

IBEW NEW ENGLAND PLANT

WAGE TABLE: 01

EFFECTIVE JUNE 20, 2021

**CONTRACT WORK INSPECTOR, POWER FOLLOW THRU INSPECTOR
STAFF ASSISTANT-CRAFT, TELECOMMUNICATIONS ASSISTANT, TOLL ASSIGNER**

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|----------------------|---------------------------------------|---------------|----------------------------|
| Start | 6 Mos. | \$603.50 | |
| 6(6) | 6 Mos. | \$701.00 | \$97.50 |
| 6(12) | 6 Mos. | \$816.50 | \$115.50 |
| 6(18) | 6 Mos. | \$951.50 | \$135.00 |
| 6(24) | 6 Mos. | \$1,108.50 | \$157.00 |
| 6(30) | 6 Mos. | \$1,290.50 | \$182.00 |
| 6(36) | 6 Mos. | \$1,503.50 | \$213.00 |
| 6(42) | 6 Mos. | \$1,748.50 | \$245.00 |
| 6(48) Note 1 | (Maximum) | \$2,040.00 | \$291.50 |
| Pension Band | | 128 | |

Note 1 - Employees will receive maximum rate when designated and assigned provided employee was receiving the rated and assigned rate on Table 2.

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WAGE TABLE: 02

EFFECTIVE JUNE 20, 2021

**AUTOMOTIVE EQUIPMENT TECHNICIAN, BUILDING EQUIPMENT MECHANIC,
CENTRAL OFFICE TECHNICIAN, EQUIPMENT INSTALLATION TECHNICIAN,
FACILITIES SUPPORT TECHNICIAN, FIBER NETWORK TECHNICIAN,
MASTER AUTOMOTIVE EQUIPMENT TECHNICIAN,
NFO TECHNICIAN, OUTSIDE PLANT TECHNICIAN,
SPLICE-SERVICE TECHNICIAN, TRANSMISSION TECHNICIAN**

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|------------------------|-------------------------------|---------------|------------------------|
| Start | 6 Mos. | \$677.00 | |
| 6(6) | 6 Mos. | \$774.50 | \$97.50 |
| 6(12) | 6 Mos. | \$885.00 | \$110.50 |
| 6(18) | 6 Mos. | \$1,011.00 | \$126.00 |
| 6(24) | 6 Mos. | \$1,154.00 | \$143.00 |
| 6(30) | 6 Mos. | \$1,319.00 | \$165.00 |
| 6(36) | 6 Mos. | \$1,508.50 | \$189.50 |
| 6(42) Note 1 | 6 Mos. | \$1,724.00 | \$215.50 |
| Pension Band | | 120 | |
| 6(48) Notes 2,3,4,5 | (Maximum) | \$1,851.50 | \$127.50 |
| Pension Band | | 123 | |

Note 1 - Maximum progression rate - Automotive Equipment Technician, C.O. Technician, Equipment Installation Technician, Outside Plant Technician, Splice- Service Technician, and Facilities Assigners who were assigned permanently to the Estimate Assigner job title as of August 29, 1994.

Note 2 - When rated and assigned as C.O. Technician - Switch E. I. Technician - Test. Head Outside Plant Technician, Splice-Service Technician-Journey/Systems, Facilities Assigner, who were assigned permanently to the Estimate Assigner job title as of August 29, 1994, and after not less than 6 months at the maximum progression rate.

Note 3 - Outside Plant Technician, when assigned as Head Outside Plant Technician will be paid the differential between the Outside Plant Technician maximum rate and the Head Outside Plant Technician rate added to employee's current Outside Plant Technician rate.

Note 4 - Transmission Technician, Building Equipment Mechanic, Facilities Support Technician, Fiber Network Technician and NFO Technician maximum rate.

Note 5 - Splice-Service Technicians who, in addition to their normal occupational duties are designated and assigned by Management for all or part of a day to distribute work assignments and provide incidental direction to other Splice-Service Technicians, all under the direct supervision of the immediate supervisor, shall receive a differential of \$10.00 for each day assigned.

