

WAGE SUMMARY

NORTHEASTERN LINE CONSTRUCTORS CHAPTER LOCAL UNION 104 NORTH, IBEW

BUSINESS MANAGER MR. BRIAN MURPHY

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ANNIVERSARY SEPTEMBER 2, 2028

TYPE AGREEMENT UTILITY

MAINE, NEW HAMPSHIRE AND VT

EFFECTIVE DATES	09/01/24	08/31/25	08/30/26	08/29/27
BASE RATE	47.58	50.53	53.65	56.66
NEBF 3%	1.43	1.52	1.61	1.70
HEALTH & WELFARE	10.50	10.75	11.00	11.25
LOCAL PENSION	17.50	18.00	18.50	19.00
OSHE 2%	0.95	1.01	1.07	1.13
MARKET RECOVERY	0.50	0.50	0.50	0.50
NEAT .75%	0.36	0.38	0.40	0.42
NEIF .5%	0.24	0.25	0.27	0.28
NELCAF .75%	0.36	0.38	0.40	0.42
NLMCC	0.01	0.01	0.01	0.01
<b>TOTAL</b>	<b>\$79.43</b>	<b>\$83.33</b>	<b>\$87.41</b>	<b>\$91.37</b>
120% GENERAL FOREMAN	\$57.10	\$60.64	\$64.38	\$67.99
113% FOREMAN	53.77	57.10	60.62	64.03
108% HEAD LINEMAN	51.39	54.57	57.94	61.19
100% JOURNEYMAN LINEMAN/SPLICER	47.58	50.53	53.65	56.66
APPRENTICES:				
90% SEVENTH PERIOD	42.82	45.48	48.29	50.99
85% SIXTH PERIOD	40.44	42.95	45.60	48.16
80% FIFTH PERIOD	38.06	40.42	42.92	45.33
75% FOURTH PERIOD	35.69	37.90	40.24	42.50
70% THIRD PERIOD	33.31	35.37	37.56	39.66
65% SECOND PERIOD	30.93	32.84	34.87	36.83
60% FIRST PERIOD	28.55	30.32	32.19	34.00
85% EQUIPMENT OPERATOR "A"	40.44	42.95	45.60	48.16
75% EQUIPMENT OPERATOR "B"	35.69	37.90	40.24	42.50
85% CABLEMAN	40.44	42.95	45.60	48.16
70% DRIVER GROUNDMAN CDL	33.31	35.37	37.56	39.66
55% INEXPERIENCE DRIVER GROUNDMAN	26.17	27.79	29.51	31.16
60% CABLE TECHNICIAN	28.55	30.32	32.19	34.00
55% GROUNDMAN	26.17	27.79	29.51	31.16
45% INEXPERIENCE GROUNDMAN	21.41	22.74	24.14	25.50

ADDITIONAL INFORMATION: 3.5% Working Assessments

Other Contributions - See Agreement/Amendment