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Contract Agreement

Between
Massachusetts Electric Company
National Grid USA Service Company
New England Power Company
The Narragansett Electric Company
Nantucket Electric Company
Niagara Mohawk Power Company

and

O'Connell Electric Co., Inc.

to provide

Materials, Equipment & Construction Services

for the

PCL/CoC Initiative

May 1, 2016

Please Note: This Document contains Confidential, sensitive information that is not to be reproduced or distributed outside of the project team leadership and executive reviewers of National Grid and O'Connell Electric Co., Inc.

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AGREEMENT

This Agreement, made and entered into on the date when signed by the party signing last in time, by and between National Grid USA Service Company (herein referred to as Owner), a corporation with offices at 40 Sylvan Road, Waltham, MA 02451 for and on behalf of its affiliate companies which may include the following entities: Massachusetts Electric, Nantucket Electric Company, New England Power Company, The Narragansett Electric Company, and Niagara Mohawk Power Company and O'Connell Electric Co., Inc. (herein referred to as Contractor), a New York based company having its international headquarters at 830 Phillips Road, Victor, NY 14564, concerning the provision of materials, equipment, and construction services for the PCL/CoC Initiative, New England & NY Substation PCL & NY East, NY **Central & NY Western Substation CoC Territories** as specified in the appropriate documents. This agreement provides for the provision of contracted services by the Contractor to the Owner for electrical construction in fully tested and commissioned status, inclusive of all features and capabilities defined under the scope of work, and on the agreed schedule of delivery, for which the Contractor will be remunerated by the Owner in an amount equal to the Lump Sum bid price (contract price), paid in accordance with the Terms and Conditions of this Agreement and any subsequent awarded projects.

ARTICLE 1 - SCOPE OF WORK

The Contractor hereby agrees to meet all requirements of the full scope of work as defined in the Contract Specification (see Exhibits) and any subsequent Request for Proposal as tendered by National Grid, in Ariba, inclusive of all Technical Specifications, Standards, Guidance, Notes, Addenda items, Message Board Responses, and Clarifications, as well as documented correspondence and written responses related to post bid Questions and Answers.

ARTICLE 2 - CONTRACT DOCUMENTS

The following documents, including all attached schedules, appendices, exhibits or other attachments thereto, are incorporated by reference as if fully set forth herein, and are hereinafter referred to collectively and individually as the "Contract Documents" or the "Agreement":

NDA: Non-Disclosure Agreement

Terms & Conditions: 0700 Terms and Conditions for Construction Purchase Orders Revised

April 2016

Letter of Intent National Grid Letter of Award

Exhibit A: Contract Specification
Exhibit B: Labor and Equipment Rates
Exhibit C: Contractor Safety Requirements
Exhibit D Environmental Guidance Procedures

Exhibit E: Supplier Code of Conduct Exhibit F: Work Authorization Form

Contract between National Grid USA Service Company and O'Connell Electric Co., Inc.-PCL/CoC Initiative

Exhibit G: NERC-CIP Compliance

Exhibit H: DOT Contractor Compliance Affidavit

ARTICLE 3 - SCHEDULE

The Contractor agrees to commence any Work to be performed under this Agreement at the time specified by Owner, and to carry it on continuously with such diligence that the Work will be completed on schedule. Any planned, contemplated, or unforeseen changes to project schedules must be documented in detail by the Contractor, inclusive of all cascading effects, particularly any change to the project end date. This information must be presented to and discussed with the Owner and must be approved in writing by the Owner's Project Manager.

<u>ARTICLE 4 - CONTRACT PRICE</u>

The Contract for the Work is based on any direct assigned or awarded Lump Sum detailed on the Work Authorization Form that will be provided to the Contractor upon award. The contract price includes the cost of a dedicated project Safety Representative.

<u>ARTICLE 5 – INVOICING / PAYMENTS</u>

The Contractor agrees to submit invoices as detailed herein. An original copy is to be forwarded to the "Bill to" address referenced in the Work Authorization (WA), to the attention of the Owner's Project Manager including SAP Contract # 4400006138 A new Work Authorization and corresponding Purchase Order Release(s) will be issued for each subsequent project award under this agreement. A "preliminary" invoice is to be e-mailed to the Project Manager for review and to obtain the necessary PO Number information 5 days prior to mailing the invoice to Accounts Payable. The invoice being sent to Accounts Payable (including those submitted via the Ariba system) must include the purchase order number specific to the Work being performed.

As per National Grid's Terms and Conditions a retainer will be held for each submitted invoice until satisfactory completion of the Project. Invoices are to contain completed work with itemized detail specific to work scope / units completed.

Invoices shall not include any Sales Tax assessment (see Terms and Conditions Payment and Taxes Section).

Upon satisfactory completion of any project award under this agreement, including the close out of any "punch list" items and submittal of a signed contractor's lien release, releasing the Owner from all claims and liens by the Contractor, their Suppliers, and Subcontractors, the Contractor will request written approval from the Owner's Project Manager to proceed with final invoicing.

Contract between National Grid USA Service Company and O'Connell Electric Co., Inc.-PCL/CoC Initiative

Upon receipt of this written approval, the Contractor can proceed with invoice submittal to collect the remaining retainage.

ARTICLE 6 - NOTICES

Notices required or permitted under this Agreement shall be addressed to:

Contractor	Owner
O'Connell Electric Co., Inc.	National Grid
Michael Parkes	Leonard Durant
President	Senior Buyer, Global Procurement Transmission Lines
830 Phillips Road	40 Sylvan Road
Victor, NY 14564-9747	Waltham, MA 02451 Ph: 781-907-1758
Ph: 585.424.3472	leonard.durant@nationalgrid.com
michael.parkes@oconnellelectric.com	

ARTICLE 7 – TERM OF AGREEMENT

The Term of this Agreement shall commence on 05/01/2016, for a term of three (3) years with a "buyer" option for two (2) one (1) year extension. National Grid may at its discretion terminate this agreement at any time.

