

Alabama Statewide Agreement- Overhead Wage Schedule
Effective Dates: 12/01/2024 - 12/31/2024

| | BASE WAGE | ***LINECO | LINECO HRA | NEBF | SELCAT | SERF | NEIF | AMF | NLMCC | TOTAL PACKAGE |
|---------------------------|--------------|-----------|---------------|------|--------|-------|------|--------|--------|------------------|
| | | \$7.25 | \$0.25 | 3.0% | 1.5% | 15.0% | 1.0% | \$0.15 | \$0.01 | |
| Journeyman Lineman | \$41.64 | \$7.25 | \$0.25 | 3.0% | 1.5% | 15.0% | 1.0% | \$0.15 | \$0.01 | \$57.84 |
| Foreman JL + 2.25 | \$43.89 | \$7.25 | \$0.25 | 3.0% | 1.5% | 15.0% | 1.0% | \$0.15 | \$0.01 | \$60.55 |
| General Foreman JL + 4.25 | \$45.89 | \$7.25 | \$0.25 | 3.0% | 1.5% | 15.0% | 1.0% | \$0.15 | \$0.01 | \$62.96 |
| Apprentice: | | | | | | | | | | |
| 1st period (60% JL) | \$24.98 | \$7.25 | \$0.25 | 3.0% | 1.5% | 0.0% | 1.0% | \$0.15 | \$0.01 | \$34.02 |
| 2nd period (65% JL) | \$27.07 | \$7.25 | \$0.25 | 3.0% | 1.5% | 0.0% | 1.0% | \$0.15 | \$0.01 | \$36.22 |
| 3rd period (70% JL) | \$29.15 | \$7.25 | \$0.25 | 3.0% | 1.5% | 7.5% | 1.0% | \$0.15 | \$0.01 | \$40.60 |
| 4th period (75% JL) | \$31.23 | \$7.25 | \$0.25 | 3.0% | 1.5% | 7.5% | 1.0% | \$0.15 | \$0.01 | \$42.95 |
| 5th period (80% JL) | \$33.31 | \$7.25 | \$0.25 | 3.0% | 1.5% | 7.5% | 1.0% | \$0.15 | \$0.01 | \$45.30 |
| 6th period (85% JL) | \$35.40 | \$7.25 | \$0.25 | 3.0% | 1.5% | 10.0% | 1.0% | \$0.15 | \$0.01 | \$48.54 |
| 7th period (90% JL) | \$37.48 | \$7.25 | \$0.25 | 3.0% | 1.5% | 10.0% | 1.0% | \$0.15 | \$0.01 | \$50.95 |
| HEO (95% JL) | \$39.56 | \$7.25 | \$0.25 | 3.0% | 1.5% | 15.0% | 1.0% | \$0.15 | \$0.01 | \$55.33 |
| Equipment Operator | \$35.40 | \$7.25 | \$0.25 | 3.0% | 1.5% | 7.0% | 1.0% | \$0.15 | \$0.01 | \$47.48 |
| WTO | \$24.98 | \$7.25 | \$0.25 | 3.0% | 1.5% | 5.0% | 1.0% | \$0.15 | \$0.01 | \$35.27 |
| Groundman w/CDL | \$20.82 | \$7.25 | \$0.25 | 3.0% | 1.5% | 5.0% | 1.0% | \$0.15 | \$0.01 | \$30.67 |
| **Groundman (47% JL) | \$19.57 | \$7.25 | \$0.25 | 3.0% | 1.5% | 0.0% | 1.0% | \$0.15 | \$0.01 | \$28.31 |

Alabama Statewide Addendum A Wage Summary
Effective Dates: 12/01/2024 - 12/01/2024

| | BASE WAGE | *LINECO | LINECO HRA | NEBF | SERF | SELCAT | NEIF | AMF | NLMCC | TOTAL PACKAGE |
|-----------------------------|--------------|---------|------------|------|--------|--------|------|--------|--------|------------------|
| Substation Tech (95% of JL) | \$39.56 | \$7.25 | \$0.25 | 3% | 15.00% | 1.50% | 1% | \$0.15 | \$0.01 | \$55.33 |
| Apprentices | | | | | | | | | | |
| Tech #1 60% of ST | \$23.73 | \$7.25 | \$0.25 | 3% | 0.00% | 1.50% | 1% | \$0.15 | \$0.01 | \$32.70 |
| Tech #2 65% of ST | \$25.71 | \$7.25 | \$0.25 | 3% | 0.00% | 1.50% | 1% | \$0.15 | \$0.01 | \$34.79 |
| Tech #3 70% of ST | \$27.69 | \$7.25 | \$0.25 | 3% | 7.50% | 1.50% | 1% | \$0.15 | \$0.01 | \$38.95 |
| Tech #4 75% of ST | \$29.67 | \$7.25 | \$0.25 | 3% | 7.50% | 1.50% | 1% | \$0.15 | \$0.01 | \$41.19 |
| Tech #5 80% of ST | \$31.65 | \$7.25 | \$0.25 | 3% | 7.50% | 1.50% | 1% | \$0.15 | \$0.01 | \$43.42 |
| Tech #6 85% of ST | \$33.62 | \$7.25 | \$0.25 | 3% | 10.00% | 1.50% | 1% | \$0.15 | \$0.01 | \$46.50 |
| Tech #7 90% of ST | \$35.60 | \$7.25 | \$0.25 | 3% | 10.00% | 1.50% | 1% | \$0.15 | \$0.01 | \$48.78 |

Alabama Statewide Addendum B Wage Summary
Effective Dates: 12/01/2024 - 12/31/2024

| | BASE WAGE | LINECO | LINECO HRA | NEBF | SELCAT | SERF | NEIF | AMF | NLMCC | TOTAL PACKAGE |
|----------------------------|--------------|--------|------------|------|--------|--------|------|--------|--------|------------------|
| Transmission Tech (95% JL) | \$39.56 | \$7.25 | \$0.25 | 3% | 1.5% | 15.00% | 1% | \$0.15 | \$0.01 | \$55.33 |
| Apprentice | | | | | | | | | | |
| 1st Period (60% TT) | \$23.73 | \$7.25 | \$0.25 | 3% | 1.5% | 0.00% | 1% | \$0.15 | \$0.01 | \$32.70 |
| 2nd Period (65% TT) | \$25.71 | \$7.25 | \$0.25 | 3% | 1.5% | 0.00% | 1% | \$0.15 | \$0.01 | \$34.79 |
| 3rd Period (70% TT) | \$27.69 | \$7.25 | \$0.25 | 3% | 1.5% | 7.50% | 1% | \$0.15 | \$0.01 | \$38.95 |
| 4th Period (75% TT) | \$29.67 | \$7.25 | \$0.25 | 3% | 1.5% | 7.50% | 1% | \$0.15 | \$0.01 | \$41.19 |