

**JUNE 1, 2021 thru MAY 31, 2022**

**MILWAUKEE INSIDE WIREMAN AGREEMENT  
 JOURNEYMAN WIREMAN, FOREMAN AND GENERAL FOREMAN  
 HOURLY LABOR DATA COST**

	JW Straight Time	JW Time and One-half	JW Double Time	JW Non-Ind'l 2nd Shift	JW Indust'l 2nd Shift	JW Non-Ind'l 3rd Shift	JW Indust'l 3rd Shift	Foreman Straight Time	G. F'man Straight Time
Basic Wage Rate:	\$44.39	\$66.59	\$88.78	\$46.61	\$48.83	\$48.83	\$51.05	\$48.83	\$51.05
Direct Fringe Benefits:									
Annuity	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Health & Welfare	9.20	9.20	9.20	9.20	9.20	9.20	9.20	9.20	9.20
Local Pension	6.70	6.70	6.70	6.70	6.70	6.70	6.70	6.70	6.70
Vacation/Holiday (10%)	4.44	6.66	8.88	4.66	4.88	4.88	5.10	4.88	5.10
NEBF (3%)	<u>1.33</u>	<u>2.00</u>	<u>2.66</u>	<u>1.40</u>	<u>1.47</u>	<u>1.47</u>	<u>1.53</u>	<u>1.47</u>	<u>1.53</u>
Subtotal	\$69.06	\$94.15	\$119.22	\$71.57	\$74.08	\$74.08	\$76.58	\$74.08	\$76.58
Indirect Fringe Benefits:									
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	1.00	1.50	2.00	1.05	1.10	1.10	1.15	1.10	1.15
NEIF (.4%)	0.18	0.27	0.36	0.19	0.20	0.20	0.20	0.20	0.20
AMF (.7%)	<u>0.31</u>	<u>0.46</u>	<u>0.62</u>	<u>0.32</u>	<u>0.34</u>	<u>0.34</u>	<u>0.36</u>	<u>0.34</u>	<u>0.36</u>
Subtotal	\$70.65	\$96.48	\$122.30	\$73.23	\$75.82	\$75.82	\$78.39	\$75.82	\$78.39
NECA Dues* (.075%)	<u>\$0.03</u>	<u>\$0.05</u>	<u>\$0.07</u>	<u>\$0.03</u>	<u>\$0.04</u>	<u>\$0.04</u>	<u>\$0.04</u>	<u>\$0.04</u>	<u>\$0.04</u>
Total	\$70.68	\$96.53	\$122.37	\$73.26	\$75.86	\$75.86	\$78.43	\$75.86	\$78.43

\*Minimums Apply

Percentage and total figures are approximate due to rounding

Regulated Payroll Costs: FICA, Federal/State Unemployment, State Worker's Compensation

**JUNE 1, 2021 thru MAY 31, 2022**  
**MILWAUKEE INSIDE WIREMAN AGREEMENT**  
**APPRENTICES**  
**HOURLY LABOR DATA COST**

<u>Period</u>	<u>Wage</u>	<u>Annuity</u>	<u>H&amp;W</u>	<u>Pension</u>	<u>10% Vac/Hol</u>	<u>3% NEBF</u>	<u>Subtotal</u>	<u>LMCC</u>	<u>2.25% JATC</u>	<u>0.4% NEIF</u>	<u>0.7% AMF</u>	<u>Subtotal</u>	<u>0.075%* Dues</u>	<u>Total</u>
First: 40% of JW rate	\$17.76	\$0.00	\$9.20	\$6.70	\$1.78	\$0.53	\$35.97	\$0.10	\$0.40	\$0.07	\$0.12	\$36.66	\$0.01	\$36.67
Second: 45% of JW rate	\$19.98	\$0.00	\$9.20	\$6.70	\$2.00	\$0.60	\$38.48	\$0.10	\$0.45	\$0.08	\$0.14	\$39.25	\$0.01	\$39.26
Third: 50% of JW rate	\$22.20	\$0.00	\$9.20	\$6.70	\$2.22	\$0.67	\$40.99	\$0.10	\$0.50	\$0.09	\$0.15	\$41.83	\$0.02	\$41.85
Fourth: 60% of JW rate	\$26.63	\$2.25	\$9.20	\$6.70	\$2.66	\$0.80	\$48.24	\$0.10	\$0.60	\$0.11	\$0.19	\$49.24	\$0.02	\$49.26
Fifth: 75% of JW rate	\$33.29	\$2.25	\$9.20	\$6.70	\$3.33	\$1.00	\$55.77	\$0.10	\$0.75	\$0.13	\$0.23	\$56.98	\$0.02	\$57.00
Sixth: 85% of JW rate	\$37.73	\$2.25	\$9.20	\$6.70	\$3.77	\$1.13	\$60.78	\$0.10	\$0.85	\$0.15	\$0.27	\$62.15	\$0.03	\$62.18

