

Schedule “A”

Rates Effective May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9300H									
	Serv. Insp. (Working) (HBR) (4),(9),(13)								
9300	Serv. Insp. (Working) (4),(9),(13)				51.230	52.358	53.500		
9301M	Serv. Mech. Specialist (Mobile)				50.094	51.230	52.358		
9301H	Serv. Specialist (HBR) (9),(13)	44.382	45.543	46.662	47.811	48.953	50.094	5 years	
9301	Serv. Specialist (9),(13)	40.899	44.382	45.543	46.662	47.811	48.953	5 years	
9302H	Serv. Mech 1 st Class (HBR) (9)		39.746	40.899	42.046	43.186	44.382		
9302	Serv. Mech. 1 st Class (9)	24.091	27.131	31.728	35.130	37.466	38.607	39.746	
9302M	Serv. Mech. 1 st Class (Mobile)								
		24.091	27.654	29.891	32.123	34.362	36.597	41.068	43.186
9302U	Serv. Mech. 1 st Class								
		24.091	27.654	29.891	32.123	34.362	36.597	41.068	43.186
9303H	Serv. Mech. 2 nd Class (HBR) (9)								
9303	Serv. Mech. 2 nd Class (9)				35.130	36.352	37.466	38.607	
9305JH	Serv. Journey person (HBR) (9)								
9305J	Serv. Journey person (HBR) (9)				33.990	35.130	36.352	37.466	
9305H	Serv. Apprentice (HBR) (9)								
		25.251	28.288	32.848	36.352	38.307	44.382	40.899	5 years
									5 years

Schedule "A"

Rates Effective May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305	Serv. Apprentice (9)	24,091	27,131	31,728	35,130	37,466	40,899	40,899	5 years
9306	Serv. Assistant			23,179	25,956	28,711			
9301T	Serv. Specialist Technician (9),(13)	40,899	44,382	45,543	46,662	47,811	48,953	50,094	
9305T	Serv. Apprentice Technician (9)							37,466	
9300T	Tech Talk Service Specialist			50,094	51,230	51,230	52,358	52,358	
9300W	Serv. Insp. (Working) (WG) (9),(13)						51,230	52,358	
9301W	Serv. Specialist Technician (9), (13)	40,899	44,382	45,543	46,662	47,811	48,953	50,094	5 years
9305W	Serv. Apprentice Technician (9)							37,466	
9310	St. Leader (Working) (3),(9),(13),(15)*	47,811	48,953	50,094	51,230	51,230	52,909	52,909	
9312	Reg. Insp. (Working) (9),(13),(15)*	44,382	45,543	46,662	47,811	48,953	48,953	48,953	
9313P	St. Inspector (Planner)			46,662	47,811	48,953	50,094	50,094	
9313**	Insp. St. (Working) (9), (11), (13),(15)*			44,382	45,543	46,662	47,811	47,811	
9313H**	Insp. St. (Working) (HBR) (9),(12),(13)*			45,543	46,662	47,811	48,953	48,953	
9314**	Leak Surv. Insp. (Working) (9),(11),(13),(15)*			44,382	45,543	46,662	47,811	47,811	

Schedule "A"

Rates Effective May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9314H**	Leak Surv. Insp. (Working) (HBR) (9),(13)*								
9313N	St. Inspector (Working) (9),(11),(13),(15)*			45.543	46.662	47.811	48.953		
9315H	St. Inspector (Working) (HBR) (9),(12),(13)*			44.382	45.543	46.662	47.811		
				45.543	46.662	47.811	48.953		
9320**	St. Mech. 1 st Class (9),(13),(14),(15)*	39.746	40.899	42.046	43.186	44.382	45.543		
9321**	St. Mech. 2 nd Class (13),(15)		33.990	35.130	36.352	37.466	38.607		
9322**	St. Helper (13),(15)					23.179	25.956		
9318	Util. Meter Technician	23.179	25.416	27.654	29.891	32.123	34.362	36.597	
							38.829	41.068	43.186
9320D	Util. Mech. Specialist (14)	34.362	36.597	38.829	41.068	43.304	45.543	46.662	47.811
9320E	Util. Mech. (Energy Strong)			27.654	36.597	38.829	41.068	43.304	45.543
9320N	Util. Mech. (7),(9), (13),(14),(15)*	27.654	29.891	32.123	34.362	36.597	38.829	41.068	
							43.304	45.543	5 years
9322N	Utility Mechanic Apprentice (13),(15)						23.179	25.416	27.654
									5 years
9325	Regulator Mech. (9),(13),(15)*		42.046	43.186	44.382	45.543	46.662		

