

# **INSTRUCTIONS**

## **EXHIBIT C FOR CRAFT AUGMENTATION**

### **TENNESSEE VALLEY AUTHORITY HOURLY RATES OF PAY AND FRINGE BENEFITS FOR CRAFT AUGMENTATION OF WORK PERFORMED UNDER CONTRACT**

This Exhibit C lists the classifications and rates of pay for craft contractor employees augmented (craft augmentation) to the TVA annual work force. **INSTRUCTIONS:** The Wage Schedule C should only be added to contracts (which contain either the CPA, CPA-S, or PMMA) where TVA has contracted with the contractor to provide for craft augmentation services.

(This document is to be used only when augmenting trades and labor employees to TVA. The employment of these contractor employees is covered by the Construction Project Agreement, the Construction Project Agreement Supplement, or the Project Maintenance and Modifications Agreement.)

## Exhibit C

### TENNESSEE VALLEY AUTHORITY HOURLY RATES OF PAY AND FRINGE BENEFITS FOR AUGMENTATION OF WORK PERFORMED UNDER CONTRACT

#### SCHEDULE OF CLASSIFICATIONS

Effective First Pay Period Beginning After January 1, 2001

##### Asbestos Workers

(Asbestos work includes insulation)

Asbestos Abatement Wkr. (See LRS-35 <sup>12</sup> )	12.40
Asbestos Worker	20.66
Asbestos Worker Foreman	22.73
Asbestos Worker Head Foreman	25.00
Asbestos Worker Subjourneyman	12.40 <sup>2</sup>
Health and Welfare Fund	3.02 <sup>1</sup>
Pension Fund	2.94

##### Boilermakers

Blacksmith/Boilermaker	23.70
Blacksmith/Boilermaker Welder	23.70
Boilermaker Certified Pressure Welder	24.45 <sup>3</sup>
Boilermaker Assistant Foreman	27.97
Boilermaker (Head) Foreman	28.22
Boilermaker Erector	30.77
Boilermaker Subjourneyman (for wage and fringe rates, see Endnote 10)	
Boilermaker Trainee I	16.59
Boilermaker Trainee II	18.96

Health and Welfare Fund	3.80 <sup>1</sup>
Pension Fund (for each hour paid)	4.00
Annuity (for each hour paid)	1.00

(For apprentice health and welfare, pension, and annuity, see page 5)

(For MOST contribution for Fossil & Hydro Power, see LRS-41<sup>12</sup>)

##### Bricklayers

Bricklayer	21.31
Bricklayer Foreman	23.44
Bricklayer Head Foreman	25.78
Bricklayer Improver	12.79 <sup>2</sup>
Marble Setter	20.50
Stone Mason	21.31
Terrazzo Worker	20.50
Tile Setter	20.50

Pension Fund	1.31 <sup>1</sup>
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##### Carpenters

Carpenter	18.83
Carpenter Foreman	20.72
Carpenter Head Foreman	22.79
Carpenter--Trans. Foreman Spec.	24.29
Carpenter Welder	18.83
Lather Foreman	20.72
Millwright	21.58
Millwright Foreman	23.74
Millwright Head Foreman	26.11
Millwright Welder	21.58
Pile Driver	19.08
Pile Driver Foreman	20.99
Pile Driver Welder	19.08
Saw Filer	18.83
Sawyer	18.83

Health and Welfare Fund	2.20 <sup>1</sup>
Pension Fund	1.25

##### Electrical Workers

Cable Splicer	23.94
Driver-Special Line Equipment	21.33
Driver-SLE Trainee I	16.64
Driver-SLE Trainee II	18.13
Driver-SLE Trainee III	19.20
Electrician	23.70
Electrician Foreman	27.97
Electrician Head Foreman	30.77
Electrician Welder	23.70
Groundman (line crew)	17.54
Groundman Driver	17.69
Groundman Foreman	23.70
Groundman--Maintenance	16.59
Groundman Trainee--A	12.28
Groundman Trainee--B	13.15
Lineman	23.70
Lineman Foreman	27.97
Right-of-Way Clearing Foreman--Spray	22.83
Substation Construction Foreman	30.77

**Electrical Workers (continued)**

Transmission Line Const. Foreman	30.77
Health and Welfare Fund	2.75 <sup>1</sup>
Pension Fund--National	3% of gross payroll
Pension Fund--Local	2.22

