

Local Area Provisions

By and between

Cascade General Inc.

And

Portland Metal Trades Council

In addition to the provisions set forth in the
Master Collective Bargaining Agreement (“Master Agreement”)

October 2, 2012 thru November 30, 2014

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**CASCADE GENERAL INC.,
LOCAL AREA PROVISIONS**

This Local Agreement represents subjects that have been collectively bargained between the Company and the Portland Metal Trades Council, in addition to the provisions set forth in the Master Collective Bargaining Agreement ("Master Agreement").

It is agreed that in the event the local area provisions set forth in this Agreement conflict by express language or by interpretation with the contract provisions set forth in the Master Agreement, absent express language in this Agreement stating such difference is the clear intent of the parties, the Master Collective Bargaining Agreement language shall supersede the conflicting local area provision.

SECTION 1
RECOGNITION

As agreed in the Master Agreement, Cascade General recognizes the Metal Trades Council of Portland and Vicinity as the exclusive bargaining representative for all of its Employees covered by the Master Agreement, in all of the classifications contained in Appendix A of this Local Agreement for Cascade General and employed on work covered by the "Scope of this Agreement" clause contained in the Master Agreement, as prescribed in Section 9(a) of the National Labor Relations Act as amended. The Metal Trades Council of Portland and Vicinity hereby designates the Metal Trades Department, AFL-CIO as its agent with respect to the negotiation and administration of this Agreement.

SECTION 2
HEALTH & WELFARE

Based on the plan design of July 1, 2011, the Employer will pay the full cost of a base major medical health and dental plan or equivalents for that benefit year.

Effective July 1, 2012, the Employer has complete authority to select and change the providers of the healthcare insurance benefits and the plan design to contain costs of the annual premium increases.

During this Agreement, all Employees must work eighty (80) hours in a calendar month to be eligible for Health and Welfare coverage the following month.

Upon layoff, discharge for cause or quit, benefits will continue for qualified employees until the end of the month. In the event an Employee has met the "hours worked" qualifications to receive benefits into the following month, and is laid off by the Employer, benefits will continue through the following month. In the case of leave of absence, benefits will continue in accordance with federal and state laws. In all cases, self-pay options are available in accordance with federal law.

SECTION 3 PENSION & RETIREMENT SAVINGS (401K)

401(k) Plan

The Employer will provide a 401K Plan, matching employee contributions up to a maximum of 4% of gross earnings. Employees will be eligible for the 401K plan when they have worked ninety (90) hours in a calendar month. Once an Employee has qualified he/she will remain qualified unless they are terminated for cause or voluntarily quit. Changes to the Plan will be communicated to Employees through Summary of Material Modifications.

Any Employees who had participated and received the 8% match in the 401K plan as of July 24, 2003 will continue to receive the 8% provided there has been no break in the Employee's service in excess of one (1) year.

The Employer retains the sole and exclusive right to provide a discretionary year end 401(k) bonus to employees eligible to participate in the 401(k) plan and such decision shall not be subject to appeal. It is further agreed that the Employer's total contribution for each participant cannot exceed 8%.

Pension

As of July 2011, the minimum Employer contribution, unless modified by an established Letter of Agreement, was \$1.25 per work hour. Such Employer contributions shall be made effective the first shift following the completion of the qualifying period of ninety (90) hours worked in a calendar month. Once an Employee has qualified they will remain qualified unless they are terminated for cause or voluntarily quit.

In the event the Employer becomes subject to any adjustment, increase, surcharge or other assessment (hereinafter "adjustment") that requires pension contributions greater than the dollar amounts specifically required by this Agreement, the wage rates of the Employees to whom the pension adjustment applies shall be reduced by 80% of the amount of the pension adjustment, effective when the pension adjustment becomes effective. (The Employer agrees to provide 20% of a required pension surcharge amount, as an offset to the surcharge reduction impact on Holiday, Vacation, 401K, etc.) In the event a pension adjustment that resulted in a wage reduction under this provision ceases to apply, the wage-rate reductions imposed because of the pension adjustment will be reversed, effective when the pension adjustment ceases to apply to the Employer.

