

**SOUTHEASTERN LINE CONSTRUCTORS CHAPTER, NECA**

**AND**

**LOCAL UNION 222, IBEW**

**OUTSIDE CONSTRUCTION LINE AGREEMENT**

**EFFECTIVE DATES:**

**OCTOBER 1, 2019 THROUGH AUGUST 31, 2023**

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**LOCAL UNION 222  
OUTSIDE CONSTRUCTION AGREEMENT**

Agreement by and between the Southeastern Line Constructors Chapter, NECA and Local Union No. 222, IBEW. It shall apply to all firms who sign a Letter of Assent to be bound by the terms of this Agreement.

As used hereinafter in this Agreement, the term "Chapter" shall mean the Southeastern Line Constructors Chapter, NECA and the term "Union" shall mean Local Union No. 222, IBEW. The term "Employer" shall mean an individual firm who has been recognized by an assent to this Agreement.

**BASIC PRINCIPLES**

The "Employer" and "Union" have a common and sympathetic interest in the Electrical Industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the "Employer" and "Union" and the "Public." Progress in industry demands a mutuality of confidence between the "Employer" and the Union. All will benefit by continuous peace and by adjusting any differences by rational, common sense methods. Now, therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

**ARTICLE I  
EFFECTIVE DATES—CHANGES—GRIEVANCES-DISPUTES**

**EFFECTIVE DATE:**

Section 1.01 This Agreement shall take effect October 1, 2019, and shall remain in effect until August 31, 2023 unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from September 1 through August 31 of each year, unless changed or terminated in the way later provided herein.

Section 1.02

- (a) Either party or an Employer withdrawing representation from the Chapter or not represented by the Chapter, desiring to change or terminate this Agreement must provide written notification at least 90 days prior to the expiration date of the Agreement or any anniversary date occurring thereafter.
- (b) Whenever notice is given for changes, the nature of the changes desired must be specified in the notice, or no later than the first negotiating meeting unless mutually agreed otherwise.
- (c) The existing provisions of the Agreement, including this Article, shall remain in full force and effect until a conclusion is reached in the matter of proposed changes.
- (d) Unresolved issues or disputes arising out of the failure to negotiate a renewal or modification of this agreement that remain on the 20th of the month preceding the next regular meeting of the Council on Industrial Relations for the Electrical Contracting Industry (CIR) may be submitted jointly or unilaterally to the Council for adjudication.



- (e) Such unresolved issues or disputes shall be submitted no later than the next regular meeting of the Council following the expiration date of this agreement or any subsequent anniversary date. The Council's decisions shall be final and binding.
- (f) When a case has been submitted to the Council, it shall be the responsibility of the negotiating committee to continue to meet weekly in an effort to reach a settlement on the local level prior to the meeting of the Council.
- (g) Notice of a desire to terminate this Agreement shall be handled in the same manner as a proposed change.

Section 1.03 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.

Section 1.04 There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or dispute over matters relating to this Agreement. All such matters must be handled as stated herein.

#### **GRIEVANCES/DISPUTES:**

Section 1.05 There shall be a Labor-Management Committee of three representing the Union and three representing the Employers. It shall meet regularly at such stated times as it may decide. However, it shall also meet within 48 hours when notice is given by either party. It shall select its own Chairman and Secretary. The Local Union shall select the Union representatives and the Chapter shall select the management representatives.

Section 1.06 All grievances or questions in dispute shall be adjusted by the duly authorized representative of each of the parties to this Agreement. In the event that these two are unable to adjust any matter within 48 hours, they shall refer the same to the Labor-Management Committee.

Section 1.07 All matters coming before the Labor-Management Committee shall be decided by a majority vote. Four members of the Committee, two from each of the parties hereto, shall be a quorum for the transaction of business, but each party shall have the right to cast the full vote of its membership and it shall be counted as though all were present and voting.

Section 1.08 Should the Labor-Management Committee fail to agree or to adjust any matter, such shall then be referred to the Council on Industrial Relations for the Electrical Contracting Industry for adjudication. The Council's decisions shall be final and binding.

Section 1.09 When any matter in dispute has been referred to conciliation or arbitration for adjustment, the provisions and conditions prevailing prior to the time such matters arose shall not be changed or abrogated until agreement has been reached or a ruling has been made.

Section 1.10 Any grievance not brought to the attention of the responsible opposite parties to this agreement in writing within 10 working days of its occurrence shall be deemed to no longer exist.

**ARTICLE II**  
**EMPLOYER RIGHTS/UNION RIGHTS**

**Section 2.01** This Agreement covers wage rates, hours of work, and other conditions of employment for employees working for employers engaged in the business of erecting, installing, altering, repairing, servicing, or maintaining overhead electrical transmission or distribution systems, including communication and signal systems, underground residential distribution, substations and/or switching stations.

**UNION RECOGNITION:**

**Section 2.02** The Employer recognizes the Union as the sole and exclusive representative of all its employees performing work within the jurisdiction of the Union for the purpose of collective bargaining in respect to rates of pay, wages, hours of employment, and other conditions of employment.

**FAVORED NATIONS:**

**Section 2.03** The Union agrees that if, during the life of this Agreement, it grants to any other Employer in the Electrical Contracting Industry on work covered by this Agreement, any better terms or conditions than those set forth in this Agreement, such better terms or conditions shall be made available to the Employer under this Agreement and the Union shall immediately notify the Employer of any such concession.

**WORKERS' COMPENSATION INSURANCE:**

**Section 2.04** Employers working under this Agreement shall carry Workman's Compensation Insurance in accordance with the laws of the State in which the work is being performed. They shall also be contributors to the Social Security Plan, and to the Federal and State Unemployment Benefit Plan. Suitable proof of such coverage and contributions shall be furnished to the Union upon request.

**MANAGEMENT RIGHTS:**

**Section 2.05** 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 Foreman, in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations, and in discharging employees for proper cause.

## **WORK PRESERVATION:**

### **Section 2.06**

- (a) In order to protect and preserve, for the employees covered by this Agreement, all work heretofore performed by them, and in order to prevent any device or subterfuge to avoid the protection and preservation of such work, it is hereby agreed as follows: If and when the Employer shall perform any on-site construction work of the type covered by this Agreement, under its own name or under the name of another as a corporation, company, partnership, or any other business entity, including a joint venture, wherein the Employer, through its officers, directors, partners or stockholders, exercise either directly or indirectly, management control or majority ownership, the terms and conditions of this Agreement shall be applicable to all such work. All charges or violations of this Section shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement covering the procedure for the handling of grievances and the final and binding resolution of disputes.
- (b) As a remedy for violations of this Section, the Labor-Management Committee, the Council on Industrial Relations for the Electrical Contracting Industry and/or an independent arbitrator, as the case may be, are empowered, in their discretion and at the request of the Union, to require an Employer to (1) pay to affected employees covered by this Agreement, including registered applicants for employment, the equivalent of wages lost by such employees as a result of the violations; and (2) pay into the affected joint trust funds established under this Agreement any delinquent contributions to such funds which have resulted from the violations. Provision for this remedy herein does not make such remedy the exclusive remedy available to the Union for violation of this Section nor does it make the same or other remedies unavailable to the union for violations of other Sections or other Articles of this Agreement.
- (c) If, as a result of violations of this Section, it is necessary for the Union and/or the trustees of the joint trust funds to institute court action to enforce an award rendered in accordance with subsection (b). above, or to defend an action which seeks to vacate such award, the Employer shall pay any accountants' and attorneys' fees incurred by the Union and/or fund trustees, plus cost of the litigation, which have resulted from the bringing of such court action.

**Section 2.07** No applicant or employee, while he remains subject to employment by employers operating under this Agreement, shall be recognized as a contractor for the performance of any electrical work.

## **UNION RIGHT TO DISCIPLINE MEMBERS:**

**Section 2.08** The Union reserves the right to discipline its members for violations of its laws, rules and agreements.

#### **APPOINTMENT OF STEWARDS:**

Section 2.09 The Union has the right to appoint Stewards at any shop and/or any job where workmen are employed under the terms of this Agreement. The Employer shall be notified and furnished the name of the Steward. Such Stewards shall be allowed sufficient time during the regular working hours without loss of pay to see that the terms and conditions of this Agreement are observed at his shop or job. No Steward shall be discriminated against by any Employer for the faithful performance of his duties as a Steward, nor shall any Steward be removed from the job until 24 hours notice has been given to the Business Manager of the Union. It is further agreed that the job Steward shall work if qualified to perform the work.

#### **NON-RESIDENT EMPLOYEES: (*Portability*)**

Section 2.10 An employer signatory to a collective bargaining agreement or to a letter of assent to an agreement with another IBEW Local Union, who signs an assent to this Agreement, may bring up to four bargaining unit employees employed in that Local Union's jurisdiction into this Local's jurisdiction and up to two bargaining unit employees per job from that Local's jurisdiction to this Local's jurisdiction for specialty or service and maintenance work. All charges of violations of this section shall be considered as a dispute and shall be processed in accordance with the provisions of this agreement for the handling of grievances with the exception that any decision of a local labor-management committee that may be contrary to the intent of the parties to the National Agreement on Employee Portability, upon recommendation of either or both the appropriate IBEW International Vice President or NECA Regional Executive Director, is subject to review, modification, or rescission by the Council on Industrial Relations.

Section 2.11 In lieu of Sec.2.10 Any Employer signatory to this Collective Bargaining Agreement may utilize this provision to bring into the jurisdiction (8) eight bargaining unit employees during each calendar year.

#### **UNION JOB ACCESS:**

Section 2.12 The Representative of the Union shall be allowed access to any shop or job at any time where workmen are employed under the terms of this Agreement.

#### **ANNULMENT/SUBCONTRACTING:**

Section 2.13 The Local Union is a part of the International Brotherhood of Electrical Workers and any violation or annulment by an individual Employer of the approved Agreement of this or any other Local Union of the IBEW, other than violations of Paragraph 2 of this Section, will be sufficient cause for the cancellation of this Agreement by the Local Union after a finding has been made by the International President of the Union that such a violation or annulment has occurred.

The subletting, assigning, or transfer by an individual Employer of any work in connection with electrical work to any person, firm or corporation not recognizing the IBEW or one of its Local Unions as the collective bargaining representative of his employees on any electrical work in the jurisdiction of this or any other Local Union to be performed at the site of the construction, alteration, painting or repair of a building, structure or other work, will be deemed a material breach of this Agreement.

All charges of violations of Paragraph 2 of this Section shall be considered as a dispute and shall be processed in accordance with the provision of this Agreement covering the procedure for the handling of grievances and the final and binding resolution of disputes.

Section 2.14 The Employer agrees that if a majority of its Employees authorize the Local Union to represent them in collective bargaining, the Employer will recognize the Local Union as the exclusive collective bargaining agent for all employees performing electrical work within the jurisdiction of the Local Union on all present and future job sites.

Section 2.15 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 IBEW member. The amount to be deducted shall be the amount specified in the approved Local Union By-laws. Such amount shall be certified to the Employers by the Local Union upon request by the Employer.

Section 2.16 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.

