

LOCAL 103 RATES - Effective - 09.01.2010-02.28.2011

Local 103 - TeleData Rates "33.62 + FB Total Package "\$58.27"
WAGES AND BENEFITS FOR TELEDATA

TeleData Technician Rate:	\$31.09	<----- enter new rate here
Sub Foreman:	\$32.65	
Foreman:	\$34.20	
General Foreman:	\$37.30	

updated 10.21.2010

NOTE: TELEDATA CONTRIBUTIONS SEPARATE FROM ELECTRICAL

TAX AND INSURANCE RATES CHECKED 05.18.2010

REGULAR RATE				Union Fringe Benefits								Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX&INS BRD	Straight Time Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs		Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEFB	.01+.10/h AMF NLMCC	0.6000% NEIF			PAYROLL TAXES					INSURANCES						
														FICA 7.65%	ES 7.39%	JDF 0.21%	REF 0.03%	TDI 1.20%	FED 0.80%	W/C 1.03	G/L +UBOND				
a	40%	1st yr/1st 6months	\$12.45	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.37	\$0.11	\$0.07	\$27.49	\$39.94	\$0.95	\$0.92	\$0.03	\$0.00	\$0.15	\$0.10	\$0.46	\$1.58	\$4.19	\$44.13		
b	45%	1st yr/2nd 6months	\$14.00	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.42	\$0.11	\$0.08	\$27.54	\$41.54	\$1.07	\$1.03	\$0.03	\$0.00	\$0.17	\$0.11	\$0.52	\$1.58	\$4.52	\$46.06		
c	50%	2nd yr/1st 6months	\$15.55	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.47	\$0.11	\$0.09	\$27.60	\$43.15	\$1.19	\$1.15	\$0.03	\$0.00	\$0.19	\$0.12	\$0.59	\$1.58	\$4.85	\$48.00		
d	55%	2nd yr/2nd 6months	\$17.10	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.51	\$0.11	\$0.10	\$27.66	\$44.76	\$1.31	\$1.26	\$0.04	\$0.01	\$0.21	\$0.14	\$0.64	\$1.58	\$5.17	\$49.93		
e	60%	3rd yr/1st 6months	\$18.65	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.56	\$0.11	\$0.11	\$27.71	\$46.36	\$1.43	\$1.38	\$0.04	\$0.01	\$0.22	\$0.15	\$0.69	\$1.58	\$5.50	\$51.86		
f	65%	3rd yr/2nd 6months	\$20.20	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.61	\$0.11	\$0.12	\$27.77	\$47.97	\$1.55	\$1.49	\$0.04	\$0.01	\$0.24	\$0.16	\$0.75	\$1.58	\$5.82	\$53.79		
g	75%	4th yr/1st 6months	\$23.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.70	\$0.11	\$0.14	\$27.88	\$51.18	\$1.78	\$1.72	\$0.05	\$0.01	\$0.28	\$0.19	\$0.87	\$1.58	\$6.47	\$57.65		
h	80%	4th yr/2nd 6months	\$24.85	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.75	\$0.11	\$0.15	\$27.93	\$52.78	\$1.90	\$1.84	\$0.05	\$0.01	\$0.30	\$0.20	\$0.92	\$1.58	\$6.80	\$59.58		
	100%		\$31.09	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.93	\$0.11	\$0.19	\$28.16	\$59.25	\$2.38	\$2.30	\$0.07	\$0.01	\$0.37	\$0.25	\$1.16	\$1.58	\$8.11	\$67.36		
105%	Sub Foreman:		\$32.65	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.03	\$0.11	\$0.21	\$28.27	\$62.47	\$2.62	\$2.53	\$0.07	\$0.01	\$0.41	\$0.27	\$1.27	\$1.58	\$8.76	\$71.23		
110%	Foreman:		\$34.20	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.03	\$0.11	\$0.21	\$28.27	\$62.47	\$2.62	\$2.53	\$0.07	\$0.01	\$0.41	\$0.27	\$1.27	\$1.58	\$8.76	\$71.23		
120%	General Foreman:		\$37.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.12	\$0.11	\$0.22	\$28.38	\$65.68	\$2.85	\$2.76	\$0.08	\$0.01	\$0.45	\$0.30	\$1.39	\$1.58	\$9.41	\$75.10		

