

Appendix A - Wage Rates
CW/CE WAGES AND BENEFITS - LOCALS 16, 34, 146 and 193

| Local 16 | Local Pension - 10.2% | | | | | | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
|----------|-----------------------|--------|--------|--------|--------|--------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | DC | | | | | | |
| CE 3 | \$38.74 | \$5.65 | \$0.00 | \$1.16 | \$0.00 | \$3.95 | \$49.50 | \$0.39 | \$0.15 | \$0.05 | \$0.11 | \$50.20 |
| CE 2 | \$33.11 | \$5.65 | \$0.00 | \$0.99 | \$0.00 | \$3.38 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.11 | \$43.75 |
| CE 1 | \$29.36 | \$5.65 | \$0.00 | \$0.88 | \$0.00 | \$2.99 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.11 | \$39.45 |
| CW 4 | \$25.60 | \$5.65 | \$0.00 | \$0.77 | \$0.00 | \$2.61 | \$34.63 | \$0.26 | \$0.10 | \$0.05 | \$0.11 | \$35.15 |
| CW 3 | \$23.72 | \$5.65 | \$0.00 | \$0.71 | \$0.00 | \$2.42 | \$32.50 | \$0.24 | \$0.09 | \$0.05 | \$0.11 | \$32.99 |
| CW 2 | \$21.85 | \$5.65 | \$0.00 | \$0.66 | \$0.00 | \$2.22 | \$30.38 | \$0.22 | \$0.09 | \$0.05 | \$0.11 | \$30.85 |
| CW 1 | \$19.96 | \$5.65 | \$0.00 | \$0.60 | \$0.00 | \$2.04 | \$28.25 | \$0.20 | \$0.08 | \$0.05 | \$0.11 | \$28.69 |

Working Dues 4%

| Local 34 | Pension Annuity - 10% | | | | | | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
|----------|-----------------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | Annuity | | | | | | |
| CE 3 | \$38.81 | \$5.65 | \$0.00 | \$1.16 | \$0.00 | \$3.88 | \$49.50 | \$0.39 | \$0.16 | \$0.05 | \$0.11 | \$50.21 |
| CE 2 | \$33.17 | \$5.65 | \$0.00 | \$1.00 | \$0.00 | \$3.31 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.11 | \$43.75 |
| CE 1 | \$29.41 | \$5.65 | \$0.00 | \$0.88 | \$0.00 | \$2.94 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.11 | \$39.45 |
| CW 4 | \$25.65 | \$5.65 | \$0.00 | \$0.77 | \$0.00 | \$2.56 | \$34.63 | \$0.26 | \$0.10 | \$0.05 | \$0.11 | \$35.15 |
| CW 3 | \$23.76 | \$5.65 | \$0.00 | \$0.71 | \$0.00 | \$2.38 | \$32.50 | \$0.24 | \$0.10 | \$0.05 | \$0.11 | \$33.00 |
| CW 2 | \$21.88 | \$5.65 | \$0.00 | \$0.66 | \$0.00 | \$2.19 | \$30.38 | \$0.22 | \$0.09 | \$0.05 | \$0.11 | \$30.85 |
| CW 1 | \$20.00 | \$5.65 | \$0.00 | \$0.60 | \$0.00 | \$2.00 | \$28.25 | \$0.20 | \$0.08 | \$0.05 | \$0.11 | \$28.69 |