The parties further agree that when an adjustment is required the Employer and the Union representative(s) shall meet to discuss and attempt to reach a mutual agreement on the language and potential options presented by the Trust regarding how the wage rates of such affected employees will be diverted accordingly. The agreement reached will be proposed to the Trust.

No voluntary increases in Employees' diversion from wages to their respective union pension funds shall be allowed beyond those in place as of July 2010.

Employer contributions to Union Pension Funds may vary as needed to accommodate Pension imposed surcharges as noted in this Agreement.

SECTION 4 PER DIEM

The parties agree that Article 19 of the Master Agreement shall apply to Travel Time and Out of Yard Work with the below addition for work performed on a vessel.

Employees who are assigned work on trial trips of vessels will be paid as though working normally assigned duties on Swan Island and be provided meals and lodging, when necessary. They shall receive a minimum of eight (8) hours at the regular rate of pay and two (2) hours at the applicable overtime rate of pay if they are required to stay on board the vessel longer than their normal shift and do not work other than their normal shift providing the vessel is operating outside the confines of the Willamette and Columbia rivers. Lodging and meals are provided. Employees working outside their normal shift hours or directed to standby by their Supervisor shall receive the applicable overtime rate.

SECTION 5 VACATION

The parties agree that the Master Agreement Vacation provisions shall apply to all employees except as otherwise noted in the Grandfathering section of this Local Agreement. Vacation pay as provided in the Master Agreement is calculated from the hourly day shift hourly rate of pay.

SECTION 6 SENIORITY

Seniority shall not be recognized except as specifically noted in the Grandfathering section of this Local Agreement.

SECTION 7 COMPENSATION

The Employer agrees to pay to its Employees and the Unions agree that their Members employed by the Employer will accept the wage scales for the various classifications set forth and contained in this Local Agreement Appendix A.

Level 1 Supervisors shall be paid at least \$ 1.50 per hour over their regular rate of pay under the Agreement. Level 2 Supervisors, when paid on an hourly basis, will be paid at least \$2.50 per hour over their regular rate of pay under the Agreement.

The Inside Machinists will be compensated at a rate of \$0.25 per hour for those who supply their own tools for the duration of this Agreement.

SECTION 8 JURY DUTY

Employee's that have successfully completed their probationary period as defined in the Master Agreement, and are on the active payroll, having been regularly employed and required by law to serve as a juror shall upon satisfactory proof to the Employer of such service rendered, be reimbursed by the Employer for his/her work time lost on the basis of the difference between his/her straight time day shift rate of pay and the jury pay (excluding travel allowance) provided, however, such Employer reimbursement shall not be applicable to any period of time during which said Employee-juror did not perform work for the Employer other than when prevented from doing so solely because of said jury service, and further provided that such Employer reimbursement is, in no event, to be applicable for a period of more than eight (8) hours in a standard workday, nor more than five (5) days in a standard work week, not to exceed 30 work days per calendar year.

In applying the foregoing, it is understood that if an Employee is called for jury service, responds to the call, and loses time, but is not accepted for service or serves and is relieved there from by the middle of his/her work shift, the Employee will be reimbursed by the Employer for the work time lost on the basis of the difference between the straight time day shift rate of pay and his/her jury pay (excluding travel allowance), provided the Employee returns to his/her job immediately, and promptly reports these facts to the Employer; provided further that if an Employee works his/her regular shift in addition to performing jury duty, the employee shall not be paid by the Employer under the provision of this Article.

Swing or graveyard shift Employees called for jury duty shall be excused from working swing or graveyard shift while serving on jury duty and for the purpose of the above Section, shall be considered day shift Employees.

