

TENTATIVE AGREEMENT

1. Foremen will be paid \$2.50/hour above journeymen scale.  
General foremen will be paid \$3.50/hour above journeymen scale.

2. Article XII, Paragraph 12.2 Pile Drivers & Welder

B. When a certified welder is required, he/she shall receive two dollars (\$2.00) per hour above journeymen rate. The welder will be paid the \$2.00 premium rate for all hours worked on any day in which he/she is assigned to weld by the Employer.

3. Article X 10.1

- The 30-minute lunch will be taken approximately midway through the shift.

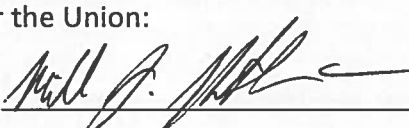
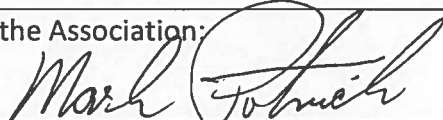
4. The annual wage & benefit package increases shall be:

May 1, 2022	May 1, 2023	May 1, 2024
\$1.80	\$1.70	\$1.60

5. Three-year agreement

6. However, either party to this agreement may exercise the one-time option to terminate this agreement effective April 30, 2023 (at the end of year one) by giving written notice to the other party to terminate at least sixty (60) days prior to April 30, 2023.

7. Parties are in agreement that the terms of this Tentative Agreement are subject to approval and ratification by the IKORCC and OCA Labor Relations Division.

For the Union: By: <u></u> Its: <u>EXECUTIVE SECRETARY - TREASURER</u> Date: <u>4/13/22</u>	For the Association: By: <u></u> Its: <u>DIRECTOR, LABOR RELATIONS</u> Date: <u>4/13/22</u>
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