OVERTIME RATE				Union Fringe Benefits								Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX&INS BRD	Overtime Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	1.5000	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEFB	.01+.10/h AMF NLMCC	0.6000% NEIF			PAYROLL TAXES					INSURANCES						
														FICA 7.65%	ES 7.39%	JDF 0.21%	REF 0.03%	TDI 1.20%	FED 0.80%	W/C 1.03	G/L +UBOND				
a	40%	1st yr/1st 6months	\$18.68	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.56	\$0.11	\$0.11	\$27.71	\$46.39	\$1.43	\$1.38	\$0.04	\$0.01	\$0.22	\$0.15	\$0.69	\$1.58	\$5.50	\$51.86		
b	45%	1st yr/2nd 6months	\$21.00	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.63	\$0.11	\$0.13	\$27.80	\$48.80	\$1.61	\$1.55	\$0.04	\$0.01	\$0.25	\$0.17	\$0.78	\$1.58	\$5.99	\$54.79		
c	50%	2nd yr/1st 6months	\$23.33	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.70	\$0.11	\$0.14	\$27.88	\$51.20	\$1.78	\$1.72	\$0.05	\$0.01	\$0.28	\$0.19	\$0.87	\$1.58	\$6.48	\$57.68		
d	55%	2nd yr/2nd 6months	\$25.65	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.77	\$0.11	\$0.15	\$27.96	\$53.61	\$1.96	\$1.90	\$0.05	\$0.01	\$0.31	\$0.21	\$0.95	\$1.58	\$6.97	\$60.58		
e	60%	3rd yr/1st 6months	\$27.98	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.84	\$0.11	\$0.17	\$28.05	\$56.02	\$2.14	\$2.07	\$0.06	\$0.01	\$0.34	\$0.22	\$1.04	\$1.58	\$7.45	\$63.48		
f	65%	3rd yr/2nd 6months	\$30.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.91	\$0.11	\$0.18	\$28.13	\$58.43	\$2.32	\$2.24	\$0.06	\$0.01	\$0.36	\$0.24	\$1.13	\$1.58	\$7.94	\$66.37		
g	75%	4th yr/1st 6months	\$34.95	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.05	\$0.11	\$0.21	\$28.30	\$63.25	\$2.67	\$2.58	\$0.07	\$0.01	\$0.42	\$0.28	\$1.30	\$1.58	\$8.92	\$72.17		
h	80%	4th yr/2nd 6months	\$37.28	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.12	\$0.11	\$0.22	\$28.38	\$65.66	\$2.85	\$2.75	\$0.08	\$0.01	\$0.45	\$0.30	\$1.39	\$1.58	\$9.41	\$75.06		
	100%		\$46.64	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.40	\$0.11	\$0.28	\$28.72	\$75.35	\$3.57	\$3.45	\$0.10	\$0.01	\$0.56	\$0.37	\$1.73	\$1.58	\$11.37	\$86.73		
105%	Sub Foreman:		\$48.98	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.47	\$0.11	\$0.29	\$28.80	\$77.78	\$3.75	\$3.62	\$0.10	\$0.01	\$0.59	\$0.39	\$1.82	\$1.58	\$11.86	\$89.64		
110%	Foreman:		\$51.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.54	\$0.11	\$0.31	\$28.89	\$80.19	\$3.92	\$3.79	\$0.11	\$0.02	\$0.62	\$0.41	\$1.91	\$1.58	\$12.35	\$92.54		
120%	General Foreman:		\$55.95	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.68	\$0.11	\$0.34	\$29.05	\$85.00	\$4.28	\$4.13	\$0.12	\$0.02	\$0.67	\$0.45	\$2.08	\$1.58	\$13.33	\$98.33		