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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9363C		25.462	27.727	30.001	33.991	34.363	36.598	5 years	
	HVAC Installer (Certified)								
9399			45.543	46.662	47.811	48.953	3 years*		
9371	37.466	38.607	39.746	40.899	42.046	43.186	44.382	3 years*	
9372		25.251	28.288	33.232	36.352	38.597	43.810	5 years	
9365			23.179	25.956	28.711	31.482	33.900	5 years	
	Custodian								
9380**			43.186	44.382	45.543	46.662	47.811		
9381L	36.352	37.466	38.607	39.746	40.899	43.186	45.382	3 years	
9381		36.352	37.466	38.607	39.746	40.899	43.186	44.382	
9383	28.569	30.144	31.728	32.848	33.990	35.130	36.352	37.466	5 years
9384T								22.254	
9385						23.179	25.956		
	Temporary Material Packager								
	Appliance Parts Runner								
9387						22.482	23.179		
	Gas Operations Pre-Apprentice								

**Refer to "Dispatch Department Lock-In Period" agreement dated April 13, 2022 for compensation information for employees hired prior to April 13, 2022.*

All Footnotes may be found on Pages 71-72.

Schedule "A1"

Rates Effective May 1, 2023

Applies to all new hires and transfers into UA Local 855 on or after May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305HB Serv. Apprentice (HBR) (9)	25.251	26.766	28.372	30.641	36.770	44.382	5 years	
9305B Serv. Apprentice (9)	24.091	25.537	27.069	28.693	34.288	40.899	5 years	
9318B Util. Meter Technician	23.179	24.568	26.042	27.605	29.261	31.017	32.878	
9320NB Util. Mech. (7),(9),(13),(14),(15)*	26.044	27.607	29.263	31.018	32.880	34.853	36.943	
9322NB Util. Mech. Apprentice (13),(15)					23.179	24.570	26.044	5 years
9361HB HVAC Estimator (HBR)					36.598	38.590	40.691	42.907
9361B HVAC Estimator					34.363	36.233	38.206	40.286
9362HB Lead Installer (HBR)					36.598	38.590	40.691	45.543
9362B Lead Installer					34.363	36.234	38.207	43.304
9363B HVAC Installer					24.091	25.397	26.757	28.188
9363CB HVAC Installer (Certified)					25.397	26.757	28.188	31.147
							34.363	36.598

Schedule “A”
Rates Effective May 1, 2024

		6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In	
9300H	Serv. Insp. (Working) (HBR) (4),(9),(13)					52.767	53.929	55.105			
9300	Serv. Insp. (Working) (4),(9),(13)					51.597	52.767	53.929			
9301M	Serv. Mech. Specialist (Mobile)					48.062	49.246	50.422			
9301H	Serv. Specialist (HBR) (9),(13)	45.714	46.910	48.062	49.246	50.422	51.597	5 years			
9301	Serv. Specialist (9),(13)	42.126	45.714	46.910	48.062	49.246	50.422	5 years			
9302H	Serv. Mech 1 st Class (HBR) (9)		40.939	42.126	43.308	44.482	45.714				
9302	Serv. Mech. 1 st Class (9)	24.814	27.945	32.680	36.184	38.590	40.939				
9302M	Serv. Mech. 1 st Class (Mobile)	24.814	28.484	30.788	33.087	35.393	37.695	42.300	44.482	5 years	
9302U	Serv. Mech. 1 st Class	24.814	28.484	30.788	33.087	35.393	37.695	42.300	44.604	46.910	5 years
9303H	Serv. Mech. 2 nd Class (HBR) (9)					36.184	37.443	38.590	39.766		
9303	Serv. Mech. 2 nd Class (9)					35.010	36.184	37.443	38.590		
9305JH	Serv. Journey person (HBR) (9)								45.714	5 years	
9305J	Serv. Journey person (HBR) (9)								42.126	5 years	
9305H	Serv. Apprentice (HBR) (9)	26.009	29.137	33.834	37.443	39.457	45.714	5 years			

