

HEALTH REIMBURSEMENT ARRANGEMENT (HRA) PLAN CONTRIBUTIONS

<u>CLASSIFICATION</u>	<u>Eff:</u>	<u>Eff:</u>	<u>Eff:</u>	<u>Eff:</u>	<u>Eff:</u>
	<u>2/1/2024</u>	<u>2/1/2025</u>	<u>2/1/2026</u>	<u>2/1/2027</u>	<u>2/1/2028</u>
General Foreman	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Cable Splicer Foreman	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Cable Splicer	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Line Crew Foreman	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Certified Lineman Welder	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Journeyman Lineman	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
All Apprentice Linemen	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Substation Tech Foreman	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Substation Tech/Journeyman	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Substation Tech Trainee	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Heavy Equipment Operator	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Line Equipment Operator	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Leadman Pole Sprayer	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Pole Sprayer	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
All Pole Sprayer Trainees	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Powderman	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Meter Installer	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
All Groundman	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
<u>URD</u>					
URD General Foreman (112%)	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
Lineman Foreman (105% of JL)	\$1.00	\$1.10	\$1.20	\$1.30	\$1.40
URD Operator Foreman	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
URD Operator	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
URD Tech I	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
URD Tech II	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
<u>URD Operator Trainee Program</u>					
Trainee Step 1	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Trainee Step 2	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Trainee Step 3	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Trainee Step 4	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
<u>TREE</u>					
Tree Trimmer Foreman	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Tree Trimmer	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
All Tree Trimmer Trainees	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30
Tree Trimmer Groundman	\$0.90	\$1.00	\$1.10	\$1.20	\$1.30

The failure of an individual Employer to make all payments provided for, including liquidated damages in accordance with the Trust's Policy for Collection of Employer Contributions for late payments within the time specified in accordance with the Trust's Policy for Collection of Employer Contributions, shall be a breach of this Agreement. All costs incurred in an attempt to collect such payments and damages shall be borne by the Employer.