipeline except 1, 2, 4, 5) (Continued)

Zone 3 (Local 17)	Catteraugus Orleans	Chautauqua Wyoming	Erie	Genessee (Western Part)	
	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	41.93	TBD	TBD	TBD	TBD
Group 2	34.79				
Group 3	27.46				
<hr/>					
**Welfare	8.10				
Pension	9.25				
Sub.	***				
Apprenticeship	2.21				
CPF Group 1 & 2	***				
CPF Group 3	***				
Upstate Eng. Supp.	***				
**HRA	1.40				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
UNYE Suppl. Pen.	***				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Overtime: In accordance with provisions of Local AGC Highway/Heavy Agreement, overtime shall include weighted fringe. The weighted fringe will be included in the wages and will be deducted and remitted.)

Savings and Dues deducted from Rate in accordance with Local Agreement when authorized by employee.

* (Deducted when authorized by employee)

** (For Travelers, HRA should be combined with Welfare and the total remitted to the IUOE and Pipe Line Employers Health & Welfare Fund as a Welfare contribution only.)

*** Miscellaneous Fringes effective 6/17/2019 total \$10.20 for Group 1 and 2, \$9.80 for Group 3. Exact distribution to be determined.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

OPERATORS

NEW YORK (Pipeline except 1, 2, 4, 5) (Continued)

Zone 4 (Local 825) Delaware Orange Rockland Sullivan Ulster

7/1/2020 to
1/1/2020

Group 1	55.45
Group 2	51.95
Group 3	48.44
Welfare	14.90
Pension	6.50
Savings	3.00
Apprenticeship	1.40
Sub.	1.50
Annuity	5.30
Lab. Mgmt. Fund	1.75
* EPEC	0.05

* (Deducted when authorized by employee)

Additional Overtime: Time and one-half on Saturday and double time on Sunday. OT applies to fringes.

Additional Holidays: Washington's Birthday, Veteran's Day, (Paid holidays in accordance with provisions of Local AGC Highway Agreement.)

Local AGC Highway Agreement provisions concerning Lead Engineer or Master Mechanic will be applicable. (Dues 3% of gross wages when authorized by employee)
 (PAC deduction of 1/2 of 1% for each hour paid in gross weekly wage where authorized by employee.)

11/6/2020

Zone 5 (Local 137) Dutchess Putnam Westchester

7/1/2020 to
3/1/2021

Group 1	54.95
Group 2	47.60
Group 3	40.24
<hr/>	
* Welfare	16.35
* Pension	5.00
** Annuity	8.00
Apprenticeship/NTF	1.15
*** Dues	3.75%
**** PAC	.05
***** EPEC	.05
Vacation (ded)	2.50

* (Overtime applies-time and one-half or double time)

** (40 hours only)

*** (Deduct from rate for all hours paid.)

**** (Deduct when authorized by employee.)

***** (Deducted when authorized by employee)

Additional Overtime: Time and one-half on Saturday and double time on Sunday.

Additional Holidays: Lincoln's Birthday, Presidents' Day, Good Friday, Columbus Day, November Election Day, Memorial Day, and Veteran's Day. (Paid holidays in accordance with provisions of Local Highway Agreement.)

(Guaranteed work week in accordance with provisions of Local Highway Agreement; Saturday is included in guarantee where work week includes Saturday.)

Local Highway Agreement provisions concerning Master Mechanic will be applicable.

11/6/2020

OPERATORS

NEW YORK (Pipeline except 1, 2, 4, 5) (Continued)

Zone 6 (Local 17) Niagara

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	36.57	TBD	TBD	TBD	TBD
Group 2	27.59	(Rates to match Zone 3 Local 17 rates)			
Group 3	23.60				
**Welfare	8.10				
Pension	9.15				
Apprenticeship	1.35				
Central Pension	7.70				
**HRA	1.50				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Suppl. Pension	1.35				
SUB	1.65				
CiRST	.25				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)

Overtime: In accordance with provisions of Local AGC Highway/Heavy Agreement, overtime shall include weighted fringe. The weighted fringe will be included in the wages and will be deducted and remitted to the IUOE Local 463 WD & OE Fund.

