

FORT BRAGG ELECTRIC, INC.

AND

LOCAL UNION NO. 1245

AFL-CIO

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

PG&E SUPPORT AGREEMENT

EFFECTIVE JUNE 1, 2022 THROUGH MAY 31, 2027

AGREEMENT

This PG&E Support Agreement is entered into by and between FORT BRAGG ELECTRIC, INC. (hereinafter referred to as the "Employer" or "Company") and Local Union 1245 of the International Brotherhood of Electrical Workers, AFL-CIO (hereinafter referred to as the "Union").

Now, therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

PREAMBLE

For the purposes of collective bargaining with respect to rates of pay, wages, hours, and other conditions of employment, the Company recognizes the Union as the exclusive representative of those employees who are employed by the Company performing work covered under the Scope of this Agreement.

ARTICLE I

PURPOSE AND SCOPE OF WORK

PURPOSE

The intent of this Agreement is to establish uniform conditions of employment for Outside Electrical Workers as hereinafter provided.

Local Unions 1245 is presently chartered by the International Brotherhood of Electrical Workers, AFL-CIO, to cover certain outside electrical work on PG&E property.

SCOPE OF THIS AGREEMENT

The scope of the work covered by this Agreement shall be: All support to outside work on electrical transmission lines, distribution lines, switch yards and substations, and shall include: Flagging, construction work (whether built of wood, metal or other material); the digging and back-filling of holes for poles or anchors (by hand or mechanical equipment); the moving of employees, tools or equipment; the loading and moving of materials from the first drop, the handling, assembly or erection of all materials including the guying, stringing of conductors or other work necessary on through to the ultimate completion of such pole line work, Flagging.

1. Electrical underground construction work, where such work comes under the jurisdiction of this Agreement, shall be covered as follows: The moving of employees, tools, or equipment, the loading, moving or assembly of all electrical materials or race-ways, such as duct, from the first drop, shall be performed by workers under this Agreement. This shall also include the placing of fish wire, the pulling of cables or wires through

such race-ways, installing and making up of pot-heads, and the splicing of such conductors.

In connection with all of the above items, it is understood the scope of this Agreement shall include not only new installation work but shall also govern the repair, maintenance, or dismantling of such structures, lines or equipment, the handling and operating of all equipment used to transport employees, tools and/or materials on the job site, as well as the equipment used to move, raise or place materials used in the outside branch of the Electrical Industry, shall be performed

ARTICLE II

MANAGEMENT RIGHTS

2.1 The Union understands the Employer is responsible to perform the work required by the owner. The Employer shall therefore have no restrictions, except those specifically provided for in the Collective Bargaining Agreement in planning, directing, and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job-to-job within the Local Union's geographical jurisdiction, in determining the need and number as well as the person who will act as **Field Crew Supervisor, Line Equipment Men, and Groundman/Flagger** in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with the Agreement, in requiring all employees to observe all safety regulations and in discharging employees for proper cause.

ARTICLE III

TERM OF AGREEMENT

3.1 This Agreement shall take effect June 1, 2022 and shall remain in effect until May 31, 2027.

3.2 Changes:

- (a) Either party desiring to change or terminate this Agreement must notify the other in writing at least 180 days prior to the anniversary date.
- (b) Whenever, notice is given for changes, the nature of the changes must be specified in the notice.

3.3 Favored Nations:

The Union agrees that if, during the life of this Agreement, it grants to any other Employer on work covered by this Agreement any better terms or conditions than those set forth in this Agreement, or any other Agreement for this scope of work, such better

terms and/or conditions shall be made available to the Employer under this Agreement and the Union shall immediately notify the Employer of any such concession.

ARTICLE IV

EMPLOYER RIGHTS – UNION RIGHTS

4.1 CONTRACTOR QUALIFICATIONS:

Certain qualifications, knowledge, experience and financial responsibility are required of everyone desiring to be an Employer in the Utility Industry. An Employer who contracts for utility work is a firm (sole Proprietorship, partnership or corporation) whose principal business is that of UTILITY CONTRACTING, having these qualifications, and maintaining a permanent place of business, and a suitable financial status to meet payroll requirements. The Employer's place of business shall be manned during the regular working hours or have connected thereto a telephone answering service.