SECTION 9 GRANDFATHERED PROVISIONS

SENIORITY

Scope of Seniority:

For the purpose of layoff and recall, the principle of seniority is hereby established for Employees in the Bargaining Unit who gained seniority prior to ratification of this Agreement (referred to as "grandfathered seniority"). There shall be no seniority for bargaining unit employees who did not have seniority as of the date of ratification of this Agreement.

Grandfathered seniority shall apply to classifications as set forth in this Local Agreement, and by such classifications as may be agreed upon by the Employer and the Union.

Employees with grandfathered seniority will retain their original seniority date.

Loss of Seniority:

9.2.1 An Employee's grandfathered seniority may be terminated under the following conditions:

- A) If the Employee is discharged for cause;
- B) If the Employee quits;
- C) If the Employee fails to answer an "Official Notice of Recall" (as outlined in this Agreement)

9.2.2 If the Employee is laid off for lack of work from the Employer's active payroll for a period of one (1) year there will be a loss of grandfathered seniority. An Employee on Employer approved Sick Leave at the time of lay off for lack of work shall be recalled according to Section 10.3.2 and if still unable to return to work shall be returned to the Employer's Sick Leave.

9.3 Layoff and Recall:

9.3.1 On layoffs and recalls in any classification or agreed classification, the following factors shall apply:

- A) Length of continuous seniority with the Employer in the classification or agreed classification (grandfathered seniority only);
- B) Demonstrated skill and ability to perform the work, within the classification or agreed classification. Where factor "B" is equal as between Employees to be laid off and recalled, then factor "A" shall prevail.
- C) The parties agree that, notwithstanding any other provision of this Agreement, the Employer may retain employees working on a particular task or ship without regard to grandfathered seniority in order to maintain continuity of work and avoid disruptions in the work.
- D) Non-seniority employees shall be laid off in accordance with Section B, only.

9.3.2 Grandfathered seniority employees who are laid off in accordance with this article shall be recalled to work in inverse order of layoff provided the Employee is qualified to perform the work within the classification or agreed classification. Non-seniority employees who are laid off shall be recalled and assigned work based on the criteria outlined in the Master Agreement, which includes the following criteria: the "Employer's determination of an individual Employee's ability to work to the Code (smart, careful, productive, flexible, considerate) as well as skill, ability, and performance".

9.4 Recall From Layoff:

- A) The Employer will place the recall order with the Union, naming Employees eligible to be recalled for such order by grandfathered Seniority List and/or skill and ability, as provided above.
- B) The Union shall make every reasonable effort to notify the Employee by telephone of his/her recall and time to report to the Employer.

- C) Employees contacted by the Union shall make every reasonable attempt to report for work at the time specified by the Employer.
- D) In the event that the Union fails to fill the recall order within 24 hours, a list of those employees not contacted by the Union, and those contacted who inform the Union they are not answering the recall, shall be given to the Employer by the Union. The Employer may then notify the Employees not answering the recall by Certified or Registered letter sent to the Employee's last address on record. Upon receipt of such "Official Notice of Recall" the Employee must report for work within forty-eight (48) hours or suffer loss of grandfathered seniority. Additionally, if the Employee fails to accept the Certified or Registered letter the Employee will suffer loss of grandfathered seniority. The Employer shall notify the Union, in writing, within two (2) working days, of receipt of an unacknowledged letter. It is the Employee's personal responsibility to maintain a current address and telephone number with the Employer and the Union. The Employer and the Union shall handle individual problem cases on their merits.
- E) In the event that the "Recall From Layoff" does not meet the Employer's needs, the Employer may hire additional Employees as provided in the Master Agreement **Article 5 - Hiring**.

9.4.1 After the initial recall, grandfathered seniority shall not apply to recall for jobs of less than ten (10) working days duration starting on the first (1st) day following the placing of the order at the Union Hall for an Employee.