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WAGE TABLE: 06

EFFECTIVE JUNE 20, 2021

FACILITIES ASSIGNER, NETWORK SERVICES COORDINATOR,
TRANSLATIONS ADMINISTRATOR

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$567.00 | |
| 6(6) | 6 Mos. | \$674.50 | \$107.50 |
| 6(12) | 6 Mos. | \$801.00 | \$126.50 |
| 6(18) | 6 Mos. | \$952.00 | \$151.00 |
| 6(24) | 6 Mos. | \$1,133.50 | \$181.50 |
| 6(30) | 6 Mos. | \$1,345.50 | \$212.00 |
| 6(36) | (Maximum) | \$1,598.50 | \$253.00 |
| Pension Band | | 116 | |

BUILDING ATTENDANT, HEAD BUILDING ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$522.00 | |
| 6(6) | 6 Mos. | \$605.00 | \$83.00 |
| 6(12) | 6 Mos. | \$697.50 | \$92.50 |
| 6(18) | 6 Mos. | \$810.00 | \$112.50 |
| 6(24) | 6 Mos. | \$936.00 | \$126.00 |
| 6(30) | 6 Mos. | \$1,083.50 | \$147.50 |
| 6(36) Note 1 | (Maximum) | \$1,254.00 | \$170.50 |
| Pension Band | | 108 | |
| Head Building Attend. Note 2 | | \$1,325.00 | \$71.00 |
| Pension Band | | 110 | |

Note 1 - Maximum Rate - Building Attendant having a certificate of Competency and Second Class Fireman's License, when designated and assigned by Management.

Note 2 - When designated and assigned by Management

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WAGE TABLE: 08

EFFECTIVE JUNE 20, 2021

CUSTOMER SERVICE ASSISTANT, FIBER CUSTOMER SUPPORT ANALYST

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$567.00 | |
| 6 Mos. | 6 Mos. | \$666.50 | \$99.50 |
| 12 Mos. | 6 Mos. | \$781.50 | \$115.00 |
| 18 Mos. | 6 Mos. | \$919.50 | \$138.00 |
| 24 Mos. | 6 Mos. | \$1,080.00 | \$160.50 |
| 30 Mos. | 6 Mos. | \$1,264.00 | \$184.00 |
| 36 Mos. | 6 Mos. | \$1,484.00 | \$220.00 |
| Pension Band | | 114 | |
| 42 Mos. Note 1 | (Maximum) | \$1,589.00 | \$105.00 |
| Pension Band | | 116 | |

Note 1 - Maximum Rate: Fiber Customer Support Analyst

Note - Customer Service Assistants who, in addition to their normal occupational duties, are designated and assigned by Management to assist in customer appeal matters in the Customer Service Bureau will receive a differential of \$15.00 for each day assigned.

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WAGE TABLE: 15

EFFECTIVE JUNE 20, 2021

ADMINISTRATIVE ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$489.00 | |
| 6(6) | 6 Mos. | \$578.00 | \$89.00 |
| 6(12) | 6 Mos. | \$679.00 | \$101.00 |
| 6(18) | 6 Mos. | \$800.00 | \$121.00 |
| 6(24) | 6 Mos. | \$944.00 | \$144.00 |
| 6(30) | 6 Mos. | \$1,113.00 | \$169.00 |
| 6(36) | (Maximum) | \$1,311.50 | \$198.50 |
| Pension Band | | 109 | |

SPECIAL ASSISTANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$539.50 | |
| 6(6) | 6 Mos. | \$632.00 | \$92.50 |
| 6(12) | 6 Mos. | \$738.50 | \$106.50 |
| 6(18) | 6 Mos. | \$864.50 | \$126.00 |
| 6(24) | 6 Mos. | \$1,010.00 | \$145.50 |
| 6(30) | 6 Mos. | \$1,180.50 | \$170.50 |
| 6(36) | (Maximum) | \$1,381.50 | \$201.00 |
| Pension Band | | 111 | |

Note - Special Assistants in the Sales Bargaining Unit who, in addition to their normal duties, are designated by Management to perform various administrative functions will receive a daily differential of eight and one half percent (8.5%) of the maximum progression rate of this table for each day so assigned.