SECOND SHIFT RATE				Union Fringe Benefits								Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX&INS BRD	2ND SHIFT Time Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	1.1730	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEFB	.01+.10/h AMF NLMCC	0.6000% NEIF			PAYROLL TAXES					INSURANCES						
														FICA 7.65%	ES 7.39%	JDF 0.21%	REF 0.03%	TDI 1.20%	FED 0.80%	W/C 1.03	G/L +UBOND				
a	40%	1st yr/1st 6months	\$14.60	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.44	\$0.11	\$0.09	\$27.57	\$42.17	\$1.12	\$1.08	\$0.03	\$0.00	\$0.18	\$0.12	\$0.54	\$1.58	\$4.65	\$46.82		
b	45%	1st yr/2nd 6months	\$16.42	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.49	\$0.11	\$0.10	\$27.63	\$44.05	\$1.26	\$1.21	\$0.03	\$0.00	\$0.20	\$0.13	\$0.61	\$1.58	\$5.03	\$49.08		
c	50%	2nd yr/1st 6months	\$18.24	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.55	\$0.11	\$0.11	\$27.70	\$45.94	\$1.40	\$1.35	\$0.04	\$0.01	\$0.22	\$0.15	\$0.68	\$1.58	\$5.41	\$51.35		
d	55%	2nd yr/2nd 6months	\$20.06	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.60	\$0.11	\$0.12	\$27.76	\$47.82	\$1.53	\$1.48	\$0.04	\$0.01	\$0.24	\$0.16	\$0.75	\$1.58	\$5.79	\$53.61		
e	60%	3rd yr/1st 6months	\$21.88	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.66	\$0.11	\$0.13	\$27.83	\$49.70	\$1.67	\$1.62	\$0.05	\$0.01	\$0.26	\$0.18	\$0.81	\$1.58	\$6.17	\$55.88		
f	65%	3rd yr/2nd 6months	\$23.69	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.71	\$0.11	\$0.14	\$27.89	\$51.59	\$1.81	\$1.75	\$0.05	\$0.01	\$0.28	\$0.19	\$0.88	\$1.58	\$6.56	\$58.14		
g	75%	4th yr/1st 6months	\$27.33	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.82	\$0.11	\$0.16	\$28.02	\$55.35	\$2.09	\$2.02	\$0.06	\$0.01	\$0.33	\$0.22	\$1.02	\$1.58	\$7.32	\$62.67		
h	80%	4th yr/2nd 6months	\$29.15	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.87	\$0.11	\$0.17	\$28.09	\$57.24	\$2.23	\$2.15	\$0.06	\$0.01	\$0.35	\$0.23	\$1.08	\$1.58	\$7.70	\$64.94		
	100%		\$36.47	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.09	\$0.11	\$0.22	\$28.35	\$64.82	\$2.79	\$2.70	\$0.08	\$0.01	\$0.44	\$0.29	\$1.36	\$1.58	\$9.24	\$74.06		
105%	Sub Foreman:		\$38.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.15	\$0.11	\$0.23	\$28.42	\$66.72	\$2.93	\$2.83	\$0.08	\$0.01	\$0.46	\$0.31	\$1.42	\$1.58	\$9.54	\$76.26		
110%	Foreman:		\$40.12	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.20	\$0.11	\$0.24	\$28.48	\$68.60	\$3.07	\$2.96	\$0.08	\$0.01	\$0.48	\$0.32	\$1.49	\$1.58	\$10.00	\$78.60		
120%	General Foreman:		\$43.75	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.31	\$0.11	\$0.26	\$28.62	\$72.37	\$3.35	\$3.23	\$0.09	\$0.01	\$0.53	\$0.35	\$1.63	\$1.58	\$10.77	\$83.14		

THIRD SHIFT RATE				Union Fringe Benefits								Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX&INS BRD	3RD SHIFT Time Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	1.3140	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEFB	.01+.10/h AMF NLMCC	0.6000% NEIF			PAYROLL TAXES					INSURANCES						
														FICA 7.65%	ES 7.39%	JDF 0.21%	REF 0.03%	TDI 1.20%	FED 0.80%	W/C 1.03	G/L +UBOND				
a	40%	1st yr/1st 6months	\$16.36	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.49	\$0.11	\$0.10	\$27.63	\$43.99	\$1.25	\$1.21	\$0.03	\$0.00	\$0.20	\$0.13	\$0.61	\$1.58	\$5.02	\$49.00		
b	45%	1st yr/2nd 6months	\$18.40	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.55	\$0.11	\$0.11	\$27.70	\$46.10	\$1.41	\$1.36	\$0.04	\$0.01	\$0.22	\$0.15	\$0.68	\$1.58	\$5.44	\$51.54		
c	50%	2nd yr/1st 6months	\$20.43	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.61	\$0.11	\$0.12	\$27.78	\$48.21	\$1.56	\$1.51	\$0.04	\$0.01	\$0.25	\$0.16	\$0.76	\$1.58	\$5.87	\$54.08		
d	55%	2nd yr/2nd 6months	\$22.47	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.67	\$0.11	\$0.13	\$27.85	\$50.32	\$1.72	\$1.66	\$0.05	\$0.01								

110%	Foreman:		\$44.94	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.35	\$0.11	\$0.27	\$28.66	\$73.60	\$3.44	\$3.32	\$0.09	\$0.01	\$0.54	\$0.36	\$1.67	\$1.58	\$11.02	\$84.61
120%	General Foreman:		\$49.01	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.47	\$0.11	\$0.29	\$28.80	\$77.82	\$3.75	\$3.62	\$0.10	\$0.01	\$0.59	\$0.39	\$1.82	\$1.58	\$11.87	\$89.69