- A) The Employer has the responsibility under this Local Agreement to call the Union Hall for Employees with grandfathered seniority for jobs regardless of duration.
- B) The provision under this Agreement is only to give the right to the Employee with grandfathered seniority, and who is gainfully employed to reject a job offer of less than ten (10) days. Further, there is no guarantee of pay for days not worked.
- C) The Employer can call Employees for more than one (1) job in the ten-(10) day period or less.
- D) If the job is not completed in the ten (10) working days' duration and is needed to be extended from one to three (1 to 3) working days beyond the ten (10) day duration, the Employer is not required to call grandfathered seniority Employees who originally rejected the ten (10) day call back for that period of time.

9.5 Exceptions to Seniority:

The Employer shall be entitled to retain Supervisors and classifications above Supervisor paid on an hourly rate without regard to grandfathered seniority.

9.6 General Provisions:

- 9.6.1** Grandfathered seniority employees promoted to any higher classification or to Supervisor paid on an hourly basis shall continue to accrue grandfathered seniority in the classification from which they are promoted during the time they serve in such capacity. Employees promoted to jobs outside the Bargaining Unit shall retain such grandfathered seniority as they had in the classification from which they were promoted as of the day of the promotion. There will be no retroactive adjustments, but prospectively these Employees shall not continue to accrue grandfathered seniority while out of the Bargaining Unit.
- 9.6.2** The Employer will furnish a current Grandfathered Seniority List on a monthly basis to the Union and Lead Shop Steward, designating Supervisors paid at an hourly rate. Such List will be posted in the Union office and the Employer, and it shall be the responsibility of the Employee to review such list as to his/her individual seniority status.
- 9.6.3** For Employees interested in working on projects outside of the thirty (30) mile radius of the Portland Shipyard the Employer will post a sign-up sheet for a 60-day period. The Employer retains the right to select Employees from the sign-up sheet and to base those selections on an Employee's ability to work to the Code as well as their knowledge, skill and ability. Once chosen, an Employee is committed to the project for the duration of the work with the project "job rights". If the Employee makes a request to leave the project he/she will lose his/her job rights on the project. If an Employee chooses not to work on this project initially, the Employee will not be allowed to bump lower Seniority Employees assigned to this project when a general layoff occurs, however, when additional staffing is needed on the project it shall be offered to all seniority employees.
- 9.6.4** An Employee accepting an appointment as a Union Representative shall be given a leave of absence for a period of time equal to his/her length of employment without pay, and without loss of grandfathered seniority rights, and with the privilege of returning to the former position provided that the position is in existence at the time of the employee's return and the employee can perform the work. The Employee is required to report to the Employer within ten (10) days after termination of his/her duties as Union Representative.
- 9.6.5** Any Employee absent for three (3) consecutive workdays or more without notification and furnishing a justifiable reason for such absence shall be considered to have voluntarily terminated his/her employment. Exceptional cases will be handled on their merit. Employees on Employer approved Leave of Absence or Industrial Injury shall not be subject to this provision.

HELPERS

In accordance with the provisions negotiated in the 2005 Collective Bargaining Agreement, Employees that had been previously classified as Utility Workers (at that point in time) were re-classified as Craft Helpers. All Utility Workers that had seniority when that Agreement was entered into retained seniority within their respective craft as Helpers.

Craft Helpers are dispatched or recalled by the Employer as provided in this Agreement, according to their grandfathered seniority.

It is mutually agreed those classified as a "Helper" at the time this Agreement is ratified, shall be evaluated to determine where in the Associate job classification they should be aligned.

MAINTENANCE DEPARTMENT

With the exception of grandfathered Maintenance Electricians, individuals employed in the Maintenance Department do not have seniority provisions.

However, all former Employees of Shipyard Services, Inc. will be given hiring priority over new hires into the Maintenance Department provided their knowledge, skills and abilities are equal to those being considered for employment.

Maintenance Electricians must possess and maintain a valid Oregon Journey Level Electrician License.