(Eff. 7/1/11 dues deduction of 6.75% subject to overtime of gross when authorized by employee)

(Defense Fund \$0.30 per hour deducted when authorized by employee)

(PAC \$0.10 per hour deducted when authorized by employee)

** (For Travelers, HRA should be combined with Welfare and the total remitted to the IUOE and Pipe Line Employers Health & Welfare Fund as a Welfare contribution only.)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 7 (Local 158)

(A) (District 106)

Albany, Broome, Chenango, Clinton, Columbia, Northern part of Dutchess (to the northern boundary line of Poughkeepsie), Essex, Franklin, Fulton, Greene, Hamilton, Herkimer (east of a line north and south through the railroad station at Little Falls, New York), Montgomery, Otsego, Rensselaer, Saratoga, Schenactady, Schohairie, Tioga, Warren and Washington.

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	43.21	TBD	TBD	TBD	TBD
Group 2	35.56				
Group 3	27.86				
**Welfare	8.10				
Pension	6.70				
Apprenticeship	1.00				
Central Pension	8.35				
**HRA	.60				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Suppl. Pen.	1.35				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(3.15% of gross dues deduction when authorized.)

(Defense (.75) deducted when authorized.)

(VPAF .10 deduction when authorized by employee)

* (Deducted when authorized by employee)

** (For Travelers, HRA should be combined with Welfare and the total remitted to the IUOE and Pipe Line Employers Health & Welfare Fund as a Welfare contribution only.)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

NEW YORK (Pipeline except 1, 2, 4, 5) (Continued)

Zone 7 (Local 158 (B) District 545)

Cayuga, Cortland, Herkimer (west of a line through the railroad station at Little Falls, New York), Jefferson, Lewis, Madison, Oneida, Onondaga, Oswego, St. Lawrence, Seneca, Tompkins.

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	39.52	TBD	TBD	TBD	TBD
Group 2	33.21				
Group 3	26.87				
**Welfare	8.10				
Pension	7.00				
Apprenticeship	1.00				
Central Pension	7.00				
**HRA	2.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Suppl. Pen.	1.35				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(3.15% of total package deducted when authorized by employee.)

(VPAF .10 per hour deducted when authorized by employee.)

* (Deducted when authorized by employee)

** (For Travelers, Pers. Acc. Plan should be combined with Welfare and the total remitted to the IUOE and Pipe Line Employers Health & Welfare Fund as a Welfare contribution only.)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 7 (Local 158 Zone (C) District 832)

Alleghany, Livingston, Monroe, Chemung, Ontario, Schuyler, Stueben, Wayne, Yates, and eastern part of Genessee (including City of Batavia)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	41.44	TBD	TBD	TBD	TBD
Group 2	34.92				
Group 3	28.35				
**Welfare	8.10				
Pension	8.55				
Apprenticeship	.95				
Central Pension	7.00				
**HRA	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Suppl. Pen.	1.35				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Savings and Defense and/or Dues (3.15% total package) deducted when authorized.)

* (Deducted when authorized by employee)

** (For Travelers, HRA should be combined with Welfare and the total remitted to the IUOE and Pipe Line Employers Health & Welfare Fund as a Welfare contribution only.)

(VAPF \$.10 deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NORTH CAROLINA

Statewide (Local 465)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	45.05	TBD	TBD	TBD	TBD
Group 2	34.54				
Group 3	24.76				
Welfare	6.25				
Pension	6.75				
Pension 2	5.75				
Pension 3	4.25				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.29				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

*(Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

NORTH DAKOTA

Statewide (Local 49)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.81	TBD	TBD	TBD	TBD
Group 2	28.63				
Group 3	19.87				
Welfare (Group 1&2)	9.90				
Welfare (Group 3)	9.90				
Pension (Group 1)	9.45				
Pension (Group 2)	8.10				
Pension (Group 3)	5.60				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Loc. Training	.50				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(\$.60 Administrative Dues deducted when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

OHIO

Zone 1 (Local 18) Ashtabula Cuyahoga Erie Geauga Lake Lorain
 Medina Portage Summit

	<u>5/1/2020 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	45.69	TBD	TBD	TBD	TBD
Group 2	38.08				
Group 3	31.70				
Welfare	8.51				
Pension	6.00				
Apprenticeship	.85				
Safety & Educ.	.09				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
*PEP	.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)
 (Eff 4/1/2020 Administrative Dues 2.5% deducted when authorized by employee.)