LICENSE: Members of the Union, except those meeting the requirement of "Employer" as defined herein, shall not contract for any electrical work. Any member of the I.B.E.W. possessing any valid state contractors' license while subject to employment under terms of this Agreement shall maintain same on an inactive status.

4.2 STEWARD:

Stewards may be appointed for all shops and sites and the Union shall notify the Employer, in writing, the name of any Steward so appointed. Stewards may be appointed by, may be removed by, are subject to the authority of and shall report to the Business Manager. Employers have the right to discharge a Steward but discharge shall not take place until after the Business Manager has been given forty-eight (48) hours notice, which shall be confirmed in writing. Disagreement on layoff shall be subjected to the grievance provision of this Agreement.

4.3 ACCESS TO JOBS:

The Representative of the Union shall be allowed access to any shop or job at any reasonable time where workers are employed under the terms of this Agreement.

4.4 CANCELLATION:

Local Union 1245 is a part of the International Brotherhood of Electrical Workers and any violation or annulment, of the Agreement of this, or any other Local Union of the, International Brotherhood of Electrical Workers by the Employer will be determined by the, International Office of the Union. The Employer further agrees that he will not sublet, assign, or transfer any work covered by this Agreement to any other person, firm or corporation if such subletting, assigning or transfer will cause the loss of work opportunities to employees in the Employer's establishment covered by this Agreement.

Any such subletting, assigning or transfer shall be allowable after a mutual determination, has been made by, the representatives of the parties hereto that such action is not in conflict with the preceding sentence.

4.5 EQUIPMENT SIGNS:

All Employer equipment using public streets and driven by workmen under the terms of this Agreement shall bear permanent identifications signs, seals, decals, or stickers in an area visible from the outside of the said equipment. These signs shall not be magnetic.

4.6 AGREEMENT CHANGES:

This Agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, signed by the parties hereto, and submitted to the International Office of the IBEW for approval the same as this Agreement.

4.7 STRIKE OR WORK STOPPAGE:

There shall be no stoppage of work either by strike or lockout because of any matters relating to this Agreement. All such matters must be handled as stated herein.

4.8 UNION SECURITY:

Membership in the Union shall be required with each employee working in the jurisdiction of this agreement as a condition of employment subject to the provisions of Section 8 (a) (3) of the Labor-Management Relations Act, 1947, as amended. This provision shall be operative in the States in which such provision is permitted by State Law

4.9 DUES DEDUCTION:

The Employer agrees to deduct and forward to the Financial Secretary of the Local Union upon receipt of a voluntary written authorization, the additional working dues from the pay of each I.B.E.W. member. The amount to be deducted shall be the amount specified in the approved Local Union bylaws. Such amount shall be certified to the Employer by the Local Union upon request by the Employer.

4.10 HARMLESS:

The Union agrees to save the Employer harmless from any action growing out of these deductions and commenced by any employee against the Employer and assumes full responsibility for the disposition of the funds so deducted once they have been turned over to the Financial Secretary of the Union.

The employer agrees to furnish new employees with union package, provided by the union. The employer will notify the union the names of all employees and work locations prior to performing work in the jurisdiction of this agreement.

4:11 DUES DEDUCTION AUTHORIZATION

AUTHORIZATION: I hereby authorize and direct the Employer to deduct from my pay Union membership initiation fee, dues and additional working dues in the amounts fixed in accordance with Bylaws of Local Union 1245 and the constitution of the International Brotherhood of Electrical Workers and pay the same to said Local Union in accordance with the terms of the bargaining agreement between the Employers and the Union.

This authorization shall be irrevocable for a period of one year from the date hereof or until the termination date of said Agreement, whichever occurs sooner; and I agree that this authorization shall be automatically renewed and irrevocable for successive periods of one year unless revoked by written notice to you and Union ten days prior to the expiration of each one year period or of each applicable bargaining agreement between the Employer and the Union, whichever occurs sooner.

Signature: _____

Dept.: _____

ARTICLE V
HOURS – WAGES – WORKING CONDITIONS

5:1 HOURS

- (a) Eight (8) hours work between 7:00 a.m. and 4:30 p.m. with thirty (30) minutes for lunch to start between the fourth (4th) and fifth (5th) hour shall constitute a work day; two (2), fifteen (15) minute breaks will be allowed per day.

