Following are the new wage and fringe benefit rates effective May 1, 2019 in OCA's Heavy/Highway Collective Bargaining Agreements with the following unions:

Carpenters

Cement Masons

Laborers

Operating Engineers

Teamsters A & B (Statewide)

Teamsters Local 436, Cleveland
OCA MASTER AGREEMENT – HEAVY/HIGHWAY CARPENTERS
Rates Effective May 1, 2019

CARPENTERS SOUTHWEST AREA – ZONE 1

Covers Ohio Counties: Brown, Butler Champaign, Clark, Clermont, Clinton, Darke, Green, Hamilton, Logan, Montgomery, Miami, Preble, Shelby and Warren, and Kentucky Counties: Boone, Campbell, Kenton and Pendleton

WAGES & BENEFITS – Journeyman, Carpenter & Piledriver – Zone 1

WAGE: $30.52
H & W: 7.31
Pension: 6.95
Apprentice Fund: .40
LMCC .02
Annuity 2.49
UBC National Fund: .10
O.C.I.A: .05
Contractor Dues: .14
Administrative Fee: .08

Dues Check Off: 3.5% of gross wages, plus $0.50, plus $0.05 per hour.

FOREMAN: $1.50 PER HOUR ABOVE JOURNEYMAN RATE
GENERAL FOREMAN $2.00 PER HOUR ABOVE JOURNEYMAN RATE

Southwest Ohio District Council of Carpenters Apprentice Schedule
(As per Article XVI, Paragraph 16.5)

1st 6 months – 60% of Journeyman Rate
2nd 6 months – 70% of Journeyman Rate
3rd 6 months – 75% of Journeyman Rate
Carpenters South Central Region

CARPENTERS SOUTHWEST CENTRAL AREA – ZONE 2

Covers Ohio Counties: Adams, Athens, Delaware, Fairfield, Fayette, Franklin, Gallia, Guernsey, Highland, Hocking, Jackson, Lawrence, Licking, Madison, Marion, Meigs, Morgan, Muskingum, Noble, Perry, Pickaway, Pike, Ross, Scioto, Union, Vinton and Washington.
(Carpenters Zone 2 continued)

WAGES & BENEFITS – Journeymen, Carpenter & Piledriver – Zone 2

WAGE: $29.34
H & W: 7.25
Pension: 8.98
Apprentice Fund: .40
LMCC .02
Annuity 1.70
UBC National Fund: .10
O.C.I.A: .05
Contractor Dues: .14
Administrative Fee: .08

**Dues Deduction for South Central – 3.5% of gross wages, plus $0.50, plus $0.05 per hour.**

FOREMAN: $1.50 PER HOUR ABOVE JOURNEYMAN RATE
GENERAL FOREMAN $2.00 PER HOUR ABOVE JOURNEYMAN RATE

South Central Ohio District Council of Carpenters Apprentice Schedule
(As per Article XVI, Paragraph 16.5)

1st 6 months – 60% of Journeyman Rate 5th 6 months – 80% of Journeyman Rate
2nd 6 months – 65% of Journeyman Rate 6th 6 months – 85% of Journeyman Rate
3rd 6 months – 70% of Journeyman Rate 7th 6 months – 90% of Journeyman Rate
4th 6 months – 75% of Journeyman Rate 8th 6 months – 95% of Journeyman Rate

**OCA MASTER AGREEMENT-HEAVY/HIGHWAY CEMENT MASON**

May 1, 2019

<table>
<thead>
<tr>
<th>Exhibit A</th>
<th>District 1*</th>
<th>District II**</th>
<th>District III***</th>
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### Exhibit B

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**LEAD MAN: THE LEAD MASON RATE SHALL BE $1.00 PER HOUR ABOVE THE JOURNEYMAN RATE**

**Apprenticeship Schedule**
- First Year 70% of Journeyman Rate
- Second Year 80% of Journeyman Rate
- Third Year 90% of Journeyman Rate

Exhibit A Rates shall apply to all work under Paragraphs 17, 18, 19, 22, 23 & 24 of the CBA.

Exhibit B Rates shall apply to all work under Paragraphs 20 and 21 of the CBA.