\*Minimums Apply

Percentage and total figures are approximate due to rounding

JW wage rate: \$44.39

All Apprentices

	<u>First Period</u>	<u>Second Period</u>	<u>Third Period</u>	<u>Fourth Period</u>	<u>Fifth Period</u>	<u>Sixth Period</u>
Time and one-half Wage Rate	\$26.64	\$29.97	\$33.30	\$39.95	\$49.94	\$56.60
Double Time Wage Rate	\$35.52	\$39.96	\$44.40	\$53.26	\$66.58	\$75.46
2nd Shift Non-Ind'l Wage Rate	\$18.65	\$20.98	\$23.31	\$27.96	\$34.95	\$39.62
2nd Shift Ind'l Wage Rate	\$19.54	\$21.98	\$24.42	\$29.29	\$36.62	\$41.50
3rd Shift Non-Ind'l Wage Rate	\$19.54	\$21.98	\$24.42	\$29.29	\$36.62	\$41.50
3rd Shift Ind'l Wage Rate	\$20.42	\$22.98	\$25.53	\$30.62	\$38.28	\$43.39

**JUNE 1, 2021 thru MAY 31, 2022**

**MILWAUKEE INSIDE: MARKET RECOVERY and MEMORANDUM OF UNDERSTANDING**

80% of MKE-IW PACKAGE	MRA-MKE-JW (Market Recovery only)						
	Straight Time	Time and One-half	Double Time	Second Shift	Second Shift	Third Shift	Third Shift
Wage	\$35.31	\$52.97	\$70.62	\$37.08	\$38.84	\$38.84	\$40.61
Health & Welfare	8.65	8.65	8.65	8.65	8.65	8.65	8.65
Local Pension	6.70	6.70	6.70	6.70	6.70	6.70	6.70
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	3.53	5.30	7.06	3.71	3.88	3.88	4.06
NEBF (3%)	<u>1.06</u>	<u>1.59</u>	<u>2.12</u>	<u>1.11</u>	<u>1.17</u>	<u>1.17</u>	<u>1.22</u>
Sub-total	\$55.25	\$75.21	\$95.15	\$57.25	\$59.24	\$59.24	\$61.24
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.79	1.19	1.59	0.83	0.87	0.87	0.91
NEIF (.4%)	0.14	0.21	0.28	0.15	0.16	0.16	0.16
AMF (.7%)	<u>0.25</u>	<u>0.37</u>	<u>0.50</u>	<u>0.26</u>	<u>0.27</u>	<u>0.27</u>	<u>0.29</u>
Sub-total	\$56.53	\$77.08	\$97.62	\$58.59	\$60.64	\$60.64	\$62.70
NECA Dues* (.075%)	<u>0.03</u>	<u>0.04</u>	<u>0.05</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>
Total	\$56.56	\$77.12	\$97.67	\$58.62	\$60.67	\$60.67	\$62.73

