

APPENDIX A

ARTICLE 8 - WAGE RATES

Effective as of dates shown, the following increases shall be applied to the current rates as desired by the Union. The Union reserves the right to allocate any part of a scheduled wage increase into the Health and Welfare, Pension Plan, or Annuity Fund. Contractors will be notified prior to any allocations.

Wages shall remain effective for 1 year, October 1, 2012 to September 30, 2013. Wages not negotiated for the period of October 1, 2013 to September 30, 2014 and the period of October 1, 2013 to September 30, 2015.

As of:	10/1/2012	10/1/2013	10/1/2014
Ind. Journeyman Rate	\$24.09	\$25.00	\$25.50
Health & Welfare	\$5.20	\$5.20	\$5.20
Pension	\$4.54	\$4.54	\$4.80
IW Apprenticeship & Training Fund	\$0.70	\$0.78	\$0.78
Annuity Fund	\$2.12	\$2.12	\$2.36
IMPACT	% of 1% JIW	% of 1% JIW	% of 1% JIW

As of October 1, 2006:

GENERAL FOREMAN - not less than \$3.25 per hour above J.I.W. rate.

FOREMAN - not less than \$2.25 per hour above J.I.W. rate.

Effective 10/1/2014, the Employer has agreed to a \$1.00 increase to the overall total wage package, which will be allocated at the sole discretion of the Union.

SHIFT PREMIUM: Effective January 1, 2001 any shift other than the first shift receives a premium of \$.25 per hour.

Power House Maintained Agreement = pay rate x 1.066 for night shift

DIVER AGENDA

Diver/Bare \$30.00 per her plus fringes.

Diver/ with equipment \$35.00 per hour plus fringes

Diver/Tender - JIW rates

A minimum of eight (8) hours per date.

APPRENTICE RATES CLASSIFICATION

1st six months (70% J.I. W. rate)

4th six months (85% J.I. W. rate)

Contract between GCCA & Ironworkers Local #798 for period
October 1, 2012 – September 30, 2015

2nd six months (75% J.I.W. rate)	5th six months (90% J.I.W. rate)
3rd six months (80% J.I.W. rate)	6th six months (95% J.I.W. rate)
IW Local No. 798 Dues Check-off	4.25% of Gross hourly Pay
IW District Council Check-off	\$0.02 per hour

ARTICLE 9 PAY DAY

Section 1. The regular pay day shall be once a week – normally on Friday and during working hours but in any event not later than four (4) days after the close of a payroll period (Saturday and Sunday excluded). Wages are to be paid in cash or on a Company check drawn on a bank within the geographical jurisdiction. An out-of-town contractor will make provisions for a local bank to cash payroll checks.

Section 2. When an employee is laid off or discharged, the employee shall be paid in full at the jobsite unless the contractor makes other arrangements with the Business Manager. An employee who quits shall be paid on the regular payroll date or, at the option of the contractor, the contractor may mail a check to the employee at the address shown on the IRS W-4 Form of the employee.

Section 3. Accompanying each payment of wages shall be a statement identifying the Employer and which shows the date ending the pay period; gross earnings, the amount of each deductions and purpose thereof, and net earnings.

Section 4. If a payroll check is returned by a bank because of insufficient funds of the Employer, or uncollected funds and said payroll check is not made good within two (2) banking days, payment thereafter shall be made in cash. The Employer shall reimburse the employee for any bank charges resulting from a bad check.

ARTICLE 10 TRUST FUNDS

Section 1. The Employer agrees to adopt, abide by and be bound by the Agreement and Declaration of Trust for the AFL-AGC health and Welfare Fund; the Agreement and Declaration of Trust for the AFL-AGC Pension Fund; the Agreement and Declaration of Trust establishing Local #798-Gulf Coast Contractors Association Joint Apprenticeship Fund *as amended*, the Agreement and Declaration of Trust for the Southeastern Iron Workers Annuity Plan, the Agreement and Declaration of Trust for the Iron Workers Management Progressive Action Cooperative Trust (IMPACT), and by amendments to any of the preceding named Trust Agreements.

Section 2. The Employer and the Union irrevocably designates as their representatives among the trustees of said funds such trustees as are named in each aforesaid Agreements and Declaration of Trusts those employer trustees and those union trustees, together with their successors selected in the manner provided in said Agreements and Declaration of Trusts as those documents may be amended from time to time.