#### **SURETY BOND:**

##### Section 2.17

- (a) Surety Bond - Each employer, except those exempted by the provisions hereof, shall furnish a surety bond in the amounts as indicated herein below to secure payment of all amounts due on account of payroll and fund deductions, contributions and reporting obligations required of the employer by this agreement. Such bond shall provide that it may not be terminated without thirty (30) calendar days prior written notice to the employer and the local union, bonds may only be pulled after a majority vote of the Labor-Management Committee. The chapter shall be furnished a copy of each bond.
- (b) The parties agree to adjust surety bond amounts to cover all fringes for ninety- (90) days for maximum number of men in each category. A surety bond of ten thousand dollars (\$10,000) is required for each employer employing from one (1) to five (5) inclusive employees. Thirty-three thousand dollars (\$33,000.00) is required for each employer employing from six (6) to ten (10) inclusive employees. A surety bond of sixty-seven thousand dollars (\$67,000.00) is required for each employer employing from eleven (11) to twenty (20) inclusive employees, and a surety bond of one hundred thousand dollars (\$100,000.00) is required for each employer employing twenty-one (21) or more employees under this agreement or an irrevocable letter of credit from a bank in the amount set forth in this section shall be furnished to the union.
- (c) Any employer who has not violated the requirements of this agreement governing payroll and fund deductions, contributions and reporting obligations for a period of three (3) years is exempted from the provisions of this section. A violation is defined as any employer who has been found to be delinquent by the Labor-Management Committee at any point.

(d) The union shall notify any employer, in writing, with a copy of such letter to the chapter, that a violation as defined above has occurred and that the employer furnish a surety bond or a letter of credit to the union. Any employer has the right to institute grievance proceedings with the Labor-Management Committee if such employer feels such a violation has been improperly lodged.

(e) Any employer who has not previously demonstrated its financial responsibility as defined in sub-section (c) above shall post a surety bond required by this section before employees are referred by the union as provided for in Article IV of this agreement.

## **GRIEVANCE PROCEDURE:**

### **Section 2.18**

#### **Step I**

An employee who believes that he/she has been aggrieved shall meet with the Union Representative and the immediate supervisor and attempt to settle the grievance. The Employer shall provide to the local Union Business Manager a written notice of the Employers supervisory chain of command for each project on the agreed to standard form.

#### **Step II**

If the grievance is not resolved at the step I level, the employee or **the employee's representative** no later than **Seventy-two (72)** hours from the response of the immediate supervisor in step I shall reduce the grievance to writing stating the facts given rise to the grievance and the remedy sought. The grievant shall date and sign the grievance and submit the written grievance to the Employer representative with notice to the affected Business Manager. Upon receipt of the written grievance, the Business Manager shall send a copy of the grievance to the NECA Chapter manager and the Employer. Within five (5) working days from the receipt of the grievance, the Employer shall respond in writing to the grievant with copies to the Chapter manager and Business Manager.

#### **Step III**

If the grievance is not resolved at the step II level, the matter shall be referred to the Labor Management Committee within **five (5) working days**.

- a) The Grievant is required to participate and attend the hearing in person to provide testimony to the committee.
- b) If a grievance is not presented as outlined in step (1) or (a) above within ten (10) **working** days of its occurrence, it will be deemed to no longer exist.

## **OVER FIFTY:**

**Section 2.19** On all jobs requiring five or more Journeyman, at least every fifth Journeyman, if available shall be 50 years of age or older.

**ARTICLE III**  
**HOURS/WAGES/WORKING CONDITIONS**

**HOURS:**

**Section 3.01**

- (a) Eight consecutive hours shall constitute a workday between the hours of 6:30 A.M. and 6:00 P.M., Monday through Friday inclusive, with one-half (1/2) hour for lunch between the hours of 11:00 A.M. and 1:00 P.M.
- (b) Ten consecutive hours shall constitute a workday between the hours of 6:30 A.M. and 6:00 P.M., Monday through Thursday inclusive, with one-half (1/2) hour for lunch between the hours of 11:00 A.M. and 1:00 P.M.
- (c) If work time is lost during the workweek due to inclement weather, Friday may be used as a make-up day provided the customer, the employer, and the employees agree to make up lost time. Conditions permitting, make up days shall be at a minimum of 8 hours in duration.

**OVERTIME/HOLIDAYS:**

**Section 3.02**

- (a) All work performed in excess of an eight (8) hour work day, or 40 hours per week, Monday through Friday, shall be paid for at time and one-half (1 1/2) times the employee's regular straight time rate.
- (b) All work performed in excess of a ten (10) hour work day or 40 hours per week, Monday through Thursday, shall be paid for at one and one-half (1 1/2) times the employee's regular straight time rate.

**Section 3.03** The following day or days celebrated in lieu thereof shall be considered holidays: Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day, and New Year's Day. When any of the above named holidays fall on Saturday, then Friday shall be observed as the holiday. When any of the above named holidays fall on Sunday, then Monday shall be observed as the Holiday. All work performed on holidays shall be paid for at double the employee's regular straight time rate. Beginning September 2001, Labor Day will be a paid holiday @ 8 hours at the appropriate rate of pay provided the employee works the regular scheduled workday prior to and the day following the holiday, unless the employee properly notifies the employer at least 5 days prior to the holiday.

**Section 3.04**

- (a) Employees having worked the regular work day, who are required to work past 7:00 P.M., shall be furnished a meal and meals every (5-1/2) hours thereafter. Meals are to be eaten on the employer's time. If meals are not practical due to the nature of the work, employees shall receive a minimum of Fifteen dollars (\$15.00) in lieu of meal.
- (b) On unscheduled overtime employees shall receive a meal after six hours and every five and one-half (5 1/2) hours thereafter.
- (c) When workmen are required to work over 16 consecutive hours, meals shall be furnished and given every five and one-half (5 1/2) hours thereafter. Premium pay shall be paid on all productive work thereafter until such workmen are given an eight-hour rest.

Section 3.05 Each individual employer shall furnish the Local Union with a copy of the weekly payroll submitted monthly showing the names of all workmen, together with the number of hours worked and the amount of wages paid.

**PAYDAY:**

Section 3.06 Payday shall be no later than the end of scheduled workweek or Friday, whichever comes first. Any worker laid off or discharged shall be paid his wages immediately. However, if an employee quits the Employer may, if he elects to do so, require such employee to wait until the regular payday. In the event the Employer fails to pay as required and furnish a termination slip to the employee and the Local Union, a penalty of 8 hours per day shall be applied. Not more than one week's wages shall be held back.

- (a) When employees are terminated, they shall be given a termination slip stating the reason for such termination. These slips shall be furnished by the Union in triplicate with a copy to the individual, the Company and one forwarded to the Local Union office. No discriminatory action will be taken by the Union against the employer or his or her supervisors for recording the reasons for termination. Nothing in this section shall prohibit the right of the Union or Employee from using the grievance procedure.
- (b) Employees may voluntarily allow for direct electronic deposit of wages on a weekly basis to the bank or credit union of the employee's choice. This manner of payment, once adopted, may not be changed except upon 14-day advance written notification between the employee and Employer with notification copied to the Union.



**Section 3.07** Minimum Straight Time Wages are as follows:**Florida Statewide Agreement****Overhead Rates/Benefits - Effective Dates 10-01-2019 through 12-31-2019**

CLASSIFICATIONS	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
		6.00	20%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	42.65	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	60.74
Foreman . . . . . JL+110%	40.80	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	58.41
Journeyman Lineman. . .	37.09	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	53.76
Heavy Equip Op. . . . . 100% of JL	37.09	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	53.76
Operator . . . . . 80% of JL	29.67	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	44.45
Cable Splicer. . . . . JL + 105%	38.94	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	56.09
Groundman/Truck Driver >1000 hrs @ 57% of JL	21.14	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	33.29
Groundman/Truck Driver <1000 hrs @ 48% of JL	17.80	N/A	\$0.25	0.15	0.01	1%	3%	0.00	1.5%	19.19
<b>*Apprentice Lineman:</b>										
1st Period (60%) of JL. . . .	22.25	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	34.69
2nd Period (65%) of JL. . . .	24.11	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	37.02
3rd Period (70%) of JL. . . .	25.96	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	39.34
4th Period (75%) of JL. . . .	27.82	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	41.67
5th Period (80%) of JL. . . .	29.67	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	44.00
6th Period (85%) of JL. . . .	31.53	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	46.33
7th Period (90%) of JL. . . .	33.38	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	48.65

Note: Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

**Florida Statewide Agreement****(Overhead Rates/Benefits) - Effective Dates 01-01-2020 - through 08-31-2020**

CLASSIFICATIONS	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
		6.50	20%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	42.37	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	60.88
Foreman . . . . . JL+110%	40.52	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	58.57
Journeyman Lineman. . .	36.84	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	53.94
Heavy Equip Op. . . . . 100% of JL	36.84	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	53.94
Operator . . . . . 80% of JL	29.47	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	44.70
**Cable Splicer. . . . . JL + 105%	38.68	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	56.26
Groundman/Truck Driver >1000 hrs @ 57% of JL	21.00	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	33.61
Groundman/Truck Driver <1000 hrs @ 48% of JL	17.68	N/A	\$0.25	0.15	0.01	1%	3%	0.00	1.5%	19.07
<b>*Apprentice Lineman:</b>										
1st Period (60%) of JL. . . .	22.10	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	35.00
2nd Period (65%) of JL. . . .	23.95	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	37.31
3rd Period (70%) of JL. . . .	25.79	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	39.62
4th Period (75%) of JL. . . .	27.63	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	41.94
5th Period (80%) of JL. . . .	29.47	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	44.25
6th Period (85%) of JL. . . .	31.31	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	46.56
7th Period (90%) of JL. . . .	33.16	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	48.87

\*\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry

## Florida Statewide Agreement

(Overhead Rates/Benefits) - Effective Dates 05/01/2020 - through 12/31/2020

CLASSIFICATIONS	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*\$ELCAT	TOTAL
		6.50	20%	0.15	0.01	1%	3%		1.5%	
General Foreman. ....JL+115%	43.64	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	62.48
Foreman .....JL+110%	41.75	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	60.10
Journeyman Lineman. . .	37.95	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	55.34
Heavy Equip Op. .... 100% of JL	37.95	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	55.34
Operator ..... 80% of JL	30.36	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	45.81
**Cable Splicer. ....JL + 105%	39.85	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	57.72
Groundman/Truck Driver >1000 hrs @ 57% of JL	21.63	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	34.41
Groundman/Truck Driver <1000 hrs @ 48% of JL	18.22	N/A	\$0.25	0.15	0.01	1%	3%	0.00	1.5%	19.63
<b>*Apprentice Lineman:</b>										
1st Period (60%) of JL. . .	22.77	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	35.84
2nd Period (65%) of JL. . .	24.67	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	38.22
3rd Period (70%) of JL. . .	26.57	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	40.60
4th Period (75%) of JL. . .	28.46	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	42.96
5th Period (80%) of JL. . .	30.36	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	45.36
6th Period (85%) of JL. . .	32.26	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	47.74
7th Period (90%) of JL. . .	34.16	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	50.12

\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

**Section 3.08** The employer may establish headquarters on gravel or paved roads at various points along the route of the line.

**Section 3.09** For High Voltage Bare-hand and helicopter work, a \$2.00 per hour premium will be paid to workmen that are actually engaged in doing the work from a bucket truck or helicopter.