GRANDFATHERED VACATION PROVISIONS

Upon ratification of the Master Agreement and this Local Agreement, employees who have gained grandfathered seniority status will be asked to elect, in writing, the vacation schedule in Article 12 of the Master Agreement, or to be grandfathered in the schedule contained herein. If an individual elects the Master Agreement vacation schedule, such election shall be effective the first payroll following ratification. An election made under this provision is irrevocable.

In the event an individual voluntarily quits, is terminated for cause, or loses their "grandfathered" seniority they shall forfeit their grandfathered vacation schedule election.

Employees who work one thousand (1,000) cumulative hours will initially qualify for Vacation Pay. The one thousand (1,000) cumulative hours need to be earned in a five (5) year period. Accumulated hours less than the one-thousand (1,000) hour qualifier shall be purged from the Employer's books beginning five (5) years from the Employee's first (1st) Anniversary Date with the Employer on a year by year basis, i.e. add the sixth (6th) year and drop the first (1st) year. Employees only need to qualify once.

To advance from one (1) year period percentage to the next higher, as below provided, an Employee is required to accumulate one-thousand (1,000) hours or more in the employ of the Employer in any anniversary year.

Time lost due to an industrial accident in any anniversary year not to exceed six (6) months shall be credited at the rate of forty (40) hours per week toward the minimum one-thousand (1,000) hours required to advance to the next year's period percentage.

Years of service need not be consecutive regardless of method of termination.

Computation of Vacation Pay: For employees who elect the following schedule, Vacation Pay shall be computed at the following percentages of the actual hours worked multiplied by the Employee's established straight time day shift rate of pay being received by the Employee calculated on a daily basis and accumulated until the vacation is paid. Vacation Pay will be treated separate from other types of pay and wages for the purpose of withholding taxes except in the case of termination.

First (1st) year period: Three percent (3%) as computed above.

Second (2nd) year period: Three and one-half percent (3.5%) as computed above.

Third (3rd) year period: Four percent (4%) as computed above.

Fourth (4th) year period: Four and one-half percent (4.5%) as computed above.

Fifth (5th) year period: Five percent (5%) as computed above.

Sixth (6th) year period through tenth (10th) year: Five and one-half percent (5.5%) as computed above.

Eleventh (11th) through the fifteenth (15th) year: Seven percent (7%) as computed above.

Sixteenth (16th) through the nineteenth (19th) year: Seven and one-half percent (7.5%) as computed above.

Twentieth (20th) year and beyond: Eight percent (8%) as computed above.

SECTION 10 SAFETY AND SUBSTANCE ABUSE PROGRAM

In addition to the Safety and Substance Abuse Program provisions contained in Article 16 of the Master Agreement, the parties agree that a \$50 bonus will be paid to the Employees for a negative random drug and alcohol test for the duration of this Local Agreement. This bonus shall not apply to tests for new hires, reasonable cause, post-accident, or returning to work after an absence of six or more months. (Note- drug and alcohol testing required as a condition of employment under the terms of a last chance return to work agreement is not considered to be a "random" test for purposes of the above \$50 bonus eligibility.)

SECTION 11
EFFECTIVE DATE AND DURATION

This Agreement will become effective the day after ratification of this agreement (October 3, 2012), unless otherwise provided herein, and shall remain in full force and effect until November 30, 2014 and from year to year thereafter, unless either party, shall serve written notice by certified mail at least sixty (60) days, but not more than ninety (90) days prior to November 30th of any subsequent year to change, modify or terminate the Agreement.

SIGNED this 15th day of January, 2013.