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WAGE TABLE: 18

EFFECTIVE JUNE 20, 2021

DRIVER B

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|----------------------|---------------------------------------|---------------|----------------------------|
| Start | 6 Mos. | \$612.00 | |
| 6(6) | 6 Mos. | \$684.50 | \$72.50 |
| 6(12) | 6 Mos. | \$764.50 | \$80.00 |
| 6(18) | 6 Mos. | \$856.00 | \$91.50 |
| 6(24) | 6 Mos. | \$955.50 | \$99.50 |
| 6(30) | 6 Mos. | \$1,069.00 | \$113.50 |
| 6(36) | 6 Mos. | \$1,197.00 | \$128.00 |
| 6(42) | 6 Mos. | \$1,338.00 | \$141.00 |
| 6(48) | (Maximum) | \$1,496.00 | \$158.00 |
| Pension Band | | 114 | |

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WAGE TABLE: 19

EFFECTIVE JUNE 20, 2021

DRIVER A

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|----------------------|---------------------------------------|---------------|----------------------------|
| Start | 6 Mos. | \$790.00 | |
| 6(6) | 6 Mos. | \$870.50 | \$80.50 |
| 6(12) | 6 Mos. | \$960.00 | \$89.50 |
| 6(18) | 6 Mos. | \$1,058.00 | \$98.00 |
| 6(24) | 6 Mos. | \$1,167.50 | \$109.50 |
| 6(30) | 6 Mos. | \$1,285.50 | \$118.00 |
| 6(36) | 6 Mos. | \$1,419.00 | \$133.50 |
| 6(42) | 6 Mos. | \$1,564.00 | \$145.00 |
| 6(48) | (Maximum) | \$1,724.00 | \$160.00 |
| Pension Band | | 120 | |

HEAD MATERIEL ATTENDANT, MATERIEL ASSISTANT,
MATERIEL ATTENDANT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|-----------------------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$489.50 | |
| 6(6) | 6 Mos. | \$550.50 | \$61.00 |
| 6(12) | 6 Mos. | \$615.50 | \$65.00 |
| 6(18) | 6 Mos. | \$693.00 | \$77.50 |
| 6(24) | 6 Mos. | \$777.50 | \$84.50 |
| 6(30) | 6 Mos. | \$873.50 | \$96.00 |
| 6(36) | 6 Mos. | \$978.00 | \$104.50 |
| 6(42) | 6 Mos. | \$1,099.00 | \$121.00 |
| 6(48) Note 3 | 6 Mos. | \$1,234.00 | \$135.00 |
| Pension Band | | 107 | |
| 6 (54) (Maximum) Note 1 | | \$1,373.50 | \$139.50 |
| Pension Band | | 111 | |
| Head Materiel Attendant Note 2 | | \$1,481.50 | \$108.00 |
| Pension Band | | 114 | |

Note 1 - Maximum Rate - Materiel Attendant.

Note 2 - Employee shall receive the difference between the Head Materiel Attendant maximum rate and the Materiel Attendant maximum rate added to the employee's current rate when designated and assigned by management.

Note 3 - Maximum Rate - Materiel Assistant - Regular Full Time Materiel Assistants will be canvassed for voluntary transfer to fill a Materiel Attendant Vacancy at their reporting location, prior to posting the vacancy for bid.

**OPERATOR, SERVICE ASSISTANT,
SERVICE ASSISTANT AIDE**

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|------------------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$475.00 | |
| 6(6) | 6 Mos. | \$558.00 | \$83.00 |
| 6(12) | 6 Mos. | \$654.50 | \$96.50 |
| 6(18) | 6 Mos. | \$769.50 | \$115.00 |
| 6(24) | 6 Mos. | \$903.50 | \$134.00 |
| 6(30) | 6 Mos. | \$1,060.00 | \$156.50 |
| 6(36) Note 1 | (Maximum) | \$1,244.00 | \$184.00 |
| Pension Band | | 109 | |
| Service Asst. Aide Note 2 | | \$1,257.00 | \$13.00 |
| Pension Band | | 109 | |
| Service Asst. Note 3 | | \$1,311.00 | \$54.00 |
| Pension Band | | 110 | |

Note 1 - Maximum Operator Rate

Note 2 & 3 - When designated by Management, employee shall receive the difference between Note 1 maximum rate and the Notes 2 and 3 rate as appropriate added to the employee's current rate.