**Iron Workers**

Iron Worker Head Foreman	23.82
Reinforcing Iron Worker	19.68
Reinforcing Iron Worker Foreman	21.65
Reinforcing Iron Wkr. Subjourneyman	11.81 <sup>2</sup>
Structural Iron Worker	19.68
Structural Iron Worker Foreman	21.65
Structural Iron Worker Sketchman	21.65
Structural Iron Wkr. Subjourneyman	11.81 <sup>2</sup>
Structural Iron Worker Welder	19.68
Health and Welfare Fund	2.19 <sup>1</sup>
Pension Fund	3.23
Annuity	0.50

**Laborers**

Deckhand	15.46
Laborer Probationary	13.48
Laborer	14.98
Laborer Foreman	17.33
Laborer Head Foreman	30.77
Laborer Multi-Crew Foreman	19.06
Health and Welfare Fund	1.65 <sup>1</sup>
Pension Fund	1.20

**Machinists**

Airplane Mechanic (includes CAA inspection)	26.07
Airplane Mechanic Foreman	30.76
Bolt Threading Machine Operator	17.78
Gas and Diesel Mechanic	23.70
Gas and Diesel Mechanic Foreman	27.97
Gas and Diesel Mechanic Head F'man.	30.77
Gas and Diesel Mechanic Helper I	16.59
Gas and Diesel Mechanic Helper II	18.37
Machinist	23.70
Machinist Foreman	27.97
Machinist Head Foreman	30.77
Machinist Helper	16.59
Machinist Helper--Maintenance	16.59
Machinist Welder	23.70
Machinist Welder Foreman	27.97
Maintenance Mechanic/Machinist	23.70
Maintenance Mechanic/Machinist Fmn.	27.97

**Machinists (continued)**

Mobile Crane/Aerial Device Inspector	27.97
Office Equipment Technician	23.70
Outside Machinist	23.70
Outside Machinist Foreman	27.97
Outside Machinist Welder	23.70
Senior Office Equipment Technician	26.07

Health and Welfare Fund	2.02 <sup>1</sup>
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**Operating Engineers**

Assistant Marine Pilot	19.67
Bulldozer Operator	18.82
Coal Hauling Foreman	26.38
Crane Operator	21.01 <sup>4</sup>
Heavy Equipment Operator--Power	22.36
Heavy Equipment Operator Foreman	26.38
Marine Pilot	21.01
Mobile Crane Inspector	27.97
Motorboat Operator	14.98
Oiler	17.88
Operating Engineer Head Foreman	30.77
Pan Scraper Operator	21.01
Power Shovel Operator	21.01
Senior Marine Pilot	22.36
Switchman	19.00
Tractor Operator--Farm Type	16.46

Health and Welfare Fund	2.45 <sup>1</sup>
Pension Fund	2.35

**Painters**

Lead-Based Paint Abatement Worker (See LRS-35 <sup>12</sup> )	16.51
Painter (includes drywall finish & glazier work)	16.51
Painter Foreman	18.16
Painter Head Foreman	19.98
Painter Utilityman	9.91 <sup>2</sup>
Sign Painter	16.51

Health and Welfare Fund	1.90 <sup>1</sup>
Pension Fund	2.00

**Plasterers and Cement Masons**

Cement Mason	19.83
Cement Mason Foreman	21.81
Cement Mason Head Foreman	23.99
Cement Mason Improver	11.90 <sup>2</sup>
Plasterer	21.83
Plasterer Foreman	24.01

Health and Welfare Fund (Cement Masons only)	2.00 <sup>1</sup>
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**Roofers**

Roofer	18.86
Roofer Foreman	20.75
Roofer Head Foreman	22.83
Roofers Helper	13.58
Roofer Subjourneyman	11.32 <sup>2</sup>
Roofer--Slate and Tile	19.11
Roofer Foreman--Slate and Tile	21.02
Roofer--Slate and Tile Subjourneyman	11.47 <sup>2</sup>
Health and Welfare Fund	1.40 <sup>1</sup>
Pension Fund	0.50

**Sheet Metal Workers**

Sheet Metal Worker	21.59
Sheet Metal Worker Foreman	23.75
Sheet Metal Worker Head Foreman	26.13
Sheet Metal Worker Pre-Apprentice	12.95 <sup>2</sup>
Sheet Metal Worker--Sketchman	23.75
Sheet Metal Worker Welder	21.59
Health and Welfare Fund	2.52 <sup>1</sup>
Pension Fund	2.62
SASMI (3% gross payroll including base wage, H&W, and Pension)	