For the Employer Cascade General

By: Vicki Taylor

Title: VP Production Support

For the Union (Metal Trades Council of Portland and Vicinity's designee)

By: Ladice Hickey

Title: ASST BM L-104

By: B-Glad

Title: BM/ST Local 104

LOCAL AREA AGREEMENT -APPENDIX A

Classifications, Revisions, and Related Wage Packages

<u>General Classifications</u>	Hrly wage*	Health	Pension	401k**	Package
Formerly Master Craftsman (GF)	\$26.36	\$6.49	\$1.25	\$1.13	\$35.23
Formerly Craftsman (GF)	\$25.31	\$6.49	\$1.25	\$1.13	\$34.18
Journey Level	\$24.26	\$6.49	\$1.25	\$1.13	\$33.13
Utility/Helper (GF)	\$20.16	\$6.49	\$1.25	\$1.13	\$29.03
Whirley Crane Operator	\$27.11	\$6.49	\$1.25	\$1.13	\$35.98
New Helper	\$14.47	\$6.49	\$1.25	\$1.13	\$23.34

Licensed Electricians

Supervising Electrician	\$31.11	\$6.49	\$1.25	\$1.13	\$39.98
Journey Level Electrician (GF)	\$29.61	\$6.49	\$1.25	\$1.13	\$38.48
Communication Tech (Obsolete)	\$27.11	\$6.49	\$1.25	\$1.13	\$35.98

CGI Maint. Dept

Formerly Master Craftsman (GF)	\$27.36	\$6.49	\$1.25	\$1.13	\$36.23
Craftsman (GF)	\$26.31	\$6.49	\$1.25	\$1.13	\$35.18
Journey Level	\$25.26	\$6.49	\$1.25	\$1.13	\$34.13
Helper	\$15.17	\$6.49	\$1.25	\$1.13	\$24.04

*Hourly wage rate noted does include pension diversion or related surcharges

**401k average per work hour across all job classifications

Wage rates effective first payroll following ratification (October 2, 2012) of New Collective Bargaining Agreement

<u>General Classifications</u>	Hrly wage*	Health	Pension	401k**	Package	Difference
Formerly Master Craftsman (GF)	\$26.86	\$6.49	\$1.25	\$1.13	\$35.73	\$.50
Formerly Craftsman (GF)	\$26.09	\$6.49	\$1.25	\$1.13	\$34.96	\$.78
Journey Level	\$26.09	\$6.49	\$1.25	\$1.13	\$34.96	\$1.83
Utility/Helper (GF)	\$20.16	\$6.49	\$1.25	\$1.13	\$29.03	No change
Whirley Crane Operator	\$27.29	\$6.49	\$1.25	\$1.13	\$36.16	\$.18
New Helper	\$14.67	\$6.49	\$1.25	\$1.13	\$23.34	\$.20

Licensed Electricians

Supervising Electrician	\$31.61	\$6.49	\$1.25	\$1.13	\$40.48	\$.50
Journey Level Electrician (GF)	\$30.11	\$6.49	\$1.25	\$1.13	\$38.98	\$.50

CGI Maint. Dept

Formerly Master Craftsman (GF)	\$27.36	\$6.49	\$1.25	\$1.13	\$36.23	No change
Craftsman (GF)	\$27.11	\$6.49	\$1.25	\$1.13	\$35.98	\$.80
Journey Level	\$26.09	\$6.49	\$1.25	\$1.13	\$34.96	\$.83
Helper	\$15.17	\$6.49	\$1.25	\$1.13	\$24.04	No change

*Hourly wage rate noted does include pension diversion or related surcharges

**401k average per work hour across all job classifications

Cascade Local Area Agreement October 2, 2012 through November 30, 2014

A new job classification structure shall be effective December 1, 2012. It shall have the same skill criteria for Vigor Marine job classifications noting that management periodically reviews the related skills, abilities and certifications for these various classifications and will modify them periodically to adapt to changing business needs.

Journey Level Licensed Electricians, after stated pay increases, shall have their position redlined (frozen) until pay schedule for journey level catches up or they obtain skills needed to be moved into the journey level 2 or journey level 3 wage-rate.