Five (5) days' work Monday through Friday shall constitute a work week. However, if special circumstances warrant, upon mutual agreement in pre-bid and/or pre-job conference, the hours and days may be changed.

- (b) 4-10 hour days shall be allowed. Four-tens shall be limited to Monday through Thursday or Tuesday through Friday. If the crew desires to make up missed days due to inclement weather or holidays, and the Employer agrees, they will be allowed to do so within the five (5) days of Monday through Friday. Anyone not wishing to make up the day will not be required to do so and will not be discriminated against. All make up days are to be scheduled for at least eight (8) hours.

SHIFT WORK

1. When so elected by the contractor, multiple shifts of at least five (5) days' duration may be worked. When two (2) or three (3) shifts are worked:

The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Workmen on the "day shift" shall receive eight (8) hours' pay at the regular hourly rate for eight (8) hours' work.

2. The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 12:30 a.m. Workmen on the "swing shift" shall receive eight (8) hours' pay at the regular hourly rate plus 10% for seven and one-half (7½) hours' work.
3. The third shift (graveyard shift) shall be worked between the hours of 12:30 a.m. and 8:00 a.m. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus 15% for seven (7) hours' work.
4. A lunch period of thirty (30) minutes shall be allowed on each shift.
5. All overtime work required after the completion of a regular shift shall be paid at two times the "shift" hourly rate.
6. There shall be no pyramiding of overtime rates and double the straight rate shall be the maximum compensation for any hour worked.

7. There shall be no requirement for a day shift when either the second or third shift is worked.

5.2 HOLIDAYS AND OVERTIME:

All work performed outside of the regular scheduled working hours and on Saturdays, Sundays, and the following holidays: New Year's Day, Martin Luther King Day (California only), Presidents Day (Nevada only), Memorial Day, Fourth of July, Labor Day, Veteran's Day (California only), Nevada Day (Nevada only), Thanksgiving Day and the Friday following, and Christmas Day, shall be paid for at double the regular straight-time rate of pay. Holidays (except for Veteran's Day) falling on Saturdays and Sundays do not require the Employers to observe those holidays on a Friday or on Monday and the employees will not receive premium time compensation on those Fridays or Mondays.

5.3 PAYMENT OF WAGES:

Employees may elect to have their paycheck directly deposited into a bank account, or mailed (using the United States Postal Service) to them. All direct deposits will be placed electronically to the employee's bank no later than Thursday (for the prior week's work) and for employees that do not desire direct deposit, a good faith effort will be made to put paychecks in the mail by Wednesday (for the prior weeks work). Both method of payment are designed for the Friday payday.

5.4 PAY DAYS AND PENALTIES

All wages shall be paid in full Bi-monthly, not later than on the second Friday and Fourth Friday of the month.

The payroll period shall end on Sunday at 12:00 Midnight.

In the event an employee doesn't receive his/her pay check at quitting time on pay day, he shall receive eight (8) hours pay at the straight time rate for each twenty-four (24) hours or portion thereof until he receives it.

Whenever practical, a worker who quits a job shall be paid by 4:30 p.m. by payroll check before leaving the job, provided he gives his/her Foreman notice of his/her intention to leave the job by 1:00 p.m., two (2) days before he leaves the job. However, in the event the amount of money on the final check is greater than the amount due at the time of termination, or in the event that the worker does not give advance notice as described above, the worker's final pay will be mailed within seventy-two (72) hours after he quits (Saturdays, Sundays and Holidays excepted). In the event he does not receive his/her final check by the end of the seventy-two (72) hour period, he shall receive eight (8) hours straight-time pay for each twenty-four (24) hour period or portion thereof until he receives it. Postmark of mail to employee's last known address shall constitute compliance. Exception: If available by the Employer an employee may opt for

direct deposit of his/her pay check and shall be subject to the regulations of the Employers direct deposit procedures and therefore not be subject to the penalty described above.

Liability for this penalty will commence upon notification by the Employee who has quit to the Employer and the Union that he/she has not received their final paycheck as required by this section.

Workers who are to be laid off shall be notified of such layoff one (1) hour in advance of regular quitting time and be paid in full. They shall be given sufficient time before the termination of the work day to pick up their personal tools.

The Employer will request check cashing availability when the Steward has given notice of a bank in which the employees desire to cash their payroll checks.

