

**IBEW Local Union No. 9**  
**Outside Construction Wages and Fringe Benefits**  
**June 4, 2012 through June 2, 2013**

**WAGE RATES**

General Foreman	\$ 52.35 Per Hour
Foreman	\$ 48.35 Per Hour
Journeyman/Lineman	\$ 43.35 Per Hour
Journeyman/Operator	\$ 43.35 Per Hour
Helper/Groundman	\$ 33.81 Per Hour
Storm Wire Watcher	\$ 35.11 Per Hour
Meter Technician	\$ 35.11 Per Hour

**ALBAT APPRENTICE RATE**

**BASED UPON THE JOURNEYMAN RATE OF \$43.35 PER HOUR**

Class I	60% \$ 26.01
Class II (1000 hours)	65% \$ 28.18
Class III (2000 hours)	70% \$ 30.35
Class IV (3000 hours)	75% \$ 32.51
Class V (4000 hours)	80% \$ 34.68
Class VI (5000 hours)	85% \$ 36.85
Class VII (6000 hours)	90% \$ 39.02

**APPRENTICE LINEMAN**

**BASED UPON HELPER GROUNDMAN RATE OF \$33.81 PER HOUR**

Class I	50% \$ 16.91
Class II (1000 hours)	60% \$ 20.29
Class III (2000 hours)	70% \$ 23.67
Class IV (3000 hours)	80% \$ 27.05
Class V (4000 hours)	90% \$ 30.43
Class VI (5000 hours)	Full \$ 33.81

**FRINGE BENEFITS**

Health & Welfare	22.00%
Health Reimb Agreement	1.93%
Defined Benefit Pension	13.27%
Defined Contribution Pension	14.89%
Apprentice & Journeyman Training	2.22%
Administrative Maintenance Acct.	0.17%
OOW Supplement	1.97%
ALBAT	1.00%
NEBF	3.00%
Total Benefits Package	60.45%

**RECIPROCAL RATES**

Health & Welfare	\$ 9.54 Per Hour
Defined Benefit Pension	100% of funds
Defined Contribution Pension	100% of funds

Out of Work premium	\$ 4.39 Per Hour
Individual premium	\$ 4,959.24 Per Quarter

**Exhibit A**  
**Cable TV Rates**  
**June 4, 2012 through June 2, 2013**

---

---

**Hourly Salary Rates**

General Foreman	\$ 32.75
Foreman	\$ 31.26
Lineman	\$ 29.77
Cable & Fiber Optic Splicer	\$ 29.77
Groundman 1	\$ 13.99
Groundman 2	\$ 21.14
Groundman 3	\$ 26.50

---

---

**Benefits Package (Calculations based on Lineman's Rate)**

Health & Welfare	31.07%	=	\$ 9.25
Training	2.18%	=	\$ 0.65
Defined Contribution Pension Fund	19.95%	=	\$ 5.94
NEBF	3.00%	=	\$ 0.89
Administrative Maintenance Fund	0.20%	=	\$ 0.06
Total Benefits	56.40%	=	\$ 16.79
Total Package (Lineman Rate + Benefits)		=	\$ 46.56

---

---

**Exhibit B**  
**Telephone Rates**  
**June 4, 2012 through June 2, 2013**

---

General Foreman	\$	33.52
Telephone Foreman	\$	31.99
Lineman	\$	30.47
Telephone Splicer	\$	31.17
Telephone Installer	\$	30.87
Equipment Operator	\$	30.17
Groundman 1	\$	13.71
Groundman 2	\$	20.72
Groundman 3	\$	24.68

---

**Benefits Package (Calculations based on Lineman's Rate)**

Health & Welfare Fund	30.42%	=	\$	9.27
Training	2.17%	=	\$	0.66
Defined Contribution Pension Fund	19.86%	=	\$	6.05
NEBF	3.00%	=	\$	0.91
Administrative Maintenance Fund	<u>0.20%</u>	=	\$	0.06
Total Benefits	55.65%	=	\$	16.95
Total Package (Lineman Rate + Benefits)		=	\$	47.42

---