Schedule "A"
Rates Effective May 1, 2024

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305	Serv. Apprentice (9)								
9306	Serv. Assistant	24.814	27.945	32.680	36.184	38.590	42.126	42.126	5 years
					23.875	26.735	29.573		
9301T	Serv. Specialist Technician (9),(13)								
9305T	Serv. Apprentice Technician (9)	42.126	45.714	46.910	48.062	49.246	50.422	51.597	
9300T	Tech Talk Service Specialist								
9300W	Serv. Insp. (Working) (WG) (9),(13)								
9301W	Serv. Specialist Technician (9), (13)	42.126	45.714	46.910	48.062	49.246	50.422	51.597	5 years
9305W	Serv. Apprentice Technician (9)								
9310	St. Leader (Working) (3),(9),(13),(15)*		49.246	50.422	51.597	52.767	54.497		
9312	Reg. Insp. (Working) (9),(13),(15)*		45.714	46.910	48.062	49.246	50.422		
9313P	St. Inspector (Planner)								
9313**	Insp. St. (Working) (9), (11), (13),(15)*								
9313H**	Insp. St. (Working) (HBR) (9),(12),(13)*								
9314**	Leak Surv. Insp. (Working) (9),(11),(13),(15)*								

Schedule "A"

Rates Effective May 1, 2024

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9314H**	Leak Surv. Insp. (Working) (HBR) (9),(13)*								
9313N	St. Inspector (Working) (9),(11),(13),(15)*	46.910	48.062	49.246	50.422				
9315H	St. Inspector (Working) (HBR) (9),(12),(13)*	45.714	46.910	48.062	49.246				
9320**	St. Mech. 1 st Class (9),(13),(14),(15)*	40.939	42.126	43.308	44.482	45.714	46.910		
9321**	St. Mech. 2 nd Class (13),(15)	35.010	36.184	37.443	38.590	39.766			
9322**	St. Helper (13),(15)					23.875	26.735		
9318	Util. Meter Technician	23.875	26.179	28.484	30.788	33.087	35.393	37.695	
9320D	Util. Mech. Specialist (14)	35.393	37.695	39.994	42.300	44.604	46.910	48.062	49.246
9320E	Util. Mech. (Energy Strong)		28.484	37.695	39.994	42.300	44.604	46.910	
9320N	Util. Mech. (7),(9), (13),(14),(15)*	28.484	30.788	33.087	35.393	37.695	39.994	42.300	
9322N	Utility Mechanic Apprentice (13),(15)								
9325	Regulator Mech. (9),(13),(15)*	43.308	44.482	45.714	46.910	48.062			

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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9330L									
		6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
Pipe Line Welder (Locked-In) (1),(8),(9),(13),(15)*	46.910	48.062	49.246	50.422	51.597	52.767	53.942	55.117	5 years
Pipe Line Welder (1),(8),(9),(13),(15)*			46.910	48.062	49.246	50.422	51.597	52.767	5 years
9330				46.910	48.062	49.246	50.422	51.597	5 years
9331				42.126	43.308	44.482	45.714	46.910	5 years
Machine Operator (9),(13),(15)*				42.126	43.308	44.482	45.714	46.910	5 years
9340**				42.126	43.308	44.482	45.714	46.910	5 years
Mech. 1 st Class (13),(14),(15)*				42.126	43.308	44.482	45.714	46.910	5 years
9350									
Garage Leader (5)				50.422	51.597	52.767	53.942	55.117	5 years
9351				43.308	44.482	45.714	46.910	48.062	5 years
Auto Tech. 1 st Class				43.308	44.482	45.714	46.910	48.062	5 years
9352				37.443	38.590	39.766	40.939	42.126	5 years
Auto Tech 2 nd Class				37.443	38.590	39.766	40.939	42.126	5 years
9353				23.875	26.226	28.559	30.901	33.232	5 years
Auto Servicer				23.875	26.226	28.559	30.901	33.232	5 years
9360H									
HVAC Coordinator (HBR)				52.767	53.929	55.105	56.271	57.433	5 years
9360				48.062	49.246	50.422	51.597	52.767	5 years
HVAC Coordinator				48.062	49.246	50.422	51.597	52.767	5 years
9361H									
HVAC Estimator (HBR)				37.696	38.871	40.046	41.221	42.396	5 years
9361				37.696	38.871	40.046	41.221	42.396	5 years
HVAC Estimator				37.696	38.871	40.046	41.221	42.396	5 years
9362H									
Lead Installer (HBR)				37.696	38.871	40.046	41.221	42.396	5 years
9362				35.394	36.569	37.744	38.919	40.094	5 years
Lead Installer				35.394	36.569	37.744	38.919	40.094	5 years
9363				24.814	26.226	28.559	30.901	35.011	5 years
HVAC Installer				24.814	26.226	28.559	30.901	35.011	5 years

