

MEMORANDUM OF UNDERSTANDING
BETWEEN
LOCAL UNION 104 NORTH, IBEW
AND THE
NORTHEASTERN LINE CONSTRUCTORS CHAPTER, NECA

FOR THE MAINE RELIABILTY PROJECT

PROJECT AGREEMENT FOR THIS JOB ONLY

1. Article II, Section 2.10 - The National Outside Portability Agreement shall be in effect, however Local Union 104 will first try to refer members from the State of Maine to satisfy request from Owner and upon Referral Book 1 being cleared, the Contractors will be free to secure manpower with full portability.

2. Article V - The Apprentice to Journey-level person ratio shall be six to one (6:1).

3. Article VI, Section 6.02 - NEEWBF
 - (a) Effective September 5, 2010 through September 4, 2012, the contribution will be **SEVEN DOLLARS and TWENTY CENTS (\$7.20)** for the **first forty (40) hours** per week on all classifications covered by the Agreement.

 - (b) Effective September 5, 2012 through September 4, 2015, the contribution will be **SEVEN DOLLARS and SEVENTY CENTS (\$7.70)** for the **first forty (40) hours** per week on all classifications covered by the Agreement.

These rate shall remain in effect for the duration of this project, unless mutually agreed to by the parties hereto. If addition contributions are required, the existing total package shall be revised to reflect the increase.

4. Article VI, Section 6.03 - NEEWMPP
 - (a) The Employer agrees to contribute to N.E.E.W. Money Purchase Plan and Trust **FIVE DOLLARS and FIFTY (\$5.50)** per hour on all Journeyman Lineman covered under this Agreement.

(b) The following contributions will be made into the N.E.E.W. Money Purchase Plan for **Apprentices**:

7th Period	\$4.00 per hour
6th Period	\$3.00 per hour
5th Period	\$2.50 per hour
4th Period	\$2.00 per hour
3rd Period	\$1.50 per hour
2nd Period	\$1.00 per hour
1st Period	\$.75 per hour

(c) The following contributions will be made into the N.E.E.W. Money Purchase Plan for **all of the following classifications**:

Equipment Operator "A"	\$5.00 per hour
Equipment Operator "B"	\$2.75 per hour
Cableman	\$1.00 per hour
Groundman CDL	\$2.50 per hour
Inexperienced Driver Groundman (2,000 hours)	\$1.50 per hour
Cable Technician	\$1.50 per hour
Groundman	\$1.00 per hour
Inexperienced Groundman	\$.75 per hour

5. Article VIII, Section 8.01 - WAGES

Effective	9/5/10	9/5/12
JOURNEYMAN LINEMAN BASE RATE	\$36.00	\$38.00
NEBF 3%	1.08	1.14
HEALTH & WELFARE	7.20	7.70
LOCAL PENSION	5.50	5.50
OSHE 2%	0.72	0.76
MARKET RECOVERY	0.25	0.25
NEAT 1%	0.36	0.38
NEIF .5%	0.18	0.19
NELCAF .75%	0.27	0.29
<u>NLMCC</u>	<u>0.01</u>	<u>0.01</u>
TOTAL	\$51.57	\$54.22

120% GENERAL FOREMAN	\$43.20	\$45.60
112% FOREMAN	40.32	42.56
100% CABLE SPLICER	36.00	38.00
100% JOURNEYMAN LINEMAN	36.00	38.00

APPRENTICES:

90% SEVENTH PERIOD	32.40	34.20
85% SIXTH PERIOD	30.60	32.30
80% FIFTH PERIOD	28.80	30.40
75% FOURTH PERIOD	27.00	28.50
70% THIRD PERIOD	25.20	26.60
65% SECOND PERIOD	23.40	24.70
60% FIRST PERIOD	21.60	22.80
85% EQUIPMENT OPERATOR "A"	30.60	32.30
75% EQUIPMENT OPERATOR "B"	27.00	28.50
85% CABLEMAN	30.60	32.30
70% DRIVER GROUNDMAN CDL	25.20	26.60
55% INEXPERIENCE DRIVER GROUNDMAN	19.80	20.90
60% CABLE TECHNICIAN	21.60	22.80
55% GROUNDMAN	19.80	20.90
45% INEXPERIENCE GROUNDMAN	16.20	17.10

IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 16th day of June 2010.

Signed for:
Northeastern Line, NECA

Signed for:
Local Union 104, IBEW

Chapter Manager

Business Manager