

**International Brotherhood of Electrical Workers LU 993**  
**Enabled Industrial Effective May 4, 2025**

**GRRSP Only**

**LNG**

|                       | Percent of<br>J/W Rate  | Wage Rate | Hol & Stat<br>Pay | GRRSP | H&W  | Ind. Funds | Total Package |
|-----------------------|-------------------------|-----------|-------------------|-------|------|------------|---------------|
| Journey Wire/Winder   | 100%                    | 60.28     | 7.23              | 5.70  | 2.50 | 1.06       | 76.77         |
|                       | A Foreman<br>123%       | 74.14     | 8.90              | 5.70  | 2.50 | 1.06       | 92.30         |
|                       | B Foreman<br>112%       | 67.51     | 8.10              | 5.70  | 2.50 | 1.06       | 84.87         |
|                       | General Foreman<br>133% | 80.17     | 9.62              | 5.70  | 2.50 | 1.06       | 99.05         |
|                       | Cable Splicer<br>112%   | 67.51     | 8.10              | 5.70  | 2.50 | 1.06       | 84.87         |
| Cable Splicer Foreman | 120%                    | 72.34     | 8.68              | 5.70  | 2.50 | 1.06       | 90.28         |
| Instrument Tech       | 100%                    | 60.28     | 7.23              | 5.70  | 2.50 | 1.06       | 76.77         |
| Service Man           | 112%                    | 67.51     | 8.10              | 5.70  | 2.50 | 1.06       | 84.87         |
| Pre-Apprentice Rates  |                         |           |                   |       |      |            |               |
|                       | 1st 6 months<br>45%     | 27.13     | 3.26              | 0.00  | 2.50 | 1.06       | 33.95         |
|                       | 2nd 6 months<br>50%     | 30.14     | 3.62              | 0.00  | 2.50 | 1.06       | 37.32         |
| Apprentice Rates      |                         |           |                   |       |      |            |               |
| Standard Jrny Wire    | 100%                    | 60.28     | 7.23              | 5.70  | 2.50 | 1.06       | 76.77         |
|                       | 8th Term<br>90%         | 54.25     | 6.51              | 4.28  | 2.50 | 1.06       | 68.60         |
|                       | 7th Term<br>85%         | 51.24     | 6.15              | 4.28  | 2.50 | 1.06       | 65.23         |
|                       | 6th Term<br>80%         | 48.22     | 5.79              | 2.85  | 2.50 | 1.06       | 60.42         |
|                       | 5th Term<br>75%         | 45.21     | 5.43              | 2.85  | 2.50 | 1.06       | 57.05         |
|                       | 4th Term<br>70%         | 42.20     | 5.06              | 1.43  | 2.50 | 1.06       | 52.25         |
|                       | 3rd Term<br>65%         | 39.18     | 4.70              | 1.43  | 2.50 | 1.06       | 48.87         |
|                       | 2nd Term<br>60%         | 36.17     | 4.34              | 0.00  | 2.50 | 1.06       | 44.07         |
| 1st Term<br>55%       | 33.15                   | 3.98      | 0.00              | 2.50  | 1.06 | 40.69      |               |

**4.5% Based on Total Package Increase May 4, 2025**

**International Brotherhood of Electrical Workers LU 993**  
**Enabled Industrial Effective May 4, 2025**  
**GRRSP & Pension**

**LNG**

|                             | Percent of J/W |           | Hol & Stat |  | GRRSP | Pension | H&W  | Ind. Funds | Total Package |
|-----------------------------|----------------|-----------|------------|--|-------|---------|------|------------|---------------|
|                             | Rate           | Wage Rate | Pay        |  |       |         |      |            |               |
| <b>Journey Wire/Winder</b>  | 100%           | 60.28     | 7.23       |  | 2.40  | 3.30    | 2.50 | 1.06       | 76.77         |
| A Foreman                   | 123%           | 74.14     | 8.90       |  | 2.40  | 3.30    | 2.50 | 1.06       | 92.30         |
| B Foreman                   | 112%           | 67.51     | 8.10       |  | 2.40  | 3.30    | 2.50 | 1.06       | 84.87         |
| General Foreman             | 133%           | 80.17     | 9.62       |  | 2.40  | 3.30    | 2.50 | 1.06       | 99.05         |
| Cable Splicer               | 112%           | 67.51     | 8.10       |  | 2.40  | 3.30    | 2.50 | 1.06       | 84.87         |
| Cable Splicer Foreman       | 120%           | 72.34     | 8.68       |  | 2.40  | 3.30    | 2.50 | 1.06       | 90.28         |
| Instrument Tech             | 100%           | 60.28     | 7.23       |  | 2.40  | 3.30    | 2.50 | 1.06       | 76.77         |
| Service Man                 | 112%           | 67.51     | 8.10       |  | 2.40  | 3.30    | 2.50 | 1.06       | 84.87         |
| <b>Pre-Apprentice Rates</b> |                |           |            |  |       |         |      |            |               |
| 1st 6 months                | 45%            | 27.13     | 3.26       |  | 0.00  | 0.00    | 2.50 | 1.06       | 33.95         |
| 2nd 6 months                | 50%            | 30.14     | 3.62       |  | 0.00  | 0.00    | 2.50 | 1.06       | 37.32         |
| <b>Apprentice Rates</b>     |                |           |            |  |       |         |      |            |               |
| <b>Standard Jrny Wire</b>   | 100%           | 60.28     | 7.23       |  | 2.40  | 3.30    | 2.50 | 1.06       | 76.77         |
| 8th Term                    | 90%            | 54.25     | 6.51       |  | 1.80  | 2.48    | 2.50 | 1.06       | 68.60         |
| 7th Term                    | 85%            | 51.24     | 6.15       |  | 1.80  | 2.48    | 2.50 | 1.06       | 65.23         |
| 6th Term                    | 80%            | 48.22     | 5.79       |  | 1.70  | 1.15    | 2.50 | 1.06       | 60.42         |
| 5th Term                    | 75%            | 45.21     | 5.43       |  | 1.70  | 1.15    | 2.50 | 1.06       | 57.05         |
| 4th Term                    | 70%            | 42.20     | 5.06       |  | 0.35  | 1.08    | 2.50 | 1.06       | 52.25         |
| 3rd Term                    | 65%            | 39.18     | 4.70       |  | 0.35  | 1.08    | 2.50 | 1.06       | 48.87         |
| 2nd Term                    | 60%            | 36.17     | 4.34       |  | 0.00  | 0.00    | 2.50 | 1.06       | 44.07         |
| 1st Term                    | 55%            | 33.15     | 3.98       |  | 0.00  | 0.00    | 2.50 | 1.06       | 40.69         |

**4.5% Based on Total Package Increase May 4/2025**