ARTICLE 8 - ENTIRE AGREEMENT

This Agreement, including all Contract Documents, constitutes the entire Agreement between the Owner and the Contractor, with respect to the Work specified, and all previous representations relative thereto, not included in this contract, either written or oral are hereby annulled and superseded. No modification of any of the provisions of this Agreement shall be binding unless committed to in writing and signed by a duly authorized representative of each party hereto.

Contract between National Grid USA Service Company and O'Connell Electric Co., Inc.-PCL/CoC Initiative

IN WITNESS WHEREOF, each party hereto has caused this Agreement to be executed by its duly authorized representative on the day and year set forth below.

Contractor:	Owner:
O'Connell Electric Co., Inc.	National Grid USA Service Co. (dba National Grid)
Signature	Signature AAA
Victor E. Salerno Name	Randall Rotermund Name
Chief Executive Officer Title	Vice President-US Procurement Title
June 29, 2016 Date	7/11 .2016 Date

	Towns and Candida	ang .	
Contract between National Grid USA Service Company and O'Connell Electric Co., IncPCL/CoC Initiative Terms and Conditions			

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TERMS AND

CONDITIONS

FOR

CONSTRUCTION

Form 00700 (Rev. April 11, 2016)

Exhibit	A: Contract S	Specifications	S	

Exhibit B: Labor and Equipment Rates		ntac			
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CRAFT LABOR -- PROPOSED BILLING RATES

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CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

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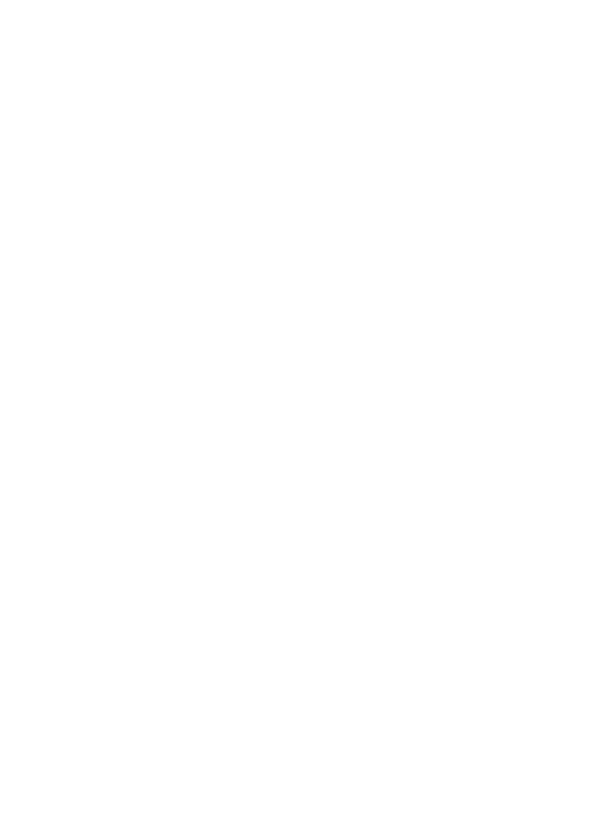
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CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

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	Other B (Specify)	
	Total	
applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	
r Per Hour Worked (\$)	Paid Holidays and Other Time Off	
• • • • • • • • • • • • • • • • • • • •	Contractor Provided Education & Training	
	Contractor Provided Background Checks & Drug Testing	
	Small Tools & Equipment of \$1,500 Value or Less	
	Light Duty Vehicles up to 1.5 Tons Gross Weight	
	Liability Insurance	
	Profit + Overhead, General Management & Supervision	
	Safety & Materials Management	
	Other D (Specify)	
	Total	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
Araight Time Bining Nates	Straight Filmo Flourly Billing Nato	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
Vicitinic Hage Nate Addel	Overtime Hoursy wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
	Someone Control philodolo to Overtimo viago Addel	
Overtime Billing Rates	Overtime Hourly Billing Rate	
<u> </u>	<u> </u>	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Promium Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Rilling Rate	Premium Time Hourly Billing Rate	

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CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

		7	8	9	10	11	12	13	14
NY-IBEW 1249 Substati	on Job Classification>	ntice, 7th /Period	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	Groundman Digging Machine Operator
STRAIGHT TIME									
1									
2	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare)	%							
	FUTA (Fed. Unemployment Tax)	%							
	SUTA (State Unemployment Tax)	%							
	Worker's Compensation + Disability Insurance	%							
	Union Costs (% of Gross Wages Type)	%							
	Other A (Specify)	%							
·	Other B (Specify) Total	<u>%</u>							
	Total								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%							
	Contractor Provided Education & Training	%							
i e	Contractor Provided Background Checks & Drug Testing	%							
ł	Small Tools & Equipment of \$1,500 Value or Less	%							
5	Light Duty Vehicles up to 1.5 Tons Gross Weight	%							
5	Liability Insurance	%							
	Profit + Overhead, General Management & Supervision	%							
	Safety & Materials Management	%							
	Other D (Specify)	\$							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
orangin Time Bining Italico	Ctraight Filled Hourly Billing Nato								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
Tago Nuo Audol	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								
Fremium Time Dilling Rate	Fremium nine nouny billing rate								

