

<b>OUTSIDE FACILITIES UNIT</b>				
<b>EXHIBIT A</b>				
<b>MINIMUM HOURLY RATES OF PAY</b>				
	1/1/2013	1/1/2014	1/1/2015	1/1/2016
Percent of Working Foreman	110.00%	110.00%	110.00%	110.00%
General Foreman	\$ 48.52	\$ 49.97	\$ 51.47	\$ 53.02
Percent of Journeyman	110.00%	110.00%	110.00%	110.00%
Line Working/Substation/Meter Foreman	\$ 44.11	\$ 45.43	\$ 46.79	\$ 48.20
Percent Increase	3.00%	3.00%	3.00%	3.00%
Journeyman Lineman/Meter Tech	\$ 40.10	\$ 41.30	\$ 42.54	\$ 43.82
Apprentice Lineman	3.00%	3.00%	3.00%	3.00%
Start (Step 1)	\$ 24.25	\$ 24.98	\$ 25.73	\$ 26.50
6 Months (Step 2)	\$ 25.26	\$ 26.02	\$ 26.80	\$ 27.61
12 Months (Step 3)	\$ 26.46	\$ 27.25	\$ 28.07	\$ 28.91
18 Months (Step 4)	\$ 27.27	\$ 28.08	\$ 28.93	\$ 29.80
24 Months (Step 5)	\$ 28.87	\$ 29.74	\$ 30.63	\$ 31.55
30 Months (Step 6)	\$ 30.88	\$ 31.80	\$ 32.76	\$ 33.74
36 Months (Step 7)	\$ 32.48	\$ 33.45	\$ 34.46	\$ 35.49
42 Months (Step 8)	\$ 34.88	\$ 35.93	\$ 37.00	\$ 38.11
48 Months	\$ 40.09	\$ 41.30	\$ 42.53	\$ 43.81
Percent Increase	3.00%	3.00%	3.00%	3.00%
Mechanic	\$ 33.91	\$ 34.92	\$ 35.97	\$ 37.05
Warehouseman/Groundman-Equipment Operator	3.00%	3.00%	3.00%	3.00%
Start	\$ 22.98	\$ 23.67	\$ 24.38	\$ 25.11
6 Months	\$ 24.88	\$ 25.62	\$ 26.39	\$ 27.18
12 Months	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71
18 Months	\$ 27.31	\$ 28.13	\$ 28.97	\$ 29.84
24 Months	\$ 30.53	\$ 31.45	\$ 32.39	\$ 33.36
Meter Technician I (formerly Meter Reader)	3.00%	3.00%	3.00%	3.00%
Start	\$ 17.72	\$ 18.25	\$ 18.80	\$ 19.36
6 Months	\$ 19.98	\$ 20.57	\$ 21.19	\$ 21.83
12 Months	\$ 22.27	\$ 22.94	\$ 23.62	\$ 24.33
18 Months	\$ 24.54	\$ 25.27	\$ 26.03	\$ 26.81
24 Months	\$ 27.88	\$ 28.72	\$ 29.58	\$ 30.47

Staking Technician	3.00%	3.00%	3.00%	3.00%
Start	\$ 22.77	\$ 23.45	\$ 24.15	\$ 24.88
6 Months	\$ 24.48	\$ 25.21	\$ 25.97	\$ 26.75
12 Months	\$ 26.19	\$ 26.97	\$ 27.78	\$ 28.61
18 Months	\$ 27.91	\$ 28.75	\$ 29.61	\$ 30.50
24 Months	\$ 29.61	\$ 30.49	\$ 31.41	\$ 32.35
30 Months	\$ 31.28	\$ 32.22	\$ 33.19	\$ 34.18
Draftsman	3.00%	3.00%	3.00%	3.00%
Start	\$ 19.68	\$ 20.27	\$ 20.88	\$ 21.50
6 Months	\$ 21.19	\$ 21.82	\$ 22.48	\$ 23.15
12 Months	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76
18 Months	\$ 24.13	\$ 24.86	\$ 25.60	\$ 26.37
24 Months	\$ 25.60	\$ 26.37	\$ 27.16	\$ 27.98
30 Months	\$ 27.16	\$ 27.97	\$ 28.81	\$ 29.68
	3.00%	3.00%	3.00%	3.00%
Working Electricians Foreman	\$ 40.09	\$ 41.30	\$ 42.53	\$ 43.81
Percent Increase	3.00%	3.00%	3.00%	3.00%
Journeyman Electricians	\$ 39.13	\$ 40.30	\$ 41.51	\$ 42.76
Percent Increase	3.00%	3.00%	3.00%	3.00%
Lead Electricians	\$ 36.96	\$ 38.07	\$ 39.21	\$ 40.38
Electricians	3.00%	3.00%	3.00%	3.00%
Start (Step 1)	\$ 20.28	\$ 20.89	\$ 21.52	\$ 22.16
6 Months (Step 2)	\$ 21.31	\$ 21.94	\$ 22.60	\$ 23.28
12 Months (Step 3)	\$ 22.46	\$ 23.13	\$ 23.82	\$ 24.54
18 Months (Step 4)	\$ 22.98	\$ 23.67	\$ 24.38	\$ 25.11
24 Months (Step 5)	\$ 24.31	\$ 25.04	\$ 25.79	\$ 26.56
30 Months (Step 6)	\$ 26.03	\$ 26.81	\$ 27.62	\$ 28.45
36 Months (Step 7)	\$ 29.42	\$ 30.30	\$ 31.21	\$ 32.14