*District 1 Counties
Ashtabula, Cuyahoga, Fulton, Geauga, Hancock, Henry, Lake, Lucas, Putnam and Wood.

**District 2 Counties

***District 3 Counties
The remaining counties of Ohio, not listed in Districts 1 or 2.

**Note:** Working Dues is 5% Of Wages & Benefits (Does not include Contractor Dues, O.C.I.A or Admin. Fee) Paid to Secretary – Treasurer of Local Union in whose jurisdiction the work occurs.
WAGE ZONES

Zone 1 – Counties of Cuyahoga, Geauga, Lake
Zone 2 – Counties of Ashtabula, Erie, Huron, Lorain, Lucas, Mahoning, Medina, Ottawa
Portage, Sandusky, Stark, Summit, Trumbull and Wood
Zone 3 – Including remaining counties in Ohio
Zone 4 – Counties of Boone, Campbell and Kenton in Kentucky
Zone 5 – Sewage Plant, Waste Plant, Water Treatment in Cuyahoga & Geauga County
(See Art. II, Par. 11 [G])

If, in the opinion of the Contractor, a foreman is necessary to direct and supervise
Laborers working within their jurisdiction, it shall be a Laborer. Foreman shall receive
one dollar ($1.00) per hour above the highest Laborer classification under their
supervision.

EXHIBIT B – WAGES & FRINGES
EFFECTIVE DATE OF RATES AND FRINGES

WAGE GROUP 1

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<th>Zone 1 – Rate of Pay</th>
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<td>Zone 3 – Rate of Pay</td>
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<td>Zone 4 – Rate of Pay</td>
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All rates have fringe benefit contributions in addition to rates as follows:

- Health & Welfare: $7.00
- Pension: 3.70
- Tri-Fund: .05
- LECET: .10
- Training & Apprenticeship: .40

Deduction: All rates are to have Laborers' District Council of Ohio working dues
assessment deducted as follows: Thirty-five cents ($0.35) per hour.

All rates have dues or fees in addition to wage rates and fringe benefits as follows:

- Contractor Dues: $0.14
- OCIA: .05
- *Administrative Fee: .08 (*Refer to Article VII Paragraph 43(b) page 24 of contract.)
EXHIBIT B - WAGES & FRINGES

WAGE GROUP 2 5/1/19

Zone 1 – Rate of Pay $33.45
Zone 2 – Rate of Pay 32.22
Zone 3 – Rate of Pay 31.79
Zone 4 – Rate of Pay 31.79

All rates in addition to fringe benefits, dues and fees as listed in Wage Group 1

WAGE GROUP 3 5/1/19

Zone 1 – Rate of Pay $33.78
Zone 2 – Rate of Pay 32.55
Zone 3 – Rate of Pay 32.12
Zone 4 – Rate of Pay 32.12

EXHIBIT B - WAGES & FRINGES

WAGE GROUP 4 5/1/19

Zone 1 – Rate of Pay $34.23
Zone 2 – Rate of Pay 33.00
Zone 3 – Rate of Pay 32.57
Zone 4 – Rate of Pay 32.57

All rates in addition to fringe benefits, dues and fees as listed in Wage Group 1

EXHIBIT B – WAGES & FRINGES

Work Under Article 11, Paragraph (g) Page 5

Zone 5 5/1/19
Cuyahoga & Geauga Counties only $34.66

All rates in addition to fringe benefits, dues, and fees as listed in Wage Group 1
EXHIBIT B – WAGES & FRINGES
LABORERS’ APPRENTICE SCHEDULE

WAGES ZONE

Zones – 1, 2, 3 & 4

When available the following ratios will be used:
First Journey Person: 1 Apprentice
Thereafter, 1 Apprentice for Every Three (3) Journey Persons

LABORER APPRENTICE 5/1/19

All Zones – Rate of Pay 0 to 1000 hours 60% of Journey Person Rate
All Zones – Rate of Pay 1001 to 2000 70% of Journey Person Rate
All Zones – Rate of Pay 2001 to 3000 80% of Journey Person Rate
All Zones – Rate of Pay 3001 to 4000 90% of Journey Person Rate

All rates have fringe benefit contributions in addition to rates as follows:

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<td>Health &amp; Welfare</td>
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<td>Tri-Fund</td>
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<td>Training &amp; Upgrading</td>
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Deductions: All rates are to have Laborers’ District Council of Ohio working dues assessment deducted as follows: Thirty-five cents ($0.35) per hour.

