

AGC Tentative Agreement with Operating Engineers Local 302 – September 6, 2018

CONTRACT DURATION - June 1, 2018 to May 31, 2021

LANGUAGE ENHANCEMENTS

- On a special shift or a second shift on the two-shift operation, a premium of \$2.00 will be paid for each hour worked.
- Overtime - Hours worked in excess of 12 hours in a single shift shall be paid double the straight time rate.
- An Employee who returns to work with less than 8 hours off, shall be paid at the applicable overtime rate.
- General Foreman/Foreman Premium increased from \$2.50 to \$3.50 per hour over highest classification under their supervision.
- Downtown Seattle Zone - Employees working in defined Downtown Seattle Zone, will be paid a premium of \$1.00 for each hour worked.

WAGE FRINGE INCREASES

District 1 & 2

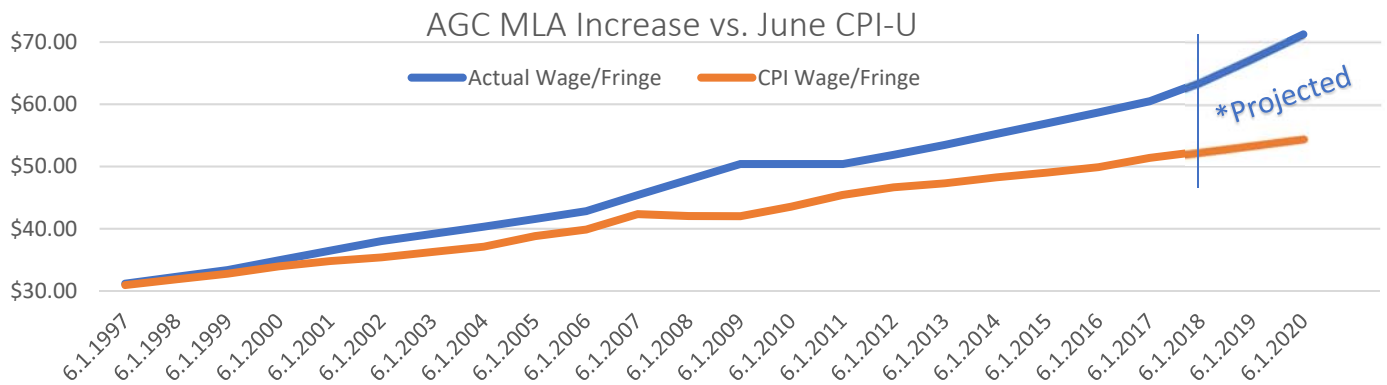
	Total Package Increase	Percentage Increase	Allocation
1 st Year	\$3.27	5.41%	\$2.50 Wage, \$0.22 Health, \$0.50 Pension, \$0.05 National Apprentice
2 nd Year	\$3.55	5.57%	\$2.30 Wage, \$0.25 Health, \$1.00 Pension
3 rd Year	\$3.93	5.84%	\$2.68 Wage, \$0.50 Health, \$0.75 Pension
Total	\$10.75	17.77% Compounded	

District 3 & 4

	Total Package Increase	Percentage Increase	Allocation
1 st Year	\$3.27	5.41%	\$2.50 Wage, \$0.22 Health, \$0.50 Pension, \$0.05 National Apprentice
2 nd Year	\$3.05	4.78%	\$1.80 Wage, \$0.25 Health, \$1.00 Pension
3 rd Year	\$3.36	5.03%	\$2.11 Wage, \$0.50 Health, \$0.75 Pension
Total	\$9.68	16.00% Compounded	

This proposal is stronger than the agreements ratified by the OE Local 612, Carpenters, Cement Masons and Laborers. See below:

		2018	2019	2020	Total Package Increase
Operators T/A (Dist. 1&2)		5.41% / \$3.27	5.57% / \$3.55	5.84% / \$3.93	17.77% / \$10.75
Operators 612	Ratified	5.08% / \$3.07	4.01% / \$2.55	3.48% / \$2.30	13.09% / \$7.92
Carpenters	Ratified	5.00% / \$2.86	4.00% / \$2.40	4.00% / \$2.50	13.57% / \$7.76
Cement Masons	Ratified	5.00% / \$2.86	4.00% / \$2.40	3.00% / \$1.87	12.48% / \$7.13
Laborers	Ratified	5.00% / \$2.33	4.00% / \$1.96	3.00% / \$1.53	12.48% / \$5.81



*2018-2021 is projected using the current AGC/302 Tentative Agreement and a CPI-U at 2.0%