DOUBLE TIME RATE		Union Fringe Benefits										Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX&INS BRD	DOUBLE Time Union Burden Rate
														PAYROLL TAXES					INSURANCES						
		All 6 month periods based on 1000hrs	2,0000	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEBF	.01+10/h AMF NLMCC	0.6000% NEIF			FICA 7.65%	ES 7.39%	JDF 0.21%	REF 0.03%	TDI 1.20%	FED 0.80%	W/C 1.03	G/L	+UBOND			
Period	Wages																								
a	40%	1st yr/1st 6months	\$24.90	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.75	\$0.11	\$0.15	\$27.94	\$52.84	\$1.90	\$1.84	\$0.05	\$0.01	\$0.30	\$0.20	\$0.93	\$1.58	\$6.01	\$59.64		
b	45%	1st yr/2nd 6months	\$28.00	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.84	\$0.11	\$0.17	\$28.05	\$56.05	\$2.14	\$2.07	\$0.06	\$0.01	\$0.34	\$0.22	\$1.04	\$1.58	\$7.46	\$63.51		
c	50%	2nd yr/1st 6months	\$31.10	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.93	\$0.11	\$0.19	\$28.16	\$59.26	\$2.38	\$2.30	\$0.07	\$0.01	\$0.37	\$0.25	\$1.16	\$1.58	\$8.11	\$67.37		
d	55%	2nd yr/2nd 6months	\$34.20	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.03	\$0.11	\$0.21	\$28.27	\$62.47	\$2.62	\$2.53	\$0.07	\$0.01	\$0.41	\$0.27	\$1.27	\$1.58	\$8.76	\$71.23		
e	60%	3rd yr/1st 6months	\$37.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.12	\$0.11	\$0.22	\$28.38	\$65.68	\$2.85	\$2.76	\$0.08	\$0.01	\$0.45	\$0.30	\$1.39	\$1.58	\$9.41	\$75.10		
f	65%	3rd yr/2nd 6months	\$40.40	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.21	\$0.11	\$0.24	\$28.49	\$68.89	\$3.09	\$2.99	\$0.08	\$0.01	\$0.48	\$0.32	\$1.50	\$1.58	\$10.06	\$78.96		
g	75%	4th yr/1st 6months	\$46.60	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.40	\$0.11	\$0.28	\$28.72	\$75.32	\$3.56	\$3.44	\$0.10	\$0.01	\$0.56	\$0.37	\$1.73	\$1.58	\$11.37	\$86.68		
h	80%	4th yr/2nd 6months	\$49.70	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.49	\$0.11	\$0.30	\$28.83	\$78.53	\$3.80	\$3.67	\$0.10	\$0.01	\$0.60	\$0.40	\$1.85	\$1.58	\$12.02	\$90.55		
	100%		\$62.18	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.87	\$0.11	\$0.37	\$29.28	\$91.46	\$4.76	\$4.60	\$0.13	\$0.02	\$0.75	\$0.50	\$2.31	\$1.58	\$14.64	\$106.10		
105%	Sub Foreman:		\$65.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.96	\$0.11	\$0.39	\$29.39	\$94.69	\$5.00	\$4.83	\$0.14	\$0.02	\$0.78	\$0.52	\$2.43	\$1.50	\$15.21	\$109.90		
110%	Foreman:		\$68.40	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$2.05	\$0.11	\$0.41	\$29.50	\$97.90	\$5.23	\$5.05	\$0.14	\$0.02	\$0.82	\$0.55	\$2.54	\$1.58	\$15.94	\$113.85		
120%	General Foreman:		\$74.60	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$2.24	\$0.11	\$0.45	\$29.73	\$104.33	\$5.71	\$5.51	\$0.16	\$0.02	\$0.90	\$0.60	\$2.77	\$1.58	\$17.24	\$121.57		

Summary 103						
Local 103 09/10-02/11	Regular Burden	Overtime Burden	2nd Shift Diff Brdn	3rd Shift Diff Brdn	Double Time Brdn	
PERIOD-A	\$44.13	\$51.89	\$46.82	\$49.00	\$59.64	
PERIOD-B	\$46.06	\$54.79	\$49.08	\$51.54	\$63.51	
PERIOD-C	\$48.00	\$57.68	\$51.35	\$54.08	\$67.37	
PERIOD-D	\$49.93	\$60.58	\$53.61	\$56.62	\$71.23	
PERIOD-E	\$51.86	\$63.48	\$55.88	\$59.15	\$75.10	
PERIOD-F	\$53.79	\$66.37	\$58.14	\$61.69	\$78.96	
PERIOD-G	\$57.65	\$72.17	\$62.67	\$66.77	\$86.68	
PERIOD-H	\$59.58	\$75.06	\$64.94	\$69.30	\$90.55	
100%	\$67.36	\$86.73	\$74.06	\$79.52	\$106.10	
SUBFOREMAN	\$69.30	\$89.64	\$76.26	\$82.00	\$109.90	
FOREMAN	\$71.23	\$92.54	\$78.60	\$84.61	\$113.85	
GEN FOREMAN	\$75.10	\$98.33	\$83.14	\$89.69	\$121.57	