Individuals will be advised by their supervisor where they will be placed in the new classification structure on or before December 1, 2012. The following presents examples of how the new classification structure will generally apply. (Please note these are illustrations only- each individual will be evaluated based on their current knowledge, skills, abilities and demonstrated proficiency.)

Generally, journey level, grandfathered craftsmen, and grandfathered master craftsmen performing work in the following areas: Crane Operator, Inside/Shop Machinist, Electrician, Mechanical Outside Machinist, Steel/Pipe & Sheet Metal Welding would be aligned with either the journey level or journey level 2 classification.

Generally, journey level, grandfathered craftsmen, and grandfathered master craftsmen performing work in the following areas: Rigging, Painting, Warehouse/Receiving, Staging and general laborer would be aligned with the journey level classification.

Individuals with journey level proficiency in two central ship repair skills i.e., pipefitting and machinists, or machinist and electrician would be aligned with the Journey level 3 classification.

Current Classification	Ratification Package	Revised Classification*	12/1/12 package (if ratified)	Difference per work hour**
Formerly Master Craftsmen	\$35.73	Journey Level 2	\$37.63	\$1.90
		Journey Level	\$36.43	\$0.70
Formerly Craftsmen	\$34.96	Journey Level 2	\$37.63	\$2.47
		Journey Level	\$36.43	\$1.47
Journey Level	\$34.96	Journey Level 2	\$37.63	\$2.47
		Journey Level	\$36.43	\$1.47

*each individual will be evaluated for placement into the new structure.

**This does not factor in pension diversion, related surcharges or grandfathered 401k match

Effective December 1, 2012

Job Classification	Hourly Rate*	Health Ins.	Pension	401k**	Package	401k 4%	401k 8%
Journey Level 3	\$30.41	\$6.49	\$1.25	\$1.03	\$39.18	\$1.22	\$2.43
Journey Level 2	\$28.91	\$6.49	\$1.25	\$.98	\$37.63	\$1.16	\$2.31
Journey Level	\$27.75	\$6.49	\$1.25	\$.94	\$36.43	\$1.11	\$2.22
Associate IIII	\$24.63	\$6.49	\$1.25	\$.83	\$33.20	\$.99	\$1.97
Associate III	\$22.32	\$6.49	\$1.25	\$.76	\$30.82	\$.89	\$1.79
Associate II	\$20.93	\$6.49	\$1.25	\$.71	\$29.38	\$.84	\$1.67
Associate I	\$17.94	\$6.49	\$1.25	\$.61	\$26.29	\$.72	\$1.44
Firewatch	\$15.89	\$6.49	\$1.25	\$.54	\$24.17	\$.64	\$1.27

*Hourly wage rate noted does include pension diversion or related surcharges

**non-grandfathered target 3.39%

Effective December 1, 2013

Job Classification	Hourly Rate*	Health Ins.	Pension	401k**	Package	401k 4%	401k 8%
Journey Level 3	\$31.37	\$7.01	\$1.25	\$1.06	\$40.69	\$1.25	\$2.51
Journey Level 2	\$29.87	\$7.01	\$1.25	\$1.01	\$39.14	\$1.19	\$2.39
Journey Level	\$28.68	\$7.01	\$1.25	\$0.97	\$37.91	\$1.15	\$2.29
Associate IIII	\$25.33	\$7.01	\$1.25	\$0.86	\$34.45	\$1.01	\$2.03
Associate III	\$23.03	\$7.01	\$1.25	\$0.78	\$32.07	\$0.92	\$1.84
Associate II	\$21.64	\$7.01	\$1.25	\$0.73	\$30.63	\$0.87	\$1.73
Associate I	\$18.65	\$7.01	\$1.25	\$0.63	\$27.54	\$0.75	\$1.49
Firewatch	\$16.00	\$7.01	\$1.25	\$0.54	\$24.80	\$0.64	\$1.28

*Hourly wage rate noted does include pension diversion or related surcharges

**non-grandfathered target 3.39%