Working Dues 3%

| Local 146 | Local Pension - 12% (CW's - 0%) | | | | | | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
|-----------|---------------------------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | Pension | | | | | | |
| CE 3 | \$38.13 | \$5.65 | \$0.00 | \$1.14 | \$0.00 | \$4.58 | \$49.50 | \$0.38 | \$0.15 | \$0.05 | \$0.01 | \$50.09 |
| CE 2 | \$32.59 | \$5.65 | \$0.00 | \$0.98 | \$0.00 | \$3.91 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.01 | \$43.65 |
| CE 1 | \$28.90 | \$5.65 | \$0.00 | \$0.87 | \$0.00 | \$3.46 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.01 | \$39.35 |
| CW 4 | \$28.14 | \$5.65 | \$0.00 | \$0.84 | \$0.00 | \$0.00 | \$34.63 | \$0.28 | \$0.11 | \$0.05 | \$0.01 | \$35.08 |
| CW 3 | \$26.07 | \$5.65 | \$0.00 | \$0.78 | \$0.00 | \$0.00 | \$32.50 | \$0.26 | \$0.10 | \$0.05 | \$0.01 | \$32.92 |
| CW 2 | \$24.01 | \$5.65 | \$0.00 | \$0.72 | \$0.00 | \$0.00 | \$30.38 | \$0.24 | \$0.10 | \$0.05 | \$0.01 | \$30.78 |
| CW 1 | \$21.94 | \$5.65 | \$0.00 | \$0.66 | \$0.00 | \$0.00 | \$28.25 | \$0.22 | \$0.09 | \$0.05 | \$0.01 | \$28.62 |

Working Dues 4%

| Local 193 | NEAP - 10% | | | | | | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
|-----------|------------|--------|--------|--------|--------|--------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | NEAP | | | | | | |
| CE 3 | \$38.81 | \$5.65 | \$0.00 | \$1.16 | \$0.00 | \$3.88 | \$49.50 | \$0.39 | \$0.16 | \$0.05 | \$0.01 | \$50.11 |
| CE 2 | \$33.17 | \$5.65 | \$0.00 | \$1.00 | \$0.00 | \$3.31 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.01 | \$43.65 |
| CE 1 | \$29.41 | \$5.65 | \$0.00 | \$0.88 | \$0.00 | \$2.94 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.01 | \$39.35 |
| CW 4 | \$25.65 | \$5.65 | \$0.00 | \$0.77 | \$0.00 | \$2.56 | \$34.63 | \$0.26 | \$0.10 | \$0.05 | \$0.01 | \$35.05 |
| CW 3 | \$23.76 | \$5.65 | \$0.00 | \$0.71 | \$0.00 | \$2.38 | \$32.50 | \$0.24 | \$0.10 | \$0.05 | \$0.01 | \$32.90 |
| CW 2 | \$21.88 | \$5.65 | \$0.00 | \$0.66 | \$0.00 | \$2.19 | \$30.38 | \$0.22 | \$0.09 | \$0.05 | \$0.01 | \$30.75 |
| CW 1 | \$20.00 | \$5.65 | \$0.00 | \$0.60 | \$0.00 | \$2.00 | \$28.25 | \$0.20 | \$0.08 | \$0.05 | \$0.01 | \$28.59 |

Working Dues 3.5% for CE's, 2.5% for CW's

Appendix A - Wage Rates
CW/CE WAGES AND BENEFITS - LOCALS 197, 309, 538 and 601

| Local 197 | Local Pension Annuity - 10% | | | | | | | JATC | NECA SC | AMF | NLMCC | Total |
|-----------|-----------------------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | Annuity | Sub-Total | | | | | |
| CE 3 | \$35.97 | \$8.85 | \$0.00 | \$1.08 | \$0.00 | \$3.60 | \$49.50 | \$0.36 | \$0.14 | \$0.05 | \$0.01 | \$50.06 |
| CE 2 | \$30.34 | \$8.85 | \$0.00 | \$0.91 | \$0.00 | \$3.03 | \$43.13 | \$0.30 | \$0.12 | \$0.05 | \$0.01 | \$43.61 |
| CE 1 | \$26.58 | \$8.85 | \$0.00 | \$0.80 | \$0.00 | \$2.65 | \$38.88 | \$0.27 | \$0.11 | \$0.05 | \$0.01 | \$39.32 |
| CW 4 | \$25.65 | \$5.65 | \$0.00 | \$0.77 | \$0.00 | \$2.56 | \$34.63 | \$0.26 | \$0.10 | \$0.05 | \$0.01 | \$35.05 |
| CW 3 | \$23.76 | \$5.65 | \$0.00 | \$0.71 | \$0.00 | \$2.38 | \$32.50 | \$0.24 | \$0.10 | \$0.05 | \$0.01 | \$32.90 |
| CW 2 | \$21.88 | \$5.65 | \$0.00 | \$0.66 | \$0.00 | \$2.19 | \$30.38 | \$0.22 | \$0.09 | \$0.05 | \$0.01 | \$30.75 |
| CW 1 | \$20.00 | \$5.65 | \$0.00 | \$0.60 | \$0.00 | \$2.00 | \$28.25 | \$0.20 | \$0.08 | \$0.05 | \$0.01 | \$28.59 |