** This wage table is applicable to employees hired or rehired before August 9, 1998.

IBEW NEW ENGLAND TRAFFIC

WAGE TABLE: 31A**

EFFECTIVE JUNE 20, 2021

OPERATOR, SERVICE ASSISTANT,
SERVICE ASSISTANT AIDE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|------------------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$475.00 | |
| 6 Mos. | 6 Mos. | \$523.00 | \$48.00 |
| 12 Mos. | 6 Mos. | \$577.00 | \$54.00 |
| 18 Mos. | 6 Mos. | \$634.00 | \$57.00 |
| 24 Mos. | 6 Mos. | \$697.50 | \$63.50 |
| 30 Mos. | 6 Mos. | \$769.50 | \$72.00 |
| 36 Mos. | 6 Mos. | \$846.00 | \$76.50 |
| 42 Mos. | 6 Mos. | \$932.00 | \$86.00 |
| 48 Mos. | 6 Mos. | \$1,027.50 | \$95.50 |
| 54 Mos. | 6 Mos. | \$1,132.00 | \$104.50 |
| 60 Mos. Note 1 | (Maximum) | \$1,244.00 | \$112.00 |
| Pension Band | | 109 | |
| Service Asst. Aide Note 2 | | \$1,257.00 | \$13.00 |
| Pension Band | | 109 | |
| Service Asst. Note 3 | | \$1,311.00 | \$54.00 |
| Pension Band | | 110 | |

Note 1 - Maximum Operator Rate

Note 2 & 3 - When designated by Management, employee shall receive the difference between Note 1 maximum rate and the Notes 2 and 3 rate as appropriate added to the employee's current rate.

** This wage table is applicable to employees hired or rehired before August 9, 1998 and prior to September 10, 2000.

**OPERATOR, SERVICE ASSISTANT,
SERVICE ASSISTANT AIDE**

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$11.29 | |
| 6(6) | 6 Mos. | \$12.17 | \$0.88 |
| 6(12) | 6 Mos. | \$13.01 | \$0.84 |
| 6(18) | 6 Mos. | \$13.89 | \$0.88 |
| 6(24) | 6 Mos. | \$14.78 | \$0.89 |
| 6(30) | 6 Mos. | \$15.64 | \$0.86 |
| 6(36) | 6 Mos. | \$16.50 | \$0.86 |
| 6(42) | 6 Mos. | \$17.38 | \$0.88 |
| 6(48) | 6 Mos. | \$18.24 | \$0.86 |
| 6(54) | 6 Mos. | \$18.67 | \$0.43 |
| 6(60) | (Maximum) | \$19.53 | \$0.86 |
| Pension Band | | 101 | |

Note 1 - The all night employee in charge will receive an additional payment of \$5 per tour. Employees who work a tour ending at 1 AM through 7 AM will receive an additional payment of \$.85 per hour. Employees who work a tour ending at 8 PM through 1 AM will receive an additional payment of \$.50 per hour.

Note 2 - When designated by the Company to perform the duties of a Service Assistant Aide, employees will receive an additional payment of \$.40 per hour. When promoted to the title of Service Assistant, employees will receive an additional payment of \$.80 per hour whether they work as a SA or as an operator.

** This wage table is applicable to employees hired or rehired on or after September 10, 2000.

SERVICE REPRESENTATIVE

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$558.00 | |
| 6(6) | 6 Mos. | \$660.00 | \$102.00 |
| 6(12) | 6 Mos. | \$781.50 | \$121.50 |
| 6(18) | 6 Mos. | \$927.00 | \$145.50 |
| 6(24) | 6 Mos. | \$1,099.00 | \$172.00 |
| 6(30) | 6 Mos. | \$1,300.00 | \$201.00 |
| 6(36) | (Maximum) | \$1,541.50 | \$241.50 |
| Pension Band | | 117 | |

Note 1 - Service Representatives who, in addition to their normal duties, are designated by management to perform nonincidental assigned administrative functions will receive a daily differential of ten percent (10%) of the maximum progression rate of this table for each day so assigned.

