

MEMORANDUM of UNDERSTANDING

This Memorandum of Understanding, hereinafter referred to as "MOU", executed between Henkels & McCoy, Inc., hereinafter referred to as "Employer", and IBEW Locals 47 & 1245, hereinafter referred to as "Union", shall serve as an addendum to the Teledata Agreement, hereinafter referred to as "Agreement", between Employer and Union, which Agreement takes the form of Appendices to the National Teledata Agreement between Employer and the IBEW International.

It is agreed and understood that:

- 1) Effective June 1, 2013, wages shall be increased by two per cent (2%), and are attached as Wage Appendix D.
- 2) In the event of any conflict between the provisions of this MOU and the provisions of the aforementioned Agreement, the provisions of this MOU shall prevail and take precedence.



Rory Bertaina
Regional Vice President
Henkels & McCoy, Inc.

Date 5/31/13



Patrick A. Lavin
Business Manager
IBEW Local 47

Date 6/5/13



Tom M Dalzell
Business Manager
IBEW Local 1245

Date 6-17-13

LOCAL TELEDATA AGREEMENT
 EFFECTIVE - 2012-2015
 WAGES APPENDIX SHEDULE D
 (PER SECTION 5.01)
 IBEW LOCAL UNIONS 47 & 1245

YEAR 2

<u>EFFECTIVE JUNE 1, 2013</u>	<u>TELEDATA RATE</u>	<u>CATV RATE</u>	<u>% BASE RATE INCREASE</u>
Foreman	26.55	23.96	2%
Cable Splicer	25.06	22.61	2%
Technician I / Lineman	25.06	21.70	2%
Technician II	23.46	21.16	2%
Installer Repairman	23.46	21.16	2%
Equipment Operator	23.46	21.16	2%
Winch Truck Driver / Driver	19.03	19.03	2%
Groundman I	15.03	15.03	2%
Groundman II	12.65	12.65	2%
Groundman III	10.28	10.28	2%

Trainees:

I = 50%

II = 58%

III = 66%

IV = 82%

V = 90%