**Steamfitters**

Lead Burner	23.80
Maintenance Mechanic/Steamfitter	23.70
Maintenance Mechanic/Steamfitter Fmn.	27.97
Plumber	23.70
Plumber Sketchman	27.97
Plumber Foreman	27.97
Production Worker Steamfitter	
Subjourneyman--Maintenance	16.59
Steamfitter	23.70
Steamfitter (Fire Protection) Level I	23.70 <sup>5</sup>
Steamfitter (Fire Protection) Level II	24.89 <sup>5</sup>
Steamfitter Foreman	27.97
Steamfitter Head Foreman	30.77
Steamfitter Sketchman	27.97
Steamfitter Welder	23.70
Steamfitter Welder Foreman	27.97
Health and Welfare Fund	2.49 <sup>1</sup>
Pension Fund	2.85

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Sprinkler-Fitter	21.73
Sprinkler-Fitter Foreman	23.90
Sprinkler-Fitter Head Foreman	26.29
Health and Welfare Fund	3.35 <sup>1</sup>
Pension Fund	3.02

**Teamsters**

Garage Attendant	14.46
Material Handler (See <b>LRS-35</b> <sup>12</sup> )	18.61
Nuclear Material Handler (See <b>LRS-35</b> <sup>12</sup> )	19.33
Truck Dispatcher	15.29
Truck Driver I	14.71 <sup>5</sup>
Truck Driver II	14.96 <sup>6</sup>
Truck Driver III	17.29 <sup>7</sup>
Truck Foreman	19.02
Truck Head Foreman	20.92
Warehouseman	14.71
Warehouse Foreman	15.26

Health and Welfare Fund	2.80 <sup>1</sup>
Pension Fund	\$85/wk
(For each week in which employee receives at least 20 hours' pay.)	

**Multi-Craft**

Power House Crane Operator	23.70 <sup>9</sup>
Property Maintenance Worker	15.22 <sup>9</sup>
Property Maintenance Foreman	17.95 <sup>9</sup>

## **ENDNOTES**

1. a. Health and Welfare and Pension Contribution - Health and Welfare and Pension contributions may vary for some crafts by local union from those rates listed in this exhibit. (See Article XII:1 and 2 of the Project Maintenance and Modifications Agreement and Article X:A and B of the Construction Project Agreement.) Prior to making wage or benefit payments, the contractor and the union involved should communicate to ensure that payment amounts, payment rules, and the name and address of the fund where the payments should be made are correct. (For the instructions in behalf of employees in Iron Workers classifications, the contractor should contact the Iron Worker Council Representative.)  
  