LOCAL 103 RATES - Effective - 09.01.2010-02.28.2011

Local 103 - TeleData Rates "\$36.62 + FB Total Package "\$58.27"

WAGES AND BENEFITS FOR TELEDATA

TeleData Technician Rate:	\$31.09	←----- enter new rate here
Sub Foreman:	\$32.65	
Foreman:	\$34.20	
General Foreman:	\$37.30	

updated 10.21.2010

NOTE: TELEDATA CONTRIBUTIONS SEPARATE FROM ELECTRICAL

TAX AND INSURANCE RATES CHECKED 05.18.2010

\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	3.00%	.01+.10	0.60%	7.65%	7.39%	0.21%	0.03%	1.20%	0.80%	0.037183	1.58
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REGULAR RATE			Union Fringe Benefits										Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX & INS BRD	Straight Time Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEBF	.01+.10/hr AMF NLMCC	0.6000% NEIF	PAYROLL TAXES					INSURANCES										
											FICA	ES			JDF	REF	TDI	FED	W/C 1.03	G/L	+UBOND					
a	40%	1st yr/1st 6months	\$12.45	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.37	\$0.11	\$0.07	\$27.49	\$39.94	\$0.95	\$0.92	\$0.03	\$0.00	\$0.15	\$0.10	\$0.46	\$1.58	\$4.19	\$44.13			
b	45%	1st yr/2nd 6months	\$14.00	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.42	\$0.11	\$0.08	\$27.54	\$41.54	\$1.07	\$1.03	\$0.03	\$0.00	\$0.17	\$0.11	\$0.52	\$1.58	\$4.52	\$46.06			
c	50%	2nd yr/1st 6months	\$15.55	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.47	\$0.11	\$0.09	\$27.60	\$43.15	\$1.19	\$1.15	\$0.03	\$0.00	\$0.19	\$0.12	\$0.59	\$1.58	\$4.85	\$48.00			
d	55%	2nd yr/2nd 6months	\$17.10	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.51	\$0.11	\$0.10	\$27.66	\$44.76	\$1.31	\$1.26	\$0.04	\$0.01	\$0.21	\$0.14	\$0.64	\$1.58	\$5.17	\$49.93			
e	60%	3rd yr/1st 6months	\$18.65	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.56	\$0.11	\$0.11	\$27.71	\$46.36	\$1.43	\$1.38	\$0.04	\$0.01	\$0.22	\$0.15	\$0.69	\$1.58	\$5.50	\$51.86			
f	65%	3rd yr/2nd 6months	\$20.20	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.61	\$0.11	\$0.12	\$27.77	\$47.97	\$1.55	\$1.49	\$0.04	\$0.01	\$0.24	\$0.16	\$0.75	\$1.58	\$5.82	\$53.79			
g	75%	4th yr/1st 6months	\$23.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.70	\$0.11	\$0.14	\$27.88	\$51.18	\$1.78	\$1.72	\$0.05	\$0.01	\$0.28	\$0.19	\$0.87	\$1.58	\$6.47	\$57.65			
h	80%	4th yr/2nd 6months	\$24.85	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.75	\$0.11	\$0.15	\$27.93	\$52.78	\$1.90	\$1.84	\$0.05	\$0.01	\$0.30	\$0.20	\$0.92	\$1.58	\$6.80	\$59.58			
	100%		\$31.09	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.93	\$0.11	\$0.19	\$28.16	\$59.25	\$2.38	\$2.30	\$0.07	\$0.01	\$0.37	\$0.25	\$1.16	\$1.58	\$8.11	\$67.36			
105%	Sub Foreman:		\$32.65	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.98	\$0.11	\$0.20	\$28.22	\$60.87	\$2.50	\$2.41	\$0.07	\$0.01	\$0.39	\$0.26	\$1.21	\$1.58	\$8.44	\$69.30			
110%	Foreman:		\$34.20	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.03	\$0.11	\$0.21	\$28.27	\$62.47	\$2.62	\$2.53	\$0.07	\$0.01	\$0.41	\$0.27	\$1.27	\$1.58	\$8.76	\$71.23			
120%	General Foreman:		\$37.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.12	\$0.11	\$0.22	\$28.38	\$65.68	\$2.85	\$2.76	\$0.08	\$0.01	\$0.45	\$0.30	\$1.39	\$1.58	\$9.41	\$75.10			