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<td>O.C.I.A. Fund</td>
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<td>*Administrative Fee</td>
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*Refer to Article VII Paragraph 43 (b) Page 24 of contract.

EXHIBIT B – WAGES & FRINGES

WATCH PERSON 5/1/19

All Zones $24.35
Time and one-half (1½) after 10 hours in any day and Sunday and Holidays.

A) Responsible to patrol and maintain a safe traffic zone including but not limited to barrels, cones, signs, arrow boards, message boards etc.
(Laborers' continued)

Responsible to be a watchperson to see that equipment, job and office trailers etc. are secure.

This watchperson is to contact their supervisor in case of an emergency on the project during watchpersons shift.

This person is not to set out mainline traffic closures.

B) Watchperson shall be governed by the working rules and rates applicable. Watchperson shall be furnished transportation on the project or satisfactory arrangement made (i.e. when the Contractor determines transportation is necessary for proper security of a project, watchperson shall be furnished transportation for the purpose of covering the project, or satisfactory arrangements made).

All rates in addition to fringe benefits, dues and fees as listed in Wage Group 1.

Deductions: All rates are to have Laborers' District Council of Ohio working dues assessment deducted as follows: Thirty-five cents ($0.35) per hour.

**OCA / OPERATING ENGINEERS**

**OHIO HEAVY HIGHWAY**

May 1, 2019

**Schedule I** – Covering the Counties of Ashtabula, Cuyahoga, Erie, Geauga, Lake, Lorain, Medina, Portage and Summit

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* Voluntary Employee Deduction

**Schedule II** – Covering the counties of Adam, Allen, Ashland, Athens, Auglaize, Belmont, Brown, Butler, Carroll, Champaign, Clark, Clermont, Clinton, Coshocton, Crawford, Darke, Defiance, Delaware, Fairfield, Fayette, Franklin, Fulton, Gallia, Greene, Guernsey, Hamilton, Hancock, Hardin, Harrison, Henry, Highland, Hocking, Holmes, Huron, Jackson, Jefferson, Knox, Lawrence, Licking, Logan, Lucas, Madison, Marion, Meigs, Mercer, Miami, Monroe, Montgomery, Morgan, Morrow, Muskingum, Noble, Ottawa, Paulding, Perry, Pickaway, Pike, Preble, Putnam, Richland, Ross, Sandusky, Scioto, Seneca, Shelby, Stark, Tuscarawas, Union, Van Wert, Vinton, Warren, Washington, Wayne, Williams, Wood and Wyandot in the State of Ohio and
(Operating Engineers Continued)

Boone, Campbell, Kenton and Pendleton counties in the state of Kentucky.

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<th>Apprenticeship:</th>
<th>E &amp; S:</th>
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**OPERATING ENGINEERS PERMANENT SHOP**

**Zone 1** – (Permanent Shop) covering the counties of Cuyahoga, Lake, Geauga, Summit and Portage

<table>
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**Zone 2** (Permanent Shop) All remaining counties in Ohio except Mahoning, Trumbull and Columbiana, but does include the counties of Boone, Campbell, Kenton and Pendleton in Kentucky.

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OCA/TEAMSTERS STATEWIDE HIGHWAY HEAVY AGREEMENTS A & B

May 1, 2019


Classifications and Wage Rates

1. Drivers on Trucks: Including but not limited to the following: 4-wheel service trucks; 4-wheel dump trucks; Batch trucks; Oil Distributors; Asphalt Distributors Drivers on Tandems Truck Sweepers (Not to include Power Sweepers and Scrubbers)

