TWELVE COUNTIES SOUTHWESTERN ILLINOIS LABORERS' DISTRICT COUNCIL  
SCHEDULE A (Effective August 1, 2019 - July 31, 2020)  
PHILLIPS 66

### Laborer Rates

<table>
<thead>
<tr>
<th></th>
<th>S.T.</th>
<th>1&amp;1/2</th>
<th>DBL</th>
<th>H&amp;W</th>
<th>PEN</th>
<th>ANN</th>
<th>TRNG</th>
<th>LECET</th>
<th>LPL deduction</th>
<th>District Council Check-Off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>26.61</td>
<td>52.29</td>
<td>77.96</td>
<td>6.70</td>
<td>15.65</td>
<td>2.39</td>
<td>0.80</td>
<td>0.65</td>
<td>&lt;0.10&gt;</td>
<td>&lt;0.70&gt;</td>
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<tr>
<td>1st year apprentice</td>
<td>22.67</td>
<td>46.38</td>
<td>70.08</td>
<td>6.70</td>
<td>15.65</td>
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<tr>
<td>2nd year apprentice</td>
<td>25.28</td>
<td>50.29</td>
<td>75.30</td>
<td>6.70</td>
<td>15.65</td>
<td>2.39</td>
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<td>&lt;0.70&gt;</td>
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<tr>
<td>3rd year apprentice</td>
<td>25.28</td>
<td>50.29</td>
<td>75.30</td>
<td>6.70</td>
<td>15.65</td>
<td>2.39</td>
<td>0.80</td>
<td>0.65</td>
<td>&lt;0.10&gt;</td>
<td>&lt;0.70&gt;</td>
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</tbody>
</table>

**CALCULATIONS BASED ON FOLLOWING:**

- Total Package $52.80  
  - Time and one-half: $51.35 \times 1.5 = $77.03  
  - Double time: $51.35 \times 2 = $102.70

**Calculations:**

- Total time and one-half: $77.03 + 1.45 (Training, LECET) = $78.48
- Total double time: $102.70 + 1.45 = $104.15

### Hod Carrier Rates

<table>
<thead>
<tr>
<th></th>
<th>S.T.</th>
<th>1&amp;1/2</th>
<th>DBL</th>
<th>H&amp;W</th>
<th>PEN</th>
<th>ANN</th>
<th>TRNG</th>
<th>LECET</th>
<th>LPL deduction</th>
<th>District Council Check-Off</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journeyman</td>
<td>27.11</td>
<td>53.04</td>
<td>78.96</td>
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<td>15.65</td>
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<td>1st year apprentice</td>
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<td>2nd year apprentice</td>
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<td>&lt;0.70&gt;</td>
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<tr>
<td>3rd year apprentice</td>
<td>25.75</td>
<td>51.00</td>
<td>76.24</td>
<td>6.70</td>
<td>15.65</td>
<td>2.39</td>
<td>0.80</td>
<td>0.65</td>
<td>&lt;0.10&gt;</td>
<td>&lt;0.70&gt;</td>
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</tbody>
</table>

**CALCULATIONS BASED ON FOLLOWING:**

- Total Package $53.30  
  - Time and one-half: $51.85 \times 1.5 = $77.78  
  - Double time: $51.85 \times 2 = $103.70

**Calculations:**

- Total time and one-half: $77.78 + 1.45 (Training, LECET) = $79.23
- Total double time: $103.70 + 1.45 = $105.15

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c: Central Laborers' Fringe Benefit Funds  
d: Southwestern Illinois Laborers' District Council LECET

**PREMIUMS:**

- Foreman A working (3-9 emp)  
  - 0.50
- Foreman B nonworking (10-20 emp)  
  - 1.00
- Foreman C general (2+ nonworking emp)  
  - 1.50
- Hazardous materials, lead abatement, asbestos abatement, mold & mildew remediation  
  - 0.50
- Dynamite men  
  - 1.50

**APPRENTICE WAGE PROGRESSION SCHEDULE:**

- 1st year: 75% outside plant journeyman rate (30.23) plus full benefits  
- 2nd year: 95% inside plant journeyman rate (26.61) plus full benefits  
- 3rd year: 95% inside plant journeyman rate (26.61) plus full benefits

**PLEASE NOTE:**

- H&W, PEN, ANN, TRNG, LECET are in addition to the S.T., 1&1/2, DBL amounts shown  
- LPL and District Council Check-Off are a deduction from the S.T., 1&1/2, DBL amounts shown