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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9363C HVAC Installer (Certified)	26.226	28.559	30.901	35.011	35.394	37.696	37.696	5 years
9399 Dispatcher		46.910	48.062	49.246	50.422	50.422	50.422	3 years*
9371 Genl. Clk. 1 st Class (2)	38.590	39.766	40.939	42.126	43.308	44.482	45.714	3 years*
9372 Genl. Clk. (10)	26.009	29.137	34.229	37.443	39.755	45.125	45.125	5 years
9365 Custodian		23.875	26.735	29.573	32.427	35.010	35.010	5 years
9380** Sr. Storekeeper		44.482	45.714	46.910	48.062	49.246	49.246	
9381L Storekeeper (Locked-In)	37.443	38.590	39.766	40.939	42.126	44.482	46.744	3 years
9381 Storekeeper	37.443	38.590	39.766	40.939	42.126	44.482	45.714	
9383 Material Handler	29.427	31.049	32.680	33.834	35.010	36.184	37.443	5 years
9384T Temporary Material Packager							22.922	
9385 Appliance Parts Runner					23.875	26.735	26.735	
9387 Gas Operations Pre-Apprentice					23.157	23.875	23.875	

**Refer to "Dispatch Department Lock-In Period" agreement dated April 13, 2022 for compensation information for employees hired prior to April 13, 2022.*

All Footnotes may be found on Pages 71-72.

Schedule "A1"

Rates Effective May 1, 2024

Applies to all new hires and transfers into UA Local 855 on or after May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305HB Serv. Apprentice (HBR) (9)	26.009	27.569	29.224	31.561	37.874	45.714	5 years	
9305B Serv. Apprentice (9)	24.814	26.304	27.882	29.554	35.317	42.126	5 years	
9318B Util. Meter Technician	23.875	25.305	28.434	30.139	31.948	33.865		
9320NB Util. Mech. (7),(9),(13),(14),(15)*	26.826	28.436	30.141	31.949	33.867	35.899	38.052	
9322NB Util. Mech. Apprentice (13),(15)					42.239	46.910	5 years	
9361HB HVAC Estimator (HBR)					23.875	25.308	26.826	5 years
9361B HVAC Estimator	37.696	39.748	41.912	44.195	48.062	5 years		
9362HB Lead Installer (HBR)	35.394	37.320	39.353	41.495	46.910	5 years		
9362B Lead Installer		37.696	39.748	41.912	46.910	5 years		
9363B HVAC Installer		35.394	37.321	39.354	44.604	5 years		
9363CB HVAC Installer (Certified)	24.814	26.159	27.560	29.034	32.082	35.394	5 years	
	26.159	27.560	29.034	32.082	35.394	37.696	5 years	