**Section 3.10**

- (a) A minimum of one (1) 2nd sixth month's period apprentice under the supervision of a Journeyman Lineman or Foreman shall be required for hauling and spotting material, framing, installing bog shoes, installing anchors, assembling steel, installing ground rods and substation construction work.
- (b) A minimum of two workmen, one being a Journeyman Lineman, shall be required for setting poles, pulling wire, clipping and aerial framing.
- (c) Two (2) Journeyman Lineman or one (1) Journeyman Lineman and a 3rd six month apprentice or higher shall be required on energized primary work.
- (d) Groundmen may perform any work on ground under the supervision of a Journeyman Lineman or Apprentice Lineman. Groundmen may drive equipment, but may not operate.

**Section 3.11** In the event the Journeyman Lineman or Foreman sees a job is too hazardous for his crew, he shall notify his General Foreman or his immediate Supervisor that he needs additional help. The additional help shall be granted or that particular job held until such help can be provided.

**Section 3.12** On all jobs workmen shall take directions or orders from their immediate supervisor, through the regular chain of command.

**Section 3.13** On all crews requiring ten (10) men or more, one (1) Journeyman Lineman shall be designated as non-working Foreman.

Section 3.14 No crews shall consist of more than twelve (12) men.

Section 3.15 There shall be at least one (1) Journeyman Lineman per crew. When a crew exceeds 2 men, excluding groundmen, one shall be designated as a Working Foreman.

Section 3.16 When any one job requires ten (10) or more Journeymen Linemen, not including the Foreman, the Contractor shall have a General Foreman on the job at all times.

Section 3.17 General foremen and non-working foremen shall not be allowed to work, but can handle miscellaneous tools and material and will be allowed to haul miscellaneous tools and materials, men late for work, foreman, stewards, or take an employee to the doctor.

Section 3.18 Workmen shall install all electrical work in a safe and workmanlike manner and in accordance with applicable code and contract specifications.

Section 3.19 A fifteen-minute safety meeting shall be held every week.

**TOOL LIST:**

Section 3.20 Journeyman Linemen and Apprentices shall furnish the following tools:

Body Belt	Hammer	Safety Strap
Lineman Pliers	Hooks	Screwdriver
12" Adjustable Wrench	Six-foot wooden rule	Knife

All other tools to be furnished by Employer.

Section 3.21

- (a) It is the Employer's exclusive responsibility to ensure the safety of its employees and their compliance with safety rules and standards.
- (b) Employees working under the terms of this agreement shall not engage in any productive work in the rain, except as provided in subsection c. However, it is understood by both parties to this agreement that a job must be left in a safe manner. Therefore, the employer may require employees to clear up the job in the rain in order to go in for the day. When this occurs the employees required to clear up will receive one and one half their regular rate of pay for the time it takes to do such work. This is not to include picking up employer's or personal tools.
- (c) The Employer may request that employees work in inclement weather as a result of an emergency or customer's request. All such work will be paid for at one and one half (1-1/2) the regular rate of pay.

Section 3.22 Employees are prohibited from use of their personal vehicle during working hours.

Section 3.23

- (a) All Journeyman Linemen working on wires or equipment which is energized at 440 volts or more in a primary area must be accompanied by a Journeyman Linemen or qualified Apprentice. All voltages over 15,500 volts to ground must be worked or handled with hot sticks.
- (b) Voltages up to 15,500 volts phase to ground, may be worked from an insulated bucket truck using rubber gloves, voltages up to 13,200 volts, phase to ground, may be worked on baker boards using rubber gloves, when necessary, with appropriate protective equipment.
- (c) When working energized circuits where voltages do not exceed 15,500 volts to ground, the minimum crew shall be composed of two (2) Journeyman Linemen, or one (1) Journeyman Linemen and one (1) qualified Apprentice, one Journeyman Lineman shall be designated as working Foreman. All Bucket trucks and aerial lift devices must meet the federal occupational safety and health regulations and guidelines. When bare handling voltages in excess of 15,500 volts phase to ground the bucket truck must be equipped with a milliamper meter. Voltages up to and including 15,500 volts phase to ground must be worked with rubber gloves that comply with or exceed the OSHA standard and appropriate rubber protective equipment.

Section 3.24 On bucket trucks being used to do rubber glove work on energized distribution lines, the following inspection and safety rules shall apply. The employer will make available upon request by a local union representative proof of these test.

- 1) An inner liner of high di-electric will be used. Liners shall be di-electrically tested annually.
- 2) All buckets will be provided with an appropriate cover.
- 3) All bucket trucks will be tested di-electrically annually.
- 4) All employees working from the bucket shall be properly tied off at all times.
- 5) Rubber gloves shall be tested every 90 days and shall have a shelf life not to exceed a verified six (6) months.
- 6) Mechanical jumpers and line hoses shall be visually examined before each use for defects, contamination, and overall condition. If any defect is found that could adversely affect the integrity, it shall be removed from service for repair and/or replacement. Mechanicals, line hoses, hoods, line guards, etc. shall be laboratory tested upon indication that the insulating value is suspect.
- 7) Rubber Sleeves shall be tested a minimum of every ninety (90) days. Rubber blankets shall be tested a minimum of every one-hundred and eighty (180) days.

**FR Clothing and PPE Language:**

Section 3.25 The Employer shall furnish all required Personal Protective Equipment (PPE) and Employees shall be required to wear all required PPE during working hours. When the Employer issues PPE to an individual Employee, the items issued will be documented and signed for by the Employee and the Employee is responsible for the items issued to him/her. The documentation will include a description, quantity and the replacement cost of each item issued. Upon termination, the Employee shall return all issued PPE back to the Employer. If the PPE is not returned to the Employer at time of termination, a 100 percent payroll deduction for the non-returned items is permitted. Should an Employee return PPE to the Employer after a payroll deduction has been made; the Employer will have ten (10) business days by either postmark or electronic transfer to reimburse the Employee for the amount withheld from his/her final wages. FR clothing with 30 or more days in service will be exempt from the payroll deduction. This exception shall not relieve any employees from their obligation to return any and all PPE issued. Items that are returned in a damaged condition beyond normal wear and tear, an amount equal to the replacement cost of the damaged items shall be deducted from the Employee's final wages.

Section 3.26 All trucks carrying employees shall be equipped with coolers containing ice and cold bottle water, the employer shall provide cold bottle water. A mandatory water break will be granted every 2 (two) hours when the heat index is greater than 100 degrees.

Section 3.27 Cable Splicers shall not be required to work on energized cables unless accompanied by a Journeyman Lineman. They shall not be required to perform work on cables energized at over 500 volts.

Section 3.28 Journeyman Linemen and Apprentice Linemen may be utilized to operate any equipment at their appropriate rate of pay.

Section 3.29 Employees reporting for work, not having been notified previously not to report and inclement weather prevents them from going to work will be paid two (2) hours show-up-pay. After this show-up period, only hours worked shall be paid.

Section 3.30 Compliance with State or Federal laws required for driving the Employer's vehicles will be the responsibility of the Employee.

**SHIFT WORK:**

Section 3.31 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.

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 (7 1/2) hours' work.

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.

A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half times the "shift" hourly rate.

There shall be no pyramiding of overtime rates and double the straight rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked.

**GENERAL FOREMAN/FOREMAN CALL-OUT BY NAME:**

Section 3.32 Foremen and General Foremen may be called for by name upon written request of the Employer and shall not be used as a Journeyman Lineman for at least sixty (60) days.

**COPE DEDUCTION:**

Section 3.33 The employer agrees to deduct - upon receipt of a voluntary written authorization of \$.05 per hour for Political Action Committee (PAC) Fund from the pay of each IBEW member.

Section 3.34 With Mutual agreement between the Local Union and the Employer, an Employee leaving employment for the purpose of participating in an organizing campaign, may be placed back with his original employer without using the referral system. (The employee cannot displace a current employee.)

Section 3.35 Operator classification can operate the following equipment: Combination backhoes, pressure diggers, forklifts, digger dirks, all boom trucks, truck mounted cranes up to 40 tons or smaller, wire puller, wire tensioners and dozers up to D7 caterpillar or equivalent.

**ARTICLE IV**  
**REFERRAL PROCEDURE**

Section 4.01 In the interest of maintaining an efficient system of production in the Industry, providing for an orderly procedure of referral of applicants for employment, preserving the legitimate interests of employees in their employment status within the area and of eliminating discrimination in employment because of membership or non-membership in the Union, the parties hereto agree to the following system of referral of applicants for employment.

Section 4.02 The Union shall be the sole and exclusive source of referral of applicants for employment.

Section 4.03 The Employer shall have the right to reject any applicant for employment.

Section 4.04 The Union shall select and refer applicants for employment without discrimination against such applicants by reason of membership or non-membership in the Union and such selection and referral shall not be affected in any way by rules, regulations, bylaws, constitutional provisions or any other aspect or obligation of Union membership policies or requirements. All such selection and referral shall be in accord with the following procedure.

Section 4.05 The Union shall maintain a register of applicants for employment established on the basis of the Classifications and Groups listed below. Each applicant for employment shall be registered in the highest priority Group in the classification or classifications for which he qualifies.

**CLASSIFICATION A: Journeyman Lineman - Journeyman Technician**

**GROUP I** All applicants for employment who have three and one-half (3-1/2) or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman Lineman's examination given by a duly constituted Outside Construction Local Union of the IBEW or have been certified as a Journeyman Lineman by any Outside Joint Apprenticeship and Training Committee, and who have been employed in the trade for a period of at least one (1) year in the last three and one-half (3-1/2) years in the geographical area covered by the collective bargaining agreement.

Group I status shall be limited to one Local Union at one time. An applicant who qualifies for Group I in a local union shall be so registered electronically and remain on Group I in that local union unless and until the applicant designates another local union as his or her Group I local union. If an applicant qualifies for Group I status in a local union other than his or her home local union and designates that local as his or her Group I local union, the business manager of the new group 1 status local union shall by electronic means notify the business manager of the applicant's former Group I status local union.

**GROUP II** All applicants for employment who have three and one-half (3-1/2) or more years' experience in the trade and who have passed a Journeyman Lineman's examination given by a duly constituted Outside Local Union of the IBEW or have been certified as a Journeyman Lineman by any Outside Joint Apprenticeship and Training Committee.

**GROUP III** All applicants for employment who have two or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed in the normal construction labor market area for at least six (6) months in the last two and one-half (2 1/2) years in the geographical area covered by the collective bargaining agreement.

**GROUP IV** All applicants for employment who have worked at the trade for more than one year.

**CLASSIFICATION B: Heavy Equipment Operator**

**GROUP I** All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed an examination pertaining to their classification given by a duly constituted Outside Construction Local Union of the IBEW, and who have been employed in the trade for a period of at least one (1) year in the last four (4) years in the geographical area covered by the collective bargaining agreement.

**GROUP II** All applicants for employment who have experience in the trade, and have passed an examination pertaining to their classification given by a duly constituted Outside Construction Local Union of the IBEW.

**GROUP III** All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed in the normal construction labor market area for at least six (6) months in the last three (3) years in the geographical area covered by the collective bargaining agreement.

**GROUP IV** All applicants for employment who have worked at the trade for more than one year.

**CLASSIFICATION C: Groundman/Truck Driver**

**GROUP I** All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, have the necessary qualifications pertaining to their classification, and who have been employed in the trade for a period of at least one (1) year in the last four (4) years in the geographical area covered by the collective bargaining agreement.