(NOTE: Any increase in fringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 2 (Local 66) Columbiana Mahoning Trumbull

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	39.64	TBD	TBD	TBD	TBD
Group 2	32.47				
Group 3	25.78				
Welfare	9.35				
Pension	9.85				
Apprenticeship	.86				
Annuity	4.54				
Sub & United.	.07				
* Defense	2.20				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Working dues 2% of gross wages when authorized by employee.)
 * (Deducted when authorized by employee)
 ** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

OHIO (Continued)

Zone 3 (Local 18) (Rest of State)

	<u>5/1/2020 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	44.23	TBD	TBD	TBD	TBD
Group 2	36.22				
Group 3	29.75				
Welfare	8.51				
Pension	6.00				
Apprenticeship	.85				
Safety & Educ.	.09				
Pipeline Training	.70				
NTF	.10				
LMCT	.10				
*PEP	.10				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)
 (Eff 4/1/2020 Administrative Dues 2.5% deducted when authorized by employee.)

(NOTE: Any increase in fringes to be deducted from rates)
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

OKLAHOMA

Statewide (Local 627)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	40.11	TBD	TBD	TBD	TBD
Group 2	31.93				
Group 3	24.10				
Welfare	6.20				
Pension 1	9.00				
Pension 2	5.00				
Pension 3	2.65				
Apprenticeship	.60				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Annuity 1	2.00				
Annuity 2	1.50				
Annuity 3	1.00				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(3% Administrative dues on gross wages deducted from rate when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
2020-2023
APPENDIX A

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

OREGON

Statewide (Local 701)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	44.91	TBD	TBD	TBD	TBD
Group 2	38.93				
Group 3	32.87				
Welfare	8.45				
Pension	4.90				
Def. Contribution	4.55				
* Vacation/Sav	1.25				
Apprenticeship	.85				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

Additional Pay: \$3.00 to \$6.00 per hour in specified areas and time starts at the job site with employees furnishing own transportation.

(2% Administrative Dues of gross wages deducted when authorized)

* (Deducted after taxes)

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

PENNSYLVANIA

Zone 1 (Local 542) Bucks Chester Delaware Montgomery Philadelphia

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	44.18	TBD	TBD	TBD	TBD
Group 2	39.17				
Group 3	33.40				
* Welfare	16.0%				
Pension	10.5%				
Apprenticeship	1.0%				
Annuity	6.00				
* Sub	2.0%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0

(% on gross wages)

(Note: On Addendum work, % applies to full mainline rates)

* Group 1 take % plus additional \$8.28 for Welfare and \$.18 for Sub; Group 2 take % plus additional \$8.03 for Welfare and \$.18 for Sub, Group 3 take % plus \$7.14 for Welfare plus \$.18 for Sub)

** (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -Subcontractors will be signatory to the NPLA as permitted by law.

If Employer cannot identify a signatory contractor in the local market, the issue will be addressed at the pre-job conference. All signatory subcontractors will pre-job.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020, per Article V of NPLA, Oilers required on every other backhoe (first, third, fifth, etc) However, the Employer will use Oilers on every backhoe if required by the customer.
10/1/2020

Zone 2 (Local 66) Allegheny Armstrong Beaver Blair Butler Cambria
Centre Clearfield Crawford Erie Fayette Greene
Indiana Jefferson Lawrence McKean Mercer Somerset
Venango Warren Washington Westmoreland

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.20	TBD	TBD	TBD	TBD
Group 2	31.58				
Group 3	27.47				
Welfare	9.35				
Pension	9.35				
Apprenticeship	.86				
Annuity	3.31				
Sub	.05				
Bldg. Fund	.15				
* Def.	1.27				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Dues deduction of 2% of gross wages when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -Subcontractors will be signatory to the NPLA as permitted by law.

If Employer cannot identify a signatory contractor in the local market, the issue will be addressed at the pre-job conference. All signatory subcontractors will pre-job.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020, per Article V of NPLA, Oilers required on every other backhoe (first, third, fifth, etc) However, the Employer will use Oilers on every backhoe if required by the customer.