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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9300H									
	Serv. Insp. (Working) (HBR) (4),(9),(13)								
9300	Serv. Insp. (Working) (4),(9),(13)					54.350	55.547	56.759	
9301M	Serv. Mech. Specialist (Mobile)					53.145	54.350	55.547	
9301H	Serv. Specialist (HBR) (9),(13)	47.086	48.318	49.504	50.724	49.504	50.724	51.935	
9301	Serv. Specialist (9),(13)	43.390	47.086	48.318	49.504	50.724	51.935	53.145	5 years
9302H	Serv. Mech 1 st Class (HBR) (9)		42.168	43.390	44.608	45.817	47.086		
9302	Serv. Mech. 1 st Class (9)	25.559	28.784	33.661	37.270	39.748	40.959	42.168	
9302M	Serv. Mech. 1 st Class (Mobile)								
		25.559	29.339	31.712	34.080	36.455	38.826	43.569	45.817 5 years
9302U	Serv. Mech. 1 st Class								
		25.559	29.339	31.712	34.080	36.455	38.826	43.569	45.817 5 years
9303H	Serv. Mech. 2 nd Class (HBR) (9)								
9303	Serv. Mech. 2 nd Class (9)					37.270	38.567	39.748	40.959
9305JH	Serv. Journey person (HBR) (9)								
9305J	Serv. Journey person (HBR) (9)					36.061	37.270	38.567	39.748
9305H	Serv. Apprentice (HBR) (9)								
		26.790	30.012	34.849	38.567	40.641	47.086	43.390	47.086 5 years
									43.390 5 years
									47.086 5 years

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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305	Serv. Apprentice (9)	25.559	28.784	33.661	37.270	39.748	43.390	43.390	5 years
9306	Serv. Assistant			24.592	27.538	30.461			
9301T	Serv. Specialist Technician (9),(13)	43.390	47.086	48.318	49.504	50.724	51.935	53.145	
9305T	Serv. Apprentice Technician (9)							39.748	
9300T	Tech Talk Service Specialist				53.145	54.350	55.547		
9300W	Serv. Insp. (Working) (WG) (9),(13)					54.350	55.547		
9301W	Serv. Specialist Technician (9), (13)	43.390	47.086	48.318	49.504	50.724	51.935	53.145	5 years
9305W	Serv. Apprentice Technician (9)							39.748	
9310	St. Leader (Working) (3),(9),(13),(15)*		50.724	51.935	53.145	54.350	56.132		
9312	Reg. Insp. (Working) (9),(13),(15)*		47.086	48.318	49.504	50.724	51.935		
9313P	St. Inspector (Planner)			49.504	50.724	51.935	53.145		
9313**	Insp. St. (Working) (9), (11), (13),(15)*			47.086	48.318	49.504	50.724		
9313H**	Insp. St. (Working) (HBR) (9),(12),(13)*			48.318	49.504	50.724	51.935		
9314**	Leak Surv. Insp. (Working) (9),(11),(13),(15)*			47.086	48.318	49.504	50.724		

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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9314H**	Leak Surv. Insp. (Working) (HBR) (9),(13)*								
9313N	St. Inspector (Working) (9),(11),(13),(15)*								
9315H	St. Inspector (Working) (HBR) (9),(12),(13)*								
9320**	St. Mech. 1 st Class (9),(13),(14),(15)*								
9321**	St. Mech. 2 nd Class (13),(15)								
9322**	St. Helper (13),(15)								
9318	24,592	26,965	29,339	31,712	34,080	36,455	38,826		
9320D	Util. Meter Technician								
9320E	Util. Mech. Specialist (14)								
9320N	Util. Mech. (Energy Strong)								
	29,339	38,826	41,194	43,569	45,943	48,318	49,504	50,724	5 years
	29,339	31,712	34,080	36,455	38,826	41,194	43,569	45,943	48,318
9322N	Util. Mech. (7),(9), (13),(14),(15)*								
	24,592	26,965	29,339	31,712	34,080	36,455	38,826	41,194	43,569
	Utility Mechanic Apprentice (13),(15)								
	44,608	45,817	47,086	48,318	49,504	50,724	51,935	53,146	5 years
9325	Regulator Mech. (9),(13),(15)*								
	44,608	45,817	47,086	48,318	49,504	50,724	51,935	53,146	5 years