**GROUP II** All applicants for employment who have worked in the trade for more than one year.



**GROUP III** All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed in the normal construction labor market area for at least six (6) months in the last three (3) years in the geographical area covered by the collective bargaining agreement.

**GROUP IV** All other applicants for employment.

Section 4.06 If the registration list is exhausted and the Local Union is unable to refer applicants for employment to the Employer within 48 hours from the time of receiving the Employer's request, Saturdays, Sundays, and holidays excepted, the Employer shall be free to secure applicants without using the Referral Procedure but such applicants, if hired, shall have the status of "temporary employees".

Section 4.07 The Employer shall notify the Business Manager promptly of the names and Social Security numbers of such "temporary employees" and shall replace such "temporary employees" as soon as registered applicants for employment are available under the Referral Procedure.

Section 4.08 "Normal construction labor market" is defined to mean the following geographical area plus the commuting distance adjacent thereto which includes the area from which the normal labor supply is secured:

**The entire state of Florida, except Gulf Power property.**

West Indies Islands, the Bahamas Islands, Dominican Republic, Greater Antilles, Guantanamo Naval Base, Haiti, Jamaica, Puerto Rico, Leeward Islands, Lesser Antilles, Trinidad, Windward Islands, Virgin Islands, the Caribbean Islands, Panama and all other areas outside the continental United States that are within the Atlantic Missile test range.

The above geographical area is agreed upon by the parties to include the area defined by the Secretary of Labor to be the appropriate prevailing wage area under the Davis-Bacon Act to which the Agreement applies.

Section 4.09 "Resident" means a person who has maintained his permanent home in the above defined geographical area for a period of not less than one year or who, having had a permanent home in this area, has temporarily left with the intention of returning to this area as his permanent home.

Section 4.10 An "Examination" shall include experience rating tests if such examination shall have been given prior to the date of this procedure, but from and after the date of this procedure, shall include only written and/or practical examinations given by a duly constituted Outside Construction Local Union of the I.B.E.W. Reasonable intervals of time for examinations are specified as ninety (90) days. An applicant shall be eligible for examination if he has three and one half (3 1/2) years' experience in the trade.

Section 4.11 The Union shall maintain an "Out of Work List" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

Section 4.12 An applicant who has registered on the "Out of Work List" must renew his application every thirty days or his name will be removed from the "list".

Section 4.13 An applicant who is hired and who receives, through no fault of his own, work of forty hours or less shall, upon re-registration, be restored to his appropriate place within his Group.

Section 4.14(a) Employers shall advise the Business Manager of the Local Union of the number of applicants needed. The Business Manager shall refer applicants to the Employer by first referring applicants in Group I in the order of their place on the "Out of Work List" and then referring applicants in the same manner successively from the "Out of Work List" in Group II, then Group III, and then Group IV. Any applicant who is rejected by the Employer shall be returned to his appropriate place within his Group and shall be referred to other employment in accordance with the position of his Group and his place within his Group.

#### **REPEATED DISCHARGE:**

Section 4.14(b) An applicant who is discharged for cause two times within a 12-month period shall be referred to the neutral member of the Appeals Committee for a determination as to the applicant's continued eligibility for referral. The neutral member of the Appeals Committee shall, within three business days, review the qualifications of the applicant and the reasons for the discharges. The neutral member of the Appeals Committee may, in his or her sole discretion: (1) require the applicant to obtain further training from the JATC before again being eligible for referral; (2) disqualify the applicant for referral for a period of four weeks or longer depending on the seriousness of the conduct and/or repetitive nature of the conduct; (3) refer the applicant to an employee assistance program, if available, for evaluation and recommended action; or (4) restore the applicant to his/her appropriate place on the referral list.

Section 4.15 The only exceptions which shall be allowed in this order of referral are as follows:

- (a) When the Employer states bona fide requirements for special skills and abilities in his request for applicants, the Business Manager shall refer the first applicant on the register possessing such skills and abilities.
- (b) The age ratio clause in the Agreement calls for the employment of an additional employee or employees on the basis of age. Therefore the Business Manager shall refer the first applicant on the register satisfying the applicable age requirements provided, however, that all names in higher priority Groups, if any, shall be exhausted before such overage reference can be made.

Section 4.16 An Appeals Committee is hereby established composed of one member appointed by the Union, one member appointed by the Employer or by the Association, as the case may be, and a Public Member appointed by both these members.

Section 4.17 It shall be the function of the Appeals Committee to consider any complaint of any employee or applicant for employment arising out of the administration by the Local Union of Sections 4.04 through 4.15 of the Agreement. The Appeals Committee shall have the power to make a final and binding decision on any such complaint which shall be complied with by the Local Union. The Appeals Committee is authorized to issue procedural rules for the conduct of its business but it is not authorized to add to, subtract from, or modify any of the provisions of this Agreement and its decisions shall be in accord with this Agreement.

Section 4.18 A representative of the Employer or of the Association, as the case may be, designated to the Union in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Section 4.19 A copy of the Referral Procedure set forth in this Agreement shall be posted on the Bulletin Board in the offices of the Local Union and in the offices of the Employers who are parties to this Agreement.

Section 4.20 Apprentices shall be hired and transferred in accordance with the Apprenticeship provisions of the Outside Area Training Agreement.

## **ARTICLE V** **ADDITIONAL BENEFITS**

### **NEBF:**

Section 5.01 It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund ("NEBF"), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF the individual employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The individual Employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

An individual Employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon seventy-two (72) hours' notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

The failure of an individual Employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of his labor agreement.

### **LINECO:**

Section 5.02 Effective October 1, 2019 employees working under the terms of this agreement will receive the sum (\$6.00) specified by the trustees and reflected in Article III, Section 3.07 of this agreement. Payment shall be made by check or draft and shall constitute a debt due and owing to the Line Construction Benefit Fund. Any additional increases shall be split equally between the employer and employee hereon.

## **HEALTH REIMBURSEMENT ACCOUNT:**

Section 5.03 Beginning October 1, 2019, the employer agrees to pay into a benefit fund, known as the Line Construction Health Reimbursement Account (HRA), an amount equal to \$1.05 per hour worked for Journeyman, Heavy Equipment Operators, and Operator classifications and \$0.60 per hour worked for all Apprentice and Groundman classifications covered by this agreement. The contribution and report form shall be issued to the office of LINECO not later than fifteen (15) calendar days following the end of each calendar month.

## **NATIONAL ELECTRICAL ANNUITY PLAN (NEAP):**

Section 5.04 It is agreed that in accord with the IBEW - District Ten - NECA Individual Equity Retirement Plan Agreement entered into between the National Electrical Contractors Association, Inc., and the International Brotherhood of Electrical Workers on December 11, 1973, as amended, and now delineated as the National Electrical Annuity Plan Agreement and Trust, that unless authorized otherwise by the National Electrical Annuity Plan ("NEAP"), the individual employer will forward monthly to NEAP's designated collection agent an amount equal to twenty percent (20%) (the contribution obligation), together with a completed payroll report prescribed by the NEAP. The payment shall be made by check or draft and shall constitute a debt due and owing to NEAP on the last day of each calendar month, which may be recovered by suit initiated by NEAP or its assignee. The payment and the payroll report shall be mailed to reach NEAP not later than fifteen (15) calendar days following the end of each calendar month.

The individual employer hereby accepts, and agrees to be bound by, the National Electrical Annuity Plan Agreement and Trust.

An individual employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon seventy-two (72) hours notice in writing being served by the Union, provided the individual employer fails to show satisfactory proof that the required payments have been paid to the appropriate collection agent.

The failure of an individual employer to comply with the applicable provisions of the National Electrical Annuity Plan Agreement and Trust shall also constitute a breach of this labor agreement.

## **ARTICLE VI** **INDUSTRY FUND**

Section 6.01 Each individual Employer shall contribute an amount not to exceed one percent (1%) nor less than .2 of 1% of the productive electrical payroll as determined by each local Chapter and approved by the Trustees, with the following exclusions:

- 1) Twenty-five percent (25%) of all productive electrical payroll in excess of 75,000 man-hours paid for electrical work in any one Chapter area during any one calendar year but not exceeding 150,000 man-hours.
- 2) One Hundred percent (100%) of all productive electrical payroll in excess of 150,000 man-hours paid for electrical work in any one Chapter area during any one calendar year.

(Productive electrical payroll is defined as the total wages including overtime paid with respect to all hours worked by all classes of electrical labor for which a rate is established in the prevailing labor area where the business is transacted.)

Payment shall be forwarded monthly to the National Electrical Industry Fund in a form and manner prescribed by the Trustees no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. Failure to do so will be considered a breach of this Agreement on the part of the individual Employer.

## **ARTICLE VII** **APPRENTICESHIP AND TRAINING**

Section 7.01 The Area Training Agreement entered into between the Southeastern Line Constructors Chapter of NECA, and IBEW local union number 222 as approved by the International President on February 4<sup>th</sup> 2000, and as amended, shall govern all matters of apprenticeship and training, and the financing thereof. Presently, the contribution rate to the Apprenticeship and Training Trust is 1.50% of the gross monthly labor payroll. Apprentices' wages and ratio of apprentice to Journeymen are specified in the Area Training Agreement.

## **ARTICLE VIII** **LOCAL LABOR-MANAGEMENT COOPERATION COMMITTEE (LMCC)**

Section 8.01 The parties agree to participate in a Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. §175(a) and Section 302(c)(9) of the Labor Management Relations Act, 29 U.S.C. §186(c)(9). The purposes of this Fund include the following:

- (1) to improve communications between representatives of Labor and Management;
- (2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organizational effectiveness;
- (3) to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
- (4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;
- (5) to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and industry;
- (6) to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
- (7) to engage in public education and other programs to expand the economic development of the electrical construction industry;

- (8) to enhance the involvement of workers in making decisions that affect their working lives; and,
- (9) to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 8.02 The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the LMCC, as provided in said Agreement and Declaration of Trust.

Section 8.03 Each employer shall contribute \$0.0. Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The Southeastern Line Constructors Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 8.04 If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty dollars (\$20), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment together with attorneys' fees.

## **ARTICLE IX**

### **NATIONAL LABOR-MANAGEMENT COOPERATION COMMITTEE (NLMCC)**

Section 9.01 The parties agree to participate in the NECA-IBEW National Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. §175(a) and Section 302(c)(9) of the Labor Management Relations Act, 29 U.S.C. §186(c)(9). The purposes of this Fund include the following:

- (1) to improve communication between representatives of labor and management;
- (2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organization effectiveness;
- (3) to assist worker and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
- (4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;

- (5) to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and the industry;
- (6) to encourage and support the initiation and operation of similarly constituted local labor-management cooperation committees;
- (7) to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
- (8) to engage in public education and other programs to expand the economic development of the electrical construction industry;
- (9) to enhance the involvement of workers in making decisions that affect their working lives; and
- (10) to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 9.02 The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust, and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the NLMCC, as provided in said Agreement and Declaration of Trust.

Section 9.03 Each employer shall contribute one cent (1¢) per hour worked, up to a maximum of 150,000 hours per year, for work performed under the terms of IBEW Local Union agreements with the Southeastern Line Constructors Chapter, NECA. Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed Southeastern Line Constructors Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 9.04 If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty dollars (\$20), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment together with attorneys' fees.

