

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

Local 197	Local Pension Annuity - 10%						Sub-Total	JATC	NECA SC	AMF	NLMCC	Total
	Wage	H/W	HRA	NEBF	Other	Annuity						
CE 3	\$27.44	\$7.25	\$0.00	\$0.82	\$0.00	\$2.74	\$38.25	\$0.27	\$0.11	\$0.05	\$0.01	\$38.69
CE 2	\$22.43	\$7.25	\$0.00	\$0.67	\$0.00	\$2.24	\$32.59	\$0.22	\$0.09	\$0.05	\$0.01	\$32.96
CE 1	\$19.08	\$7.25	\$0.00	\$0.57	\$0.00	\$1.91	\$28.81	\$0.19	\$0.08	\$0.05	\$0.01	\$29.14
CW 4	\$16.74	\$7.25	\$0.00	\$0.47	\$0.00	\$1.58	\$25.04	\$0.16	\$0.06	\$0.05	\$0.01	\$25.32
CW 3	\$14.07	\$7.25	\$0.00	\$0.42	\$0.00	\$1.41	\$23.15	\$0.14	\$0.06	\$0.05	\$0.01	\$23.41
CW 2	\$12.40	\$7.25	\$0.00	\$0.37	\$0.00	\$1.24	\$21.26	\$0.12	\$0.05	\$0.05	\$0.01	\$21.49
CW 1	\$10.74	\$7.25	\$0.00	\$0.32	\$0.00	\$1.07	\$19.38	\$0.11	\$0.04	\$0.05	\$0.01	\$19.59

Local 309	Local Pension - 10%						Sub-Total	JATC	NECA SC	AMF	NLMCC	Total
	Wage	H/W	HRA	NEBF	Other	Pension						
CE 3	\$30.62	\$3.65	\$0.00	\$0.92	\$0.00	\$3.06	\$38.25	\$0.31	\$0.12	\$0.05	\$0.11	\$38.84
CE 2	\$25.61	\$3.65	\$0.00	\$0.77	\$0.00	\$2.56	\$32.59	\$0.26	\$0.10	\$0.05	\$0.11	\$33.11
CE 1	\$22.26	\$3.65	\$0.00	\$0.67	\$0.00	\$2.23	\$28.81	\$0.22	\$0.09	\$0.05	\$0.11	\$29.28
CW 4	\$18.93	\$3.65	\$0.00	\$0.57	\$0.00	\$1.89	\$25.04	\$0.19	\$0.08	\$0.05	\$0.11	\$25.47
CW 3	\$17.25	\$3.65	\$0.00	\$0.52	\$0.00	\$1.73	\$23.15	\$0.17	\$0.07	\$0.05	\$0.11	\$23.55
CW 2	\$15.58	\$3.65	\$0.00	\$0.47	\$0.00	\$1.56	\$21.26	\$0.16	\$0.06	\$0.05	\$0.11	\$21.64
CW 1	\$13.92	\$3.65	\$0.00	\$0.42	\$0.00	\$1.39	\$19.38	\$0.14	\$0.06	\$0.05	\$0.11	\$19.74

Local 538	401(k) - 10% for CEs						Sub-Total	JATC	NECA SC	AMF	NLMCC	Total
	Wage	H/W	HRA	NEBF	Other	401(k)						
CE 3	\$28.94	\$5.45	\$0.10	\$0.87	\$0.00	\$2.89	\$38.25	\$0.29	\$0.12	\$0.05	\$0.11	\$38.82
CE 2	\$23.93	\$5.45	\$0.10	\$0.72	\$0.00	\$2.39	\$32.59	\$0.24	\$0.10	\$0.05	\$0.11	\$33.09
CE 1	\$20.58	\$5.45	\$0.10	\$0.62	\$0.00	\$2.06	\$28.81	\$0.21	\$0.08	\$0.05	\$0.11	\$29.26
CW 4	\$18.92	\$5.45	\$0.10	\$0.57	\$0.00	\$0.00	\$25.04	\$0.19	\$0.08	\$0.05	\$0.11	\$25.47
CW 3	\$17.09	\$5.45	\$0.10	\$0.51	\$0.00	\$0.00	\$23.15	\$0.17	\$0.07	\$0.05	\$0.11	\$23.55
CW 2	\$15.25	\$5.45	\$0.10	\$0.46	\$0.00	\$0.00	\$21.26	\$0.15	\$0.06	\$0.05	\$0.11	\$21.63
CW 1	\$13.43	\$5.45	\$0.10	\$0.40	\$0.00	\$0.00	\$19.38	\$0.13	\$0.05	\$0.05	\$0.11	\$19.72

Local 601	401(k) - 10% for CEs						Sub-Total	JATC	NECA SC	AMF	NLMCC	Total
	Wage	H/W	HRA	NEBF	Other	401(k)						
CE 3	\$28.94	\$5.45	\$0.10	\$0.87	\$0.00	\$2.89	\$38.25	\$0.29	\$0.12	\$0.05	\$0.11	\$38.82
CE 2	\$23.93	\$5.45	\$0.10	\$0.72	\$0.00	\$2.39	\$32.59	\$0.24	\$0.10	\$0.05	\$0.11	\$33.09
CE 1	\$20.58	\$5.45	\$0.10	\$0.62	\$0.00	\$2.06	\$28.81	\$0.21	\$0.08	\$0.05	\$0.11	\$29.26
CW 4	\$18.92	\$5.45	\$0.10	\$0.57	\$0.00	\$0.00	\$25.04	\$0.19	\$0.08	\$0.05	\$0.11	\$25.47
CW 3	\$17.09	\$5.45	\$0.10	\$0.51	\$0.00	\$0.00	\$23.15	\$0.17	\$0.07	\$0.05	\$0.11	\$23.55
CW 2	\$15.25	\$5.45	\$0.10	\$0.46	\$0.00	\$0.00	\$21.26	\$0.15	\$0.06	\$0.05	\$0.11	\$21.63
CW 1	\$13.43	\$5.45	\$0.10	\$0.40	\$0.00	\$0.00	\$19.38	\$0.13	\$0.05	\$0.05	\$0.11	\$19.72