75% of MKE-IW PACKAGE	MKE-CE-2						
	Straight Time	Time and One-half	Double Time	Second Shift	Second Shift	Third Shift	Third Shift
Wage	\$35.22	\$52.83	\$70.44	\$36.98	\$38.74	\$38.74	\$40.50
Health & Welfare	8.65	8.65	8.65	8.65	8.65	8.65	8.65
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	3.52	5.28	7.05	3.70	3.88	3.88	4.05
NEBF (3%)	<u>1.06</u>	<u>1.59</u>	<u>2.11</u>	<u>1.11</u>	<u>1.16</u>	<u>1.16</u>	<u>1.22</u>
Sub-total	\$51.80	\$71.70	\$91.60	\$53.79	\$55.78	\$55.78	\$57.77
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.79	1.19	1.59	0.83	0.87	0.87	0.91
NEIF (.4%)	0.14	0.21	0.28	0.15	0.15	0.15	0.16
AMF (.7%)	<u>0.25</u>	<u>0.37</u>	<u>0.49</u>	<u>0.26</u>	<u>0.27</u>	<u>0.27</u>	<u>0.28</u>
Sub-total	\$53.08	\$73.57	\$94.06	\$55.13	\$57.17	\$57.17	\$59.22
NECA Dues* (.075%)	<u>0.03</u>	<u>0.04</u>	<u>0.05</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>
Total	\$53.11	\$73.61	\$94.11	\$55.16	\$57.20	\$57.20	\$59.25

70% of MKE-IW PACKAGE	MKE-MRA-RW						
	Straight Time	Time and One-half	Double Time	Second Shift	Second Shift	Third Shift	Third Shift
Wage	\$32.25	\$48.38	\$64.50	\$33.86	\$35.48	\$35.48	\$37.09
Health & Welfare	5.55	5.55	5.55	5.55	5.55	5.55	5.55
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	3.00	3.00	3.00	3.00	3.00	3.00	3.00
Vacation/Holiday (10%)	3.22	4.84	6.45	3.39	3.55	3.55	3.71
NEBF (3%)	<u>0.97</u>	<u>1.45</u>	<u>1.94</u>	<u>1.01</u>	<u>1.06</u>	<u>1.06</u>	<u>1.11</u>
Sub-total	\$48.34	\$66.57	\$84.79	\$50.16	\$51.99	\$51.99	\$53.81
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.73	1.09	1.45	0.76	0.80	0.80	0.83
NEIF (.4%)	0.13	0.19	0.26	0.14	0.14	0.14	0.15
AMF (.7%)	<u>0.22</u>	<u>0.34</u>	<u>0.45</u>	<u>0.24</u>	<u>0.25</u>	<u>0.25</u>	<u>0.26</u>
Sub-total	\$49.52	\$68.29	\$87.05	\$51.40	\$53.28	\$53.28	\$55.15
NECA Dues* (.075%)	<u>0.02</u>	<u>0.04</u>	<u>0.05</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>
Total	\$49.54	\$68.33	\$87.10	\$51.43	\$53.31	\$53.31	\$55.18

\*Minimums Apply

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**JUNE 1, 2021 thru MAY 31, 2022**

**MILWAUKEE INSIDE: MARKET RECOVERY and MEMORANDUM OF UNDERSTANDING**

65% of MKE-IW PACKAGE

MKE-CE-1

	Straight Time	Time and One-half	Double Time	Second Shift	Second Shift	Third Shift	Third Shift
Wage	\$29.10	\$43.65	\$58.20	\$30.56	\$32.01	\$32.01	\$33.47
Health & Welfare	8.65	8.65	8.65	8.65	8.65	8.65	8.65
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	2.91	4.37	5.82	3.05	3.20	3.20	3.35
NEBF (3%)	<u>0.88</u>	<u>1.31</u>	<u>1.75</u>	<u>0.92</u>	<u>0.96</u>	<u>0.96</u>	<u>1.00</u>
Sub-total	\$44.89	\$61.33	\$77.77	\$46.53	\$48.17	\$48.17	\$49.82
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.65	0.98	1.31	0.69	0.72	0.72	0.75
NEIF (.4%)	0.12	0.17	0.23	0.12	0.13	0.13	0.13
AMF (.7%)	<u>0.20</u>	<u>0.31</u>	<u>0.41</u>	<u>0.22</u>	<u>0.22</u>	<u>0.22</u>	<u>0.24</u>
Sub-total	\$45.96	\$62.89	\$79.82	\$47.66	\$49.34	\$49.34	\$51.04
NECA Dues* (.075%)	<u>0.02</u>	<u>0.03</u>	<u>0.04</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>	<u>0.03</u>
Total	\$45.98	\$62.92	\$79.86	\$47.68	\$49.36	\$49.36	\$51.07