**ARTICLE X**  
**ADMINISTRATIVE MAINTENANCE FUND**

Effective June 1, 2006, each employer signatory to this agreement shall contribute fifteen cents (\$0.15) per hour for all hours worked by all employees covered by this agreement to the Administrative Maintenance Fund.

The fund shall be administered solely by the Southeastern Line Constructors Chapter, National Electrical Contractors Associations, Inc. and shall be utilized to pay for the Association's cost of the labor contract administration including negotiations, labor relations, disputes and grievance representation performed on behalf of the signatory employers. In addition, all other administrative functions required of the management such as service on all funds as required by Federal law.

The Administrative Maintenance Fund contribution shall be submitted with all other benefits as delineated in the Labor Agreement by the fifteenth (15<sup>th</sup>) of the following month in which they are due to the administrator receiving funds. In the event any Employer is delinquent in submitting the required Administrative Maintenance Fund to the designated administrator, the administrator shall have the authority to recover any funds, along with any attorney fees, court cost, and interest at one percent (1%) per month and liquidated damages receiving such funds. The enforcement for the delinquent payments to the fund shall be the sole responsibility of the fund or the Employer, not the Local Union. These monies shall not be used to the detriment to the Local Union or the I.B.E.W.

**ARTICLE XI**  
**SUBSTANCE ABUSE**

Section 11.01. The dangers and costs that alcohol and other chemical abuses can create in the electrical contracting industry in terms of safety and productivity are significant. The parties to this Agreement resolve to combat chemical abuse in any form and agree that, to be effective, programs to eliminate substance abuse and impairment should contain a strong rehabilitation component. The local parties recognize that the implementation of a drug and alcohol policy and program must be subject to all applicable federal, state, and local laws and regulations. Such policies and programs must also be administered in accordance with accepted scientific principles, and must incorporate procedural safeguards to ensure fairness in application and protection of legitimate interests of privacy and confidentiality. To provide a drug-free workforce for the Electrical Construction Industry, each IBEW local union and NECA chapter shall implement an area-wide Substance Abuse Testing Policy. The policy shall include minimum standards as required by the IBEW and NECA. Should any of the required minimum standards fail to comply with federal, state, and/or local laws and regulations, they shall be modified by the local union and chapter to meet the requirements of those laws and regulations



**ARTICLE XII**  
**CODE OF EXCELLENCE**

Section 12.01. The parties to this Agreement recognize that to meet the needs of our customers, both employer and employee must meet the highest levels of performance, professionalism, and productivity. The Code of Excellence has proven to be a vital element in meeting the customers' expectations. Therefore, each IBEW local union and NECA chapter shall implement a Code of Excellence Program. The program shall include minimum standards as designed by the IBEW and NECA.

**SEPARABILITY CLAUSE**

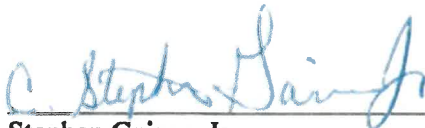
Should any provision of this Agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall, thereupon seek to negotiate substitute provisions which are in conformity with the applicable laws.

Signed for:

SOUTHEASTERN LINE CONSTRUCTORS  
CHAPTER, NECA

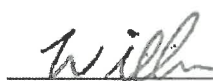

Signed for:

LOCAL UNION 222, IBEW

  
\_\_\_\_\_  
Stephen Gaines, Jr.  
Chapter Manager

10/15/2019

Date

   
\_\_\_\_\_  
William Hitt  
Business Manager

10/15/2019

Date

**ISLAND WORK**

October 01, 2019 through August 31, 2023

**SCOPE AND PURPOSE**

This Agreement shall cover all work on the properties of those Utilities residing in West Indies Islands, the Bahama Islands, Dominican Republic, Greater Antilles, Guantanamo Naval base, Haiti, Jamaica, Puerto Rico, Leeward Islands, Lesser Antilles, Trinidad, Windward Islands, Virgin Islands, the Caribbean Islands, Panama and all other areas outside the continental United States that are within the Atlantic Missile test range.

All other items not covered by this Addendum shall revert back to the Outside Construction Agreement.

**ARTICLE 1**

Section 1.01 For all work, the appropriate wages and benefits in Schedule (A) shall apply.

Section 1.02 In addition to the above wages, the Employer shall make a 3% NEBF contribution and a District Ten (NEAP) contribution in the amount of 20 percent.

Section 1.03 Eight consecutive hours shall constitute a work day between the hours of 6:30am and 6:00pm Monday through Friday inclusive, with one-half (1/2) hour for lunch between the hours of 11:00am and 1:00pm. All work performed in excess of an eight (8) hour work day, or 40 hours per week, Monday through Friday, shall be paid for at time and one-half (1-1/2) times the employees regular straight time rate.

Section 1.04 When employed workmen are required to work outside the continental United States, the employer shall furnish round trip airfare, meals and suitable lodging. Workmen not presently working who are called upon to assist in any emergency shall be furnished lodging when outside the continental United States.

Section 1.05 When workmen are required to work over 16 consecutive hours, meals shall be furnished and given every five hours thereafter; overtime shall be paid on all productive work thereafter until such workmen are given an eight-hour rest. Workmen may be compensated \$15.00 in lieu of meals.

# ADDENDUM A

Florida Statewide

## WAGE AND BENEFIT SCHEDULE A

Florida Statewide Agreement - Addendum A (Island Work) - Effective Dates 10-01-2019 through 12/31/2019

	BASE WAGE	NEBF	NEAP	*\$ELCAT	LINECO	NEIF	AMF	HRA	NLMCC	TOTAL
		3%	20%	1.50%	6.00	1%	0.15		0.01	
General Foreman..... JL + 115%	45.90	3%	20%	1.50%	6.00	1%	0.15	1.05	0.01	64.82
Foreman..... JL + 110%	43.91	3%	20%	1.50%	6.00	1%	0.15	1.05	0.01	62.31
Journeyman Lineman	39.92	3%	20%	1.50%	6.00	1%	0.15	1.05	0.01	57.30
Cable Splicer..... JL + 105%	41.91	3%	20%	1.50%	6.00	1%	0.15	1.05	0.01	59.81
HED..... 100% of JL	39.92	3%	20%	1.50%	6.00	1%	0.15	1.05	0.01	57.30
Operator..... 80% of JL	31.93	3%	20%	1.50%	6.00	1%	0.15	1.05	0.01	47.28
Groundman/Truck Driver >1000 hrs @ 57% of JL	22.75	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	35.31
Groundman/ Truck Driver <1000 hrs @ 40% of JL	19.16	3%	\$0.25	1.50%	N/A	1%	0.15	0.00	0.01	20.62
<b>Apprentice</b>										
1st Period (60%) of JL...	23.95	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	36.82
2nd Period (65%) of JL...	25.94	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	39.32
3rd Period (70%) of JL...	27.94	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	41.83
4th Period (75%) of JL...	29.94	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	44.33
5th Period (80%) of JL...	31.93	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	46.83
6th Period (85%) of JL...	33.93	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	49.34
7th Period (90%) of JL...	35.92	3%	20%	1.50%	6.00	1%	0.15	0.60	0.01	51.84

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

Florida Statewide Agreement - Addendum A (Island Work) - Effective Dates 01-01-2020 through 08-31-2020

	BASE WAGE	NEBF	NEAP	*\$ELCAT	LINECO	NEIF	AMF	HRA	NLMCC	TOTAL
		3%	20%	1.50%	6.50	1%	0.15		0.01	
General Foreman..... JL + 115%	45.61	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	64.96
Foreman..... JL + 110%	43.63	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	62.47
Journeyman Lineman	39.67	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	57.49
Cable Splicer..... JL + 105%	41.65	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	59.98
HED..... 100% of JL	39.67	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	57.49
Operator..... 80% of JL	31.73	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	47.53
Groundman/Truck Driver >1000 hrs @ 57% of JL	22.61	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	35.63
Groundman/ Truck Driver <1000 hrs @ 40% of JL	19.04	3%	\$0.25	1.50%	N/A	1%	0.15	0.00	0.01	20.50
<b>Apprentice</b>										
1st Period (60%) of JL...	23.80	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	37.13
2nd Period (65%) of JL...	25.78	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	39.62
3rd Period (70%) of JL...	27.77	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	42.11
4th Period (75%) of JL...	29.75	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	44.59
5th Period (80%) of JL...	31.73	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	47.08
6th Period (85%) of JL...	33.72	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	49.57
7th Period (90%) of JL...	35.70	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	52.06

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\*\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

# ADDENDUM A

Florida Statewide

Florida Statewide Agreement - Addendum A (Island Work) - Effective Dates 09-01-2020 through 12-31-2020

	BASE WAGE	NEBF	NEAP	*SELCAT	LINECO	NEIF	AMF	HRA	NLMCC	TOTAL
		3%	20%	1.50%	6.50	1%	0.15		0.01	
General Foreman..... JL + 115%	47.00	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	68.70
Foreman..... JL + 110%	44.96	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	64.13
Journeyman Lineman	40.87	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	59.00
Cable Splicer..... JL + 105%	42.91	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	61.57
HEL..... 100% of JL	40.87	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	59.00
Operator..... 80% of JL	32.70	3%	20%	1.50%	6.50	1%	0.15	1.05	0.01	48.74
Groundman/Truck Driver >1000 hrs @ 57% of JL	23.30	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	36.50
Groundman/ Truck Driver <1000 hrs @ 40% of JL	19.62	3%	20%	1.50%	N/A	1%	0.15	0.00	0.01	21.11
<b>Apprentice</b>										
1st Period (60%) of JL. . .	24.52	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	38.04
2nd Period (65%) of JL. . .	26.57	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	40.80
3rd Period (70%) of JL. . .	28.61	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	43.16
4th Period (75%) of JL. . .	30.65	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	45.73
5th Period (80%) of JL. . .	32.70	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	48.29
6th Period (85%) of JL. . .	34.74	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	50.86
7th Period (90%) of JL. . .	36.78	3%	20%	1.50%	6.50	1%	0.15	0.60	0.01	53.42

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\*\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

Signatures:

By Stephen Gaines, Jr.  
Stephen Gaines, Jr., Chapter Manager

By William Hitt  
William Hitt, Business Manager

Date 10/15/2019

Date 10/15/2019

## ADDENDUM B

Florida Statewide

### URD Scope and Purpose

This addendum shall cover all underground residential distribution for Local Union 222 IBEW. All other items not covered by this Addendum shall revert back to the Outside Construction Agreement.

Section 1.01 (a) Minimum Straight Time Wages are as follows:

**Florida Statewide Agreement - Addendum B (URD) - Effective Dates 10/01/2019 through 12/31/2019**

	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
**Cable Splicer.....URD Tech + 135%	38.48	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	55.50
URD General Foreman...URD Tech + 115%	32.78	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	48.34
URD Foreman.....URD Tech + 110%	31.35	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	46.55
URD Tech.....	28.50	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	42.68
Groundman.....57% of URD Tech	16.25	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	27.15
***Helper.....55% of URD Tech	15.68	0.00	\$0.25	0.15	0.01	1%	3%	0.00	0.0%	16.71
Apprentice URD Technician:										
1st Period (60%) of URD Tech. . .	17.10	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	28.22
2nd Period (70%) of URD Tech. . .	19.95	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	31.80
3rd Period (80%) of URD Tech. . .	22.80	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	35.37
4th Period (90%) of URD Tech. . .	25.65	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	38.95

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\* Paper-Lead only

\*\*\*Helper exemption less than 2000 hours shall mean less than 2000 hours in the industry.