CONTRACTOR NAM	ME: OCONNELL								
		15	16	17	18	19	20	21	
NY-IBEW 1249 Substation	Job Classification>	Chief Equipment Mechanic	Equip. Mechanic First Class	Equip. Mechanic Helper	Groundman Truck Driver (TT)/EO w/CDL A	Groundman Truck Driver/EO w/CDL B	Groundman	Flagman	
STRAIGHT TIME									
STRAIGHT HIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare)	6							
	FUTA (Fed. Unemployment Tax)	%							
	SUTA (State Unemployment Tax)	6							
	Worker's Compensation + Disability Insurance	6							
	Union Costs (% of Gross Wages Type)	6							
	Other A (Specify)	/o							
	Other B (Specify)	<u>/o</u>							
	Total								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%							
	Contractor Provided Education & Training 9	%							
	Contractor Provided Background Checks & Drug Testing 9	6							
	Small Tools & Equipment of \$1,500 Value or Less	6							
	Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance	/o /							
	Profit + Overhead, General Management & Supervision 9	/o							
	Safety & Materials Management	6							
	Other D (Specify)	6							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
OVERTIME (X1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	, ,								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
DDEMILIM TIME (>2.0)									
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
Tronsam Time Wage Nate Adder	i Toman Timo Houny Wago Addor								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	E: OCONNELL								
NY-IBEW 1249 Substatio	n Job Classification>	22	23	24	25	26	27	28	29
STRAIGHT TIME									
Applicable to All Wages	Base Hourly Wage (BHW) (W-2 Salary) FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type) Other A (Specify) Other B (Specify)	% % % % %							
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Total Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management Other D (Specify) Total	\$ % % % % % % % % \$ \$							
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
Premium Time Billing Rate	Contractor Costs Applicable to Premium Wage Adder Premium Time Hourly Billing Rate								

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

			30
NY-IBEW 1249 Substation	Job Classification>	>	
		_	
STRAIGHT TIME			
	B. H. L.W. (BINA) (M. C.C.)		
	Base Hourly Wage (BHW) (W-2 Salary)		
		_	
Applicable to All Wages	FICA (Social Security + Medicare)		
	FUTA (Fed. Unemployment Tax)	_	
	SUTA (State Unemployment Tax)	_	
	Worker's Compensation + Disability Insurance		
	Union Costs (% of Gross Wages Type)		
	Other A (Specify)		
	Other B (Specify)		
	Total		
Applicable to Done Money Only (9/)	Hairan Ocata (film and Hairan Tama)	— ,	
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$	
or Per Hour Worked (\$)	Paid Holidays and Other Time Off Contractor Provided Education & Training	-	
	Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing		
	Small Tools & Equipment of \$1,500 Value or Less	-	
	Light Duty Vehicles up to 1.5 Tons Gross Weight	-	
	Liability Insurance	-	
	Profit + Overhead, General Management & Supervision Safety & Materials Management	- 1	
	Other D (Specify)	•	
	Total	1 4	
	iotai		
Straight Time Billing Rates	Straight Time Hourly Billing Rate	7	
Octuight Time Dinning Nacco	oragin Timo Hodry Dining Nato		
OVERTIME (x1.5)			
<u> </u>			
Overtime Wage Rate Adder	Overtime Hourly Wage Adder		
	Contractor Costs Applicable to Overtime Wage Adder		
Overtime Billing Rates	Overtime Hourly Billing Rate		
PREMIUM TIME (x2.0)			
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder		
	Contractor Costs Applicable to Premium Wage Adder		
		_ [
Premium Time Billing Rate	Premium Time Hourly Billing Rate		

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CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

		30
MA-IBEW 1	04 Job Classification	>
STRAIGHT TIME		
OTTO II OTTO TIME		
	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare)	%
· +p	FUTA (Fed. Unemployment Tax)	— %
	SUTA (State Unemployment Tax)	%
	Worker's Compensation + Disability Insurance	%
	Union Costs (% of Gross Wages Type)	%
	Other A (Specify)	%
	Other B (Specify)	%
	Total	
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	— *
σι τοι πουι ττοικου (ψ)	Contractor Provided Education & Training	— %
	Contractor Provided Education & Framing Contractor Provided Background Checks & Drug Testing	%
	Small Tools & Equipment of \$1,500 Value or Less	— %
	Light Duty Vehicles up to 1.5 Tons Gross Weight	— %
	Liability Insurance	— %
	Profit + Overhead, General Management & Supervision	— %
	Safety & Materials Management	%
	Other D (Specify)	\$
	Total	
[[
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	

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REFERENCE CLASS

CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

NY-IBEW 91	0 Job Classification>	Journeyman Wireman	General Foreman	Foreman	Cable Splicer	Journeyman Welder	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprer Step
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare)								
	Worker's Compensation + Disability Insurance % Union Costs (% of Gross Wages Type) % Other A (Specify) %								
	Other B (Specify) % Total								
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) \$ Paid Holidays and Other Time Off %								
,,	Contractor Provided Education & Training %								
	Contractor Provided Background Checks & Drug Testing %								
	Small Tools & Equipment of \$1,500 Value or Less %	•							
	Light Duty Vehicles up to 1.5 Tons Gross Weight %	•							
	Liability Insurance % Profit + Overhead, General Management & Supervision %								
	Safety & Materials Management & Supervision % %								
	FR Clothing \$								
	Total	-							
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Were Date Adder	Overtime Heart Merc Adder								
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

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CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

			•	9	10	11	12	 14
NY-IBEW 9	Job Classification>	ntice, 4th	Apprentice, 3rd	Apprentice, 2nd	Apprentice, 1st	Journeyman		
	oob oldoomodiion p	/Period	Step/Period	Step/Period	Step/Period	Technician		
STRAIGHT TIME								
	Base Hourly Wage (BHW) (W-2 Salary)							
Applicable to All Wages	FICA (Social Security + Medicare)	6						
	FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax)	/a						
	Worker's Compensation + Disability Insurance	/o						
	Union Costs (% of Gross Wages Type)	6						
i e	Other A (Specify)	6						
	Other B (Specify)	<u>/6</u>						
	Total							
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$						
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	/ ₆						
.,	Contractor Provided Education & Training	6						
	Contractor Provided Background Checks & Drug Testing	6						
	Small Tools & Equipment of \$1,500 Value or Less	6						
	Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance	/o						
•	Profit + Overhead, General Management & Supervision	6						
	Safety & Materials Management	/ ₀						
	FR Clothing	\$						
	Total							
Straight Time Billing Rates	Straight Time Hourly Billing Rate							
Ottaight Time Dinnig Nates	Orangin Filme Flourity Dilling Nate							
OVERTIME (x1.5)								
Overtime Wage Rate Adder	Overtime Hourly Wage Adder							
O TO TIME TRAGE TRACE	oversime really wage reads.							
	Contractor Costs Applicable to Overtime Wage Adder							
[a a	[a							
Overtime Billing Rates	Overtime Hourly Billing Rate							
PREMIUM TIME (x2.0)								
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder							
	Contractor Costs Applicable to Premium Wage Adder							
	Contractor Costs Applicable to Premium wage Adder							
Premium Time Billing Rate	Premium Time Hourly Billing Rate							