Schedule "A"
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	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9363C		27.013	29.416	31.828	36.062	36.456	38.827	38.827	5 years
	HVAC Installer (Certified)								
9399			48.318	49.504	50.724	51.935	51.935	51.935	3 years*
9371	39.748	40.959	42.168	43.390	44.608	45.817	47.086	47.086	3 years*
9372		26.790	30.012	35.256	38.567	40.948	46.479	46.479	5 years
9365			24.592	27.538	30.461	33.400	36.061	36.061	5 years
	Custodian								
9380**			45.817	47.086	48.318	49.504	50.724	50.724	
9381L	38.567	39.748	40.959	42.168	43.390	45.817	48.147	48.147	3 years
9381		38.567	39.748	40.959	42.168	43.390	45.817	47.086	
9383	30.310	31.981	33.661	34.849	36.061	37.270	38.567	39.748	5 years
9384T							23.610	23.610	
9385						24.592	27.538	27.538	
	Temporary Material Packager								
	Appliance Parts Runner								
9387						23.852	24.592	24.592	
	Gas Operations Pre-Apprentice								

**Refer to "Dispatch Department Lock-In Period" agreement dated April 13, 2022 for compensation information for employees hired prior to April 13, 2022.*

All Footnotes may be found on Pages 71-72.

Schedule "A1"

Rates Effective May 1, 2025

Applies to all new hires and transfers into UA Local 855 on or after May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305HB Serv. Apprentice (HBR) (9)	26.790	28.397	30.101	32.508	39.011	47.086	5 years	
9305B Serv. Apprentice (9)	25.559	27.094	28.719	30.441	36.377	43.390	5 years	
9318B Util. Meter Technician	24.592	26.065	27.629	29.287	31.044	32.907	34.881	
9320NB Util. Mech. (7),(9),(13),(14),(15)*	27.631	29.290	31.046	32.908	34.883	36.976	39.194	43.507 48.318 5 years
9322NB Util. Mech. Apprentice (13),(15)				24.592	26.068	27.631	5 years	
9361HB HVAC Estimator (HBR)	38.827	40.941	43.170	45.521	49.504	5 years		
9361B HVAC Estimator	36.456	38.440	40.534	42.740	48.318	5 years		
9362HB Lead Installer (HBR)	38.827	40.941	43.170	48.318	5 years			
9362B Lead Installer	36.456	38.441	40.535	45.943	5 years			
9363B HVAC Installer	25.559	26.944	28.387	29.905	33.045	36.456	5 years	
9363CB HVAC Installer (Certified)	26.944	28.387	29.905	33.045	36.456	38.827	5 years	

Schedule "A"

Rates Effective May 1, 2026

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9300H						55.981	57.214	58.462	
	Serv. Insp. (Working) (HBR) (4),(9),(13)								
9300						54.740	55.981	57.214	
	Serv. Insp. (Working) (4),(9),(13)								
9301M						50.990	52.246	53.494	
	Serv. Mech. Specialist (Mobile)								
9301H		48.499	49.768	50.990	52.246	53.494	54.740	5 years	
	Serv. Specialist (HBR) (9),(13)								
9301		44.692	48.499	49.768	50.990	52.246	53.494	5 years	
	Serv. Specialist (9),(13)								
9302H			43.433	44.692	45.947	47.192	48.499		
	Serv. Mech 1 st Class (HBR) (9)								
9302		26.326	29.648	34.671	38.389	40.941	42.188	43.433	
	Serv. Mech. 1 st Class (9)								
9302M		26.326	30.220	32.664	35.103	37.549	39.991	44.877	5 years
	Serv. Mech. 1 st Class (Mobile)								
9302U		26.326	30.220	32.664	35.103	37.549	39.991	44.877	5 years
	Serv. Mech. 1 st Class								
9303H						47.322	49.768	5 years	
	Serv. Mech. 2 nd Class (HBR) (9)								
9303						38.389	39.724	40.941	42.188
	Serv. Mech. 2 nd Class (9)								
9305JH						37.143	38.389	39.724	40.941
	Serv. Journeyperson (HBR) (9)								48.499
9305J									44.692
	Serv. Journeyperson (HBR) (9)								5 years
9305H		27.594	30.913	35.895	39.724	41.861	48.499	5 years	
	Serv. Apprentice (HBR) (9)								

Schedule "A"