**Florida Statewide Agreement - Addendum B (URD) - Effective Dates 01/01/2020 through 08/31/2020**

	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
		6.50	20%	0.15	0.01	1%	3%		1.5%	
**Cable Splicer.....URD Tech + 135%	38.14	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	55.57
URD General Foreman...URD Tech + 115%	32.49	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	48.48
URD Foreman.....URD Tech + 110%	31.08	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	46.71
URD Tech.....	28.25	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	43.16
Groundman.....57% of URD Tech	16.10	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	27.47
***Helper.....55% of URD Tech	15.54	0.00	\$0.25	0.15	0.01	1%	3%	0.00	0.0%	16.57
Apprentice URD Technician:										
1st Period (60%) of URD Tech. . .	18.95	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	28.53
2nd Period (70%) of URD Tech. . .	19.78	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	32.08
3rd Period (80%) of URD Tech. . .	22.60	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	35.62
4th Period (90%) of URD Tech. . .	25.43	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	39.17

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\* Paper-Lead only

\*\*\*Helper exemption less than 2000 hours shall mean less than 2000 hours in the industry.

## ADDENDUM B

Florida Statewide

**Florida Statewide Agreement - Addendum B (URD) - Effective Dates 09/01/2020 through 12/31/2020**

	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
		6.50	20%	0.15	0.01	1%	3%		1.5%	
**Cable Splicer.....URD Tech + 135%	30.30	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	57.03
URD General Foreman...URD Tech + 115%	33.48	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	49.72
URD Foreman.....URD Tech + 110%	32.02	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	47.90
URD Tech.....	29.11	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	44.24
Groundman.....57% of URD Tech	16.59	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	28.08
***Helper.....55% of URD Tech	16.01	0.00	\$0.25	0.15	0.01	1%	3%	0.00	0.0%	17.06
<b>Apprentice URD Technician:</b>										
1st Period (80%) of URD Tech. . . .	17.47	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	29.18
2nd Period (70%) of URD Tech. . . .	20.38	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	32.83
3rd Period (80%) of URD Tech. . . .	23.29	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	36.49
4th Period (90%) of URD Tech. . . .	26.20	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	40.14

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\* Paper-Lead only

\*\*\*Helper exemption less than 2000 hours shall mean less than 2000 hours in the industry.

**Section 1.02** Employees will show up on the job site in time for work to begin.

**Section 1.03** Any job that requires terminating and/or splicing of cable, in the vicinity of energized circuits shall require a Journeyman Lineman or certified URD technician.

**Section 1.04**

(a) Groundmen will perform all tasks of which they are capable.

(b) The Employer may use Company personnel to insure materials are delivered to the job.

**Section 1.05** On all jobs workmen shall take directions or orders from their immediate supervisor, through the regular chain of command.

**Section 1.06** Workmen shall install all electrical work in a safe and workmanlike manner and in accordance with applicable code and contract specifications

**Section 1.07** URD Tech. and Apprentices shall furnish basic hand tools such as: Hammer, Lineman Pliers, Screwdriver, 12" Adjustable Wrench, Six-foot wooden rule, and a skinning knife. All other tools to be furnished by Employer

**Section 1.08** Groundmen may be utilized to operate any equipment at their appropriate rate of pay.

**Section 1.09** See Exhibit 1 to Addendum B for URD Technician Jobs Task/Assignments, Minimum Qualification Requirements and Restrictions.

**Section 1.10** Helpers will perform laborer work only. A helper is defined as an inexperienced employee with less than 2000 hours in the outside construction industry.

ADDENDUM B

Florida Statewide

Signatures:

By C. Stephen Gaines Jr.  
Stephen Gaines, Jr., Chapter Manager

By William Hitt  
William Hitt, Business Manager

Date 10/15/2019

Date 10 / 15 / 2019

10/15/2019



**URD TECHNICIAN**

A URD Technician performs skilled work independently under the guidance of a Foreman or other supervisory personnel and in accordance with the standard practice of the trade. URD Technician's level of work includes but not limited to installation, maintenance and repair of Underground Utility Electrical Systems and related components, uses knowledge and experience of the trade to determine a method or to devise a means to accomplish the assigned job, interpret technical data from sketches, blue prints schematics and service manuals.

**Jobs Task / Assignments:**

1. Handles Material and performs general maintenance, changing and installing transformer and other electrical components. Installation of cables and electrical components on de-energized underground (URD) systems.
2. Performs tasks by using the standard tools, materials, codes, methods and safe practices of the trade.
3. Oversees use of and operates power driven and manually operated equipment and tools (with proper certification ) such as:
  - a. Boom trucks and other hoisting and lifting devices
  - b. Auger and boring tools
  - c. Trenching equipment
4. Installs, maintains and repairs:
  - a. De-energized underground distribution systems and equipment.
  - b. Directs work of assigned staff.
  - c. Ensures that assignments are completed in conformance with instructions and applicable codes in a timely and cost effective manner.
  - d. Performs other related tasks as instructed.

**Minimum Qualification Requirements**

- i. Written evidence of graduation from High School or equivalent.
  - ii. Written evidence of completion of an accredited Apprenticeship Training Program recognized and approved by the U.S. Department of Labor.
  - iii. Physically able to perform required tasks.
- 10/2019
5. Handles Material and performs general maintenance, changing and installing transformer and other electrical components. Installation of cables and electrical components on de-energized underground (URD) systems.

**Restrictions:**

URD Technicians shall not be permitted to perform any energized work except for URD related switching and then only when properly trained and certified to perform such work by an accredited Apprenticeship Training Program recognized and approved by the U.S. Department of Labor.

All other aerial work such as covering, removing, installing, of any and all overhead primary and transmission circuits shall be performed by a qualified Journeyman Lineman under the terms of the Outside Construction Agreement.



Stephen Gaines, SLCC, NECA

10/15/2019

Date



William Hitt, IBEW Local Union 222

10/15/2019

Date



# ADDENDUM C

Florida Statewide

## PIPE CABLE

The installation of pre-cast manholes and vaults, the operation of pumps, the operation of all equipment, the blowing of mouse, installing of pull wire, mandrelling and swabbing of pipe, installation of ground wire, attending of work reels, installation of ground rods and all other facets of Pipe Cable-Oil Static work shall be covered under the terms of this addendum. All other items not covered by this addendum shall revert back to the Outside Construction Agreement.

Section 1.01(a) Minimum Straight Time Wages are as follows:

**Florida Statewide Agreement - Addendum C (Pipecable) - Effective Dates 10/01/2019 through 12/31/2019**

	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
		6.00	20%	0.15	0.01	1%	3%		1.5%	
General Foreman.....JL + 115%	45.38	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	64.16
Foreman.....JL + 110%	43.41	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	61.68
Journeyman Lineman.....	39.46	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	56.73
** Cable Splicer.....JL + 105%	41.43	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	59.21
HED.....100% of JL	39.46	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	56.73
Operator.....80% of JL	31.57	6.00	20%	0.15	0.01	1%	3%	1.05	1.5%	48.83
Groundman/Truck Driver >1000 hrs @ 57% of JL	22.49	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	34.99
***Groundman/ Truck Driver <1000 hrs @ 48% of JL	18.94	0.00	\$0.25	0.15	0.01	1%	3%	0.00	1.5%	20.39
Apprentice Lineman:										
1st Period (60%) of JL....	23.68	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	36.47
2nd Period (65%) of JL....	25.65	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	38.95
3rd Period (70%) of JL....	27.62	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	41.43
4th Period (75%) of JL....	29.60	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	43.90
5th Period (80%) of JL....	31.57	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	46.38
6th Period (85%) of JL....	33.54	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	48.85
7th Period (90%) of JL....	35.51	6.00	20%	0.15	0.01	1%	3%	0.60	1.5%	51.33

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\* Paper-Lead only

\*\*\* Groundman shall have a minimum of \$.25/hour contribution to NEAP Pension.

\*\*\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

Florida Statewide Agreement - Addendum C (Pipeable) - Effective Dates 01/01/2020 Through 08/31/2020

	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
		6.50	20%	0.15	0.01	1%	3%		1.5%	
General Foreman. .... JL + 115%	45.09	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	64.30
Foreman. .... JL + 110%	43.13	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	61.84
Journeyman Lineman. ....	39.21	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	56.92
** Cable Splicer. .... JL + 105%	41.17	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	59.38
HED. .... 100% of JL	39.21	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	56.92
Operator. .... 80% of JL	31.37	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	47.08
Groundman/Truck Driver >1000 hrs @ 57% of JL	22.35	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	35.31
***Groundman/ Truck Driver <1000 hrs @ 48% of JL	18.82	0.00	\$0.25	0.15	0.01	1%	3%	0.00	1.5%	20.27
Apprentice Lineman:										
1st Period (60%) of JL. ....	23.53	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	36.79
2nd Period (65%) of JL. ....	25.49	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	39.25
3rd Period (70%) of JL. ....	27.45	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	41.71
4th Period (75%) of JL. ....	29.41	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	44.17
5th Period (80%) of JL. ....	31.37	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	46.63
6th Period (85%) of JL. ....	33.33	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	49.09
7th Period (90%) of JL. ....	35.29	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	51.55

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\* Paper-Lead only

\*\*\* Groundman shall have a minimum of \$.25/hour contribution to NEAP Pension.

\*\*\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

Florida Statewide Agreement - Addendum C (Pipeable) - Effective Dates 09/01/2020 Through 12/31/2020

	BASE WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
		6.50	20%	0.15	0.01	1%	3%		1.5%	
General Foreman. .... JL + 115%	46.45	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	68.00
Foreman. .... JL + 110%	44.43	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	63.47
Journeyman Lineman. ....	40.39	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	58.40
** Cable Splicer. .... JL + 105%	42.41	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	60.93
HED. .... 100% of JL	40.39	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	58.40
Operator. .... 80% of JL	32.31	6.50	20%	0.15	0.01	1%	3%	1.05	1.5%	48.26
Groundman/Truck Driver >1000 hrs @ 57% of JL	23.02	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	36.15
***Groundman/ Truck Driver <1000 hrs @ 48% of JL	19.39	0.00	\$0.25	0.15	0.01	1%	3%	0.00	1.5%	20.86
Apprentice Lineman:										
1st Period (60%) of JL. ....	24.23	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	37.67
2nd Period (65%) of JL. ....	26.25	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	40.21
3rd Period (70%) of JL. ....	28.27	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	42.74
4th Period (75%) of JL. ....	30.29	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	45.28
5th Period (80%) of JL. ....	32.31	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	47.81
6th Period (85%) of JL. ....	34.33	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	50.35
7th Period (90%) of JL. ....	36.35	6.50	20%	0.15	0.01	1%	3%	0.60	1.5%	52.88

\*Subject to change according to the area-wide training agreement or by action of the trust committee.

\*\* Paper-Lead only

\*\*\* Groundman shall have a minimum of \$.25/hour contribution to NEAP Pension.

\*\*\*\*Groundman exemption less than 1000 hours shall mean less than 1000 hours in the industry.