OPERATORS

PENNSYLVANIA (Continued)

Zone 3 (Local 66) Bedford Franklin Cameron Fulton Clarion Huntington Clinton Mifflin Elk Potter Forest

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.20	TBD	TBD	TBD	TBD
Group 2	31.58				
Group 3	27.47				
Welfare	9.35				
Pension	9.35				
Apprenticeship	.86				
Annuity	3.31				
Sub	.05				
Bldg. Fund	.15				
* Def.	1.27				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0.00

(Dues deduction of 2% of gross wages when authorized by employee.)
* (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)
NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.
NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -Subcontractors will be signatory to the NPLA as permitted by law. If Employer cannot identify a signatory contractor in the local market, the issue will be addressed at the pre-job conference. All signatory subcontractors will pre-job.
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10
NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020, per Article V of NPLA, Oilers required on every other backhoe (first, third, fifth, etc) However, the Employer will use Oilers on every backhoe if required by the customer.

Zone 4 (Local 542) (Rest of State)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.11	TBD	TBD	TBD	TBD
Group 2	33.23				
Group 3	29.79				
* Welfare	16.0%				
Pension	10.5%				
Apprenticeship	1.0%				
Annuity	6.00				
* Sub	2.0%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
*** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0

(% on gross wages)
(Note: On Addendum work, % applies to full mainline rates)

*Effective 5/30/2016 Group 1 take % plus additional \$7.98 for Welfare and \$.18 for Sub; Group 2 take % plus additional \$7.72 for Welfare and \$.18 for Sub,
Group 3 take % plus \$7.14 for Welfare plus \$.18 for Sub)

*** (Deducted when authorized by employee)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)
NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.
NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 -Subcontractors will be signatory to the NPLA as permitted by law. If Employer cannot identify a signatory contractor in the local market, the issue will be addressed at the pre-job conference. All signatory subcontractors will pre-job.
NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10
NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020, per Article V of NPLA, Oilers required on every other backhoe (first, third, fifth, etc) However, the Employer will use Oilers on every backhoe if required by the customer.

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

RHODE ISLAND

Statewide (Local 57)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	37.95	TBD	TBD	TBD	TBD
Group 2	27.75				
Group 3	22.29				
Welfare	10.75				
Pension	10.00				
Apprenticeship	1.00				
Legal	.20				
Annuity	5.25				
Lab/Mgm Uni. Tr.	.20				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0

(Administrative dues of 1.75% total package when authorized by employee.)

(\$.04 PEAFF deduction when authorized.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

OPERATORS - Appendix A
SOUTH CAROLINA

Zone 1 (Local 465) 6/10/2019 to 8. Clarendon Darlington Dillon Florence Georgetown
 Horry Kershaw Lancaster Lee Marlboro Marion
 Sumter Williamsburg

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	45.05	TBD	TBD	TBD	TBD
Group 2	34.54				
Group 3	24.76				
Welfare	6.25				
Pension 1	6.75				
Pension 2	5.75				
Pension 3	4.25				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.29				
** EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

Zone 2 (Local 470) (Rest of State)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	45.57	TBD	TBD	TBD	TBD
Group 2	35.03				
Group 3	25.26				
Welfare	6.25				
Pension 1	6.50				
Pension 2	5.50				
Pension 3	4.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.25				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

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* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

SOUTH DAKOTA**Statewide (Local 49)**

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.76	TBD	TBD	TBD	TBD
Group 2	28.58				
Group 3	21.15				
Welfare (Group 1&2)	9.90				
Welfare (Group 3)	9.90				
Pension (Group 1)	9.50				
Pension (Group 2)	8.15				
Pension (Group 3)	5.65				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Loc. Training	.50				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0.00	0.00	0

(\$.60 Administrative dues deducted when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

TENNESSEE

Zone 1 (Local 369)	Bedford	Benton	Carroll	Cheatham	Chester	Crockett
	Davidson	Decatur	Dickson	Dyer	Fayette	Gibson
	6/10/2019 to 8.	Hardeman	Hardin	Haywood	Henderson	Henry
	Hickman	Houston	Humphreys	Lake	Lauderdale	Lawrence
	Lewis	Lincoln	McNairy	Madison	Marshall	Maury
	Montgomery	Moore	Obion	Perry	Robertson	Rutherford
	Shelby	Stewart	Sumner	Tipton	Wayne	Weakley
	Williamson	Wilson				

	<u>7/22/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022 to</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>6/4/2023</u>
Group 1	42.79	TBD	TBD	TBD	TBD
Group 2	31.25				
Group 3	20.47				
Welfare	6.40				
Pension 1	8.00				
Pension 2	8.00				
Pension 3	7.50				
Apprenticeship	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Administrative dues of 2% of gross wages deducted when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS

