

TABLE OF CONTENTS

	<u>Page</u>
ARTICLE I	1
Section 1. Basic Qualifications.....	1
Section 2. Obligation to Hire Through the Union.....	1
Section 3. Referral by the Union	1
Section 4. Exceptions to the Referral Procedure	2
Section 5. Request for People with Special Skills and Abilities.....	3
Section 6. Hiring on Outside Where Union Does not Have People.....	4
ARTICLE II HIRING OF PERSONS REGISTRATION REQUIREMENT PROCEDURE	4
Section 1. Eligibility for Registration on the Appropriate (General Construction or Technical Engineer) A, B, C, D, or E Lists, Resident.	4
Section 2. Registration Procedure	5
Section 3. Referral will be Non-Discriminatory	5
Section 4. Posting of Procedures.....	6
Section 5. Fee May be Charged to Non-Members.....	6
ARTICLE III UNION SECURITY.....	6
Section 1. Checkoff of Dues	6
ARTICLE IV FIRST AID, SANITATION, AND ACCIDENT PREVENTION	6
Section 1. Conformation to all Health and Safety Regulations.....	6
Section 2. Notice of Injury	6
ARTICLE V WAGES.....	7
Section 1. Teamsters Hourly Rate	7
Group 1 Hourly Wage Rate.....	7
Group 1A Hourly Wage Rate	7
Group 2 Hourly Wage Rate.....	8
Group 3 Hourly Wage Rate.....	8
Group 4 Hourly Wage Rate.....	8
Group 5 Hourly Wage Rate.....	9
Section 2. Technical Engineers Hourly Wage Rate	10
Group 1A Hourly Wage Rate	10
Group 1 Hourly Wage Rate.....	10
Group 2 Hourly Wage Rate.....	10
Group 3 Hourly Wage Rate.....	10
Group 4 Hourly Wage Rate.....	10
Group 5 Hourly Wage Rate.....	10
Composition of Parties – Crew Makeup.....	11

TABLE OF CONTENTS (CONT.)

	<u>Page</u>
Apprentices	11
Construction Driver Apprentices.....	12
Technical Engineer Apprentices	12
ARTICLE VI ALASKA TEAMSTER-EMPLOYER WELFARE PLAN.....	12
Section 1. Employer's Hourly Welfare Contribution	12
Section 2. Trust Agreement	12
Section 3. Payment of Contributions	13
Section 4. Employer's Liability.....	13
ARTICLE VII ALASKA TEAMSTER-EMPLOYER PENSION TRUST	13
Section 1. Employer's Hourly Pension Contribution	13
Section 2. Payment of Contributions	13
Section 3 Rehabilitation Plan Supplemental and Surcharge Contributions.....	13
ARTICLE VIII 401(K) DEFINED CONTRIBUTION PLAN	14
ARTICLE IX DELINQUENCIES.....	14
ARTICLE X ALASKA TEAMSTER-EMPLOYER SERVICE TRAINING TRUST	15
Section 1. Employer Hourly Service Training Contributions.....	15
ARTICLE XI CONSTRUCTION INDUSTRY PROGRESS FUND (CIPF)	16
Section 1. Employer Hourly Construction Industry Progress Fund Contributions.....	16
ARTICLE XII MISCELLANEOUS PROVISIONS	16
Section 1. Owner-Operators - Leased Equipment	16
Section 2. Man Haul.....	16
Section 3. Maintenance of Equipment	16
Section 4. Tools	17
ARTICLE XIII DURATION	17
Signatures	17