**Section 1.02** The installation of pre-cast manholes and vaults, the operation of pumps, the operation of all equipment, the blowing of mouse, installing of pull wire, mandrelling and swabbing of pipe, installation of ground wire, attending of work reels, installation of ground rods, shall be done by a Journeyman Lineman. Apprentices may perform this work under the direct supervision of a Journeyman Lineman, but in no case shall take the place of a Journeyman Lineman. 4

Section 1.03 Where it becomes necessary to wipe joints, seal cable, pour hot lead or compound in making of splices or terminations in or on cable, a qualified Cable Splicer or Lineman shall be used. Cable Splicers shall not be required to work on energized cables of over 500 volts and then only when assisted by a Journeyman Lineman.

Section 1.04 After the first drop from the factory all transporting and handling of materials, except pre-cast manholes and manhole materials shall be done by employees working under the terms of this Agreement. A single Journeyman Lineman or Apprentice, where qualified, shall be permitted to haul material for his individual crew.

(a) The material which may be permitted to be hauled by a commercial carrier, are those concerned only with the installation of the manhole itself.

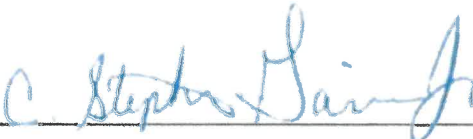
(b) In the installation of pre-cast manholes, the employer may be permitted to use a commercial carrier in the installation of such manholes under the supervision of employee working under the terms of this agreement.

Section 1.05 Any high pressure testing or vacuuming and use of Nitrogen equipment shall be done by a Journeyman Lineman.

Section 1.06 Employer shall furnish all tools required for splicing cable with the exception of pocket tools.

Section 1.07 The regular workday shall include two-way traveling time from the regular established show-up for the job.

Signatures:

By   
Stephen Gaines, Jr., Chapter Manager

By   
William Hitt, Business Manager

Date 10/15/2019

Date 10/15/2019

**SUBSISTENCE ALLOWANCE**

This shall serve as an addendum between the IBEW LU 222 and the Southeast Line Constructors Chapter of NECA. This addendum will take effect immediately and will remain in effect through August 31, 2023. It is subject to change at any time by consent of both parties. In an effort to assist employees who must travel long distances to work within the jurisdiction of LU 222 the Employers hereby agree to the following.

A) Employees who live outside a 50-mile radius from the job site will receive \$75 dollars per day beginning October 1, 2019 through August 31, 2023 to defray the cost of lodging and gas.

An Appeals Committee made up of 2 members from the Chapter, and two (2) members from the Local Union will convene as needed to hear and consider any complaint that may arise from the administration of this program. The committee shall have the power to make a final and binding decision on any such complaint. Should the members of the committee deadlock on a complaint the issues will be sent to the IBEW 5<sup>th</sup> District Vice President and the Southern Region Director of NECA for final adjudication.

Signatures:

By C. Stephen Gaines Jr.  
Stephen Gaines, Jr., Chapter Manager

By William Hitt  
William Hitt, Business Manager

Date 10/15/2019

Date 10/15/2019

## ADDENDUM E

Florida Statewide

### STORM WORK ADDENDUM

This agreement shall cover storm related emergencies as declared by the customer for emergency restoration work on named storms within the jurisdiction of Local Union 222. This addendum will be effective until the customer(s) declares the emergency restoration work has completed.

The following terms shall apply:

1. All work performed under this addendum shall be paid at double the regular straight time rate of pay. Effective January 1, 2020
2. All workmen shall be furnished meals and lodging. Employees who stay at the provided facilities will be responsible for any damages that they cause.

Signatures:

By C. Stephen Gaines Jr.  
Stephen Gaines, Jr, Chapter Manager

By William Hitt  
William Hitt, Business Manager

Date: 10/15/2019

Date: 10/15/2019

## SUBSTATION WAGE SCHEDULE

**Section 1.01 Minimum Wage Schedule:**

10/01/2019 – 12/31/2019

Florida Statewide Agreement - Addendum F (Substation Wage Schedule)

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SEL	CAT	TOTAL
Substation General Foreman.....ST+115%	115%	35.83	6.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		52.18
Substation Foreman.....ST+110%	110%	34.27	6.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		50.22
Substation Technician...		31.16	6.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		46.31
Groundman.....57% of ST	57%	17.76	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		29.05
<b>*Apprentice Lineman:</b>												
1st Period (60%) of Substation Tech....	60%	18.70	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		30.22
2nd Period (65%) of Substation Tech....	65%	20.25	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		32.18
3rd Period (70%) of Substation Tech....	70%	21.81	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		34.13
4th Period (75%) of Substation Tech....	75%	23.37	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		36.09
5th Period (80%) of Substation Tech....	80%	24.93	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		38.04
6th Period (85%) of Substation Tech....	85%	26.48	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		40.00
7th Period (90%) of Substation Tech....	90%	28.04	6.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		41.95

01/01/2020 – 8/31/2020

Florida Statewide Agreement - Statewide (Overhead Rates/Benefits)

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SEL	CAT	TOTAL
Substation General Foreman.....ST+115%	115%	35.54	6.50	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		52.32
Substation Foreman.....ST+110%	110%	34.00	6.50	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		50.38
Substation Technician...		30.91	6.50	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		46.50
Groundman.....57% of ST	57%	17.62	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		29.37
<b>*Apprentice Lineman:</b>												
1st Period (60%) of Substation Tech....	60%	18.55	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		30.53
2nd Period (65%) of Substation Tech....	65%	20.09	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		32.47
3rd Period (70%) of Substation Tech....	70%	21.64	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		34.41
4th Period (75%) of Substation Tech....	75%	23.18	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		36.35
5th Period (80%) of Substation Tech....	80%	24.73	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		38.28
6th Period (85%) of Substation Tech....	85%	26.27	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		40.23
7th Period (90%) of Substation Tech....	90%	27.82	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		42.17

9/1/2020 – 12/31/2020

Florida Statewide Agreement - Statewide (Overhead Rates/Benefits)

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SEL	CAT	TOTAL
Substation General Foreman.....ST+115%	115%	36.81	6.50	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		53.66
Substation Foreman.....ST+110%	110%	35.02	6.50	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		51.66
Substation Technician...		31.84	6.50	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%		47.66
Groundman.....57% of ST	57%	18.15	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		30.03
<b>*Apprentice Lineman:</b>												
1st Period (60%) of Substation Tech....	60%	19.10	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		31.23
2nd Period (65%) of Substation Tech....	65%	20.69	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		33.23
3rd Period (70%) of Substation Tech....	70%	22.28	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		35.23
4th Period (75%) of Substation Tech....	75%	23.88	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		37.23
5th Period (80%) of Substation Tech....	80%	25.47	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		39.22
6th Period (85%) of Substation Tech....	85%	27.06	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		41.22
7th Period (90%) of Substation Tech....	90%	28.65	6.50	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%		43.22

ADDENDUM F

Florida Statewide

Signatures:

By C. Stephen Gaines, Jr.  
Stephen Gaines, Jr., Chapter Manager

By William Hitt  
William Hitt, Business Manager

Date: 10/15/2019

Date: 10/15/2019



09/01/2021 - 12/31/2021

**Florida Statewide Agreement - Statewide (Overhead Rates/Benefits)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			6.75	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	115%	44.80	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	64.19
Foreman . . . . . JL+110%	110%	42.86	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	61.74
Journeyman Lineman. . .		38.96	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	56.85
Heavy Equip Op. . . . . 100% of JL	100%	38.96	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	56.85
Operator . . . . . 80% of JL	80%	31.17	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	47.08
**Cable Splicer. . . . . JL + 105%	105%	40.91	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	59.30
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	22.21	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	35.38
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	18.70	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	20.14
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . . .	60%	23.38	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	36.85
2nd Period (65%) of JL. . . .	65%	25.32	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	39.29
3rd Period (70%) of JL. . . .	70%	27.27	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.74
4th Period (75%) of JL. . . .	75%	29.22	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.18
5th Period (80%) of JL. . . .	80%	31.17	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	46.63
6th Period (85%) of JL. . . .	85%	33.12	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	49.07
7th Period (90%) of JL. . . .	90%	35.06	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	51.52

01/01/2022 through 08/31/2022

**Florida Statewide Agreement - Statewide (Overhead Rates/Benefits)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	115%	44.67	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	64.27
Foreman . . . . . JL+110%	110%	42.72	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	61.83
Journeyman Lineman. . .		38.84	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	56.95
Heavy Equip Op. . . . . 100% of JL	100%	38.84	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	56.95
Operator . . . . . 80% of JL	80%	31.07	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	47.21
**Cable Splicer. . . . . JL + 105%	105%	40.78	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	59.39
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	22.14	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	35.54
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	18.64	0	\$0.25	0.15	0.01	1%	3%	\$0.00	1.5%	20.08
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . . .	60%	23.30	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.01
2nd Period (65%) of JL. . . .	65%	25.25	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	39.44
3rd Period (70%) of JL. . . .	70%	27.19	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.88
4th Period (75%) of JL. . . .	75%	29.13	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.32
5th Period (80%) of JL. . . .	80%	31.07	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	46.76
6th Period (85%) of JL. . . .	85%	33.01	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	49.19
7th Period (90%) of JL. . . .	90%	34.96	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	51.63

09/01/2022 through 12/31/2022

**Florida Statewide Agreement - Statewide (Overhead Rates/Benefits)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	115%	46.45	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	66.50
Foreman . . . . . JL+110%	110%	44.43	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	63.97
Journeyman Lineman. . .		40.39	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	58.90
Heavy Equip Op. . . . . 100% of JL	100%	40.39	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	58.90
Operator . . . . . 80% of JL	80%	32.31	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	48.76
**Cable Splicer. . . . . JL + 105%	105%	42.41	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	61.43
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	23.02	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	36.65
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	19.39	0	\$0.25	0.15	0.01	1%	3%	\$0.00	1.5%	20.86
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . . .	60%	24.23	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.17
2nd Period (65%) of JL. . . .	65%	26.25	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	40.71
3rd Period (70%) of JL. . . .	70%	28.27	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	43.24
4th Period (75%) of JL. . . .	75%	30.29	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	45.78
5th Period (80%) of JL. . . .	80%	32.31	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	48.31
6th Period (85%) of JL. . . .	85%	34.33	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	50.85
7th Period (90%) of JL. . . .	90%	36.35	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	53.38



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**Florida Statewide Agreement - Addendum A (Island Work)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			6.75	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . .JL+115%	115%	48.27	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	68.53
Foreman . . . . .JL+110%	110%	46.17	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	65.90
Journeyman Lineman. . .		41.97	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.63
Heavy Equip Op. . . . . 100% of JL	100%	41.97	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.63
Operator . . . . . 80% of JL	80%	33.58	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	50.10
**Cable Splicer. . . . .JL + 105%	105%	44.07	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	63.27
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	23.92	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.53
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	20.15	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	21.66
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . .	60%	25.18	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	39.11
2nd Period (65%) of JL. . .	65%	27.28	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.75
3rd Period (70%) of JL. . .	70%	29.38	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.38
4th Period (75%) of JL. . .	75%	31.48	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	47.01
5th Period (80%) of JL. . .	80%	33.58	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	49.65
6th Period (85%) of JL. . .	85%	35.67	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	52.28
7th Period (90%) of JL. . .	90%	37.77	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	54.92

