May 26, 2017

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREDMEN

SUBJECT: YEAR 2014 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2014 thru May 31, 2018

Wage package is based on the Journeymen rate and is to be implemented as indicated below.

Increase hourly increment as follows:

June 1, 2017 $3.75

Wages Effective June 1, 2017:
Journeymen.......................... $66.00 per hour ($2.00 increase per hour)
Foreman, Shop Foreman........ $74.25 per hour
General Foreman.................. $82.50 per hour

Fringes Effective June 1, 2017:
Health & Welfare................. $14.73 per hour ($0.75 increase per hour)
Total Pension........................ $14.02 per hour ($1.00 per hour/Defined Benefit Plan: $10.02 DBP; $4.00 RSP)
Elective Deferrals (401k)........ $0.00-$8.00 per hour (all classifications)
Apprenticeship/EISB/LMCC..... $1.465 per hour
ANF.................................. 3% gross earnings
AMF.................................. 0.75% gross earnings
IBEW-COPE........................ $0.05 per hour (an after tax “assignment of wages” per voluntary check-off)

<table>
<thead>
<tr>
<th>Apprentices</th>
<th>Wages</th>
<th>Pension</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 12 months</td>
<td>40%</td>
<td>$26.40</td>
</tr>
<tr>
<td>3rd 6 months</td>
<td>45%</td>
<td>$29.70</td>
</tr>
<tr>
<td>4th 6 months</td>
<td>50%</td>
<td>$33.00</td>
</tr>
<tr>
<td>5th 6 months</td>
<td>55%</td>
<td>$36.30</td>
</tr>
<tr>
<td>6th 6 months</td>
<td>60%</td>
<td>$39.60</td>
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<tr>
<td>7th 6 months</td>
<td>65%</td>
<td>$42.90</td>
</tr>
<tr>
<td>8th 6 months</td>
<td>70%</td>
<td>$46.20</td>
</tr>
<tr>
<td>9th 6 months</td>
<td>75%</td>
<td>$49.50</td>
</tr>
<tr>
<td>10th 6 months</td>
<td>80%</td>
<td>$52.80</td>
</tr>
</tbody>
</table>

John J. Deherty, Business Manager/
Financial Secretary
IBEW Local Union 6

Thomas A. Coleman
Executive Manager
San Francisco Electrical Contractors Assn., Inc.

June 19, 2017

Lonnie Stephenson, President
This approval does not make the International a party to this agreement.