MILLWRIGHT & MACHINERY ERECTORS #1463
2019 CONTRACT NEGOTIATIONS
SUMMARY OF TENTATIVE AGREEMENTS

DURATION: June 1, 2019, through May 31, 2022

WAGE INCREASES:
June 1, 2019: $2.00 Zone 1; $2.10 Zone 2
June 1, 2020: $2.00 Zone 1; $2.10 Zone 2
June 1, 2021: $2.00 Zone 1; $2.10 Zone 2

KEY LANGUAGE CHANGES
• Shift Work: 2nd shift premium of $2.00 per hour, Third Shift $2.25 per hour
• 12 Hour Shifts: Second lunch break moved to after 12.5 hours, Second Break in Afternoon added to language.
• Miscellaneous Contractor Language: Favored Nations, Contractor Association
• Labor Day Clarified as holiday that Members’ may choose not to work
• Pre-Apprentice Program: Feeder Program for Apprenticeship
  o 60% of Journeyperson Wage
  o Full Benefits
  o Maximum of 1,040 hours before entering Apprenticeship
  o Maximum ratio of 1 Pre-Apprentice for every 2 Apprentices per jobsite

BARGAINING COMMITTEE MEMBERS:
Wayne Nordin- Senior Manager (1348)  Lanny Anderson- 1463 Member
Toby Graser- Business Representative (1463)  Jordan Young- 1463 Apprentice
Robb Nelson- Deputy General Counsel (548)

<table>
<thead>
<tr>
<th>Zone 1</th>
<th>Wages</th>
<th>Dues</th>
<th>Savings</th>
<th>Health</th>
<th>DB</th>
<th>DC</th>
<th>App/Ed</th>
<th>UBC</th>
<th>MW</th>
<th>Assoc.</th>
<th>Total</th>
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<tbody>
<tr>
<td>Allocation</td>
<td>40%</td>
<td>Dues</td>
<td>Savings</td>
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<td>App/Ed</td>
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<td>MW</td>
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* - Contractor Association fee does not affect total package

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