CONTRACTOR NAM	ME: OCONNELL								
		15	16	17	18	19	20	21	
NY-IBEW 9	10 Job Classification>								
STRAIGHT TIME									
1									
2									
_	Base Hourly Wage (BHW) (W-2 Salary)								
3 Applicable to All Wages	FICA (Social Security + Medicare) %	3							
4	FUTA (Fed. Unemployment Tax))							
5	SUTA (State Unemployment Tax) %	,							
6	Worker's Compensation + Disability Insurance %	,							
7	Union Costs (% of Gross Wages Type) %	·							
8	Other A (Specify) %	<u>'</u>							
9	Other B (Specify) % Total	<u> </u>							
	Total								
O Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type) \$								
or Per Hour Worked (\$)	Paid Holidays and Other Time Off %	o .							
2	Contractor Provided Education & Training %	ا ا							
3	Contractor Provided Background Checks & Drug Testing %	s							
4	Small Tools & Equipment of \$1,500 Value or Less %	3							
5	Light Duty Vehicles up to 1.5 Tons Gross Weight %	,							
6	Liability Insurance %	,							
7	Profit + Overhead, General Management & Supervision %	,							
8	Safety & Materials Management %	,							
9	FR Clothing \$	-							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
Outung	Grangite Finds Flourity Dinning Flate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
Overtime Billing Rates	Overtime hourly billing Rate								
PREMIUM TIME (x2.0)									
TREMION TIME (X2.0)		1							
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
·									
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAME:	OCONNELL										
		22	23	 24	 25	1	26	2	7	28	 29
NY-IBEW 910	Job Classification>										
STRAIGHT TIME											
	Base Hourly Wage (BHW) (W-2 Salary)										
Applicable to All Wages	FICA (Social Security + Medicare)	0/									
Applicable to All Wages	FUTA (Fed. Unemployment Tax)	%									
	SUTA (State Unemployment Tax)	%									
	Worker's Compensation + Disability Insurance	%									
	Union Costs (% of Gross Wages Type)	%									
	Other A (Specify)	%									
	Other B (Specify) Total	<u>%</u>									
	Total										
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$									
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%									
	Contractor Provided Education & Training	%									
	Contractor Provided Background Checks & Drug Testing	%									
	Small Tools & Equipment of \$1,500 Value or Less	%									
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%									
	Liability Insurance Profit + Overhead, General Management & Supervision	%									
	Safety & Materials Management	%									
	FR Clothing	\$									
	Total	<u> </u>									
	Ta 										
Straight Time Billing Rates	Straight Time Hourly Billing Rate										
OVERTIME (x1.5)											
Overtime Wage Rate Adder	Overtime Hourly Wage Adder										
	Contractor Costs Applicable to Overtime Wage Adder										
Overtime Billing Rates	Overtime Hourly Billing Rate										
DDEMUM TIME (0.0)											
PREMIUM TIME (x2.0)											
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder										
	Contractor Costs Applicable to Premium Wage Adder										
Premium Time Billing Rate	Premium Time Hourly Billing Rate										
-											

CONTRACTOR NAME:	OCONNELL	
NY-IBEW 910	Job Classification>	30
STRAIGHT TIME		
Auglieghle to All Worse	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type) Other A (Specify) Other B (Specify)	_ % _ % _ % _ % _ %
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training	\$ % %
	Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management FR Clothing	% % % % % % \$
Ottobald Time Pilling Date	Total	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	



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REFERENCE CLASS

CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

NY-IBEW 23	Job Classification>	Journeyman Wireman	General Foreman	Foreman	Sub-Foreman	Cable Splicer	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprer Step
STRAIGHT TIME									
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
	base noully wage (bnw) (w-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare) %								
	FUTA (Fed. Unemployment Tax) %								
	SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance %								
	Union Costs (% of Gross Wages Type) %								
	Other A (Specify) %								
	Other B (Specify) %								
	Total								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type) \$								
or Per Hour Worked (\$)	Paid Holidays and Other Time Off Contractor Provided Education & Training %								
	Contractor Provided Education & Training % Contractor Provided Background Checks & Drug Testing %								
	Small Tools & Equipment of \$1,500 Value or Less %								
	Light Duty Vehicles up to 1.5 Tons Gross Weight %								
	Liability Insurance %								
	Profit + Overhead, General Management & Supervision %	b							
	Safety & Materials Management %	, and the second second							
	FR Clothing \$								
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
Occupie Time Dinnig Rates	Chaight Fill of Fourly Dinning Flato								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Operation Control Applicability to Constitute Many Addison								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
O TO TAIL O D TAIL O	ovorume risumy simily reace								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								
· y ····	, , <u>, , , , , , , , , , , , , , ,</u>								

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CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