TENNESSEE (Continued)

Zone 2 (Local 917)	Anderson	Bledsoe	Blount	Bradley	Campbell	Cannon
	Carter	Claiborne	Clay	Cocke	Coffee	Cumberland
	Dekalb	Fentress	Franklin	Grainger	Greene	Grundy
	Hamblen	Hamilton	Hancock	Hawkins	Jackson	Jefferson
	Johnson	Knox	London	McMinn	Macon	Marion
	Meigs	Monroe	Morgan	Overton	Pickett	Polk
	Putnam	Rhea	Roane	Scott	Sequatchie	Sevier
	Smith	Sullivan	Trousdale	Unicoi	Union	Van Buren
	Warren	Washington	White			

	<u>6/3/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022 to</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>6/4/2023</u>
Group 1	46.14	TBD	TBD	TBD	TBD
Group 2	35.20				
Group 3	24.91				
Welfare	5.08				
Pension 1	6.50				
Pension 2	5.50				
Pension 3	4.50				
Apprenticeship	.35				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)
 (Administrative dues of 3% of gross wages deducted when authorized by employee.)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

TEXAS

Zone 1 (Local 178)	Anderson	Andrews	Archer	Armstrong		
	Bailey	Baylor	Borden	Bosque	Bowie	Briscoe
	6/10/2019 to 8.	Callahan	Camp	Carson	Cass	Castro
	Cherokee	Childress	Clay	Cochran	Coke	Coleman
	Collin	Collingsworth	Comanche	Concho	Cooke	Cottle
	Crosby	Dallam	Dallas	Dawson	Deaf Smith	Denton
	Delta	Dickens	Donley	Eastland	Ector	Ellis
	Erath	Fannin	Fisher	Floyd	Foard	Franklin
	Freestone	Gaines	Garza	Glasscock	Gray	Grayson
	Gregg	Hale	Hall	Hamilton	Hansford	Hardeman
	Harrison	Hartley	Haskell	Hemphill	Henderson	Hill
	Hockley	Hood	Hopkins	Houston	Howard	Hunt
	Hutchison	Irion	Jack	Johnson	Jones	Kaufman
	Kent	King	Knox	Lamar	Lamb	Limestone
	Lipscomb	Loving	Lubbock	Lynn	McCulloch	Marion
	Martin	Midland	Mitchell	Montague	Moore	Morris
	Motley	Nacogdoches	Navarro	Nolan	Ochiltee	Oldham
	Palo Pinto	Panola	Parker	Parmer	Potter	Rains
	Randall	Red River	Roberts	Rockwall	Runnels	Rusk
	Scurry	Shakelford	Shelby	Sherman	Smith	Somervell
	Stephens	Sterling	Stonewell	Swisher	Tarrant	Taylor
	Terry	Throckmorton	Titus	Tom Green	Upshur	Van Zandt
	Wheeler	Wichita	Wilbarger	Winkler	Wise	Wood
	Yoakum	Young				

	<u>6/3/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>to 6/4/2023</u>
Group 1	39.77	TBD	TBD	TBD	TBD
Group 2	29.91				
Group 3	22.27				
<hr/>					
Welfare	6.25				
Pension 1	6.55				
Pension 2	5.55				
Pension 3	2.55				
Apprenticeship	.35				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Annuity	3.19				
Annuity 2	2.55				
Annuity 3	1.91				
* EPEC	.05	.05	.05	.05	.05
Per Diem	39.00	39.00	0	0	0

(2% Dues Deduction when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

OPERATORS

TEXAS (Continued)

Zone 2 (Local 450)	Angelina	Aransas				
	Atascosa	Austin	Bandera	Bastrop	Bee	Bell
	Bexar	Blanco	Brazoria	Brazos	Brooks	Burleson
	Burnet	Caldwell	Calhoun	Cameron	Chambers	Colorado
	Comal	Coryell	Dewitt	Dimmerett	Duval	Edwards
	Falls	Fayette	Fort Bend	Frio	Galveston	Gillespie
	Goliad	Gonzales	Grimes	Guadalupe	Hardin	Harris
	Hays	Hidalgo	Jackson	Jasper	Jefferson	Jim Hogg
	Jim Wells	Karnes	Kendall	Kenedy	Kerr	Kimble
	Kinney	Kleburg	Lampasas	La Salle	Levaca	Lee
	Leon	Liberty	Live Oak	Llano	McLennan	McMullen
	Madison	Mason	Matagorda	Maverick	Medina	Menard
	Milam	Mills	Montgomery	Newton	Nueces	Orange
	Polk	Real	Refugio	Robertson	Sabine	San Augustine
	San Jacinto	San Patricio	San Saba	Schleicher	Starr	Sutton
	Travis	Trinity	Tyler	Uvalde	Victoria	Walker
	Waller	Washington	Webb	Wharton	Willacy	Williamson
	Wilson	Zapata	Zavalla			