OVERTIME RATE			Union Fringe Benefits										Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX & INS BRD	Overtime Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEBF	.01+.10/hr AMF NLMCC	0.6000% NEIF	PAYROLL TAXES					INSURANCES										
											FICA	ES			JDF	REF	TDI	FED	W/C 1.03	G/L	+UBOND					
a	40%	1st yr/1st 6months	\$18.68	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.56	\$0.11	\$0.11	\$27.71	\$46.39	\$1.43	\$1.38	\$0.04	\$0.01	\$0.22	\$0.15	\$0.69	\$1.58	\$5.50	\$51.89			
b	45%	1st yr/2nd 6months	\$21.00	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.63	\$0.11	\$0.13	\$27.80	\$48.80	\$1.61	\$1.55	\$0.04	\$0.01	\$0.25	\$0.17	\$0.78	\$1.58	\$5.99	\$54.79			
c	50%	2nd yr/1st 6months	\$23.33	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.70	\$0.11	\$0.14	\$27.88	\$51.20	\$1.78	\$1.72	\$0.05	\$0.01	\$0.28	\$0.19	\$0.87	\$1.58	\$6.48	\$57.68			
d	55%	2nd yr/2nd 6months	\$25.65	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.77	\$0.11	\$0.15	\$27.96	\$53.61	\$1.96	\$1.90	\$0.05	\$0.01	\$0.31	\$0.21	\$0.95	\$1.58	\$6.97	\$60.58			
e	60%	3rd yr/1st 6months	\$27.98	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.84	\$0.11	\$0.17	\$28.05	\$56.02	\$2.14	\$2.07	\$0.06	\$0.01	\$0.34	\$0.22	\$1.04	\$1.58	\$7.45	\$63.48			
f	65%	3rd yr/2nd 6months	\$30.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.91	\$0.11	\$0.18	\$28.13	\$58.43	\$2.32	\$2.24	\$0.06	\$0.01	\$0.36	\$0.24	\$1.13	\$1.58	\$7.94	\$66.37			
g	75%	4th yr/1st 6months	\$34.95	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.05	\$0.11	\$0.21	\$28.30	\$63.25	\$2.67	\$2.58	\$0.07	\$0.01	\$0.42	\$0.28	\$1.30	\$1.58	\$8.92	\$72.17			
h	80%	4th yr/2nd 6months	\$37.28	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.12	\$0.11	\$0.22	\$28.38	\$65.66	\$2.85	\$2.75	\$0.08	\$0.01	\$0.45	\$0.30	\$1.39	\$1.58	\$9.41	\$75.06			
	100%		\$46.64	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.40	\$0.11	\$0.28	\$28.72	\$75.35	\$3.57	\$3.45	\$0.10	\$0.01	\$0.56	\$0.37	\$1.73	\$1.58	\$11.37	\$86.73			
105%	Sub Foreman:		\$49.98	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.47	\$0.11	\$0.29	\$28.80	\$77.78	\$3.75	\$3.62	\$0.10	\$0.01	\$0.59	\$0.39	\$1.82	\$1.58	\$11.86	\$89.64			
110%	Foreman:		\$51.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.54	\$0.11	\$0.31	\$28.89	\$80.19	\$3.92	\$3.79	\$0.11	\$0.02	\$0.62	\$0.41	\$1.91	\$1.58	\$12.35	\$92.54			
120%	General Foreman:		\$55.95	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.68	\$0.11	\$0.34	\$29.05	\$85.00	\$4.28	\$4.13	\$0.12	\$0.02	\$0.67	\$0.45	\$2.08	\$1.58	\$13.33	\$98.33			