		7	8	9	10	11	12	13	14
NY-IBEW 2	37	ntice, 4th	Apprentice, 3rd	Apprentice, 2nd	Apprentice, 1st				
	Job Classification>	/Period	Step/Period	Step/Period	Step/Period				
				5.545.5					
STRAIGHT TIME									
1									
2	B. H. L.M. (BUNA) (M.O.C.L.)								
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare)	%							
1	FUTA (Fed. Unemployment Tax)	%							
5	SUTA (State Unemployment Tax)	%							
5	Worker's Compensation + Disability Insurance	%							
	Union Costs (% of Gross Wages Type)	%							
3	Other A (Specify)	%							
	Other B (Specify)	<u>%</u>							
	Total								
Applicable to Base Wages Only (9/)	Hojon Coata (C nor Hour Type)	¢							
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	Φ 2/							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off Contractor Provided Education & Training	76							
		% %							
L	Small Tools & Equipment of \$1,500 Value or Less	26							
5	Light Duty Vehicles up to 1.5 Tons Gross Weight	% %							
3	Liability Insurance	%							
7		%							
3	Safety & Materials Management	% %							
9	FR Clothing	\$							
	Total	_							
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
		i							
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
		1							
	Contractor Costs Applicable to Overtime Wage Adder								
F	T								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
	In	ı							
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder	j							
	Contractor Costs Applicable to Premium wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								
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CONTRACTOR NAM	ME: OCONNELL							
		15	16	17	18	19	20	21
NY-IBEW 2	Job Classification>							
STRAIGHT TIME								
STRAIGHT TIME								
1								
2	Base Hourly Wage (BHW) (W-2 Salary)							
3 Applicable to All Wages	FICA (Social Security + Medicare) 9/							
4	FUTA (Fed. Unemployment Tax)							
5	SUTA (State Unemployment Tax) 9/							
6	Worker's Compensation + Disability Insurance 9							
7	Union Costs (% of Gross Wages Type) 9							
8	Other A (Specify) 9							
9	Other B (Specify) 9							
	Total							
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)							
1 or Per Hour Worked (\$)	Paid Holidays and Other Time Off							
12	Contractor Provided Education & Training 9							
13	Contractor Provided Background Checks & Drug Testing 9							
14	Small Tools & Equipment of \$1,500 Value or Less							
15	Light Duty Vehicles up to 1.5 Tons Gross Weight							
16	Liability Insurance 9							
17	Profit + Overhead, General Management & Supervision %							
18	Safety & Materials Management 9							
	FR Clothing \$							
	Total							
Straight Time Billing Rates	Straight Time Hourly Billing Rate							
Straight Time billing Nates	Journal Fill Fill Fill Fill Fill Fill Fill Fi							
OVERTIME (x1.5)								
Overtime Wage Rate Adder	Overtime Hourly Wage Adder							
Overtime wage Nate Adder	Overtime Flourly Wage Adder							
	Contractor Costs Applicable to Overtime Wage Adder							
Overtime Billing Rates	Overtime Hourly Billing Rate							
PREMIUM TIME (x2.0)								
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder							
	Contractor Costs Applicable to Premium Wage Adder							
Premium Time Billing Rate	Premium Time Hourly Billing Rate							
Toman Time Dining Nate	Tronnam Time Houng Dilling Nate							

CONTRACTOR NAM	E: OCONNELL								
NY-IBEW 23	Job Classification>	22	23	24	25	26	27	28	29
STRAIGHT TIME									
Applicable to All Wages	Base Hourly Wage (BHW) (W-2 Salary) FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax)	% %							
	SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type) Other A (Specify) Other B (Specify) Total	% % % % <u>%</u>							
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance	\$ % % % %							
	Profit + Overhead, General Management & Supervision Safety & Materials Management FR Clothing Total	% % \$							
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder Contractor Costs Applicable to Overtime Wage Adder	1							
Overtime Billing Rates	Overtime Hourly Billing Rate	•							
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	ME: OCONNELL	
NY-IBEW 2	Job Classification-	->
STRAIGHT TIME		
	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare)	%
	FUTA (Fed. Unemployment Tax)	%
	SUTA (State Unemployment Tax)	%
	Worker's Compensation + Disability Insurance	%
	Union Costs (% of Gross Wages Type)	%
	Other A (Specify)	%
	Other B (Specify)	<u>%</u>
	Total	
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%
	Contractor Provided Education & Training	%
	Contractor Provided Background Checks & Drug Testing	%
	Small Tools & Equipment of \$1,500 Value or Less	%
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%
	Liability Insurance	%
	Profit + Overhead, General Management & Supervision	%
	Safety & Materials Management	%
	FR Clothing	\$
	Total	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
<u> </u>	I and great and	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
Overtime trage rate Adder	evertime flourly vvage / tader	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	



OCONNELL

REFERENCE CLASS

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 23	Job Classification>	Journeyman/Technicia n	Lead General Foreman	General Foreman	Second Foreman	Foreman (8 to 10 Workers)	Foreman (3 to 7 Workers)	Foreman (1 to 2 Workers)	We
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare) % FUTA (Fed. Unemployment Tax) % SUTA (State Unemployment Tax) % Worker's Compensation + Disability Insurance % Union Costs (% of Gross Wages Type) % Other A (Specify) %								
	Other B (Specify) % Total								
Applicable to Base Wages Only (%) or Per Hour Worked (\$) Straight Time Billing Rates OVERTIME (x1.5)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management FR Clothing Total Straight Time Hourly Billing Rate								
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAME:	OCONNELL								
NY-IBEW 236		7	8	9	10	11	12	13	14
N1-IBEW 250	Job Classification>	∍lder	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	
OTD ALOUE TIME									
STRAIGHT TIME									
E	Base Hourly Wage (BHW) (W-2 Salary)								
<u></u>									

1	
2	
	Base Hourly Wage (BHW) (W-2 Salary)
³ Applicable to All Wages	FICA (Social Security + Medicare)
4	FUTA (Fed. Unemployment Tax)
5	SUTA (State Unemployment Tax)
5	Worker's Compensation + Disability Insurance
/ 9	Union Costs (% of Gross Wages Type)
9	Other A (Specify)
	Other B (Specify) Total
	Total
10 Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)
11 or Per Hour Worked (\$)	Paid Holidays and Other Time Off
12	Contractor Provided Education & Training
13	Contractor Provided Background Checks & Drug Testing
14	Small Tools & Equipment of \$1,500 Value or Less
15	Light Duty Vehicles up to 1.5 Tons Gross Weight
16	Liability Insurance
17	Profit + Overhead, General Management & Supervision
18	Safety & Materials Management
19	FR Clothing
	Total
Straight Time Billing Rates	Straight Time Hourly Billing Rate
Orangin Time Dinning Nates	Ottaight Time Floarly Dining Nate
OVERTIME (x1.5)	
· · · · · · · · · · · · · · · · · · ·	
Overtime Wage Rate Adder	Overtime Hourly Wage Adder
	Contractor Costs Applicable to Overtime Wage Adder
Overtime Billing Rates	Overtime Hourly Billing Rate
PREMIUM TIME (x2.0)	
December Time More Date Address	Drawium Tima Haudu Wasa Addas
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder
	Contractor Costs Applicable to Premium Wage Adder
	Contractor Costs Applicable to Fremium wage Adder
Premium Time Billing Rate	Premium Time Hourly Billing Rate

