NORTHEASTERN	LINE	CONS	STRUCT	ORS	CHAPTER
BUSINESS MAN	AGER	MR.	BRIAN	MUF	RPHY
ANNIVERSARY	AUGUS	ST 29	9, 2023	1	

LOCAL UNION	104 NORTH, IBEW
TELEPHONE # (6	03)868-1143
TYPE AGREEMENT	COMMERCIAL
MAINE, NEW HAMPS	SHIRE AND VT

EFFECTIVE DATES	09/02/18	09/01/19	08/30/20
BASE RATE	38.59	39.77	40.96
NEBF 3%	1.16	1.19	1.23
HEALTH & WELFARE	8.25	8.75	9.25
VACATION/SICK LEAVE FUND	1.00	1.00	1.00
LOCAL PENSION	12.95	13.20	13.45
OSHE 2 %	0.77	0.80	0.82
MARKET RECOVERY	0.75	0.75	0.75
NEAT .75%	0.29	0.30	0.31
NEIF .5%	0.19	0.20	0.20
NELCAF .75%	0.29	0.30	0.31
NLMCC	0.01	0.01	0.01
TOTAL	\$64.25	\$66.27	\$68.29
118% GENERAL FOREMAN	\$45.54	\$46.93	\$48.33
113% FOREMAN	43.61	44.94	46.28
108% HEAD LINEMAN	41.68	42.95	44.24
100% JOURNEYMAN LINEMAN/SPLICER	38.59	39.77	40.96
100% JOURNEYMAN LINEMAN/SPLICER 85% EQUIPMENT OPERATOR "A"	38.59 32.80	39.77 33.80	40.96 34.82
85% EQUIPMENT OPERATOR "A"			
85% EQUIPMENT OPERATOR "A" APPRENTICES:	32.80	33.80	34.82
85% EQUIPMENT OPERATOR "A" APPRENTICES: 90% SEVENTH PERIOD	32.80 34.73	33.80 35.79	34.82 36.86
85% EQUIPMENT OPERATOR "A" APPRENTICES: 90% SEVENTH PERIOD 85% SIXTH PERIOD	32.80 34.73 32.80	33.80 35.79 33.80	34.82 36.86 34.82
85% EQUIPMENT OPERATOR "A" APPRENTICES: 90% SEVENTH PERIOD 85% SIXTH PERIOD 80% FIFTH PERIOD	32.80 34.73 32.80 30.87	33.80 35.79 33.80 31.82	34.82 36.86 34.82 32.77
85% EQUIPMENT OPERATOR "A" APPRENTICES: 90% SEVENTH PERIOD 85% SIXTH PERIOD 80% FIFTH PERIOD 75% FOURTH PERIOD	32.80 34.73 32.80 30.87 28.94	33.80 35.79 33.80 31.82 29.83	34.82 36.86 34.82 32.77 30.72

ADDITIONAL INFORMATION:

Other Contributions - See Agreement

DATE: August 28, 2018