

OE 324 DISTRIBUTION AND COMMUNICATIONS AGREEMENT
Wage and Fringe Benefit Rates
Effective May 1, 2023

<u>Group I</u>	<u>5/1/2023</u>
*Base Wage Per Hour	\$ 31.46
*Vacation & Holiday (15% Funded)	\$ 4.72
Insurance Fund	\$ 8.55
Pension Fund	\$ 13.95
Retiree Benefit Fund	\$ 0.45
Apprenticeship Fund	\$ 1.25
IUOE National Training Fund	\$ 0.05
Labor Management Education Committee	\$ 0.14
DC Plan	<u>\$ 1.00</u>
Gross Wage	\$ 61.57
I.A.F	<u>\$ 0.05</u>
Total	\$61.62

<u>Group II</u>	<u>5/1/2023</u>
*Base Wage Per Hour	\$ 29.09
*Vacation & Holiday (15% Funded)	\$ 4.36
Insurance Fund	\$ 8.55
Pension Fund	\$ 13.95
Retiree Benefit Fund	\$ 0.45
Apprenticeship Fund	\$ 1.25
IUOE National Training Fund	\$ 0.05
Labor Management Education Committee	\$ 0.14
DC Plan	<u>\$ 1.00</u>
Gross Wage	\$ 58.84
I.A.F	<u>\$ 0.05</u>
Total	\$ 58.89

CABLE/COMMUNICATION

May perform the following duties: uses locating beacon and receiver to accurately locate position of bore rod head. Use radio to communicate location of bore rod head to bore machine operator. Uses shovel and other digging equipment to expose bore rod head or other existing underground obstacles, transport, setup, and operate directional boring machine, include back reaming, uses shovel and other digging equipment to expose bore rod head or other existing underground obstacles occasionally operate other equipment as necessary, transport, setup, and operate vibratory plow machine. Uses shovel and other digging equipment to start plowing procedure expose underground obstacles. Occasionally operate other equipment as necessary.

<u>Group I - Power I Operator</u>	<u>5/1/2023</u>
*Base Wage Per Hour	\$ 23.30
*Vacation & Holiday (15% Funded)	\$ 3.50
Insurance Fund	\$ 6.50
Pension Fund	\$ 3.00
Apprenticeship Fund	\$.25
IUOE National Training Fund	\$ 0.05
DC Plan	<u>\$ 1.00</u>
Gross Wage	\$ 37.60
I.A.F	<u>\$ 0.05</u>
Total	\$ 37.65

UTILITY ENGINEER

May perform the following duties: uses shovels, picks, spud bars and various other tools to hand dig inspection holes, hand holes, bore pits, etc. Expose bore rod head and other existing underground obstacles, hand holes, HDPE pipe, lubricants equipment, set up barricades, barrels, cones, etc. Perform any other Utility Engineer task as determined by the directional boring machine operator and/or vibratory plow operator, handles fiber optic cable, installs cable in conduit bank or other pathway. Uses various types equipment to aid in installation, preparers low voltage and fiber optic cables for splicing and termination. Install spruce cases and enclosures, rack mount equipment, telecommunications, back board equipment, hulk connectors, low voltage (communications), connector and punch down panels/blocks etc. Uses various test equipment to ensure cable and connector integrity. Install labels, and document network.

<u>Group I</u>	<u>5/1/2023</u>
*Base Wage Per Hour	\$ 15.30
*Vacation & Holiday (15% Funded)	\$ 2.30
Insurance Fund	\$ 6.50
Pension Fund	\$ 3.00
Apprenticeship Fund	\$.25
National Training Fund	\$ 0.05
DC Plan	<u>\$ 1.00</u>
Gross Wage	\$ 28.40
I.A. F	<u>\$ 0.05</u>
Total	\$ 28.45

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Equipment Classification

Group 1

Backhoe
Ditching Machine
Directional Drill
Dragline
Crane
Clamshell
Side Boom
Dozer
Back Filler
Motor Grader
End Loader
Bending Machine
Mechanic
Gin Pole Truck

Cross Type Boring Machine

Mechanical-Greaser (large grease trucks)
Track Hoe
Hydro Excavator
Plow
All other Tractor Types are Princip Rates
Power seat or Platform
Vac Truck

Group II

Air Compressor
Camera Truck
Chain Type Ditcher
Concrete Saw
Gravelly (Walking) Tractor
Mechanic Helper
Oil-Greaser
Pot Fireman (engine operated above 3bbl.)
Pump
Service Plow
Tamper
Tractor
Truck Driver
Welding Machine
Farm Tractor - Such as 580 CASE and smaller, with:

Front End Loader

Springtooth
Landscape Rig Mold Boards
Broom

Grease Man

Hydrostatic Testing Operator
Oiler