CONTRACTOR NAME	E: OCONNELL							
		15	16	17	18	19	20	21
NY-IBEW 23	6 Job Classification>							
STRAIGHT TIME								
	Base Hourly Wage (BHW) (W-2 Salary)							
Applicable to All Wages	FICA (Social Security + Medicare) 9/	%						
	FUTA (Fed. Unemployment Tax)	%						
	SUTA (State Unemployment Tax) 9/	%						
	Worker's Compensation + Disability Insurance %	%						
	Union Costs (% of Gross Wages Type)	%						
	Other A (Specify) 9	/6						
	Other B (Specify) 9 Total	<u>6</u>						
	Total							
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$						
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%						
	Contractor Provided Education & Training 9	%						
		%						
		%						
	Light Duty Vehicles up to 1.5 Tons Gross Weight 9	/6						
	Liability Insurance 9	6						
	Profit + Overhead, General Management & Supervision Safety & Materials Management 9	%						
	FR Clothing	\$						
	Total							
Straight Time Billing Rates	Straight Time Hourly Billing Rate							
OVERTIME (x1.5)								
OVERTIME (X1.5)								
Overtime Wage Rate Adder	Overtime Hourly Wage Adder							
	Contractor Costs Applicable to Overtime Wage Adder							
Overtime Billing Rates	Overtime Hourly Billing Rate							
PREMIUM TIME (x2.0)								
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder							
	I romain time risuny trage risus.							
	Contractor Costs Applicable to Premium Wage Adder							
Premium Time Billing Rate	Premium Time Hourly Billing Rate							

CONTRACTOR NAMI	E: OCONNELL								
NY-IBEW 23	6 Job Classification>	22	23	24	25	26	27	28	29
STRAIGHT TIME									
Applicable to All Wages	Base Hourly Wage (BHW) (W-2 Salary) FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type)	% % % %							
	Other A (Specify) Other B (Specify) Total	% <u>%</u>							
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management FR Clothing Total	\$ % % % % % % % %							
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	IE: OCONNELL]
NY-IBEW 23	Job Classification>	30
STRAIGHT TIME		
1		
2	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax)	
3 7	SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type)	
B 9	Other A (Specify) Other B (Specify) Total	
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off	
	Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less	
5 3 7	Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision	
3 9	Safety & Materials Management FR Clothing Total	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	



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CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

	- COOMMELL	REFERENCE CLASS	1	2	3	4	5	6	
NY-IBEW 1	Job Classification>	Journeyman Wireman	General Foreman	Foreman	Sub-Foreman	Apprentice, 10th Step/Period	Apprentice, 9th Step/Period	Apprentice, 8th Step/Period	Apprei Step
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
pplicable to All Wages	FICA (Social Security + Medicare)								
	FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance								
	Worker's Compensation + Disability insurance Union Costs (% of Gross Wages Type) Other A (Specify)								
	Other B (Specify) Total								
oplicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)								
Per Hour Worked (\$)	Paid Holidays and Other Time Off								
	Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing								
	Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight								
	Liability Insurance Profit + Overhead, General Management & Supervision								
	Safety & Materials Management FR Clothing								
	Total								
raight Time Billing Rates	Straight Time Hourly Billing Rate								
VERTIME (x1.5)									
vertime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
vertime Billing Rates	Overtime Hourly Billing Rate								
REMIUM TIME (x2.0)									
emium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
	Premium Time Hourly Billing Rate								

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

OCONNELL

CONTRACTOR NAM	JE. OCOMNELL	7	8	9	10	11	12	13	14
NY-IBEW 1	Job Classification>	ntice, 7th /Period	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	14
STRAIGHT TIME									
1 2	Base Hourly Wage (BHW) (W-2 Salary)								
3 Applicable to All Wages	FICA (Social Security + Medicare)								
4	FUTA (Fed. Unemployment Tax)								
5	SUTA (State Unemployment Tax)								
6	Worker's Compensation + Disability Insurance								
7	Union Costs (% of Gross Wages Type)								
8	Other A (Specify)								
9	Other B (Specify)								
	Total								
10 Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	9							
11 or Per Hour Worked (\$)	Paid Holidays and Other Time Off								
12	Contractor Provided Education & Training								
13	Contractor Provided Background Checks & Drug Testing								
14	Small Tools & Equipment of \$1,500 Value or Less								
15	Light Duty Vehicles up to 1.5 Tons Gross Weight								
16	Liability Insurance								
17	Profit + Overhead, General Management & Supervision								
18	Safety & Materials Management								
19	FR Clothing	\$							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
on angus same among states	orangin rano riodily Saming reace								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
<u> </u>									
PREMIUM TIME (x2.0)									
December Time Wass Date Adding	Decesions Time Heady West Added								
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	IE: OCONNELL								
		15	16	17	18	19	20	21	
NY-IBEW 10	Job Classification>								
STRAIGHT TIME									
1									
2	Base Hourly Wage (BHW) (W-2 Salary)								
³ Applicable to All Wages	FICA (Social Security + Medicare)	%							
4	FUTA (Fed. Unemployment Tax)	%							
5	SUTA (State Unemployment Tax)	%							
6	Worker's Compensation + Disability Insurance	%							
7	Union Costs (% of Gross Wages Type)	%							
8	Other A (Specify)	%							
9	Other B (Specify)	%							
	Total								
O Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	c l							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%							
2	Contractor Provided Education & Training	%							
3	Contractor Provided Background Checks & Drug Testing	%							
4	Small Tools & Equipment of \$1,500 Value or Less	%							
5	Light Duty Vehicles up to 1.5 Tons Gross Weight	%							
6	Liability Insurance	%							
7	Profit + Overhead, General Management & Supervision	%							
8	Safety & Materials Management	%							
9	FR Clothing	\$							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	E: OCONNELL									
NY-IBEW 10	Job Classification>	22	23	24	25	26	27	28	29	
STRAIGHT TIME										
	Base Hourly Wage (BHW) (W-2 Salary)	1								
	base risally wage (Britt) (W 2 Salary)									
Applicable to All Wages	FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance	% % %								
	Union Costs (% of Gross Wages Type) Other A (Specify) Other B (Specify)	% % %								
	Total									
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance	\$ % % %								
	Profit + Overhead, General Management & Supervision Safety & Materials Management FR Clothing Total	% % \$								
Straight Time Billing Bates	Straight Time Hourly Billing Rate	i								
Straight Time Billing Rates	Straight Time Houny Billing Rate									
OVERTIME (x1.5)										
Overtime Wage Rate Adder	Overtime Hourly Wage Adder									
	Contractor Costs Applicable to Overtime Wage Adder									
Overtime Billing Rates	Overtime Hourly Billing Rate									
PREMIUM TIME (x2.0)										
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder									
	Contractor Costs Applicable to Premium Wage Adder									
Premium Time Rilling Rate	Premium Time Hourly Billing Rate									