	<u>6/3/2019 to</u>	<u>8/17/2020 to</u>	<u>11/16/2020</u>	<u>5/31/2021 to</u>	<u>5/30/2022</u>
	<u>8/17/2020</u>	<u>11/16/2020</u>	<u>to 5/31/2021</u>	<u>5/30/2022</u>	<u>to 6/4/2023</u>
Group 1	39.59	TBD	TBD	TBD	TBD
Group 2	30.85				
Group 3	21.91				
<hr/>					
Welfare	6.25				
Pension 1	4.55				
Pension 2	3.00				
Pension 3	1.90				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
App.	.75				
Annuity	7.05				
Annuity 2	5.80				
Annuity 3	4.55				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Dues Deduction when authorized)

* (Deducted when authorized by employee)

(3% of gross wages deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

OPERATORS

TEXAS (Continued)

Zone 3 (Local 953) Brewster Crane Crockett Culberson El Paso Hudspeth
 Jeff Davies Pecos Presidio Reagan Reeves Terrell
 Upton Val Verde Ward

	<u>1/1/2020 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022</u> <u>to 6/4/2023</u>
Group 1	43.81	TBD	TBD	TBD	TBD
Group 2	33.99				
Group 3	24.30				
Welfare	4.20				
Pension 1	7.56				
Pension 2	6.41				
Pension 3	4.81				
Apprenticeship	.35				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	35.00	35.00	0	0	0

(Monthly Administrative Dues of 2x hourly rate plus \$11.25 when authorized by employee)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

UTAH

Statewide (Local 3)

	<u>7/8/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	40.42	TBD	TBD	TBD	TBD
Group 2	33.87				
Group 3	25.23				
<hr/>					
Welfare	8.72				
Pension 1	9.44				
Pension 2	6.73				
Pension 3	4.08				
Apprenticeship	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
Vacation	--				
Pensioned Health & Welfare 1 & 2	1.87				
Pensioned Health & Welfare 3	0.00				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from fringes)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

VERMONT

Statewide (Local 98)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	38.54	TBD	TBD	TBD	TBD
Group 2	27.00				
Group 3	18.42				
Welfare	10.56				
Pension	8.90				
Apprenticeship	.70				
Central Pension	.80				
Annuity	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Dues deduction of 2.5% gross wages deducted when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

VIRGINIA

Zone 1 (Local 77) Arlington Fairfax Fauquier King George Loudoun Prince William
 Stafford

6/10/2019 to 8/17/2020

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	46.09	TBD	TBD	TBD	TBD
Group 2	35.12				
Group 3	25.42				
Welfare	5.55				
Pension	3.70				
Apprenticeship	1.50				
Annuity 1 & 2	2.20				
Annuity 3	1.20				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Administrative dues of 2.5% of rate deducted when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

VIRGINIA (cnt'd)

Zone 2 (Local 147) (Rest of State)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	44.39	TBD	TBD	TBD	TBD
Group 2	35.38				
Group 3	25.94				
Welfare	6.25				
Pension 1	7.85				
Pension 2	5.45				
Pension 3	3.57				
Apprenticeship	.29				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Administrative dues of 2% of gross waged deducted when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

WASHINGTON

Zone 1 (Local 302) Adams Asotin Benton Chelan (Part) * Columbia Douglas (Part) *
Ferry Franklin Garfield Grant Lincoln Pend Oreille
6/10/2019 to 8 Stevens Walla Walla Whitman Okanogan (Part) *
Yakima (Part) *

* That Part East of the 120th Meridian

	<u>11/4/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	41.22	TBD	TBD	TBD	TBD
Group 2	34.25				
Group 3	29.24				
Welfare	7.70				
Pension	8.95				
Apprenticeship	.75				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

* (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rates)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

WASHINGTON

	<u>6/17/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Zone 2 (Local 701) Clark					
		Cowlitz	Klickitat	Skamania	Wahkiakum
Group 1	46.70	TBD	TBD	TBD	TBD
Group 2	40.49				
Group 3	34.19				
Welfare	8.45				
Pension	4.90				
Def. Contribution	4.55				
** Vacation	1.25				
Apprenticeship	.85				
Pipeline Org.	.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

Additional Pay: \$3.00 to \$6.00 per hour in specified areas and time starts and stops at job site with employees furnishing own transportation.

