

Tennessee Statewide Agreement - Overhead Wage Schedule
Effective Dates 01/01/2022 -11/30/2022

CLASSIFICATION	BASE WAGE	LINECO \$7.00	NEBF 3%	SELCAT 1.5%	SERF 16.00%	NEIF 1%	United Way \$0.05	AMF \$0.15	NLMCC \$0.01	TOTAL PACKAGE
Journeyman Lineman	\$35.72	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$50.61
Foreman	\$38.22	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$53.65
General Foreman	\$40.01	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$55.82
HEO (90%) of JL	\$32.15	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$46.27
Operator Spec Line Eqp	\$27.15	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$40.19
Operator Truck w/o Winch	\$21.07	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$32.82
Groundman 4001 - above	\$20.00	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$31.51
Groundman 2001- 4000 hrs	\$20.00	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$29.91
Groundman 2000 hrs	\$14.65	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$22.66
Apprentice										
1st Period (60% JL)	\$21.43	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$29.82
2nd Period (65% JL)	\$23.22	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$31.70
3rd Period (70% JL)	\$25.00	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$35.59
4th Period (75% JL)	\$26.79	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$37.62
5th Period (80% JL)	\$28.58	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$41.93
6th Period (85% JL)	\$30.36	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$44.10
7th Period (90% JL)	\$32.15	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$46.27
URD Wages:										
Operator Foreman	\$25.72	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$38.46
Operator	\$20.72	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$32.38
Groundman	\$15.36	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$25.87

Tennessee Statewide Agreement - Outside Wage Schedule
Effective Dates 12/1/2022 - 11/30/2023

CLASSIFICATION	BASE WAGE	LINECO \$7.00	NEBF 3%	SELCAT 1.5%	SERF 16.00%	NEIF 1%	United Way \$0.05	AMF \$0.15	NLMCC \$0.01	TOTAL PACKAGE
Journeyman Lineman	\$36.79	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$51.91
Foreman	\$39.37	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$55.04
General Foreman	\$41.20	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$57.27
HEO (90%) of JL	\$33.11	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$47.44
Operator Spec Line Eqp	\$27.96	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$41.18
Operator Truck w/o Winch	\$21.71	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$33.58
Groundman 4001 - above	\$20.60	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$32.24
Groundman 2001- 4000 hrs	\$20.60	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$30.59
Groundman 2000 hrs	\$15.08	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$23.12
Apprentice										
1st Period (60% JL)	\$22.07	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$30.50
2nd Period (65% JL)	\$23.91	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$32.44
3rd Period (70% JL)	\$25.75	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$36.44
4th Period (75% JL)	\$27.59	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$38.53
5th Period (80% JL)	\$29.43	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$42.97
6th Period (85% JL)	\$31.27	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$45.20
7th Period (90% JL)	\$33.11	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$47.44
URD Wages:										
Operator Foreman	\$26.49	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$39.39
Operator	\$21.34	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$33.14
Groundman	\$15.82	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$26.43

Tennessee Substation Memorandum - Wage Schedule

01/01/2022 -11/30/2022

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SERF	SELCAT	NEIF	AMF	United Way	NLMCC	TOTAL PACKAGE
Substation Tech (95% of JL)	\$33.93	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$48.44
Apprentices										
Tech 1st period (60% of JL)	\$21.43	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$29.82
Tech 2nd period (65% of JL)	\$23.22	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.70
Tech 3rd period (70% of JL)	\$25.00	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$35.59
Tech 4th period (75% of JL)	\$26.79	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$37.62
Tech 5th period (80% of JL)	\$28.58	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$41.93
Tech 6th period (85% of JL)	\$30.36	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$44.10
Tech 7th period (90% of JL)	\$32.15	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$46.27
Groundman 4001 hrs	\$20.00	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.51
Groundman 2001-4000 hrs	\$20.00	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$29.91
Groundman 1-2000 hrs	\$14.65	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$22.66

Tennessee Substation Memorandum - Wage Schedule

Effective Dates: 12/01/2022 -11/30/2023

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SERF	SELCAT	NEIF	AMF	United Way	NLMCC	TOTAL PACKAGE
Substation Tech (95% of JL)	\$34.95	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$49.67
Apprentices										
Tech 1st period (60% of JL)	\$22.07	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$30.50
Tech 2nd period (65% of JL)	\$23.91	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$32.44
Tech 3rd period (70% of JL)	\$25.75	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$36.44
Tech 4th period (75% of JL)	\$27.59	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$38.53
Tech 5th period (80% of JL)	\$29.43	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$42.97
Tech 6th period (85% of JL)	\$31.27	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$45.20
Tech 7th period (90% of JL)	\$33.11	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$47.44
Groundman 4001 hrs	\$20.60	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$32.24
Groundman 2001-4000 hrs	\$20.60	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$30.59
Groundman 1-2000 hrs	\$15.08	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$23.12

Tennessee Statewide Agreement Transmission Tech
Effective Dates : 01/01/2022-11/30/2022

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SELCAT	SERF	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
JL Rate	35.72	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Transmission Tech (95% JL)	\$33.93	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$48.44
Apprentice										
1st Period (60% JL)	\$21.43	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$29.82
2nd Period (65% JL)	\$23.22	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$33.56
3rd Period (70% JL)	\$25.00	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$35.59
4th Period (75% JL)	\$26.79	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$39.76

Tennessee Statewide Agreement Transmission Tech
Effective Dates : 12/1/2022 -11/30/2023

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SELCAT	SERF	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
JL Rate	36.79	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Transmission Tech (95% JL)	\$34.95	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$49.67
Apprentice										
1st Period (60% JL)	\$22.07	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$30.50
2nd Period (65% JL)	\$23.91	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$34.35
3rd Period (70% JL)	\$25.75	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$36.44
4th Period (75% JL)	\$27.59	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$40.73

**Tennessee Statewide Agreement
 Construction Lineman Wage Schedule
 Effective Dates 01/01/2022 - 11/30/2022**

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SELCAT	SERF	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
JL Rate	35.72	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
CL - 5000-7499 Hours (80% of JL)	\$28.58	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$41.93
CL - 7500-9999 Hours (85% of JL)	\$30.36	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$44.10
CL - 5000-7499 Hours (95% of JL)	\$33.93	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$48.44

**Tennessee Statewide Agreement
 Construction Lineman Wage Schedule
 Effective Dates 12/01/2022 -11/30/2023**

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SELCAT	SERF	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
JL Rate	36.79	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
CL - 5000-7499 Hours (80% of JL)	\$29.43	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$42.97
CL - 7500-9999 Hours (85% of JL)	\$31.27	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$45.20
CL - 5000-7499 Hours (95% of JL)	\$34.95	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$49.67