CONTRACTOR NAME	OCONNELL	
NY-IBEW 106	Job Classification:	30
STRAIGHT TIME		
	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare)	%
- 	FUTA (Fed. Unemployment Tax)	%
	SUTA (State Unemployment Tax)	%
	Worker's Compensation + Disability Insurance	— % %
	Union Costs (% of Gross Wages Type)	— % %
	Other A (Specify)	%
	Other B (Specify)	% %
	Total	1 /8
	Total	
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	— %
or Fer Hour Worked (\$)	Contractor Provided Education & Training	— % %
	Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing	— % %
		— [%]
	Small Tools & Equipment of \$1,500 Value or Less	
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%
	Liability Insurance	%
	Profit + Overhead, General Management & Supervision	%
	Safety & Materials Management	%
	FR Clothing	\$
	Total	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
<u> </u>		
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	



OCONNELL

CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

		REFERENCE CLASS	1	2	3	4	5	6	
NY-IBEW 43	Job Classification>	Journeyman Wireman	Lead General Foreman	General Foreman	Foreman	Sub-Foreman	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprer Step
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance	6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6							
	Union Costs (% of Gross Wages Type) % Other A (Specify) % Other B (Specify) %	6 6							
	Total								
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing %	6 6 6 6 6 6							
	Small Tools & Equipment of \$1,500 Value or Less %	/o [
	Light Duty Vehicles up to 1.5 Tons Gross Weight Wat 18th American Services August 1997 Wat 18th American Services August 199	6 <u>.</u>							
	Liability Insurance % Profit + Overhead, General Management & Supervision %	° -							
	Safety & Materials Management %	6							
	FR Clothing \$ Total								
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Occasiona Wassa Bata Addas	Towards a Harris Warra Adda.								
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate	L							
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	IE: OCONNELL									
		7	8	9	10	11	12	13	14	
NY-IBEW 4	Job Classification>	ntice, 4th /Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period					
STRAIGHT TIME										_
	Base Hourly Wage (BHW) (W-2 Salary)									
Applicable to All Wages	FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax)	% %								
	SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance	%								
	Union Costs (% of Gross Wages Type)	%								
	Other A (Specify)	%								
	Other B (Specify) Total	<u>%</u>								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$								
or Per Hour Worked (\$)	Paid Holidays and Other Time Off Contractor Provided Education & Training	%								
	Contractor Provided Background Checks & Drug Testing	%								
	Small Tools & Equipment of \$1,500 Value or Less	%								
	Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance	%								
	Profit + Overhead, General Management & Supervision	%								
	Safety & Materials Management	%								
	FR Clothing Total	\$								
	Total									
Straight Time Billing Rates	Straight Time Hourly Billing Rate									
OVERTIME (x1.5)										
Overtime Wage Rate Adder	Overtime Hourly Wage Adder									
	Contractor Costs Applicable to Overtime Wage Adder									
Overtime Billing Rates	Overtime Hourly Billing Rate									
PREMIUM TIME (x2.0)										
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder									
	Contractor Costs Applicable to Premium Wage Adder									
Premium Time Billing Rate	Premium Time Hourly Billing Rate									