b. The rate of contributions to fringe benefit funds are paid at the straight-time rate even during overtime hours worked. During overtime, only the hourly wage rate is multiplied by the overtime multiplier. In other words, the established rate of contributions to fringe benefit funds is paid for hours worked and not hours paid. (**Exception:** For all classifications represented by the Boilermakers, hourly contributions to pension and annuity only are paid on hours paid. All other fringe benefit contributions are paid on hours worked.)
2. In 1983, TVA and the Tennessee Valley Trades and Labor Council agreed to a new series of classifications (Asbestos Worker Subjourneyman, Boilermaker Helper [revised to Boilermaker Subjourneyman 12-97], Bricklayer Improver, Groundman--Maintenance [IBEW], Reinforcing Iron Worker Subjourneyman, Structural Iron Worker Subjourneyman, Machinist Helper-Maintenance, Painter Utilityman, Cement Mason Improver, Roofer Subjourneyman, Roofer--Slate and Tile Subjourneyman, Sheet Metal Worker Pre-Apprentice, and Production Worker Steamfitter Subjourneyman). These classifications are considered as nonjourneymen, and they are not in a training position or a progressive position leading to journeyman status. The total number of apprentices and nonjourneymen in a particular craft is not to exceed 33-1/3 percent of the craft work force. Some of the conditions of the agreement are: They are under the supervision of a general supervisor and the direct supervision of a foreman; they work with journeymen and perform tasks as assigned which do not require journeyman skills; they may be assigned to any work which, in the judgment of management, he/she can perform safely and efficiently; they must be physically able to do the work; and they must have a general knowledge of safe and proper use of handtools.
3. Must be certified under ASME Section 9.
4. For Crane Operator, the following premiums are paid: A premium of 75 cents per hour above the straight-time rate is paid for all hours when hired to operate the following: (1) cranes with 100 feet of boom, including jib; (2) tower cranes; or (3) ringer cranes.
5. Restricted to Nuclear Power.
6. Truck Driver I - Includes: (1) dump trucks 3 cu. yds. and under, struck measure; (2) trucks other than dump trucks with a manufacturer's nominal rating of 3T and under. Does not include trucks covered by the classification Truck Driver III.
7. Truck Driver II - Includes: (1) dump trucks over 3 cu. yds., struck measure, up to and including 6 cu. yds., struck measure; (2) trucks other than dump trucks having a manufacturer's nominal rating of over 3T up to and including 5T. Does not include trucks covered by the classification Truck Driver III.
8. Truck Driver III - Includes: (1) dump trucks over 6 cu. yds., struck measure; (2) trucks other than dump trucks over 5T; (3) trucks regardless of size having special equipment, such as fuel delivery equipment, dumpsters, mixers, winches (except bumper winches on trucks regardless of size, when used only to help the truck over rough or muddy ground), cargo refrigerating or heating units, etc.; (4) crawler trucks regardless of size; (5) tractor-type trucks of any size; (6) trucks of any size when pulling heavy capacity trailers such as lowboys, vans, mobile health clinic trailers, floats, etc.; (7) right-of-way clearing spray trucks. Does not include trucks covered by the classification Driver--Special Line Equipment. Does not include winch trucks with permanently attached "A" frame or boom when assigned primarily for hoisting for one week or more; under these circumstances, the driver position is classified as Crane Operator.

A premium of 30 cents per hour above the Truck Driver III rate is paid while driving a dual-powered, dual-control 400-ton lowboy. This premium is paid to those drivers actually performing the work described above.

## ENDNOTES (continued)

9. This rate is the total wage package which is the total that may be paid when the hourly wage and all fringe contributions, if any, are added together. For a definition of all payment items that can make up the total wage package, see the Project Maintenance and Modifications Agreement, Article XII:1 and Construction Project Agreement, Article X:A.
10. Receives fringe benefit contributions of the craft from which employed.
11. The Boilermaker Subjourneyman classification Health and Welfare and Pension contributions vary depending on when the individual was first hired by any contractor as a subjourneyman. (For a description of subjourneyman, see Endnote 2).

	<u>First Employed</u>	
	<u>Prior to</u>	<u>After</u>
	<u>11-1-97</u>	<u>11-1-97</u>
Boilermaker Subjourneyman	\$16.59	\$16.59
Health and Welfare Fund <sup>1</sup>	3.80	3.10
Pension (for each hour paid) <sup>1</sup>	4.00	.25
Annuity (for each hour paid) <sup>1</sup>	1.00	.10

12. LRSs (Labor Relations Supplements) may be viewed at web address [www.TVA.gov/moreinfo/clauses.htm#labor99](http://www.TVA.gov/moreinfo/clauses.htm#labor99).

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## OTHER PAYMENTS

### **United Way**

Employee voluntary contributions to the United Way are to be matched up to 5 cents per hour for each hour worked. (See Article X of the Construction Project Agreement.)

### **Construction or Maintenance and Modification of Transmission Facilities Only**

Skilled or semiskilled employees engaged in construction or maintenance and modification of transmission facilities, whose temporary work location is changed throughout the work area, are paid a subsistence allowance of \$38.00 for each night lodging is obtained and occupied when the temporary work location board town is more than 55 map (Rand McNally's Standard Highway Mileage Guide) miles from the city or town of the employee's permanent residence. Employees will be eligible for payment of the subsistence allowance if pay is received for productive work on the day following the night lodging is obtained and occupied, except employees will not be eligible until the temporary work location is changed from the original employment work location and they have reported to the new temporary work location for which the designated board town is more than 55 map miles from the city or town of their permanent residence. At any time the contractor specifies that overnight lodging is required, the employee will be paid the subsistence allowance for each night lodging is obtained and occupied while working on that assignment regardless of distance to permanent residence. In a move between work location board towns, while engaged in construction or maintenance and modification of transmission facilities, the employee will be paid 26 cents per mile for providing his own transportation.

