May 31, 2021

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

SUBJECT: YEAR 2018 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2018 thru May 31, 2022

Wage package is based on the Journeyman rate and is to be implemented as indicated below.

Increase hourly increment as follows:

June 1, 2021 $5.25

Wages Effective June 1, 2021:
- Journeyman
  - $80.00 per hour ($2.00 increase per hour)
- Foreman, Shop Foreman
  - $90.00 per hour
- General Foreman
  - $100.00 per hour

Fringes Effective June 1, 2021:
- Health & Welfare
  - $17.23 per hour ($1.00 to H&W, $0.25 to HRA)
- Total Pension
  - $20.52 per hour (Defined Benefit Plan: $12.02 DBP; $8.50 RSP ($2.00 to RSP)
- Elective Deferrals (401k)
  - $0.00-$8.00 per hour (all classifications)
- Apprenticeship/EISB/LMCC
  - $1.465 per hour
- N.E.B.F
  - 3% gross earnings
- AMF
  - 0.75% gross earnings
- IBEW-COPE
  - $0.05 per hour (an after tax “assignment of wages” per voluntary check-off.)

<table>
<thead>
<tr>
<th>Apprentices</th>
<th>Wages</th>
<th>Pension</th>
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</thead>
<tbody>
<tr>
<td>1st 12 months 40%</td>
<td>$32.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>3rd 6 months 45%</td>
<td>$36.00</td>
<td>$9.23</td>
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<tr>
<td>4th 6 months 50%</td>
<td>$40.00</td>
<td>$10.26</td>
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<tr>
<td>5th 6 months 55%</td>
<td>$44.00</td>
<td>$11.29</td>
</tr>
<tr>
<td>6th 6 months 60%</td>
<td>$48.00</td>
<td>$12.31</td>
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<tr>
<td>7th 6 months 65%</td>
<td>$52.00</td>
<td>$13.34</td>
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<tr>
<td>8th 6 months 70%</td>
<td>$56.00</td>
<td>$14.36</td>
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<tr>
<td>9th 6 months 75%</td>
<td>$60.00</td>
<td>$15.39</td>
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<tr>
<td>10th 6 months 80%</td>
<td>$64.00</td>
<td>$16.42</td>
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John J. Doherty, Business Manager
Financial Secretary
IBEW Local Union 6

Thomas A. Coleman
Executive Manager
San Francisco Electrical Contractors Assn., Inc.