

WAGE SUMMARY

NORTHEASTERN LINE CONSTRUCTORS CHAPTER
 BUSINESS MANAGER MR. BRIAN MURPHY
 ANNIVERSARY SEPTEMBER 2, 2028

LOCAL UNION 104, IBEW
 TELEPHONE # (508) 660-3900
 TYPE AGREEMENT UTILITY
 MASSACHUSETTS, RHODE ISLAND

| EFFECTIVE DATE | 9/1/2024 | 8/31/2025 | 8/30/2026 | 8/29/2027 |
|-----------------------------|--------------|--------------|--------------|---------------|
| BASE RATE | 57.50 | 59.97 | 62.57 | 65.06 |
| NEBF 3% | 1.73 | 1.80 | 1.88 | 1.95 |
| HEALTH & WELFARE | 10.50 | 10.75 | 11.00 | 11.25 |
| LOCAL PENSION | 17.50 | 18.00 | 18.50 | 19.00 |
| SAFETY 3% | 1.73 | 1.80 | 1.88 | 1.95 |
| NEAT .75% | 0.43 | 0.45 | 0.47 | 0.49 |
| MARKET RECOVERY | 1.00 | 1.00 | 1.00 | 1.00 |
| NEIF .5% | 0.29 | 0.30 | 0.31 | 0.33 |
| NELCAF .75% | 0.43 | 0.45 | 0.47 | 0.49 |
| NLMCC | 0.01 | 0.01 | 0.01 | 0.01 |
| TOTAL | 91.11 | 94.53 | 98.09 | 101.52 |
| 120% GENERAL FOREMAN | 69.00 | 71.96 | 75.08 | 78.07 |
| 113% FOREMAN | 64.98 | 67.77 | 70.70 | 73.52 |
| 108% HEAD LINEMAN | 62.10 | 64.77 | 67.58 | 70.26 |
| 100% LINEMAN / SPLICER | 57.50 | 59.97 | 62.57 | 65.06 |
| APPRENTICES: | | | | |
| 90% SEVENTH PERIOD | 51.75 | 53.97 | 56.31 | 58.55 |
| 85% SIXTH PERIOD | 48.88 | 50.97 | 53.18 | 55.30 |
| 80% FIFTH PERIOD | 46.00 | 47.98 | 50.06 | 52.05 |
| 75% FOURTH PERIOD | 43.13 | 44.98 | 46.93 | 48.80 |
| 70% THIRD PERIOD | 40.25 | 41.98 | 43.80 | 45.54 |
| 65% SECOND PERIOD | 37.38 | 38.98 | 40.67 | 42.29 |
| 60% FIRST PERIOD | 34.50 | 35.98 | 37.54 | 39.04 |
| 85% EQUIPMENT OPERATOR "A" | 48.88 | 50.97 | 53.18 | 55.30 |
| 75% EQUIPMENT OPERATOR "B" | 43.13 | 44.98 | 46.93 | 48.80 |
| 85% CABLEMAN | 48.88 | 50.97 | 53.18 | 55.30 |
| 70% DRIVER GROUNDMAN CDL | 40.25 | 41.98 | 43.80 | 45.54 |
| 55% INEXPERIENCED DRIVER | 31.63 | 32.98 | 34.41 | 35.78 |
| 60% CABLE TECHNICIAN | 34.50 | 35.98 | 37.54 | 39.04 |
| 55% GROUNDMAN | 31.63 | 32.98 | 34.41 | 35.78 |
| 45% INEXPERIENCED GROUNDMAN | 25.88 | 26.99 | 28.16 | 29.28 |

ADDITIONAL INFORMATION:

Other Classification Contributions - See Agreement/Amendment