Working Dues 4%

| Local 309 | Local Pension - 10% | | | | | | | JATC | NECA SC | AMF | NLMCC | Total |
|-----------|---------------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | Pension | Sub-Total | | | | | |
| CE 3 | \$39.91 | \$4.40 | \$0.00 | \$1.20 | \$0.00 | \$3.99 | \$49.50 | \$0.40 | \$0.16 | \$0.05 | \$0.11 | \$50.22 |
| CE 2 | \$34.27 | \$4.40 | \$0.00 | \$1.03 | \$0.00 | \$3.43 | \$43.13 | \$0.34 | \$0.14 | \$0.05 | \$0.11 | \$43.77 |
| CE 1 | \$30.51 | \$4.40 | \$0.00 | \$0.92 | \$0.00 | \$3.05 | \$38.88 | \$0.31 | \$0.12 | \$0.05 | \$0.11 | \$39.47 |
| CW 4 | \$26.75 | \$4.40 | \$0.00 | \$0.80 | \$0.00 | \$2.68 | \$34.63 | \$0.27 | \$0.11 | \$0.05 | \$0.11 | \$35.17 |
| CW 3 | \$24.87 | \$4.40 | \$0.00 | \$0.75 | \$0.00 | \$2.48 | \$32.50 | \$0.25 | \$0.10 | \$0.05 | \$0.11 | \$33.01 |
| CW 2 | \$22.99 | \$4.40 | \$0.00 | \$0.69 | \$0.00 | \$2.30 | \$30.38 | \$0.23 | \$0.09 | \$0.05 | \$0.11 | \$30.86 |
| CW 1 | \$21.11 | \$4.40 | \$0.00 | \$0.63 | \$0.00 | \$2.11 | \$28.25 | \$0.21 | \$0.08 | \$0.05 | \$0.11 | \$28.70 |

Working Dues 2%

| Local 538 | 401(k) - 10% for CEs | | | | | | | JATC | NECA SC | AMF | NLMCC | Total |
|-----------|----------------------|--------|--------|--------|--------|--------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | 401(k) | Sub-Total | | | | | |
| CE 3 | \$38.72 | \$5.65 | \$0.10 | \$1.16 | \$0.00 | \$3.87 | \$49.50 | \$0.39 | \$0.15 | \$0.05 | \$0.11 | \$50.20 |
| CE 2 | \$33.08 | \$5.65 | \$0.10 | \$0.99 | \$0.00 | \$3.31 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.11 | \$43.75 |
| CE 1 | \$29.32 | \$5.65 | \$0.10 | \$0.88 | \$0.00 | \$2.93 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.11 | \$39.45 |
| CW 4 | \$28.04 | \$5.65 | \$0.10 | \$0.84 | \$0.00 | \$0.00 | \$34.63 | \$0.28 | \$0.11 | \$0.05 | \$0.11 | \$35.18 |
| CW 3 | \$25.97 | \$5.65 | \$0.10 | \$0.78 | \$0.00 | \$0.00 | \$32.50 | \$0.26 | \$0.10 | \$0.05 | \$0.11 | \$33.02 |
| CW 2 | \$23.91 | \$5.65 | \$0.10 | \$0.72 | \$0.00 | \$0.00 | \$30.38 | \$0.24 | \$0.10 | \$0.05 | \$0.11 | \$30.88 |
| CW 1 | \$21.84 | \$5.65 | \$0.10 | \$0.66 | \$0.00 | \$0.00 | \$28.25 | \$0.22 | \$0.09 | \$0.05 | \$0.11 | \$28.72 |