SECOND SHIFT RATE			Union Fringe Benefits										Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX & INS BRD	2ND SHIFT Time Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEBF	.01+.10/hr AMF NLMCC	0.6000% NEIF	PAYROLL TAXES					INSURANCES										
											FICA	ES			JDF	REF	TDI	FED	W/C 1.03	G/L	+UBOND					
a	40%	1st yr/1st 6months	\$14.60	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.44	\$0.11	\$0.09	\$27.57	\$42.17	\$1.12	\$1.08	\$0.03	\$0.00	\$0.18	\$0.12	\$0.54	\$1.58	\$4.65	\$46.82			
b	45%	1st yr/2nd 6months	\$16.42	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.49	\$0.11	\$0.10	\$27.63	\$44.05	\$1.26	\$1.21	\$0.03	\$0.00	\$0.20	\$0.13	\$0.61	\$1.58	\$5.03	\$49.08			
c	50%	2nd yr/1st 6months	\$18.24	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.55	\$0.11	\$0.11	\$27.70	\$45.94	\$1.40	\$1.35	\$0.04	\$0.01	\$0.22	\$0.15	\$0.68	\$1.58	\$5.41	\$51.35			
d	55%	2nd yr/2nd 6months	\$20.06	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.60	\$0.11	\$0.12	\$27.76	\$47.82	\$1.53	\$1.48	\$0.04	\$0.01	\$0.24	\$0.16	\$0.75	\$1.58	\$5.79	\$53.61			
e	60%	3rd yr/1st 6months	\$21.88	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.66	\$0.11	\$0.13	\$27.83	\$49.70	\$1.67	\$1.62	\$0.05	\$0.01	\$0.26	\$0.18	\$0.81	\$1.58	\$6.17	\$55.88			
f	65%	3rd yr/2nd 6months	\$23.69	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.71	\$0.11	\$0.14	\$27.89	\$51.59	\$1.81	\$1.75	\$0.05	\$0.01	\$0.28	\$0.19	\$0.88	\$1.58	\$6.56	\$58.14			
g	75%	4th yr/1st 6months	\$27.33	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.82	\$0.11	\$0.16	\$28.02	\$55.35	\$2.09	\$2.02	\$0.06	\$0.01	\$0.33	\$0.22	\$1.02	\$1.58	\$7.32	\$62.67			
h	80%	4th yr/2nd 6months	\$29.15	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.87	\$0.11	\$0.17	\$28.09	\$57.24	\$2.23	\$2.15	\$0.06	\$0.01	\$0.35	\$0.23	\$1.08	\$1.58	\$7.70	\$64.94			
	100%		\$36.47	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.09	\$0.11	\$0.22	\$28.35	\$64.82	\$2.79	\$2.70	\$0.08	\$0.01	\$0.44	\$0.29	\$1.36	\$1.58	\$9.24	\$74.06			
105%	Sub Foreman:		\$38.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.15	\$0.11	\$0.23	\$28.42	\$66.72	\$2.93	\$2.83	\$0.08	\$0.01	\$0.46	\$0.31	\$1.42	\$1.58	\$9.54	\$76.26			
110%	Foreman:		\$40.12	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.20	\$0.11	\$0.24	\$28.48	\$68.60	\$3.07	\$2.96	\$0.08	\$0.01	\$0.48	\$0.32	\$1.49	\$1.58	\$10.00	\$78.60			
120%	General Foreman:		\$43.75	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.31	\$0.11	\$0.26	\$28.62	\$72.37	\$3.35	\$3.23	\$0.09	\$0.01	\$0.53	\$0.35	\$1.63	\$1.58	\$10.77	\$83.14			

THIRD SHIFT RATE			Union Fringe Benefits										Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX & INS BRD	3RD SHIFT Time Union Burden Rate
Period	Wages	All 6 month periods based on 1000hrs	Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEBF	.01+.10/hr AMF NLMCC	0.6000% NEIF	PAYROLL TAXES					INSURANCES										
											FICA	ES			JDF	REF	TDI	FED	W/C 1.03	G/L	+UBOND					
a	40%	1st yr/1st 6months	\$16.36	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.49	\$0.11	\$0.10	\$27.63	\$43.99	\$1.25	\$1.21	\$0.03	\$0.00	\$0.20	\$0.13	\$0.61	\$1.58	\$5.02	\$49.00			
b	45%	1st yr/2nd 6months	\$18.40	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.55	\$0.11	\$0.11	\$27.70	\$46.10	\$1.41	\$1.36	\$0.04	\$0.01	\$0.22	\$0.15	\$0.68	\$1.58	\$5.44	\$51.54			
c	50%	2nd yr/1st 6months	\$20.43	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.61	\$0.11	\$0.12	\$27.78	\$48.21	\$1.56	\$1.5											

110%	Foreman:		\$44.94	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.35	\$0.11	\$0.27	\$28.66	\$73.60	\$3.44	\$3.32	\$0.09	\$0.01	\$0.54	\$0.36	\$1.67	\$1.58	\$11.02	\$84.61
120%	General Foreman:		\$49.01	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.47	\$0.11	\$0.29	\$28.80	\$77.82	\$3.75	\$3.62	\$0.10	\$0.01	\$0.59	\$0.39	\$1.82	\$1.58	\$11.07	\$89.69