55% of MKE-IW PACKAGE

MKE-CW-4

	Straight Time	Time and One-half	Double Time	Second Shift	Second Shift	Third Shift	Third Shift
Wage	\$25.73	\$38.60	\$51.46	\$27.02	\$28.30	\$28.30	\$29.59
Health & Welfare	5.55	5.55	5.55	5.55	5.55	5.55	5.55
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	2.58	3.86	5.15	2.70	2.83	2.83	2.96
NEBF (3%)	<u>0.77</u>	<u>1.16</u>	<u>1.54</u>	<u>0.81</u>	<u>0.85</u>	<u>0.85</u>	<u>0.89</u>
Sub-total	\$37.98	\$52.52	\$67.05	\$39.43	\$40.88	\$40.88	\$42.34
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.58	0.87	1.16	0.61	0.64	0.64	0.66
NEIF (.4%)	0.10	0.15	0.20	0.11	0.11	0.11	0.12
AMF (.7%)	<u>0.18</u>	<u>0.27</u>	<u>0.36</u>	<u>0.19</u>	<u>0.20</u>	<u>0.20</u>	<u>0.21</u>
Sub-total	\$38.94	\$53.91	\$68.87	\$40.44	\$41.93	\$41.93	\$43.43
NECA Dues* (.075%)	<u>0.02</u>	<u>0.03</u>	<u>0.04</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>
Total	\$38.96	\$53.94	\$68.91	\$40.46	\$41.95	\$41.95	\$43.45

50% of MKE-IW PACKAGE

MKE-CW-3

	Straight Time	Time and One-half	Double Time	Second Shift	Second Shift	Third Shift	Third Shift
Wage	\$22.68	\$34.02	\$45.36	\$23.81	\$24.95	\$24.95	\$26.08
Health & Welfare	5.55	5.55	5.55	5.55	5.55	5.55	5.55
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	2.27	3.40	4.54	2.38	2.49	2.49	2.61
NEBF (3%)	<u>0.68</u>	<u>1.02</u>	<u>1.36</u>	<u>0.71</u>	<u>0.75</u>	<u>0.75</u>	<u>0.78</u>
Sub-total	\$34.53	\$47.34	\$60.16	\$35.80	\$37.09	\$37.09	\$38.37
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.51	0.76	1.02	0.54	0.56	0.56	0.59
NEIF (.4%)	0.09	0.14	0.18	0.09	0.10	0.10	0.10
AMF (.7%)	<u>0.16</u>	<u>0.24</u>	<u>0.32</u>	<u>0.17</u>	<u>0.18</u>	<u>0.18</u>	<u>0.18</u>
Sub-total	\$35.39	\$48.58	\$61.78	\$36.70	\$38.03	\$38.03	\$39.34
NECA Dues* (.075%)	<u>0.02</u>	<u>0.03</u>	<u>0.03</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>
Total	\$35.41	\$48.61	\$61.81	\$36.72	\$38.05	\$38.05	\$39.36

\*Minimums Apply

Percentage and total figures are approximate due to rounding

**JUNE 1, 2021 thru MAY 31, 2022**

**MILWAUKEE INSIDE: MARKET RECOVERY and MEMORANDUM OF UNDERSTANDING**

**45% of MKE-IW PACKAGE**

**MKE-CW-2**

	<u>Straight Time</u>	<u>Time and One-half</u>	<u>Double Time</u>	<u>Second Shift</u>	<u>Second Shift</u>	<u>Third Shift</u>	<u>Third Shift</u>
Wage	\$19.63	\$29.45	\$39.26	\$20.61	\$21.59	\$21.59	\$22.57
Health & Welfare	5.55	5.55	5.55	5.55	5.55	5.55	5.55
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	1.96	2.94	3.92	2.06	2.16	2.16	2.26
NEBF (3%)	<u>0.59</u>	<u>0.88</u>	<u>1.18</u>	<u>0.62</u>	<u>0.65</u>	<u>0.65</u>	<u>0.68</u>
Sub-total	\$31.08	\$42.17	\$53.26	\$32.19	\$33.30	\$33.30	\$34.41
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.44	0.66	0.89	0.46	0.48	0.48	0.51
NEIF (.4%)	0.08	0.12	0.16	0.08	0.09	0.09	0.09
AMF (.7%)	<u>0.14</u>	<u>0.21</u>	<u>0.27</u>	<u>0.15</u>	<u>0.15</u>	<u>0.15</u>	<u>0.16</u>
Sub-total	\$31.84	\$43.26	\$54.68	\$32.98	\$34.12	\$34.12	\$35.27
NECA Dues* (.075%)	<u>0.01</u>	<u>0.02</u>	<u>0.03</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>	<u>0.02</u>
Total	\$31.85	\$43.28	\$54.71	\$33.00	\$34.14	\$34.14	\$35.29