5.5 WAGE RATES:

FORT BRAGG ELECTRIC, INC. shall use its own current employees and shall pay them at the applicable corresponding prevailing wage/fringe rates for Field Supervisor, Line Equipment Men and Groundman/Flagger, for all work covered under this agreement. See Appendix A for wage rates.

Field Crew Supervisor

Productivity

- Efficiently unload inbound equipment
- Develop efficient dismantling methods
- Keep facility organized
- Efficiently load outbound shipments

Personnel

- Maintain proper staffing levels
- Insure employees have adequate process knowledge
- Communicate effectively with crew workers

Quality

- Develop production methods that minimize product damage
- Develop storage and shipping methods that minimize product damage
- Insure items are properly categorized prior to shipment
- Upgrade end products to higher revenue items

Systems

- Insure input of computer data
- Maintain proper inbound paperwork
- Maintain proper outbound paperwork

Safety

- Insure compliance with OSHA regulations
- Insure utilization of proper PPE
- Administer New Employee materials
- Generate ideas to improve employee safety
- Participate on the Central Safety Committee
- Number of Recordable Injuries and Lost Time Injuries

Environmental

- Insure compliance with environmental procedures
- Keep facilities clean
- Compliance Air Discharge Permit levels and Stormwater Discharge Permit levels

Line Equipment Man

- Line Equipment Man may operate crawler tractors, Commercial Motor Vehicles, backhoes, trenchers, cranes (50 ton and below), overhead and underground distribution line equipment, and other mutually agreed upon equipment.

Groundman/Flagger

- Groundman/Flagger shall work under the direct supervision of Field Supervisor at all times and shall assist Field Supervisor as directed in the performance of their work which includes the operation of jack-hammers, man-hauls, and the loading and unloading of materials and equipment, but under no circumstances shall a groundman climb poles, towers or structures, or work in the proximity of energized lines or equipment.
- Groundman/Flagger may operate pick-up trucks and light flatbed trucks.
- Groundman/Flagger may operate trucks used to service trucks and equipment on transmission lines.
- Groundman/Flagger may drive bucket trucks, line trucks, and light trucks on the job. Groundman/Flagger may be required to place water and ice in water can.
- Groundman/Flagger shall furnish themselves with the following tools: hammer, pliers, ruler, 10" adjustable wrench and skinning knife.
- Groundman/Flagger may use hand-mechanized tools to assist tower and pole assembly.

5.6 REPORT TIME:

- (a) Any employee reporting for work on a scheduled work day, and does not start work for any reason beyond his/her control, and not having been notified prior to two (2) hours before starting time, shall be paid for two (2) hours at the applicable rate of pay (plus the applicable subsistence expense). Employees may be required to perform duties, including safety meetings, at headquarters during these two (2) hours. However, if an employee chooses to suspend work after having started work, due to inclement weather, the employee shall be paid for time worked only.
- (b) If employees work on the job for more than two (2) hours, but less than four (4) hours, they shall be paid for four (4) hours. If employees work on the job for more than four (4) hours, but less than six (6) hours, they shall be paid for six (6) hours. If employees work on the job for more than six (6) hours, but less than eight (8) hours, they shall be paid for eight (8) hours. If employees work on the job (four-tens) for more than eight (8) hours but less than ten (10), they shall be paid for ten (10) hours. If employees work on the job for eight (8) or more hours (ten (10) hours when working four-tens), they shall be paid for actual time worked. If the employee is terminated for cause or the employee quits, the employee shall be paid for the time worked only.

5.7 MEAL PERIODS

When an employee works overtime after the regular day or shift, or when he is called out to work at night, Sundays, or on holidays, the Employer shall provide all meals unless the employees complete the job on or before meal time. If the job is started not more than one (1) hour before the regular daily starting time, then, when employees are notified the previous day, no breakfast is to be provided by the Employer. When instructed before quitting time to report for the next regular daily starting time, the employees shall provide their own lunch the same as they do on other days. When employees are required to work more than two and one half (2.5) hours past their regularly scheduled quitting time, they shall be entitled to a meal time as provided for in this Section. An employee will be entitled to a paid meal time at intervals of four and one half (4.5) hours thereafter, (from the conclusion of the previously owed meal period) for as long as he works. In the event the Employer does not provide meals as set forth above, the Employer shall pay \$15.00, and one-half (½) hour pay, at the applicable rate, for each meal not provided.

