



TeleData Wage Schedule

Classification	Wages		Benefits								Total Package	Deductions			
	Submitted to:		82 Benefit Office		212 Benefit Office		NECA Office					212 Benefit Office			
	Tech A %	Rate per Hour	H & W	HRA	Pension	JATC	NEAP	NEBF 3%	LMCC NLMCC	CECAF		Working Dues	Credit Union Voluntary	COPE Voluntary	
Apprentice Period	1st Period 0-1000 Hours	55%	14.96	3.94	0.00	2.48	0.28	1.10	0.45	0.00	0.12	23.33	0.75	Employee Choice	0.05
	2nd Period 1001-2000 Hours	55%	14.96	3.94	0.00	2.48	0.28	1.10	0.45	0.00	0.12	23.33	0.75	Employee Choice	0.05
	3rd Period 2001-3000 Hours	65%	17.68	6.55	0.10	2.93	0.34	1.30	0.53	0.11	0.12	29.66	0.88	Employee Choice	0.05
	4th Period 3001-4000 Hours	65%	17.68	6.55	0.10	2.93	0.34	1.30	0.53	0.11	0.12	29.66	0.88	Employee Choice	0.05
	5th Period 4001-5000 Hours	75%	20.40	6.55	0.11	4.50	0.39	2.00	0.61	0.11	0.12	34.79	1.02	Employee Choice	0.05
	6th Period 5001-6000 Hours	75%	20.40	6.55	0.11	4.50	0.39	2.00	0.61	0.11	0.12	34.79	1.02	Employee Choice	0.05
	7th Period 6001-7000 Hours	80%	21.76	6.55	0.12	4.50	0.41	2.00	0.65	0.11	0.12	36.22	1.09	Employee Choice	0.05
	8th Period 7001-8000	80%	21.76	6.55	0.12	4.50	0.41	2.00	0.65	0.11	0.12	36.22	1.09	Employee Choice	0.05
Installer Technician	90%	24.48	6.55	0.15	4.50	0.47	2.00	0.73	0.11	0.12	39.11	1.22	Employee Choice	0.05	
Installer Technician B	95%	25.84	6.55	0.15	4.50	0.49	2.00	0.78	0.11	0.12	40.54	1.29	Employee Choice	0.05	
Installer Technician A	100%	27.20	6.55	0.15	4.50	0.52	2.00	0.82	0.11	0.12	41.97	1.36	Employee Choice	0.05	
Foreman	110%	29.92	6.55	0.15	4.50	0.57	2.00	0.90	0.11	0.12	44.82	1.50	Employee Choice	0.05	
General Foreman	115%	31.28	6.55	0.15	4.50	0.59	2.00	0.94	0.11	0.12	46.24	1.56	Employee Choice	0.05	
Cable Puller	50%	13.60	3.94	0.00	0.00	0.26	0.25	0.41	0.11	0.12	18.69	0.68	Employee Choice	0.05	
Non-BICSI Installer	65%	17.68	3.94	0.00	1.65	0.34	2.00	0.53	0.11	0.12	26.37	0.88	Employee Choice	0.05	

Benefits and Deductions Explanation

H & W	The Employer contributes	Varies	Review the TeleData Collective Bargaining Agreement for the agreed amount per hour <u>paid</u> for each employee
Pension	The Employer contributes	Varies	Review the TeleData Collective Bargaining Agreement for the agreed amount per hour worked for each employee
HRA	The Employer contributes	Varies	Review the TeleData Collective Bargaining Agreement for the agreed amount per hour paid for each employee
NEBF	The Employer contributes	3%	of gross payroll to National Electrical Benefit Fund; a retirement benefit based on years of service
NEAP	The Employer contributes	Varies	Review the TeleData Collective Bargaining Agreement for the agreed amount per hour worked to National Electrical Annuity Plan
LMCC/NLMCC	The Employer contributes	\$0.11	per hour worked to the LMCC/NLMCC funds which are used for the advancement of the Union electrical industry.
CECAF	The Employer contributes	\$0.12	per hour worked to Cincinnati Electrical Contractors Association Fund
JATC	The Employer contributes	1.9%	of gross payroll to the Joint Apprenticeship and Training Committee for apprentices and journeymen training
Working Dues	The Employer deducts	5%	of weekly gross payroll is from union members only.
Credit Union	Voluntary deduction	Employee Choice	optional voluntary deduction from employee's paycheck, deposited into the DECA Credit Union.
Cope	Voluntary deduction	\$0.05	per hour worked will be deducted from paycheck to finance the Committee on Political Education.

Effective Dates
Start Date: 11/27/2023
End Date: 11/24/2024