**40% of MKE-IW PACKAGE**

**MKE-CW-1**

	<u>Straight Time</u>	<u>Time and One-half</u>	<u>Double Time</u>	<u>Second Shift</u>	<u>Second Shift</u>	<u>Third Shift</u>	<u>Third Shift</u>
Wage	\$16.57	\$24.86	\$33.14	\$17.40	\$18.23	\$18.23	\$19.06
Health & Welfare	5.55	5.55	5.55	5.55	5.55	5.55	5.55
Local Pension	3.35	3.35	3.35	3.35	3.35	3.35	3.35
Annuity	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vacation/Holiday (10%)	1.66	2.49	3.31	1.74	1.82	1.82	1.91
NEBF (3%)	<u>0.49</u>	<u>0.74</u>	<u>1.00</u>	<u>0.52</u>	<u>0.55</u>	<u>0.55</u>	<u>0.57</u>
Sub-total	\$27.62	\$36.99	\$46.35	\$28.56	\$29.50	\$29.50	\$30.44
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.37	0.56	0.75	0.39	0.41	0.41	0.43
NEIF (.4%)	0.07	0.10	0.13	0.07	0.07	0.07	0.08
AMF (.7%)	<u>0.12</u>	<u>0.17</u>	<u>0.23</u>	<u>0.12</u>	<u>0.13</u>	<u>0.13</u>	<u>0.13</u>
Sub-total	\$28.28	\$37.92	\$47.56	\$29.24	\$30.21	\$30.21	\$31.18
NECA Dues* (.075%)	<u>0.01</u>	<u>0.02</u>	<u>0.02</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>	<u>0.01</u>
Total	\$28.29	\$37.94	\$47.58	\$29.25	\$30.22	\$30.22	\$31.19

**70% of MKE-IW PACKAGE**

**MKE-SERVICE-RW**

	<u>Straight Time</u>	<u>Time and One-half</u>	<u>Double Time</u>	<u>Second Shift</u>	<u>Second Shift</u>	<u>Third Shift</u>	<u>Third Shift</u>
Wage	\$33.45	\$50.18	\$66.90	\$35.12	\$36.80	\$36.80	\$38.47
Health & Welfare	8.65	8.65	8.65	8.65	8.65	8.65	8.65
Local Pension	1.25	1.25	1.25	1.25	1.25	1.25	1.25
Annuity	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Vacation/Holiday (10%)	3.35	5.02	6.69	3.51	3.68	3.68	3.85
NEBF (3%)	<u>1.00</u>	<u>1.50</u>	<u>2.01</u>	<u>1.05</u>	<u>1.10</u>	<u>1.10</u>	<u>1.15</u>
Sub-total	\$48.35	\$67.25	\$86.15	\$50.23	\$52.13	\$52.13	\$54.02
LMCC	0.10	0.10	0.10	0.10	0.10	0.10	0.10
JATC (2.25%)	0.75	1.13	1.50	0.79	0.83	0.83	0.87
NEIF (.4%)	0.13	0.20	0.27	0.14	0.15	0.15	0.15
AMF (.7%)	<u>0.24</u>	<u>0.35</u>	<u>0.47</u>	<u>0.25</u>	<u>0.26</u>	<u>0.26</u>	<u>0.27</u>
Sub-total	\$49.57	\$69.03	\$88.49	\$51.51	\$53.47	\$53.47	\$55.41
NECA Dues* (.075%)	<u>0.03</u>	<u>0.04</u>	<u>0.05</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>	<u>0.03</u>
Total	\$49.60	\$69.07	\$88.54	\$51.54	\$53.50	\$53.50	\$55.44

\*Minimums Apply

Percentage and total figures are approximate due to rounding