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**Florida Statewide Agreement - Addendum A (Island Work)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . .JL+115%	115%	48.13	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	68.61
Foreman . . . . .JL+110%	110%	46.04	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	65.98
Journeyman Lineman. . .		41.85	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.73
Heavy Equip Op. . . . . 100% of JL	100%	41.85	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.73
Operator . . . . . 80% of JL	80%	33.48	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	50.23
**Cable Splicer. . . . .JL + 105%	105%	43.94	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	63.36
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	23.85	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.70
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	20.09	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	21.60
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . .	60%	25.11	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	39.27
2nd Period (65%) of JL. . .	65%	27.20	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.90
3rd Period (70%) of JL. . .	70%	29.30	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.53
4th Period (75%) of JL. . .	75%	31.39	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	47.15
5th Period (80%) of JL. . .	80%	33.48	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	49.78
6th Period (85%) of JL. . .	85%	35.57	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	52.40
7th Period (90%) of JL. . .	90%	37.67	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	55.03

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**Florida Statewide Agreement - Addendum A (Island Work)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . .JL+115%	115%	50.05	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	71.03
Foreman . . . . .JL+110%	110%	47.88	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	68.29
Journeyman Lineman. . .		43.52	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	62.83
Heavy Equip Op. . . . . 100% of JL	100%	43.52	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	62.83
Operator . . . . . 80% of JL	80%	34.82	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	51.91
**Cable Splicer. . . . .JL + 105%	105%	45.70	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	65.56
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	24.81	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.89
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	20.89	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	22.45
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . .	60%	26.11	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	40.53
2nd Period (65%) of JL. . .	65%	28.29	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	43.26
3rd Period (70%) of JL. . .	70%	30.47	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	46.00
4th Period (75%) of JL. . .	75%	32.64	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	48.73
5th Period (80%) of JL. . .	80%	34.82	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	51.46
6th Period (85%) of JL. . .	85%	37.00	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	54.19
7th Period (90%) of JL. . .	90%	39.17	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	56.92

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**Florida Statewide Agreement - Addendum B (URD)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			6.75	20.0%	0.15	0.01	1%	3%		1.5%	
** Cable Splicer . . . . . URD Tech+135%	135%	40.32	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	58.57
URD General Foreman . . . . . URD Tech+115%	115%	34.35	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	51.07
URD Foreman . . . . . URD Tech+110%	110%	32.86	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	49.20
URD Technician. . .		29.87	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	45.45
Groundman . . . . . 57% of URD Tech	57%	17.03	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	28.88
***Helper . . . . . 55% of URD Tech	55%	16.43	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	17.74
<b>*Apprentice URD Technicians:</b>											
1st Period (60%) of URD Tech. . . .	60%	17.92	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	30.00
2nd Period (65%) of URD Tech. . . .	70%	20.91	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	33.75
3rd Period (70%) of URD Tech. . . .	80%	23.90	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.50
4th Period (75%) of URD Tech. . . .	90%	26.88	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.25

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**Florida Statewide Agreement - Addendum B (URD)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
** Cable Splicer . . . . . URD Tech+135%	135%	40.16	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	58.61
URD General Foreman . . . . . URD Tech+115%	115%	34.21	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	51.15
URD Foreman . . . . . URD Tech+110%	110%	32.73	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	49.28
URD Technician. . .		29.75	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	45.55
Groundman . . . . . 57% of URD Tech	57%	16.96	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	29.04
***Helper . . . . . 55% of URD Tech	55%	16.36	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	17.67
<b>*Apprentice URD Technicians:</b>											
1st Period (60%) of URD Tech. . . .	60%	17.85	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	30.16
2nd Period (65%) of URD Tech. . . .	70%	20.83	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	33.90
3rd Period (70%) of URD Tech. . . .	80%	23.80	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.63
4th Period (75%) of URD Tech. . . .	90%	26.78	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.36

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**Florida Statewide Agreement - Addendum B (URD)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
** Cable Splicer . . . . . URD Tech+135%	135%	41.77	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.63
URD General Foreman . . . . . URD Tech+115%	115%	35.58	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	52.86
URD Foreman . . . . . URD Tech+110%	110%	34.03	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	50.92
URD Technician. . .		30.94	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	47.04
Groundman . . . . . 57% of URD Tech	57%	17.64	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	29.89
***Helper . . . . . 55% of URD Tech	55%	17.02	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	18.36
<b>*Apprentice URD Technicians:</b>											
1st Period (60%) of URD Tech. . . .	60%	18.56	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	31.06
2nd Period (65%) of URD Tech. . . .	70%	21.66	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	34.94
3rd Period (70%) of URD Tech. . . .	80%	24.75	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.82
4th Period (75%) of URD Tech. . . .	90%	27.85	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	42.71

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40.27

3%

## Florida Statewide Agreement - Addendum C (Pipe Cable)

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			6.75	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	115%	47.70	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	67.83
Foreman . . . . . JL+110%	110%	45.63	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	65.22
Journeyman Lineman. . .		41.48	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.02
Heavy Equip Op. . . . . 100% of JL	100%	41.48	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.02
Operator . . . . . 80% of JL	80%	33.18	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	49.61
**Cable Splicer. . . . . JL + 105%	105%	43.55	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	62.62
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	23.64	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.18
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	19.91	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	21.42
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . . .	60%	24.89	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.74
2nd Period (65%) of JL. . . .	65%	26.96	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.35
3rd Period (70%) of JL. . . .	70%	29.04	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	43.95
4th Period (75%) of JL. . . .	75%	31.11	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	46.55
5th Period (80%) of JL. . . .	80%	33.18	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	49.16
6th Period (85%) of JL. . . .	85%	35.26	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	51.76
7th Period (90%) of JL. . . .	90%	37.33	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	54.36

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## Florida Statewide Agreement - Addendum C (Pipe Cable)

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	115%	47.56	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	67.90
Foreman . . . . . JL+110%	110%	45.50	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	65.31
Journeyman Lineman. . .		41.36	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.12
Heavy Equip Op. . . . . 100% of JL	100%	41.36	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	60.12
Operator . . . . . 80% of JL	80%	33.09	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	49.74
**Cable Splicer. . . . . JL + 105%	105%	43.43	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	62.71
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	23.58	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.35
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	19.85	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	21.35
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . . .	60%	24.82	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.90
2nd Period (65%) of JL. . . .	65%	26.88	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.50
3rd Period (70%) of JL. . . .	70%	28.95	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.09
4th Period (75%) of JL. . . .	75%	31.02	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	46.69
5th Period (80%) of JL. . . .	80%	33.09	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	49.29
6th Period (85%) of JL. . . .	85%	35.16	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	51.88
7th Period (90%) of JL. . . .	90%	37.22	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	54.48

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## Florida Statewide Agreement - Addendum C (Pipe Cable)

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
General Foreman. . . . . JL+115%	115%	49.46	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	70.28
Foreman . . . . . JL+110%	110%	47.31	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	67.59
Journeyman Lineman. . .		43.01	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	62.19
Heavy Equip Op. . . . . 100% of JL	100%	43.01	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	62.19
Operator . . . . . 80% of JL	80%	34.41	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	51.39
**Cable Splicer. . . . . JL + 105%	105%	45.16	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	64.89
Groundman/Truck Driver >1000< hrs @ 57% of JL	57%	24.52	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.53
Groundman/Truck Driver <1000> hrs @ 48% of JL	48%	20.64	N/A	\$0.25	0.15	0.01	1%	3%	N/A	1.5%	22.19
<b>*Apprentice Lineman:</b>											
1st Period (60%) of JL. . . .	60%	25.81	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	40.15
2nd Period (65%) of JL. . . .	65%	27.96	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	42.85
3rd Period (70%) of JL. . . .	70%	30.11	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	45.54
4th Period (75%) of JL. . . .	75%	32.26	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	48.24
5th Period (80%) of JL. . . .	80%	34.41	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	50.94
6th Period (85%) of JL. . . .	85%	36.56	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	53.64
7th Period (90%) of JL. . . .	90%	38.71	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	56.34

(09/01/2021 - 12/31/2021)

31.72

3%

**Florida Statewide Agreement - Statewide (Substation Rates/Benefits)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			6.75	20.0%	0.15	0.01	1%	3%		1.5%	
Substation General Foreman. . . . .ST+115%	115%	37.57	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	55.11
Substation Foreman . . . . .ST+110%	110%	35.94	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	53.06
Substation Technician. . .		32.67	6.75	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	48.96
Groundman . . . . . 57% of ST	57%	18.62	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	30.88
<b>*Apprentice Lineman:</b>											
1st Period (60%) of Substation Tech. . . .	60%	19.60	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	32.11
2nd Period (65%) of Substation Tech. . . .	65%	21.24	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	34.16
3rd Period (70%) of Substation Tech. . . .	70%	22.87	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	36.21
4th Period (75%) of Substation Tech. . . .	75%	24.50	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.26
5th Period (80%) of Substation Tech. . . .	80%	26.14	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	40.31
6th Period (85%) of Substation Tech. . . .	85%	27.77	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	42.36
7th Period (90%) of Substation Tech. . . .	90%	29.40	6.75	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.41

(01/01/2022 - 08/31/2022)

32.67

**Florida Statewide Agreement - Statewide (Substation Rates/Benefits)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
Substation General Foreman. . . . .ST+115%	115%	37.43	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	55.19
Substation Foreman . . . . .ST+110%	110%	35.81	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	53.15
Substation Technician. . .		32.55	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	49.06
Groundman . . . . . 57% of ST	57%	18.55	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	31.04
<b>*Apprentice Lineman:</b>											
1st Period (60%) of Substation Tech. . . .	60%	19.53	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	32.27
2nd Period (65%) of Substation Tech. . . .	65%	21.16	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	34.31
3rd Period (70%) of Substation Tech. . . .	70%	22.79	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	36.36
4th Period (75%) of Substation Tech. . . .	75%	24.41	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	38.40
5th Period (80%) of Substation Tech. . . .	80%	26.04	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	40.44
6th Period (85%) of Substation Tech. . . .	85%	27.67	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	42.48
7th Period (90%) of Substation Tech. . . .	90%	29.30	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	44.53

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32.55

4%

**Florida Statewide Agreement - Statewide (Substation Rates/Benefits)**

		WAGE	LINECO	NEAP	AMF	NLMCC	NEIF	NEBF	HRA	*SELCAT	TOTAL
			7.00	20.0%	0.15	0.01	1%	3%		1.5%	
Substation General Foreman. . . . .ST+115%	115%	38.93	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	57.07
Substation Foreman . . . . .ST+110%	110%	37.24	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	54.94
Substation Technician. . .		33.85	7.00	20.0%	0.15	0.01	1%	3%	\$1.05	1.5%	50.69
Groundman . . . . . 57% of ST	57%	19.30	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	31.98
<b>*Apprentice Lineman:</b>											
1st Period (60%) of Substation Tech. . . .	60%	20.31	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	33.25
2nd Period (65%) of Substation Tech. . . .	65%	22.00	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	35.37
3rd Period (70%) of Substation Tech. . . .	70%	23.70	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	37.50
4th Period (75%) of Substation Tech. . . .	75%	25.39	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	39.62
5th Period (80%) of Substation Tech. . . .	80%	27.08	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	41.75
6th Period (85%) of Substation Tech. . . .	85%	28.77	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	43.87
7th Period (90%) of Substation Tech. . . .	90%	30.47	7.00	20.0%	0.15	0.01	1%	3%	\$0.60	1.5%	46.00