DOUBLE TIME RATE			Union Fringe Benefits									Regular Time Subtotal for Fringe Benes	Rate + Fringes	BURDEN PER HOUR										SBTTL TAX& INS BRD	DOUBLE Time Union Burden Rate
			Health & Welfare	Pension	EILMCT	Def Inc	JATF	3.0% NEBF	.01+ .10/hr AMF NLMCC	0.6000% NEIF	PAYROLL TAXES					INSURANCES									
Period	Wages	All 6 month periods based on 1000hrs	2.0000										FICA 7.65%	ES 7.39%	JDF 0.21%	REF 0.03%	TDJ 1.20%	FED 0.80%	W/C 1.03	G/L +UBOND					
a	40%	1st yr/1st 6months	\$24.90	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.75	\$0.11	\$0.15	\$27.94	\$52.84	\$1.90	\$1.84	\$0.05	\$0.01	\$0.30	\$0.20	\$0.93	\$1.58	\$6.81	\$59.64		
b	45%	1st yr/2nd 6months	\$28.00	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.84	\$0.11	\$0.17	\$28.05	\$56.05	\$2.14	\$2.07	\$0.06	\$0.01	\$0.34	\$0.22	\$1.04	\$1.58	\$7.46	\$63.51		
c	50%	2nd yr/1st 6months	\$31.10	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$0.93	\$0.11	\$0.19	\$28.16	\$59.26	\$2.38	\$2.30	\$0.07	\$0.01	\$0.37	\$0.25	\$1.16	\$1.58	\$8.11	\$67.37		
d	55%	2nd yr/2nd 6months	\$34.20	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.03	\$0.11	\$0.21	\$28.27	\$62.47	\$2.62	\$2.53	\$0.07	\$0.01	\$0.41	\$0.27	\$1.27	\$1.58	\$8.76	\$71.23		
e	60%	3rd yr/1st 6months	\$37.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.12	\$0.11	\$0.22	\$28.38	\$65.68	\$2.85	\$2.76	\$0.08	\$0.01	\$0.45	\$0.30	\$1.39	\$1.58	\$9.41	\$75.10		
f	65%	3rd yr/2nd 6months	\$40.40	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.21	\$0.11	\$0.24	\$28.49	\$68.89	\$3.09	\$2.99	\$0.08	\$0.01	\$0.48	\$0.32	\$1.50	\$1.58	\$10.06	\$78.96		
g	75%	4th yr/1st 6months	\$46.60	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.40	\$0.11	\$0.28	\$28.72	\$75.32	\$3.56	\$3.44	\$0.10	\$0.01	\$0.56	\$0.37	\$1.73	\$1.58	\$11.37	\$86.68		
h	80%	4th yr/2nd 6months	\$49.70	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.49	\$0.11	\$0.30	\$28.83	\$78.53	\$3.80	\$3.67	\$0.10	\$0.01	\$0.60	\$0.40	\$1.85	\$1.58	\$12.02	\$90.55		
	100%		\$62.18	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.87	\$0.11	\$0.37	\$29.28	\$91.46	\$4.76	\$4.60	\$0.13	\$0.02	\$0.75	\$0.50	\$2.31	\$1.58	\$14.64	\$106.10		
105%	Sub Foreman:		\$65.30	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$1.96	\$0.11	\$0.39	\$29.39	\$94.69	\$5.00	\$4.83	\$0.14	\$0.02	\$0.78	\$0.52	\$2.43	\$1.50	\$15.21	\$109.90		
110%	Foreman:		\$68.40	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$2.05	\$0.11	\$0.41	\$29.50	\$97.90	\$5.23	\$5.05	\$0.14	\$0.02	\$0.82	\$0.55	\$2.54	\$1.58	\$15.94	\$113.85		
120%	General Foreman:		\$74.60	\$12.00	\$7.05	\$3.56	\$3.98	\$0.34	\$2.24	\$0.11	\$0.45	\$29.73	\$104.33	\$5.71	\$5.51	\$0.16	\$0.02	\$0.90	\$0.60	\$2.77	\$1.58	\$17.24	\$121.57		

Summary 103					
Local 103	Regular	Overtime	2nd Shift	3rd Shift	Double
09/10-02/11	Burden	Burden	Diff Brdn	Diff Brdn	Time Brdn
PERIOD-A	\$44.13	\$51.89	\$46.82	\$49.00	\$59.64
PERIOD-B	\$46.06	\$54.79	\$49.08	\$51.54	\$63.51
PERIOD-C	\$48.00	\$57.68	\$51.35	\$54.08	\$67.37
PERIOD-D	\$49.93	\$60.58	\$53.61	\$56.82	\$71.23
PERIOD-E	\$51.86	\$63.48	\$55.88	\$59.15	\$75.10
PERIOD-F	\$53.79	\$66.37	\$58.14	\$61.69	\$78.96
PERIOD-G	\$57.65	\$72.17	\$62.67	\$66.77	\$86.68
PERIOD-H	\$59.58	\$75.06	\$64.94	\$69.30	\$90.55
100%	\$67.36	\$86.73	\$74.06	\$79.52	\$106.10
SUBFOREMAN	\$69.30	\$89.64	\$76.26	\$82.00	\$109.90
FOREMAN	\$71.23	\$92.54	\$78.60	\$84.61	\$113.85
GEN FOREMAN	\$75.10	\$98.33	\$83.14	\$89.69	\$121.57