Working Dues 6%

| Local 601 | 401(k) - 10% for CEs | | | | | | | JATC | NECA SC | AMF | NLMCC | Total |
|-----------|----------------------|--------|--------|--------|--------|--------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | 401(k) | Sub-Total | | | | | |
| CE 3 | \$38.72 | \$5.65 | \$0.10 | \$1.16 | \$0.00 | \$3.87 | \$49.50 | \$0.39 | \$0.15 | \$0.05 | \$0.01 | \$50.10 |
| CE 2 | \$33.08 | \$5.65 | \$0.10 | \$0.99 | \$0.00 | \$3.31 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.01 | \$43.65 |
| CE 1 | \$29.32 | \$5.65 | \$0.10 | \$0.88 | \$0.00 | \$2.93 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.01 | \$39.35 |
| CW 4 | \$28.04 | \$5.65 | \$0.10 | \$0.84 | \$0.00 | \$0.00 | \$34.63 | \$0.28 | \$0.11 | \$0.05 | \$0.01 | \$35.08 |
| CW 3 | \$25.97 | \$5.65 | \$0.10 | \$0.78 | \$0.00 | \$0.00 | \$32.50 | \$0.26 | \$0.10 | \$0.05 | \$0.01 | \$32.92 |
| CW 2 | \$23.91 | \$5.65 | \$0.10 | \$0.72 | \$0.00 | \$0.00 | \$30.38 | \$0.24 | \$0.10 | \$0.05 | \$0.01 | \$30.78 |
| CW 1 | \$21.84 | \$5.65 | \$0.10 | \$0.66 | \$0.00 | \$0.00 | \$28.25 | \$0.22 | \$0.09 | \$0.05 | \$0.01 | \$28.62 |

Working Dues 3%

Appendix A - Wage Rates
CW/CE WAGES AND BENEFITS - LOCALS 649, 702 and 725

| Local 649 | Local Pension - 5% | | | | | | | | | | | |
|-----------|--------------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | Pension | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
| CE 3 | \$40.47 | \$5.80 | \$0.00 | \$1.21 | \$0.00 | \$2.02 | \$49.50 | \$0.40 | \$0.16 | \$0.05 | \$0.01 | \$50.12 |
| CE 2 | \$34.56 | \$5.80 | \$0.00 | \$1.04 | \$0.00 | \$1.73 | \$43.13 | \$0.35 | \$0.14 | \$0.05 | \$0.01 | \$43.68 |
| CE 1 | \$30.63 | \$5.80 | \$0.00 | \$0.92 | \$0.00 | \$1.53 | \$38.88 | \$0.31 | \$0.12 | \$0.05 | \$0.01 | \$39.37 |
| CW 4 | \$26.70 | \$5.80 | \$0.00 | \$0.80 | \$0.00 | \$1.33 | \$34.63 | \$0.27 | \$0.11 | \$0.05 | \$0.01 | \$35.07 |
| CW 3 | \$24.72 | \$5.80 | \$0.00 | \$0.74 | \$0.00 | \$1.24 | \$32.50 | \$0.25 | \$0.10 | \$0.05 | \$0.01 | \$32.91 |
| CW 2 | \$22.76 | \$5.80 | \$0.00 | \$0.68 | \$0.00 | \$1.14 | \$30.38 | \$0.23 | \$0.09 | \$0.05 | \$0.01 | \$30.76 |
| CW 1 | \$20.79 | \$5.80 | \$0.00 | \$0.62 | \$0.00 | \$1.04 | \$28.25 | \$0.21 | \$0.08 | \$0.05 | \$0.01 | \$28.60 |

