

Appendix A - Wage Rates
CWICE WAGES AND BENEFITS - LOCALS 197, 309, 538 and 601

Local 197	Local Pension Annuity - 10% (Except CW1)						Sub-Total	JATC	NECA SC	AMF	NLMCC	Total
	Wage	H/W	HRA	NEBF	Other	Annuity						
CE 3	\$29.86	\$7.25	\$0.00	\$0.90	\$0.00	\$2.99	\$41.00	\$0.30	\$0.12	\$0.05	\$0.01	\$41.48
CE 2	\$24.43	\$7.25	\$0.00	\$0.73	\$0.00	\$2.44	\$34.85	\$0.24	\$0.10	\$0.05	\$0.01	\$35.25
CE 1	\$20.80	\$7.25	\$0.00	\$0.62	\$0.00	\$2.08	\$30.75	\$0.21	\$0.08	\$0.05	\$0.01	\$31.10
CW 4	\$17.16	\$7.25	\$0.00	\$0.52	\$0.00	\$1.72	\$26.65	\$0.17	\$0.07	\$0.05	\$0.01	\$26.95
CW 3	\$15.35	\$7.25	\$0.00	\$0.46	\$0.00	\$1.54	\$24.60	\$0.15	\$0.06	\$0.05	\$0.01	\$24.87
CW 2	\$13.54	\$7.25	\$0.00	\$0.41	\$0.00	\$1.35	\$22.55	\$0.14	\$0.05	\$0.05	\$0.01	\$22.80
CW 1	\$12.00	\$7.25	\$0.00	\$0.36	\$0.00	\$0.89	\$20.50	\$0.12	\$0.05	\$0.05	\$0.01	\$20.73

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	\$32.74	\$4.00	\$0.00	\$0.98	\$0.00	\$3.28	\$41.00	\$0.33	\$0.13	\$0.05	\$0.11	\$41.62
CE 2	\$27.30	\$4.00	\$0.00	\$0.82	\$0.00	\$2.73	\$34.85	\$0.27	\$0.11	\$0.05	\$0.11	\$35.39
CE 1	\$23.67	\$4.00	\$0.00	\$0.71	\$0.00	\$2.37	\$30.75	\$0.24	\$0.09	\$0.05	\$0.11	\$31.24
CW 4	\$20.04	\$4.00	\$0.00	\$0.60	\$0.00	\$2.01	\$26.65	\$0.20	\$0.08	\$0.05	\$0.11	\$27.09
CW 3	\$18.23	\$4.00	\$0.00	\$0.55	\$0.00	\$1.82	\$24.60	\$0.18	\$0.07	\$0.05	\$0.11	\$25.01
CW 2	\$16.42	\$4.00	\$0.00	\$0.49	\$0.00	\$1.64	\$22.55	\$0.16	\$0.07	\$0.05	\$0.11	\$22.94
CW 1	\$14.60	\$4.00	\$0.00	\$0.44	\$0.00	\$1.46	\$20.50	\$0.15	\$0.06	\$0.05	\$0.11	\$20.87

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	\$31.37	\$5.45	\$0.10	\$0.94	\$0.00	\$3.14	\$41.00	\$0.31	\$0.13	\$0.05	\$0.11	\$41.60
CE 2	\$25.93	\$5.45	\$0.10	\$0.78	\$0.00	\$2.59	\$34.85	\$0.26	\$0.10	\$0.05	\$0.11	\$35.37
CE 1	\$22.30	\$5.45	\$0.10	\$0.67	\$0.00	\$2.23	\$30.75	\$0.22	\$0.09	\$0.05	\$0.11	\$31.22
CW 4	\$20.49	\$5.45	\$0.10	\$0.61	\$0.00	\$0.00	\$26.65	\$0.20	\$0.08	\$0.05	\$0.11	\$27.09
CW 3	\$18.49	\$5.45	\$0.10	\$0.56	\$0.00	\$0.00	\$24.60	\$0.18	\$0.07	\$0.05	\$0.11	\$25.01
CW 2	\$16.50	\$5.45	\$0.10	\$0.50	\$0.00	\$0.00	\$22.55	\$0.17	\$0.07	\$0.05	\$0.11	\$22.95
CW 1	\$14.51	\$5.45	\$0.10	\$0.44	\$0.00	\$0.00	\$20.50	\$0.15	\$0.06	\$0.05	\$0.11	\$20.87

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	\$31.37	\$5.45	\$0.10	\$0.94	\$0.00	\$3.14	\$41.00	\$0.31	\$0.13	\$0.05	\$0.01	\$41.50
CE 2	\$25.93	\$5.45	\$0.10	\$0.78	\$0.00	\$2.59	\$34.85	\$0.26	\$0.10	\$0.05	\$0.01	\$35.27
CE 1	\$22.30	\$5.45	\$0.10	\$0.67	\$0.00	\$2.23	\$30.75	\$0.22	\$0.09	\$0.05	\$0.01	\$31.12
CW 4	\$20.49	\$5.45	\$0.10	\$0.61	\$0.00	\$0.00	\$26.65	\$0.20	\$0.08	\$0.05	\$0.01	\$26.99
CW 3	\$18.49	\$5.45	\$0.10	\$0.56	\$0.00	\$0.00	\$24.60	\$0.18	\$0.07	\$0.05	\$0.01	\$24.91
CW 2	\$16.50	\$5.45	\$0.10	\$0.50	\$0.00	\$0.00	\$22.55	\$0.17	\$0.07	\$0.05	\$0.01	\$22.85
CW 1	\$14.51	\$5.45	\$0.10	\$0.44	\$0.00	\$0.00	\$20.50	\$0.15	\$0.06	\$0.05	\$0.01	\$20.77

Working Dues 3%