Note 2 - A daily differential in the amount of 3.5% of the employees basic hourly wage rate, multiplied by the number of hours in the employees normal daily tour, to employees who are assigned by management to provide bilingual services to customers for at least the number hours equal to a half tour.

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WAGE TABLE: 100

EFFECTIVE JUNE 20, 2021

VIDEO HUB TECHNICIAN

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|------------------------|------------|-----------------|
| Start | 6 Mos. | \$1,180.00 | |
| 6 Mos. | 6 Mos. | \$1,297.50 | \$117.50 |
| 12 Mos. | 6 Mos. | \$1,416.50 | \$119.00 |
| 18 Mos. | 6 Mos. | \$1,535.00 | \$118.50 |
| 24 Mos. | 6 Mos. | \$1,654.00 | \$119.00 |
| 30 Mos. | 6 Mos. | \$1,771.50 | \$117.50 |
| 36 Mos. | (Maximum) | \$1,892.00 | \$120.50 |
| Pension Band | | 123 | |

IBEW NEW ENGLAND PLANT

WAGE TABLE: 101

EFFECTIVE JUNE 20, 2021

APPRENTICE TECHNICIAN - BUSINESS/GOVERNMENT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|---------------------|-------------------------------|---------------|------------------------|
| Start | 6 Mos. | \$720.50 | |
| 6 Mos. | 6 Mos. | \$759.50 | \$39.00 |
| 12 Mos. | 6 Mos. | \$798.00 | \$38.50 |
| 18 Mos. | 6 Mos. | \$837.00 | \$39.00 |
| 24 Mos. | 6 Mos. | \$876.00 | \$39.00 |
| 30 Mos. | 6 Mos. | \$913.50 | \$37.50 |
| 36 Mos. | 6 Mos. | \$952.00 | \$38.50 |
| 42 Mos. | 6 Mos. | \$991.00 | \$39.00 |
| 48 Mos. | (Maximum) | \$1,030.00 | \$39.00 |
| Pension Band | | 103 | |

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WAGE TABLE: 102

EFFECTIVE JUNE 20, 2021

TECHNICIAN - BUSINESS /GOVERNMENT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|----------------------|---------------------------------------|---------------|----------------------------|
| Start | 6 Mos. | \$1,061.50 | |
| 6 Mos. | 6 Mos. | \$1,118.50 | \$57.00 |
| 12 Mos. | 6 Mos. | \$1,174.50 | \$56.00 |
| 18 Mos. | 6 Mos. | \$1,232.00 | \$57.50 |
| 24 Mos. | 6 Mos. | \$1,288.00 | \$56.00 |
| 30 Mos. | 6 Mos. | \$1,345.00 | \$57.00 |
| 36 Mos. | 6 Mos. | \$1,402.00 | \$57.00 |
| 42 Mos. | 6 Mos. | \$1,458.50 | \$56.50 |
| 48 Mos. | (Maximum) | \$1,516.00 | \$57.50 |
| Pension Band | | 116 | |

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WAGE TABLE: 103

EFFECTIVE JUNE 20, 2021

SENIOR TECHNICIAN - BUSINESS/GOVERNMENT

| WAGE STEP | NEXT INCREASE INTERVAL | ZONE 1 | INCREASE AMOUNT |
|----------------------|---------------------------------------|---------------|----------------------------|
| Start | 6 Mos. | \$1,377.00 | |
| 6 Mos. | 6 Mos. | \$1,451.50 | \$74.50 |
| 12 Mos. | 6 Mos. | \$1,524.00 | \$72.50 |
| 18 Mos. | 6 Mos. | \$1,598.50 | \$74.50 |
| 24 Mos. | 6 Mos. | \$1,673.50 | \$75.00 |
| 30 Mos. | 6 Mos. | \$1,745.50 | \$72.00 |
| 36 Mos. | 6 Mos. | \$1,819.50 | \$74.00 |
| 42 Mos. | 6 Mos. | \$1,894.50 | \$75.00 |
| 48 Mos. | (Maximum) | \$1,967.50 | \$73.00 |
| Pension Band | | 127 | |