

Tennessee Statewide Agreement - Overhead Wages (2nd 6-Months Increase)										
Effective Dates: 06-01-2024 through 11-30-2024										
CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
		\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Journeyman Lineman	\$40.17	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$56.27
Foreman	\$42.99	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$59.69
General Foreman	\$44.99	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$62.13
HEO (90%) of JL	\$36.16	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$51.39
Operator Spec Line Eqp	\$30.53	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$44.56
Operator Truck w/o Winch	\$23.70	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$34.36
Groundman 4001 - above	\$22.50	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$32.99
Groundman 2001- 4000 hrs	\$22.50	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$32.99
Groundman 2000 hrs	\$16.47	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$24.84
Apprentice										
1st Period (60% JL)	\$24.10	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$32.89
2nd Period (65% JL)	\$26.11	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$35.01
3rd Period (70% JL)	\$28.12	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$39.38
4th Period (75% JL)	\$30.13	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$41.66
5th Period (80% JL)	\$32.14	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$43.94
6th Period (85% JL)	\$34.15	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$46.22
7th Period (90% JL)	\$36.16	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$48.50
URD Wages:										
Operator Foreman	\$28.92	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$42.60
Operator	\$23.30	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$35.77
Groundman	\$17.27	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$27.07

Tennessee Statewide Agreement - Overhead Wages (2nd Year Increase)											
Effective Dates: 12-01-2024 through 12-31-2024											
CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	HRA	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
		\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	
Journeyman Lineman	\$42.18	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$58.96
Foreman	\$45.13	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$62.54
General Foreman	\$47.24	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$65.11
HEO (90%) of JL	\$37.96	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$53.83
Operator Spec Line Eqp	\$32.06	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$46.66
Operator Truck w/o Winch	\$24.89	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$35.95
Groundman 4001 - above	\$23.62	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$34.52
Groundman 2001- 4000 hrs	\$23.62	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$34.52
Groundman 2000 hrs	\$17.29	\$7.25	3%	1.5%	0.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$25.95
Apprentice											
1st Period (60% JL)	\$25.31	\$7.25	3%	1.5%	0.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$34.41
2nd Period (65% JL)	\$27.42	\$7.25	3%	1.5%	0.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$36.63
3rd Period (70% JL)	\$29.52	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$41.22
4th Period (75% JL)	\$31.63	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$43.61
5th Period (80% JL)	\$33.74	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$46.01
6th Period (85% JL)	\$35.85	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$48.40
7th Period (90% JL)	\$37.96	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$50.80
URD Wages:											
Operator Foreman	\$30.37	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$44.61
Operator	\$24.46	\$7.25	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$37.43
Groundman	\$18.14	\$7.25	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$28.30

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Tennessee Statewide Agreement - Overhead Wages (2nd Year Increase - LINECO Adjustment)											
Effective Dates: 01-01-2025 through 11-30-2025											
CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	HRA	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
		\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	
Journeyman Lineman	\$42.18	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$59.21
Foreman	\$45.13	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$62.79
General Foreman	\$47.24	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$65.36
HEO (90%) of JL	\$37.96	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$54.08
Operator Spec Line Eqp	\$32.06	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$46.91
Operator Truck w/o Winch	\$24.89	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$36.20
Groundman 4001 - above	\$23.62	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$34.77
Groundman 2001- 4000 hrs	\$23.62	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$34.77
Groundman 2000 hrs	\$17.29	\$7.50	3%	1.5%	0.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$26.20
Apprentice											
1st Period (60% JL)	\$25.31	\$7.50	3%	1.5%	0.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$34.66
2nd Period (65% JL)	\$27.42	\$7.50	3%	1.5%	0.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$36.88
3rd Period (70% JL)	\$29.52	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$41.47
4th Period (75% JL)	\$31.63	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$43.86
5th Period (80% JL)	\$33.74	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$46.26
6th Period (85% JL)	\$35.85	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$48.65
7th Period (90% JL)	\$37.96	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$51.05
URD Wages:											
Operator Foreman	\$30.37	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$44.86
Operator	\$24.46	\$7.50	3%	1.5%	16.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$37.68
Groundman	\$18.14	\$7.50	3%	1.5%	8.00%	\$0.25	1%	\$0.05	\$0.15	\$0.01	\$28.55