

International Brotherhood of Electrical Workers LU 993
Enabled Industrial Effective April 28, 2024
GRRSP Only

	Percent of J/W Rate	Wage Rate	Hol & Stat Pay	GRRSP	H&W	Ind. Funds	Total Package
Journey Wire/Winder	100%	51.74	6.21	5.70	2.50	1.08	67.23
A Foreman	123%	63.64	7.64	5.70	2.50	1.08	80.56
B Foreman	112%	57.95	6.95	5.70	2.50	1.08	74.18
General Foreman	133%	68.81	8.26	5.70	2.50	1.08	86.35
Cable Splicer	112%	57.95	6.95	5.70	2.50	1.08	74.18
Cable Splicer Foreman	120%	62.09	7.45	5.70	2.50	1.08	78.82
Instrument Tech	100%	51.74	6.21	5.70	2.50	1.08	67.23
Service Man	112%	57.95	6.95	5.70	2.50	1.08	74.18
Pre-Apprentice Rates							
1st 6 months	45%	23.28	2.79	0.00	2.50	1.08	29.65
2nd 6 months	50%	25.87	3.10	0.00	2.50	1.08	32.55
Apprentice Rates							
Standard Jrny Wire	100%	51.74	6.21	5.70	2.50	1.08	67.23
8th Term	90%	46.57	5.59	4.28	2.50	1.08	60.02
7th Term	85%	43.98	5.28	4.28	2.50	1.08	57.12
6th Term	80%	41.39	4.97	2.85	2.50	1.08	52.79
5th Term	75%	38.81	4.66	2.85	2.50	1.08	49.90
4th Term	70%	36.22	4.35	1.43	2.50	1.08	45.58
3rd Term	65%	33.63	4.04	1.43	2.50	1.08	42.68
2nd Term	60%	31.04	3.73	0.00	2.50	1.08	38.35
1st Term	55%	28.46	3.42	0.00	2.50	1.08	35.46

4.5% Based on Total Package Increase April 28/24
 49.74 X 4.5% = 2.239
 49.74 X 112% = 55.709
 55.71 + 2.24 = 57.95 New Rate & Holiday Pay
 57.95 ÷ 1.12 = 51.74 New Rate
 51.74 X 12% = 6.21 Holiday Pay
 51.74 + 6.21 = 57.95 New Rate & Holiday Pay

International Brotherhood of Electrical Workers LU 993
Enabled Industrial Effective April 28, 2024
GRRSP & Pension

	Percent of J/W Rate	Wage Rate	Hol & Stat Pay		GRRSP	Pension	H&W	Ind. Funds	Total Package
Journey Wire/Winder	100%	51.74	6.21	2.40	3.30	2.50	1.08	67.23	
A Foreman	123%	63.64	7.64	2.40	3.30	2.50	1.08	80.56	
B Foreman	112%	57.95	6.95	2.40	3.30	2.50	1.08	74.18	
General Foreman	133%	68.81	8.26	2.40	3.30	2.50	1.08	86.35	
Cable Splicer	112%	57.95	6.95	2.40	3.30	2.50	1.08	74.18	
Cable Splicer Foreman	120%	62.09	7.45	2.40	3.30	2.50	1.08	78.82	
Instrument Tech	100%	51.74	6.21	2.40	3.30	2.50	1.08	67.23	
Service Man	112%	57.95	6.95	2.40	3.30	2.50	1.08	74.18	
Pre-Apprentice Rates									
1st 6 months	45%	23.28	2.79	0.00	0.00	2.50	1.08	29.65	
2nd 6 months	50%	25.87	3.10	0.00	0.00	2.50	1.08	32.55	
Apprentice Rates									
Standard Jmy Wire	100%	51.74	6.21	2.40	3.30	2.50	1.08	67.23	
8th Term	90%	46.57	5.59	1.80	2.48	2.50	1.08	60.02	
7th Term	85%	43.98	5.28	1.80	2.48	2.50	1.08	57.12	
6th Term	80%	41.39	4.97	1.70	1.15	2.50	1.08	52.79	
5th Term	75%	38.81	4.66	1.70	1.15	2.50	1.08	49.90	
4th Term	70%	36.22	4.35	0.35	1.08	2.50	1.08	45.58	
3rd Term	65%	33.63	4.04	0.35	1.08	2.50	1.08	42.68	
2nd Term	60%	31.04	3.73	0.00	0.00	2.50	1.08	38.35	
1st Term	55%	28.46	3.42	0.00	0.00	2.50	1.08	35.46	

4.5% Based on Total Package Increase April 28/24

49.74 X 4.5% = 2.239	
49.74 X 112% = 55.709	
55.71 + 2.24 = 57.95	New Rate & Holiday Pay
57.95 ÷ 1.12 = 51.74	New Rate
51.74 X 12% = 6.21	Holiday Pay
51.74 + 6.21 = 57.95	New Rate & Holiday Pay