

Tennessee Statewide Agreement - Overhead Wages

Effective Dates: 12/01/2023 - 12/31/2023

CLASSIFICATION	BASE	*LINECO	NEBF	SELCAT	SERF	NEIF	United	AMF	NLMCC	TOTAL
	WAGE						Way			PACKAGE
		\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Journeyman Lineman	\$38.26	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$53.70
Foreman	\$40.94	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$56.95
General Foreman	\$42.85	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$59.28
HEO (90%) of JL	\$34.44	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$49.05
Operator Spec Line Eqp	\$29.08	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$42.54
Operator Truck w/o Winch	\$22.57	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$32.83
Groundman 4001 - above	\$21.43	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$31.53
Groundman 2001- 4000 hrs	\$21.43	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$31.53
Groundman 2000 hrs	\$15.69	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$23.76
Apprentice										
1st Period (60% JL)	\$22.96	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$31.43
2nd Period (65% JL)	\$24.87	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$33.45
3rd Period (70% JL)	\$26.78	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$37.61
4th Period (75% JL)	\$28.70	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$39.78
5th Period (80% JL)	\$30.61	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$41.95
6th Period (85% JL)	\$32.52	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$44.12
7th Period (90% JL)	\$34.44	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$46.29
URD Wages:										
Operator Foreman	\$27.55	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$40.68
Operator	\$22.19	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$34.17
Groundman	\$16.45	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$25.88

*LINECO is subject to increase

Tennessee Statewide Agreement - Overhead Wages
Effective Dates: 01-01-2024 through 05-31-2024

CLASSIFICATION	BASE	*LINECO	NEBF	SELCAT	SERF	NEIF	United	AMF	NLMCC	TOTAL
	WAGE						Way			PACKAGE
		\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Journeyman Lineman	\$38.26	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$53.95
Foreman	\$40.94	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$57.20
General Foreman	\$42.85	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$59.53
HEO (90%) of JL	\$34.44	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$49.30
Operator Spec Line Eqp	\$29.08	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$42.79
Operator Truck w/o Winch	\$22.57	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$33.08
Groundman 4001 - above	\$21.43	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$31.78
Groundman 2001- 4000 hrs	\$21.43	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$31.78
Groundman 2000 hrs	\$15.69	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$24.01
Apprentice										
1st Period (60% JL)	\$22.96	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$31.68
2nd Period (65% JL)	\$24.87	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$33.70
3rd Period (70% JL)	\$26.78	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$37.86
4th Period (75% JL)	\$28.70	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$40.03
5th Period (80% JL)	\$30.61	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$42.20
6th Period (85% JL)	\$32.52	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$44.37
7th Period (90% JL)	\$34.44	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$46.54
URD Wages:										
Operator Foreman	\$27.55	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$40.93
Operator	\$22.19	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$34.42
Groundman	\$16.45	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$26.13

*LINECO is subject to increase

Tennessee Statewide Agreement - Substation Wages

Effective Dates: 12/01/2023 - 12/31/2023

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SERF	SELCAT	NEIF	AMF	UNITED WAY	NLMCC	TOTAL PACKAGE
Substation Tech (95% of JL)	\$36.35	\$7.00	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$51.37
Apprentices										
Tech 1st period (60% of JL)	\$22.96	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.43
Tech 2nd period (65% of JL)	\$24.87	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$33.45
Tech 3rd period (70% of JL)	\$26.78	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$37.61
Tech 4th period (75% of JL)	\$28.70	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$39.78
Tech 5th period (80% of JL)	\$30.61	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$41.95
Tech 6th period (85% of JL)	\$32.52	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$44.12
Tech 7th period (90% of JL)	\$34.43	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$46.29
Groundman 4001 hrs	\$21.43	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.53
Groundman 2001-4000 hrs	\$21.43	\$7.00	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.53
Groundman 1-2000 hrs	\$15.69	\$7.00	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$23.76

Tennessee Statewide Agreement - Substation Wages

Effective Dates: 01/01/2024 -05/31/2024

CLASSIFICATION	BASE WAGE	LINECO	NEBF	SERF	SELCAT	NEIF	AMF	UNITED WAY	NLMCC	TOTAL PACKAGE
Substation Tech (95% of JL)	\$36.35	\$7.25	3%	16.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$51.62
Apprentices										
Tech 1st period (60% of JL)	\$22.96	\$7.25	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.68
Tech 2nd period (65% of JL)	\$24.87	\$7.25	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$33.70
Tech 3rd period (70% of JL)	\$26.78	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$37.86
Tech 4th period (75% of JL)	\$28.70	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$40.03
Tech 5th period (80% of JL)	\$30.61	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$42.20
Tech 6th period (85% of JL)	\$32.52	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$44.37
Tech 7th period (90% of JL)	\$34.43	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$46.54
Groundman 4001 hrs	\$21.43	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.78
Groundman 2001-4000 hrs	\$21.43	\$7.25	3%	8.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$31.78
Groundman 1-2000 hrs	\$15.69	\$7.25	3%	0.00%	1.50%	1%	\$0.15	\$0.05	\$0.01	\$24.01

Tennessee Statewide Agreement - Transmission Tech Wages

Effective Dates: 12/01/2023 - 12/31/2023

CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	NEIF	United Way	AMF	NLMCC	TOTAL PACKAGE
JL Rate	38.26	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Transmission Tech (95% JL)	\$36.35	\$7.00	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$51.37
Apprentice										
1st Period (60% JL)	\$22.96	\$7.00	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$31.43
2nd Period (65% JL)	\$24.87	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$35.44
3rd Period (70% JL)	\$26.78	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$37.61
4th Period (75% JL)	\$28.70	\$7.00	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$39.78

Tennessee Statewide Agreement - Transmission Tech Wages
Effective Dates: 1/1/2024 - 5/31/2024

CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	NEIF	UNITED WAY	AMF	NLMCC	TOTAL PACKAGE
JL Rate	38.26	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
Transmission Tech (95% JL)	\$36.35	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	\$51.62
Apprentice										
1st Period (60% JL)	\$22.96	\$7.25	3%	1.5%	0.00%	1%	\$0.05	\$0.15	\$0.01	\$31.68
2nd Period (65% JL)	\$24.87	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$35.69
3rd Period (70% JL)	\$26.78	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$37.86
4th Period (75% JL)	\$28.70	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$40.03

**Tennessee Statewide Agreement
 Construction Lineman Wages
 Effective Dates: 12/01/2023 - 12/31/2023**

CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	NEIF	UNITED WAY	AMF	NLMCC	TOTAL PACKAGE
JL Rate	\$38.26	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
CL - 5000-7499 Hours (80% of JL)	\$30.61	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$42.20
CL - 7500-9999 Hours (85% of JL)	\$32.52	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$44.37
CL - 5000-7499 Hours (95% of JL)	\$36.35	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$48.71

**Tennessee Statewide Agreement
 Construction Lineman Wages
 Effective Dates: 1/1/2024 - 05/31/2024**

CLASSIFICATION	BASE WAGE	*LINECO	NEBF	SELCAT	SERF	NEIF	UNITED WAY	AMF	NLMCC	TOTAL PACKAGE
JL Rate	\$38.26	\$7.25	3%	1.5%	16.00%	1%	\$0.05	\$0.15	\$0.01	
CL - 5000-7499 Hours (80% of JL)	\$30.61	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$42.20
CL - 7500-9999 Hours (85% of JL)	\$32.52	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$44.37
CL - 5000-7499 Hours (95% of JL)	\$36.35	\$7.25	3%	1.5%	8.00%	1%	\$0.05	\$0.15	\$0.01	\$48.71