* (Deducted when authorized by employee)

** (Deduct after taxes)

(2% dues deduction when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS

WASHINGTON (Continued)

Zone 3 (Locals 612 & 302)

(Rest of state)

	<u>6/3/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	43.49	TBD	TBD	TBD	TBD
Group 2	37.27				
Group 3	30.98				
Welfare	8.07				
Pension	12.40				
Apprenticeship	.70				
Union Prog (ded)	.25				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

Subsistence: \$1.00 to \$1.30 per hour in specified areas and time starts and stops at job site with employees furnishing own transportation.

(2% of gross wages for dues to be deducted)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

WEST VIRGINIA

Statewide (Local 132)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020 to</u> <u>5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	41.29	TBD	TBD	TBD	TBD
Group 2	31.56				
Group 3	26.41				
Welfare	8.47				
Pension (Group 1)	6.60				
Pension (Group 2)	6.60				
Pension (Group 3)	5.50				
Apprenticeship	.75				
Annuity 1	3.25				
Annuity 2	2.04				
Annuity 3	1.00				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(ACT deduction \$.25 from Group 1 & 2 when authorized by employee.)

* (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

WISCONSIN

Statewide (Local 139)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	40.13	TBD	TBD	TBD	TBD
Group 2	34.32				
Group 3	28.43				
Welfare	9.65				
Pension	12.41				
Apprenticeship	1.00				
Education	.08				
Labor Mgm.	.10				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	40.00	40.00	0.00	0.00	0.00

(Deduct dues of 3% of gross.)

* (Deducted when authorized by employee)

(NOTE: Any increase in fringes to be deducted from rate)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Steward will receive Group 1 pay, paid for hours worked, and has the right to work if IUOE members are working (except Testing Crew)

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - When spotters are utilized with each 360-swing machine, s/he will be the Oiler from that particular machine.

NOTE: Effective for all jobs pre-jobbed on or after 11/16/2020 - Local 139's position is that all Oilers should receive applicable Group 2 hourly wage rate. Item to be finalized at pre-job.

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

PLCA - IUOE NATIONAL PIPE LINE AGREEMENT
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OPERATORS - Appendix A

Note: All states except California, Nevada, New Jersey and New York (Zones 1, 2, 4 and 5) are "PL" States.

WYOMING

Statewide (Local 800)

	<u>6/10/2019 to</u> <u>8/17/2020</u>	<u>8/17/2020 to</u> <u>11/16/2020</u>	<u>11/16/2020</u> <u>to 5/31/2021</u>	<u>5/31/2021 to</u> <u>5/30/2022</u>	<u>5/30/2022 to</u> <u>6/4/2023</u>
Group 1	41.14	TBD	TBD	TBD	TBD
Group 2	32.51				
Group 3	27.25				
Welfare	6.25				
Pension 1	9.02				
Pension 2	5.84				
Pension 3	2.22				
Apprenticeship 1	1.60				
Apprenticeship 2	1.30				
Apprenticeship 3	.20				
* Sup. Dues	3%				
Pipeline Training	.75				
NTF	.10				
LMCT	.05				
* EPEC	.05	.05	.05	.05	.05
Per Diem	20.00	20.00	0	0	0

(Dues of 3% of gross wages when authorized by employee.)

** (Deducted when authorized by employee)

NOTE: Effective 1/1/2020 Pipeline Training is \$.70, NTF is \$.10 and LMCT is \$.10

11/6/2020

**APPENDIX B
NATIONAL PIPE LINE PARTICIPATION AGREEMENT**

WHEREAS, the undersigned Employer has entered into a National Pipe Line Agreement with the International Union of Operating Engineers, which requires said Employer to make contributions into designated funds, approved by the National Labor Relations Act, 1947, Section 302(c), at a stipulated rate and under certain conditions.