5.8 TRAVEL TO JOB

The Employer shall pay for traveling time and furnish transportation for all employees from the place where they report for work each day and return to the same place at the end of each work day on all work within the jurisdiction of the Union.

5.9 EIGHT-HOUR REST PERIOD

When workers are required to work six (6) hours or more overtime outside of normal work shifts they shall be relieved for a rest period of eight (8) or more continuous hours, or they shall be compensated at the appropriate overtime rate of pay for all hours worked until released from work for eight (8) or more continuous hours. The Employer has the right to move the start of the work day back, so employees can have the eight (8) hour rest period.

5.10 TRAVEL PAY AND EXPENSES:

When an employee's work necessitates staying overnight at a place other than their permanent residence, the employer shall make all arrangements in advance for hotel or lodging at the employers expense, with such arrangements being made directly by the Employer at hotels or motels determined by the Employer. The Employer will pay 100% of the employee's expenses.

5.11 HEALTH BENEFITS

The employer agrees to provide its employees covered under this agreement with Medical, Vision and Dental plans mutually agreed upon by the Employer and Union.

5.12 RETIREMENT

The Union and Company agree that the Company will provide a 401k or IRA plan for the employee to self contribute to. All employees will contribute a minimum of \$1.00 a man hour. The maximum will be limited to the IRS limits.

ARTICLE VI

SAFETY AND WORKING RULES

6.1 It is the Employer's exclusive responsibility to insure the safety of its employees and their compliance with these safety rules and standards.

- (a) A copy of the Employer's Safety Policy will be forwarded to the Local Union as soon as possible.
- (b) The Employer will furnish and keep in legal working order, all safety equipment necessary to perform the work covered under the scope of this Agreement.

- (c) Weekly, documented tailgate crew safety meetings of at least 15 minutes in duration will be mandatory. The Union is encouraged to attend these meetings during normal work hours.
- (d) In addition to the weekly safety meetings, a minimum of two formal style or supplemental training meetings will be conducted. These meetings may include quality control inspections with auditors, interactive computer courses, video classes, training conferences, etc. To be done during work hours.

Topics of all safety meetings will be appropriate and often times suggested by various supervisory and management personnel

ARTICLE VII

GRIEVANCES AND DISPUTES

7.1 All grievances or questions in dispute shall be adjusted by the duly authorized representatives of each of the parties to this Agreement

7.2 GRIEVANCE PROCEDURE:

STEP ONE: A Grievance must be filed no later than five (5) days after the date of action complained of, or the date employee should have become aware of the incident which is the basis for the Grievance, whichever is later.

STEP TWO: All Grievances shall be presented orally or written by the aggrieved employee and a Shop Steward or a Union Business Representative to the aggrieved employee's immediate supervisor. Both parties shall put forth their best efforts to resolve the Grievance at this level within seventy-two (72) hours. If the Grievance is not resolved within seventy-two (72) hours of the oral discussion, Step Three shall be followed.

STEP THREE: In the event that the Grievance is not settled by the procedure in Step Two, the Union Business Representative shall, not later than ten (10) calendar days after the completion of Step Two, present the employer with the Grievance in written form, setting forth the following.

- (a) A statement of the Grievance and the facts upon which it is based.
- (b) The Section or Sections of the Agreement relied upon or claimed to have been violated.
- (c) The remedy or correction which, is desired.

In the event either party desires a meeting to discuss the Grievance, the parties shall meet within ten (10) calendar days from receipt of said Grievance for the purpose of discussing the Grievance. The party served with written notice of the

Grievance shall within ten (10) calendar days after the aforementioned meeting, or in the event no meeting is held within ten (10) calendar days after the receipt of the Grievance, answer the Grievance in writing.

STEP FOUR: In the event the Grievance is not settled in Step Three, it shall be referred to the Labor-Management Committee.

All matters coming before the Labor-Management Committee shall be decided by a majority vote. The Committee shall be comprised of four (4) members, two (2) from Company and two (2) from Union.

Should the Labor-Management Committee fail to agree or to adjust any matter, such shall then be referred to arbitration.

