



LETTER OF AGREEMENT

By and Between

ASSOCIATED GENERAL CONTRACTORS OF ALASKA

And

INTERNATIONAL UNION OF OPERATING ENGINEERS LOCAL 302

RE: 2026 SUMMARY OF CHANGES

The IUOE Local 302 negotiating team has reached a tentative agreement with the AGC of Alaska to extend the current Collective Bargaining Agreement with the following amendments.

- A scheduled **4.5% total package increase** for 2026, which will be allocated according to the chart below.

(Effective 1/25/2026)

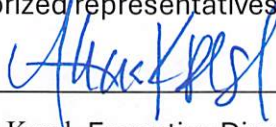
Group Classifications	2025 Rate	Wage Increase	2026 Rate
1A	\$55.33	\$2.62	\$57.95
1	\$53.23	\$2.52	\$55.75
2	\$52.32	\$2.48	\$54.80
3	\$51.46	\$2.44	\$53.90
4	\$44.06	\$2.11	\$46.17

Benefits	2025 Rate	Benefit Increase	2026 Rate
Health & Security	\$12.10	\$0.35	\$12.45
Pension	\$16.25	\$0.75	\$17.00
Training	\$1.00	\$0.10	\$1.10
CIPF	\$0.10	\$0.00	\$0.10
National Training Fund	\$0.05	\$0.00	\$0.05

- The current Collective Bargaining Agreement, effective April 1, 2023, through December 31, 2025, shall be extended to December 31, 2026.
- The following classifications were moved, added, or clarified in the agreement:
 1. **Group 1A:** Grade Engineer moved to Grp.1A and added GPS Grade Checker "Grade Engineer/GPS Grade Checker"; Plant Operator (Asphalt, Crusher, Concrete) moved to Grp.1A; all Sidebooms classifications were moved to Grp. 1A with the addition of Volvo Pipelayers (or similarly manufactured equipment).

2. **Group 1:** Added Ground and Conveyor Personnel to the Crusher classification in Grp.1.
 3. **Group 2:** Added 3D Printer Operators to the Cement Hogs and Concrete Pump Operators classification in Grp. 2.
 4. **Group 3:** Added “NCCCO, NCCER, or OECF Certified Rigger, Signal Person, or Bellman” to Grp.3.; moved Parts and Equipment Coordinator to Grp. 3; moved the Assistant Mate (Deckhand) Dredge Classification to Grp. 3.
- Wages and benefits will go into effect the pay period after ratification. **Ratified on January 22nd for an effective date of January 25, 2026.**
 - Clarified the following language (bold and underlined) in Article 31 - Section 8 Apprentice Rates. “With the exception of **the current (\$2.00) dollar per hour Apprentice training contribution (APP TNG)**, all other fringe contributions shall be paid as a Journeyman.”
 - Moved the “Construction Industry Progress Fund (CIPF)” in Article 27 - Wages & Fringe Benefits to Article 26 - Wages & Fringe Benefits, since CIPF is a fringe benefit contribution and not a payroll deduction.
 - All other terms and conditions of the current Collective Bargaining Agreement shall continue in full force and effect during the extension period without modification.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives this **18th** day of **February** 2026.



Alicia Kresl, Executive Director
ASSOCIATED GENERAL CONTRACTORS OF ALASKA, INC.



Daren Konopaski, Business Manager and International Vice President
INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 302