NOW, THEREFORE, IT IS AGREED by and between the undersigned Employer, the applicable multiemployer plans, and the International Union of Operating Engineers that such Employer hereby subscribes to the various agreements and declarations of trust and policies and procedures of the particular funds into which such Employer will be required to make contributions pursuant to the National Pipe Line Agreement, and agrees to be bound thereby and to amendments made or to be made thereto, but only to the extent they are consistent with the terms of this Agreement; and authorizes the parties to such trust agreements to name the trustees and successor trustees, and to administer the trusts; and does hereby ratify and accept such trustees and the terms and conditions of said trusts; provided, however, that no amendments or provisions of said agreement or declaration of trust shall bind the Employer for any financial obligations, including, without limitation, dues delinquency determinations or exit contributions, beyond that set forth in the National Pipe Line Agreement pursuant to which such contributions are made. Said Employer's obligations shall also be considered within and limited by the construction industry exemption of the Employee Retirement Income Security Act ("ERISA"), as amended by the Multiemployer Pension Plan Amendments Act of 1980 ("MEPPA") as long as said Employer is a construction industry employer within the meaning of 29 U.S.C. §1383(b).

DATED this _____ day of __20__.

EMPLOYER:

By: _____

Name of Company: _____

Address: _____

City and State: _____

Title: _____

IUOE NPLA
2020-2023

“By the execution of this agreement on behalf of its affiliated local unions, the International Union of Operating Engineers does so for convenience only and does not assume any liabilities with respect to such agreements and declarations of trust or with respect to local union contracts to which the International Union of Operating Engineers is not a party.”

ACCEPTED:

INTERNATIONAL UNION OF OPERATING ENGINEERS ON BEHALF OF ITS
AFFILIATED LOCAL UNIONS

BY: _____
Title

ACCEPTED:

BY THE TRUSTEES OF THE FOLLOWING

Name of Fund

Local Union

By: _____
Authorized Business Agent

APPENDIX D

SUBSTANCE ABUSE POLICY CONSENT FORM

I hereby authorize (Company) to conduct through its designated Medical Review Officer and medical laboratory testing facility a drug test as set out below. I have received a copy of the company's Substance Abuse Policy. I further understand that the presence of any of the prohibited drugs or substances above the limit set forth in the Substance Abuse Policy will cause my immediate termination or ineligibility for hire, whichever is applicable.

I understand that refusal to submit to the drug test will constitute voluntary termination or withdrawal of my application for employment, whichever is applicable. I further understand and agree that switching or adulterating my urine sample or otherwise failing to cooperate in the administration of the test will result in my termination.

I authorize that the results of my substance abuse test be given only to the Medical Review Officer as defined in the Substance Abuse Policy and those persons duly authorized to receive such information under applicable law.

I authorize (Company) to request the following information about me from all other Employers regulated by the Department of Transportation ("DOT") for whom I have worked within the past two years: (1) alcohol tests with a result of 0.04 or higher alcohol concentration; (2) verified positive drug tests; (3) refusals to be tested (including verified adulterated or substituted drug test results); (4) other violations of DOT agency drug and alcohol testing regulations; and (5) with respect to any violation of a DOT drug and alcohol regulation, documentation of successful completion of DOT return-to-duty requirements (including follow-up tests).

I further hereby acknowledged that I have read, understand, and agree to comply with the National Pipe Line Substance Abuse Policy this _____ day of _____, 20 ____.

Employee

Date

APPENDIX E

ACCEPTANCE

NATIONAL PIPE LINE AGREEMENT

The undersigned is aware of and familiar with the foregoing 2020 NATIONAL PIPE LINE AGREEMENT for the United States of America between the **International Union of Operating Engineers** and the **Pipe Line Contractors Association** operating in the United States, and for valuable consideration hereby becomes party to this Agreement as currently written and amended, extended or revised by the negotiating parties from time to time.

ACCEPTED BY: _____
(Print Name of Company)

(Street Address)

(City) (State) (Zip)

(Telephone Number) (FAX Number) (E-mail address)

(Signature) (Date)

(Name/Title of Signer) (Please print)

INTERNATIONAL UNION OF OPERATING ENGINEERS:

James T. Callahan
General President

Forward Original Signed Copy to:

Robert Wilds, Director of Pipeline
1125 17TH Street NW
Washington, DC 20036