Section 3. The Employer shall pay monthly into the respective funds named in Section 1 above the amount scheduled below for each fund for each straight time hour and overtime hour paid for and/or worked in the preceding month. Said payments shall be paid for all employees covered by said Agreements and shall be made on the dates, in the form and manner and in accordance with the rules and regulations as adopted by the trustees of said funds.

TRUST FUNDS

The Union reserves the right to allocate any part of any scheduled wage increase into the Health and Welfare Plan, Pension Plan, IMPACT or Annuity Fund.

As of:	10/1/2012	10/1/2013	10/1/2014
Health & Welfare	\$5.20	\$5.20	\$5.20
Pension	\$4.54	\$4.54	\$4.80
IW Apprenticeship & Training Fund	\$0.70	\$0.78	\$0.78
Annuity Fund	\$2.12	\$2.12	\$2.36
IMPACT	¼ of 1% JIW	¼ of 1% JIW	¼ of 1% JIW

Section 4. Working Assessment Check Off. The Employer agrees to deduct from the wages of all employees who provide voluntary authorizations and are covered by this Agreement, a working assessment and/or service fee of 4.25% of gross pay. Gross Pay shall be defined as the appropriate hourly rate completed before payroll tax deductions; but it shall not include contributions made by the employer to Health and Welfare, Pension Fund, and Apprenticeship Training Fund. The term "appropriate hourly rate" shall be defined as either the straight time or the overtime rate, as applicable, in accordance with the terms of this Agreement.

Section 5. Bonding. All employers who do not have their principal place of business in the geographical area covered by this Agreement, or who are not signatory to the Ironworkers International Agreement must post a Bond to insure payment to all Funds heretofore mentioned in this Agreement; and this provision will apply to all Employers who are delinquent in payment to the Funds.

Section 6. Such contributions, deductions, and other obligations due and payable by the employer to the AFL-AGC Welfare Plan, AFL-AGC Pension Plan, Union Assessment

IRONWORKERS LOCAL UNION 709

Affiliated With AFL-CIO

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Pooler, Ga. 31322

Phone: 912-748-5118

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WILLIAM H. MCMILLAN
BUSINESS REPRESENTATIVE

**Contracts five (5) million and above, and work at nuclear
facility will increase as follows:
RATES EFFECTIVE 7/1/15 – 6/30/2016**

JOURNEYMAN	\$26.39
FOREMAN 15%	\$30.35
GENERAL FOREMAN 20%	\$31.67
WELDERS	\$28.39
APPRENTICES	
1 ST YEAR-60%	\$15.83
2 ND YEAR-70%	\$18.47
1 ST & 2 ND YR – HEALTH & WELFARE ONLY	
3 RD YEAR-85%	\$22.43
4 TH YEAR-95%	\$25.07
3 RD & 4 TH YR – ALL BENEFITS	
BENEFITS	
HEALTH & WELFARE	\$5.00
PENSION	\$2.75
FUNDING SURCHARGE	\$1.75
APPRENTICE	.50
DISTRICT COUNCIL	.02
PAC	.04
IMPACT	.20
ANNUITY	\$1.00
CONTRACTORS ADMIN/TRAINING FUND	.03

WORKING ASSESSMENT

CONTRACTORS ARE TO DEDUCT 4% OF GROSS PAY WITH A 40 HOUR STRAIGHT TIME CAP
PER WEEK FOR EACH MAN AND TRANSMIT TO:

IRONWORKERS LOCAL UNION 709

131 WESTSIDE BLVD.

POOLER, GA 31322

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**WILLIAM H. MCMILLAN
BUSINESS REPRESENTATIVE**

UNDER 5 MILLION RATES RATES EFFECTIVE 7/1/15 – 6/30/2016

WAGES

Journeyman	\$23.71
Foreman	\$25.71
General Foreman	\$26.71

APPRENTICES

1 ST YEAR – 60%	\$14.23
2 ND YEAR – 70%	\$16.60

1ST & 2ND YEAR – HEALTH & WELFARE ONLY

3 RD YEAR – 85%	\$20.15
4 TH YEAR – 95%	\$22.52

BENEFITS

Health & Welfare	\$5.00
Pension	\$2.75
Funding Surcharge	\$1.75
Apprentice	.50
District Council	.02
PAC	.04
Impact	.19
Annuity	\$1.00
Contractors Admin/Training Fund	.03

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CONTRACTORS ARE TO DEDUCT 4% OF GROSS PAY WITH A 40 HOUR
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