Working Dues 2.25%

| Local 702 | Local Pension 8.5%, SIRW 2% | | | | | | | | | | | |
|-----------|-----------------------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | SIRW | Pension | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
| CE 3 | \$38.19 | \$5.65 | \$0.50 | \$1.15 | \$0.76 | \$3.25 | \$49.50 | \$0.38 | \$0.15 | \$0.05 | \$0.11 | \$50.19 |
| CE 2 | \$32.58 | \$5.65 | \$0.50 | \$0.98 | \$0.65 | \$2.77 | \$43.13 | \$0.33 | \$0.13 | \$0.05 | \$0.11 | \$43.75 |
| CE 1 | \$28.84 | \$5.65 | \$0.50 | \$0.87 | \$0.58 | \$2.44 | \$38.88 | \$0.29 | \$0.12 | \$0.05 | \$0.11 | \$39.45 |
| CW 4 | \$25.10 | \$5.65 | \$0.50 | \$0.75 | \$0.50 | \$2.13 | \$34.63 | \$0.25 | \$0.10 | \$0.05 | \$0.11 | \$35.14 |
| CW 3 | \$23.22 | \$5.65 | \$0.50 | \$0.70 | \$0.46 | \$1.97 | \$32.50 | \$0.23 | \$0.09 | \$0.05 | \$0.11 | \$32.98 |
| CW 2 | \$21.35 | \$5.65 | \$0.50 | \$0.64 | \$0.43 | \$1.81 | \$30.38 | \$0.21 | \$0.09 | \$0.05 | \$0.11 | \$30.84 |
| CW 1 | \$19.48 | \$5.65 | \$0.50 | \$0.58 | \$0.39 | \$1.65 | \$28.25 | \$0.19 | \$0.08 | \$0.05 | \$0.11 | \$28.68 |

Working Dues 3.25%

Savings Deduction 10%

| Local 725 | Pension - 8% | | | | | | | | | | | |
|-----------|--------------|--------|--------|--------|--------|---------|-----------|--------|---------|--------|--------|---------|
| | Wage | H/W | HRA | NEBF | Other | Pension | Sub-Total | JATC | NECA SC | AMF | NLMCC | Total |
| CE 3 | \$39.23 | \$5.65 | \$0.30 | \$1.18 | \$0.00 | \$3.14 | \$49.50 | \$0.39 | \$0.16 | \$0.05 | \$0.11 | \$50.21 |
| CE 2 | \$33.50 | \$5.65 | \$0.30 | \$1.01 | \$0.00 | \$2.67 | \$43.13 | \$0.34 | \$0.13 | \$0.05 | \$0.11 | \$43.76 |
| CE 1 | \$29.67 | \$5.65 | \$0.30 | \$0.89 | \$0.00 | \$2.37 | \$38.88 | \$0.30 | \$0.12 | \$0.05 | \$0.11 | \$39.46 |
| CW 4 | \$25.84 | \$5.65 | \$0.30 | \$0.78 | \$0.00 | \$2.06 | \$34.63 | \$0.26 | \$0.10 | \$0.05 | \$0.11 | \$35.15 |
| CW 3 | \$23.92 | \$5.65 | \$0.30 | \$0.72 | \$0.00 | \$1.91 | \$32.50 | \$0.24 | \$0.10 | \$0.05 | \$0.11 | \$33.00 |
| CW 2 | \$22.01 | \$5.65 | \$0.30 | \$0.66 | \$0.00 | \$1.76 | \$30.38 | \$0.22 | \$0.09 | \$0.05 | \$0.11 | \$30.85 |
| CW 1 | \$20.09 | \$5.65 | \$0.30 | \$0.60 | \$0.00 | \$1.61 | \$28.25 | \$0.20 | \$0.08 | \$0.05 | \$0.11 | \$28.69 |

Working Dues Journeymen/CE3 4.5%, CE1&2/CWs/Apprentices 3.5%

Note: Totals column may be off due to rounding.