## **APPRENTICE WAGE RATE SCHEDULE**

(Note: See LRS-16<sup>12</sup>)

This structure is intended to help facilitate the identification of the proper wage rates for apprentices. The following ranges accommodate any local apprentice program provided the program has a minimum of four periods and a maximum of ten periods. Apprentice wage rates are determined by selecting the schedule of periods listed below that corresponds to the number of periods in the applicable craft apprenticeship program, locate the period which reflects the current period of the apprentice to be paid, and then applying the percentage listed for that period to the basic journeyman wage rate for the craft as listed in the preceding schedule of wage rates.

All crafts (except Boilermaker)

<u>1</u> 57%	<u>2</u> 70%	<u>3</u> 80%	<u>4</u> 90%
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<u>1</u> 57%	<u>2</u> 66%	<u>3</u> 74%	<u>4</u> 85%	<u>5</u> 90%
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<u>1</u> 57%	<u>2</u> 63%	<u>3</u> 69%	<u>4</u> 76%	<u>5</u> 83%	<u>6</u> 90%
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<u>1</u> 57%	<u>2</u> 62%	<u>3</u> 67%	<u>4</u> 72%	<u>5</u> 78%	<u>6</u> 84%	<u>7</u> 90%
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<u>1</u> 57%	<u>2</u> 61%	<u>3</u> 65%	<u>4</u> 70%	<u>5</u> 75%	<u>6</u> 80%	<u>7</u> 85%	<u>8</u> 90%
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<u>1</u> 57%	<u>2</u> 60%	<u>3</u> 64%	<u>4</u> 68%	<u>5</u> 72%	<u>6</u> 76%	<u>7</u> 80%	<u>8</u> 84%	<u>9</u> 90%
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<u>1</u> 57%	<u>2</u> 60%	<u>3</u> 63%	<u>4</u> 66%	<u>5</u> 70%	<u>6</u> 74%	<u>7</u> 78%	<u>8</u> 82%	<u>9</u> 86%	<u>10</u> 90%
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Boilermaker only:

		Wage Rate	H&W <sup>1</sup>	Pension <sup>1</sup>	Annuity <sup>1</sup>
1 <sup>st</sup> Period (0-1,000 hrs.)	(75%)	17.78	3.80	.25	1.00
2 <sup>nd</sup> Period	(80%)	18.96	3.80	3.07	1.00
3 <sup>rd</sup> Period	(85%)	20.15	3.80	3.07	1.00
4 <sup>th</sup> Period	(90%)	21.33	3.80	3.07	1.00
5 <sup>th</sup> Period	(95%)	22.52	3.80	3.07	1.00
6 <sup>th</sup> Period	(95%)	22.52	3.80	4.00	1.00

## Exhibit B

### **HOURLY CONTRIBUTION TO APPRENTICESHIP/TRAINING FUNDS**

Effective First Pay Period Beginning After January 1, 2001

#### **I. APPRENTICESHIP FUNDS**

(For rules governing contributions to apprenticeship programs, see LRS-16<sup>12</sup>.)

Crafts for which contributions are paid on all classifications within the craft:

Asbestos Workers .....	19 cents per hour
(Exception: Contribution for Asbestos Abatement Worker classifications only is 25 cents per hour to the Asbestos Workers Regional Local 207 Training Program.)	
Boilermakers .....	20 cents per hour
Carpenters .....	30 cents per hour
Electrical Workers.....	1.25% of hourly rate
Millwrights .....	30 cents per hour
Iron Workers .....	26 cents per hour
Painters .....	20 cents per hour
Sheet Metal Workers .....	28 cents per hour
Sprinkler-Fitters .....	20 cents per hour
Steamfitters.....	32 cents per hour

Crafts for which contributions are paid on journeyman and above classifications within the craft:

Bricklayers .....	14 cents per hour
Cement Masons .....	11 cents per hour
Operating Engineers .....	28 cents per hour
Roofers .....	6 cents per hour

#### **II. TRAINING FUNDS**

Laborers - In lieu of contributions to an apprentice fund, for all classifications represented by the Laborers' International Union of North America (LIUNA), a contribution is made to the LIUNA Training Fund. (For instructions, see LRS-47<sup>12</sup>.)

Laborers.....	20 cents per hour
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