

**Appendix A - Wage Rates**  
**CWICE 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	\$28.98	\$7.25	\$0.00	\$0.87	\$0.00	\$2.90	\$40.00	\$0.29	\$0.12	\$0.05	\$0.01	\$40.47
CE 2	\$23.67	\$7.25	\$0.00	\$0.71	\$0.00	\$2.37	\$34.00	\$0.24	\$0.09	\$0.05	\$0.01	\$34.39
CE 1	\$20.14	\$7.25	\$0.00	\$0.60	\$0.00	\$2.01	\$30.00	\$0.20	\$0.08	\$0.05	\$0.01	\$30.34
CW 4	\$16.59	\$7.25	\$0.00	\$0.50	\$0.00	\$1.66	\$26.00	\$0.17	\$0.07	\$0.05	\$0.01	\$26.30
CW 3	\$14.83	\$7.25	\$0.00	\$0.44	\$0.00	\$1.48	\$24.00	\$0.15	\$0.06	\$0.05	\$0.01	\$24.27
CW 2	\$13.05	\$7.25	\$0.00	\$0.39	\$0.00	\$1.31	\$22.00	\$0.13	\$0.05	\$0.05	\$0.01	\$22.24
CW 1	\$11.28	\$7.25	\$0.00	\$0.34	\$0.00	\$1.13	\$20.00	\$0.11	\$0.05	\$0.05	\$0.01	\$20.22

Working Dues 4%

Local 309	Local Pension - 10%						Sub-Total	JATC	NECA SC	AMF	NLMCC	Total
	Wage	H/W	HRA	NEBF	Other	Pension						
CE 3	\$31.85	\$4.00	\$0.00	\$0.96	\$0.00	\$3.19	\$40.00	\$0.32	\$0.13	\$0.05	\$0.11	\$40.61
CE 2	\$26.54	\$4.00	\$0.00	\$0.80	\$0.00	\$2.66	\$34.00	\$0.27	\$0.11	\$0.05	\$0.11	\$34.54
CE 1	\$23.01	\$4.00	\$0.00	\$0.69	\$0.00	\$2.30	\$30.00	\$0.23	\$0.09	\$0.05	\$0.11	\$30.48
CW 4	\$19.47	\$4.00	\$0.00	\$0.58	\$0.00	\$1.95	\$26.00	\$0.19	\$0.08	\$0.05	\$0.11	\$26.43
CW 3	\$17.70	\$4.00	\$0.00	\$0.53	\$0.00	\$1.77	\$24.00	\$0.18	\$0.07	\$0.05	\$0.11	\$24.41
CW 2	\$15.93	\$4.00	\$0.00	\$0.48	\$0.00	\$1.59	\$22.00	\$0.16	\$0.06	\$0.05	\$0.11	\$22.38
CW 1	\$14.16	\$4.00	\$0.00	\$0.42	\$0.00	\$1.42	\$20.00	\$0.14	\$0.06	\$0.05	\$0.11	\$20.36

Working Dues 2%

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	\$30.49	\$5.45	\$0.10	\$0.91	\$0.00	\$3.05	\$40.00	\$0.30	\$0.12	\$0.05	\$0.11	\$40.58
CE 2	\$25.17	\$5.45	\$0.10	\$0.76	\$0.00	\$2.52	\$34.00	\$0.25	\$0.10	\$0.05	\$0.11	\$34.51
CE 1	\$21.64	\$5.45	\$0.10	\$0.65	\$0.00	\$2.16	\$30.00	\$0.22	\$0.09	\$0.05	\$0.11	\$30.47
CW 4	\$19.85	\$5.45	\$0.10	\$0.60	\$0.00	\$0.00	\$26.00	\$0.20	\$0.08	\$0.05	\$0.11	\$26.44
CW 3	\$17.91	\$5.45	\$0.10	\$0.54	\$0.00	\$0.00	\$24.00	\$0.18	\$0.07	\$0.05	\$0.11	\$24.41
CW 2	\$15.97	\$5.45	\$0.10	\$0.48	\$0.00	\$0.00	\$22.00	\$0.16	\$0.06	\$0.05	\$0.11	\$22.38
CW 1	\$14.03	\$5.45	\$0.10	\$0.42	\$0.00	\$0.00	\$20.00	\$0.14	\$0.06	\$0.05	\$0.11	\$20.36

Working Dues 6%

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	\$30.49	\$5.45	\$0.10	\$0.91	\$0.00	\$3.05	\$40.00	\$0.30	\$0.12	\$0.05	\$0.01	\$40.48
CE 2	\$25.17	\$5.45	\$0.10	\$0.76	\$0.00	\$2.52	\$34.00	\$0.25	\$0.10	\$0.05	\$0.01	\$34.41
CE 1	\$21.64	\$5.45	\$0.10	\$0.65	\$0.00	\$2.16	\$30.00	\$0.22	\$0.09	\$0.05	\$0.01	\$30.37
CW 4	\$19.85	\$5.45	\$0.10	\$0.60	\$0.00	\$0.00	\$26.00	\$0.20	\$0.08	\$0.05	\$0.01	\$26.34
CW 3	\$17.91	\$5.45	\$0.10	\$0.54	\$0.00	\$0.00	\$24.00	\$0.18	\$0.07	\$0.05	\$0.01	\$24.31
CW 2	\$15.97	\$5.45	\$0.10	\$0.48	\$0.00	\$0.00	\$22.00	\$0.16	\$0.06	\$0.05	\$0.01	\$22.28
CW 1	\$14.03	\$5.45	\$0.10	\$0.42	\$0.00	\$0.00	\$20.00	\$0.14	\$0.06	\$0.05	\$0.01	\$20.26

Working Dues 3%