Rates Effective May 1, 2026

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305	Serv. Apprentice (9)	26.326	29.648	34.671	38.389	40.941	44.692	44.692	5 years
9306	Serv. Assistant			25.330	28.365	31.375			
9301T	Serv. Specialist Technician (9),(13)	44.692	48.499	49.768	50.990	52.246	53.494	54.740	
9305T	Serv. Apprentice Technician (9)							40.941	
9300T	Tech Talk Service Specialist			54.740	55.981	57.214			
9300W	Serv. Insp. (Working) (WG) (9),(13)				55.981	57.214			
9301W	Serv. Specialist Technician (9), (13)	44.692	48.499	49.768	50.990	52.246	53.494	54.740	5 years
9305W	Serv. Apprentice Technician (9)							40.941	
9310	St. Leader (Working) (3),(9),(13),(15)*		52.246	53.494	54.740	55.981	57.816		
9312	Reg. Insp. (Working) (9),(13),(15)*		48.499	49.768	50.990	52.246	53.494		
9313P	St. Inspector (Planner)			50.990	52.246	53.494	54.740		
9313**	Insp. St. (Working) (9), (11), (13),(15)*			48.499	49.768	50.990	52.246		
9313H**	Insp. St. (Working) (HBR) (9),(12),(13)*			49.768	50.990	52.246	53.494		
9314**	Leak Surv. Insp. (Working) (9),(11),(13),(15)*			48.499	49.768	50.990	52.246		

Schedule "A"
Rates Effective May 1, 2026

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9363C		27.824	30.299	32.783	37.144	37.550	39.992	39.992	5 years
	HVAC Installer (Certified)								
9399	Dispatcher		49.768	50.990	52.246	53.494	53.494	53.494	3 years*
9371	Genl. Clk. 1 st Class (2)	40.941	42.188	43.433	44.692	45.947	47.192	48.499	3 years*
9372	Genl. Clk. (10)	27.594	30.913	36.314	39.724	42.177	47.874	47.874	5 years
9365	Custodian		25.330	28.365	31.375	34.402	37.143	37.143	5 years
9380**	Sr. Storekeeper		47.192	48.499	49.768	50.990	52.246	52.246	
9381L	Storekeeper (Locked-In)	39.724	40.941	42.188	43.433	44.692	47.192	49.592	3 years
9381	Storekeeper	39.724	40.941	42.188	43.433	44.692	47.192	48.499	
9383	Material Handler	31.220	32.941	34.671	35.895	37.143	38.389	40.941	5 years
9384T	Temporary Material Packager							24.319	
9385	Appliance Parts Runner					25.330	28.365	28.365	
9387	Gas Operations Pre-Apprentice					24.568	25.330	25.330	

**Refer to "Dispatch Department Lock-In Period" agreement dated April 13, 2022 for compensation information for employees hired prior to April 13, 2022.*

All Footnotes may be found on Pages 71-72.

Schedule "A1"

Rates Effective May 1, 2026

Applies to all new hires and transfers into UA Local 855 on or after May 1, 2023

	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	6 Mo.	Max.	Lock-In
9305HB Serv. Apprentice (HBR) (9)	27.594	29.249	31.004	33.484	40.182	48.499	5 years	
9305B Serv. Apprentice (9)	26.326	27.907	29.581	31.355	37.469	44.692	5 years	
9318B Util. Meter Technician	25.330	26.847	28.458	30.166	31.976	33.895	35.928	
9320NB Util. Mech. (7),(9),(13),(14),(15)*	28.460	30.169	31.978	33.896	35.930	38.086	40.370	
9322NB Util. Mech. Apprentice (13),(15)						25.330	26.850	44.813 49.768 5 years
9361HB HVAC Estimator (HBR)			39.992	42.170	44.466	46.887	50.990	5 years
9361B HVAC Estimator			37.550	39.594	41.750	44.023	49.768	5 years
9362HB Lead Installer (HBR)			39.992	42.170	44.466	49.768	5 years	
9362B Lead Installer			37.550	39.595	41.752	47.322	5 years	
9363B HVAC Installer	26.326	27.753	29.239	30.803	34.037	37.550	5 years	
9363CB HVAC Installer (Certified)	27.753	29.239	30.803	34.037	37.550	39.992	5 years	