STEP FIVE: An Arbitration Board shall be appointed on each occasion that a Grievance is submitted to arbitration. The Board shall be composed of three (3) members, one (1) to be appointed by Union, one (1) to be appointed by the Company. At the earliest convenience of the representatives after their appointment, they shall meet for the purpose of selecting the third member who will serve as Chairman of the Board. In the event the parties are unable to agree on a person to act as a third member (within five (5) working days), they shall jointly request the Director of Federal Mediation and Conciliation Service to submit a list of five (5) persons qualified to act as a third member.

The Board shall hold such hearings and shall consider such evidence as appears necessary and proper. The decision of a majority of the members of the Board shall be final and binding on Company and Union and the aggrieved employee, if any, provided that such decision does not in any way add to, disregard, or modify any provision of this Agreement.

The Company and the Union shall each bear the expense of its own representatives. The expense of the third party shall be borne equally by the Company and the Union.

Either party may call any employee as a witness in any proceeding before the Arbitration Board, or if the employee is on duty, the Company agrees to release such employee from duty so that he/she may appear as a witness. If an employee is called to appear before the Board, the party calling the witness will reimburse him/her for all expenses including the time lost.

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IBEW 1245

THE POWER IS IN OUR HANDS

BOB DEAN, BUSINESS MANAGER
CECELIA DE LA TORRE, PRESIDENT

LETTER OF UNDERSTANDING
BETWEEN
IBEW LOCAL UNION 1245
AND
FORT BRAGG ELECTRIC, INC.

Pursuant to the understanding, the agreement between Fort Bragg Electric, Inc. and IBEW Local Union 1245 that expires on May 31, 2022, will be extended for five (5) years June 1, 2022 – May 31, 2027. All terms and conditions of the existing agreement will remain the same with the only changes being:

WAGES

- 4% Wage increase effective June 1, 2022, for all classifications.
- 3.5% Wage increase effective June 1, 2023, for all classifications.
- 3% Wage increase effective June 1, 2024, for all classifications.
- 2.25% Wage increase effective June 1, 2025, for all classifications.
- 2% Wage increase effective June 1, 2026, for all classifications.

FRINGES

The increases to the Fringe rates outlined below are based on the rates negotiated in the California Outside Line Construction Master Agreement for the period of 2022-2027.

- \$0.37 effective June 1, 2022
- \$0.10 effective June 1, 2023
- \$0.10 effective June 1, 2024
- \$0.10 effective June 1, 2025
- \$0.10 effective June 1, 2026

The parties acknowledge that this letter meets all requirements set forth in the above-mentioned agreement.

The extension becomes effective upon signing by all parties listed below.

A handwritten signature in black ink, appearing to read "Bob Dean".

Robert L. Dean, Jr.
Business Manager
IBEW Local 1245

05/24/2022
Date

A handwritten signature in black ink, appearing to read "Mark Mertle".

Mark Mertle
Vice President
Fort Bragg Electric, Inc.

5-23-22
Date

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.

June 14, 2022

Lonnie R. Stephenson, Int'l President
This approval does not make the
International a party to this agreement

	6/1/2022		
Classification	Wage	Fringe	Direct Labor Cost
	4%		
Field Supervisor	\$65.63	\$16.68	\$82.31
Line Equipment Man	\$52.42	\$15.57	\$67.99
Groundman	\$40.09	\$15.27	\$55.36
	6/1/2023		
Classification	Wage	Fringe	Direct Labor Cost
	3.5%		
Field Supervisor	\$67.93	\$16.78	\$84.71
Line Equipment Man	\$54.25	\$15.67	\$69.92
Groundman	\$41.49	\$15.37	\$56.86
	6/1/2024		
Classification	Wage	Fringe	Direct Labor Cost
	3%		
Field Supervisor	\$69.97	\$16.88	\$86.85
Line Equipment Man	\$55.88	\$15.77	\$71.65
Groundman	\$42.74	\$15.47	\$58.21
	6/1/2025		
Classification	Wage	Fringe	Direct Labor Cost
	2.25%		
Field Supervisor	\$71.54	\$16.98	\$88.52
Line Equipment Man	\$57.14	\$15.87	\$73.01
Groundman	\$43.70	\$15.57	\$59.27
	6/1/2026		
Classification	Wage	Fringe	Direct Labor Cost
	2%		
Field Supervisor	\$72.97	\$17.08	\$90.05
Line Equipment Man	\$58.28	\$15.97	\$74.25
Groundman	\$44.57	\$15.67	\$60.24