Wage: $28.04

2. Drivers on Tractor-Trailer Combinations: Including but not limited to the following:
   - Semi-tractor trucks; pole trailers; ready-mix trucks; fuel trucks; asphalt-oil spraybar men;
   - All Trucks Five (5) axle and Over Drivers on Belly Dumps; End Dumps; Articulated Dump Trucks; Low-boys and Heavy-Duty Equipment (irrespective of load carried) when used exclusively for transportation. Truck Mechanics (When needed)

Wage: $28.46

H & W $7.00 per hour
Pension (Contract A) 7.90 per hour (Contract B, $7.90 to 401-K instead of Pension)
Apprenticeship .20 per hour
Contractor Dues .14 per hour
O.C.I.A. .05 per hour
Administrative Fee .08 per hour
OCA/TEAMSTERS LOCAL 436 CLEVELAND HWY HVY AGREEMENT

The following wages and benefits shall apply for work in the counties of Cuyahoga, Geauga and Lake:

5/1/19

Class 1 (See description on page 10) Wage: $28.50

Class 2 (See description on page 10) Wage: $29.00

H & W 6.70 per hour
Pension 10.05 per hour
Appren. .20 per hour
Contractor Dues .14 per hour
O.C.I.A. .05 per hour
Administrative Fee .08 per hour

FREQUENTLY ASKED QUESTIONS (FAQ’s)

1. Why do some rates in this bulletin differ from the union contract books?

Our union contract books are printed in the first year of the three-year agreements. Unless changes to the fringe benefit funds are scheduled over the three years during negotiations, we normally add the entire increase in years two and three to the wage portion when we print the books. Prior to May 1st of each following year, trustees of the various fringe benefit funds, will notify OCA and the Unions if additional money must be allotted to their funds. (Pension, Health Care, etc.) If that is the case, the amount of the additional allotment to the fringes will be diverted from the wage portion. In other words, if this year’s total increase is $1.00 for wages and benefits, that amount will not change. The only thing that may change is how much of that one-dollar raise goes to wages, and how much goes to benefits. Got it? The correct rates are posted annually in this wage bulletin. Therefore, rates listed here for unions whose benefit funds needed additional contributions as of May 1st will differ from those listed in the contract books. Likewise, rates listed here for unions whose benefit funds did not need additional contributions diverted to them will be the same as listed in the contract books. Hope that clears it up for you.

2. What is Contractor Dues at $0.14 per hour and who is obligated to pay it?

All OCA members and all contractors who are not OCA members, but who sign the Labor agreements, are obligated to pay OCA dues in the amount of $0.14 per hour. For ease of administration, OCA dues are normally included in your monthly union benefits contribution report. The various union funds will then transmit the contractor dues portion to OCA with an accounting report of those contractors who have or have not paid. Both OCA member contractors and non-members may submit OCA dues directly
to OCA; however, it is normally more convenient to submit them with your monthly union benefits reports. Some of OCA’s largest contractor members exceed the maximum dues limit each year, and they are invoiced for OCA dues on a quarterly basis. Hope that clears up the OCA cues item.

3. **What is the OCIA contribution of $0.05 per hour and who is obligated to pay it?**

The Ohio Construction Information Association (OCIA) is OCA’s Industry Advancement Fund. Both OCA members and non-member contractors, who sign the union labor contracts, are obligated to pay this $0.05 per hour contribution in the same fashion as the OCA dues described above. Hope that answers your questions about OCIA.

4. **What is the Administrative Fee contribution of $0.08 per hour and who must pay it?**

Contractors who are NOT members of OCA, but who sign the labor agreements, ARE obligated to pay the Administrative Fee of $0.08 per hour in addition to Contractor Dues and OCIA. OCA MEMBERS DO NOT PAY THE ADMINISTRATIVE FEE! ONLY NON-OCA-MEMBERS PAY THE ADMINISTRATIVE FEE. This fee was established to recoup costs from non-members for benefits they derive from working in the industry under the agreements that OCA has secured. (Costs to negotiate, contract administration, costs to handle grievance activity and arbitrations, printing costs for contract books, etc.) The Administrative Fee can be paid monthly on the union benefit reporting form in the same fashion as contractor dues and the OCIA fund. Does that answer your concerns about the Administrative Fee?

5. **Please direct additional questions or concerns about wages and benefits to:**

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