

Inside Wage's 9-1-2023

| CLASSIFICATION                       | WAGE  | H & W | JATC | PENSION | N.E.B.F. | LLMCC | NLMCC | Admin. FEES | NECA DUES | NECA CHARGE | TOTAL Package |
|--------------------------------------|-------|-------|------|---------|----------|-------|-------|-------------|-----------|-------------|---------------|
| Journeyman                           | 30.25 | 8.45  | 0.76 | 5.40    | 0.91     | 0.01  | 0.01  | 0.18        | 0.07      | 0.12        | 46.16         |
| General Foreman (20% above JW)       | 36.30 | 8.45  | 0.91 | 5.40    | 1.09     | 0.01  | 0.01  | 0.22        | 0.07      | 0.15        | 52.60         |
| Area Foreman (15% above JW)          | 34.79 | 8.45  | 0.87 | 5.40    | 1.04     | 0.01  | 0.01  | 0.21        | 0.07      | 0.14        | 50.99         |
| Foreman (10% above JW)               | 33.28 | 8.45  | 0.83 | 5.40    | 1.00     | 0.01  | 0.01  | 0.20        | 0.07      | 0.13        | 49.38         |
| Certified Inst. Tech. (10% above JW) | 33.28 | 8.45  | 0.83 | 5.40    | 1.00     | 0.01  | 0.01  | 0.20        | 0.07      | 0.13        | 49.38         |
| Certified Welder (10% above JW)      | 33.28 | 8.45  | 0.83 | 5.40    | 1.00     | 0.01  | 0.01  | 0.20        | 0.07      | 0.13        | 49.38         |
| <i>Apprentice</i>                    |       |       |      |         |          |       |       |             |           |             |               |
| 1st 6 Months (50%)                   | 15.13 | 5.15  | 0.38 | 0.00    | 0.45     | 0.01  | 0.01  | 0.09        | 0.07      | 0.06        | 21.35         |
| 2nd 6 Months (55%)                   | 16.64 | 5.15  | 0.42 | 0.00    | 0.50     | 0.01  | 0.01  | 0.10        | 0.07      | 0.07        | 22.96         |
| 2nd Year (60%)                       | 18.15 | 5.15  | 0.45 | 2.70    | 0.54     | 0.01  | 0.01  | 0.11        | 0.07      | 0.07        | 27.27         |
| 3rd Year (70%)                       | 21.18 | 5.15  | 0.53 | 2.70    | 0.64     | 0.01  | 0.01  | 0.13        | 0.07      | 0.08        | 30.49         |
| 4th Year (80%)                       | 24.20 | 5.15  | 0.61 | 2.70    | 0.73     | 0.01  | 0.01  | 0.15        | 0.07      | 0.10        | 33.71         |
| 5th Year (90%)                       | 27.23 | 5.15  | 0.68 | 2.70    | 0.82     | 0.01  | 0.01  | 0.16        | 0.07      | 0.11        | 36.93         |
| <i>Construction Wireman</i>          |       |       |      |         |          |       |       |             |           |             |               |
| CW 1 <1000 hrs (40%)                 | 12.10 | 5.15  | 0.30 | 0.00    | 0.36     | 0.01  | 0.01  | 0.07        | 0.07      | 0.05        | 18.13         |
| CW 2 1000-2000 hrs (45%)             | 13.61 | 5.15  | 0.34 | 0.50    | 0.41     | 0.01  | 0.01  | 0.08        | 0.07      | 0.05        | 20.24         |
| CW 3 2001-4000 hrs (50%)             | 15.13 | 5.15  | 0.38 | 0.50    | 0.45     | 0.01  | 0.01  | 0.09        | 0.07      | 0.06        | 21.85         |
| CW 4 4001-6000 hrs (55%)             | 16.64 | 5.15  | 0.42 | 0.50    | 0.50     | 0.01  | 0.01  | 0.10        | 0.07      | 0.07        | 23.46         |
| CW 5 6001-8000 hrs (60%)             | 18.15 | 5.15  | 0.45 | 0.50    | 0.54     | 0.01  | 0.01  | 0.11        | 0.07      | 0.07        | 25.07         |
| <i>Construction Electrician</i>      |       |       |      |         |          |       |       |             |           |             |               |
| CE 1 8001-10000 hrs (70%)            | 21.18 | 5.15  | 0.53 | 1.00    | 0.64     | 0.01  | 0.01  | 0.13        | 0.07      | 0.08        | 28.79         |
| CE 2 10001-12000 hrs (75%)           | 22.69 | 5.15  | 0.57 | 1.00    | 0.68     | 0.01  | 0.01  | 0.14        | 0.07      | 0.09        | 30.40         |
| CE 3 >12000 hrs (80%)                | 24.20 | 5.15  | 0.61 | 1.25    | 0.73     | 0.01  | 0.01  | 0.15        | 0.07      | 0.10        | 32.26         |