CONTRACTOR NAMI	E: OCONNELL								
		15	16	17	18	19	20	21	
NY-IBEW 4	Job Classification>								
STRAIGHT TIME									
1									
2	Base Hourly Wage (BHW) (W-2 Salary)								
³ Applicable to All Wages	FICA (Social Security + Medicare)	%							
4	FUTA (Fed. Unemployment Tax)	%							
5	SUTA (State Unemployment Tax)	%							
6	Worker's Compensation + Disability Insurance	%							
7	Union Costs (% of Gross Wages Type)	%							
8	Other A (Specify)	%							
9	Other B (Specify)	%							
	Total	0.0							
10 Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%							
12	Contractor Provided Education & Training	%							
13	Contractor Provided Background Checks & Drug Testing	%							
14	Small Tools & Equipment of \$1,500 Value or Less	%							
15	Light Duty Vehicles up to 1.5 Tons Gross Weight	%							
16	Liability Insurance	%							
17	Profit + Overhead, General Management & Supervision	%							
18	Safety & Materials Management	%							
19	FR Clothing	\$							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
0)/507145 (4.5)									
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder	0							
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder	0							
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NA	AME: OCONNELL	20	22	04	05	20	07	99	20
NY-IBEW	Job Classification>	22	23	24	25	26	27	28	29
STRAIGHT TIME									
Applicable to All Wages	Base Hourly Wage (BHW) (W-2 Salary) FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type) Other A (Specify)	% % % % %							
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Other B (Specify) Total Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management FR Clothing	\$ % % % % %							
	Total	<u> </u>							
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	IE: OCONNELL	
NY-IBEW	Job Classification	30
STRAIGHT TIME		
	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare)	%
	FUTA (Fed. Unemployment Tax)	%
	SUTA (State Unemployment Tax)	%
	Worker's Compensation + Disability Insurance	%
	Union Costs (% of Gross Wages Type)	%
	Other A (Specify)	%
	Other B (Specify)	%
	Total	
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	-
(4)	Contractor Provided Education & Training	%
	Contractor Provided Background Checks & Drug Testing	%
	Small Tools & Equipment of \$1,500 Value or Less	%
	Light Duty Vehicles up to 1.5 Tons Gross Weight	— %
	Liability Insurance	— %
	Profit + Overhead, General Management & Supervision	— %
	Safety & Materials Management	%
	FR Clothing	s s
	Total	
Straight Time Billing Bates	Straight Time House Pilling Date	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
-		
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	
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CONTRACTOR NAME:	OCONNELL								
NY-IBEW 1249 Substation	Job Classification>	Journeyman Lineman	General Foreman	Foreman	3 Working Foreman	4 Technician	5 Welder	6 Cable Splicer	Apprer Step
STRAIGHT TIME									
Applicable to All Wages	Base Hourly Wage (BHW) (W-2 Salary) FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type) Other A (Specify)	% % % % %							
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Other B (Specify) Total Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management Other D (Specify)	\$ % % % % % % % % % % % % % % % % % % %							
Straight Time Billing Rates	Total Straight Time Hourly Billing Rate	·							
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
	Premium Time Hourly Wage Adder Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

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CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

NY-IBEW 1249 Substation	Job Classification>	ntice, 7th /Period	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	Groundman Digging Machine Operator
STRAIGHT TIME									
OTTO WOTTE TIME									
1									
2	Base Hourly Wage (BHW) (W-2 Salary)								
³ Applicable to All Wages	FICA (Social Security + Medicare)	%							
4	FUTA (Fed. Unemployment Tax)	%							
5	SUTA (State Unemployment Tax)	%							
6	Worker's Compensation + Disability Insurance	%							
7	Union Costs (% of Gross Wages Type)	%							
8	Other A (Specify)	%							
9	Other B (Specify)	%							
	Total								
10 Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%							
12	Contractor Provided Education & Training	%							
13	Contractor Provided Background Checks & Drug Testing	%							
14	Small Tools & Equipment of \$1,500 Value or Less	%							
15	Light Duty Vehicles up to 1.5 Tons Gross Weight	%							
16	Liability Insurance	%							
17	Profit + Overhead, General Management & Supervision	%							
18	Safety & Materials Management	%							
19	Other D (Specify)	\$							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
Over time viage reate Adder	Overtaine Floarity Wage Fload								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
PREMION TIME (X2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

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CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

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		15	16	17	18	19	20	21	
NY-IBEW 1249 Substation	Job Classification>	Chief Equipment Mechanic	Equip. Mechanic First Class	Equip. Mechanic Helper	Groundman Truck Driver (TT)/EO w/CDL A	Groundman Truck Driver/EO w/CDL B	Groundman	Flagman	
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare) %								
ļ.	FUTA (Fed. Unemployment Tax) %								
i	SUTA (State Unemployment Tax) %								
	Worker's Compensation + Disability Insurance %								
	Union Costs (% of Gross Wages Type) %								
	Other A (Specify) %								
	Other B (Specify) %								
	Total								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type) \$								
or Per Hour Worked (\$)	Paid Holidays and Other Time Off %								
!	Contractor Provided Education & Training %								
3	Contractor Provided Background Checks & Drug Testing %								
Į.	Small Tools & Equipment of \$1,500 Value or Less %								
i	Light Duty Vehicles up to 1.5 Tons Gross Weight %								
5	Liability Insurance %								
,	Profit + Overhead, General Management & Supervision %								
3	Safety & Materials Management %								
	Other D (Specify) \$								
	Total								
Straight Time Billing Bates	Straight Time Hourly Pilling Bate								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Dromium Time Wage Date Adder	Dramium Time House Maga Adda								
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	E: OCONNELL								
NY-IBEW 1249 Substatio	n Job Classification>	22	23	24	25	26	27	28	29
STRAIGHT TIME									
1									
2	Base Hourly Wage (BHW) (W-2 Salary)								
3 Applicable to All Wages 4 5 6 7 8	FICA (Social Security + Medicare) FUTA (Fed. Unemployment Tax) SUTA (State Unemployment Tax) Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type) Other A (Specify)	% % % % %							
9	Other B (Specify) Total	%							
Applicable to Base Wages Only (%) or Per Hour Worked (\$) Straight Time Billing Rates	Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management Other D (Specify) Total Straight Time Hourly Billing Rate	\$ % % % % % % % % \$ \$ \$							
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

		30
NY-IBEW 1249 Substation	Job Classification-	->
STRAIGHT TIME		
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	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare)	
The state of the s	FUTA (Fed. Unemployment Tax)	%
	SUTA (State Unemployment Tax)	——————————————————————————————————————
	Worker's Compensation + Disability Insurance	%
	Union Costs (% of Gross Wages Type)	— % %
	Other A (Specify)	%
	Other B (Specify)	%
	Total	
		_ .
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%
	Contractor Provided Education & Training	%
	Contractor Provided Background Checks & Drug Testing	%
	Small Tools & Equipment of \$1,500 Value or Less	%
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%
	Liability Insurance	%
	Profit + Overhead, General Management & Supervision	%
	Safety & Materials Management	%
	Other D (Specify)	\$
	Total	
Straight Time Dilling Dates	Straight Time House Pilling Date	_
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
	The state of the s	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	- [66]
	Contractor Costs Applicable to Premium Wage Adder	
Premium Time Billing Rate	Premium Time Hourly Billing Rate	
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CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

NY-IBEW 1249 Substation	Job Classification>	Journeyman Lineman	General Foreman	Foreman	Working Foreman	Technician	5 Welder	6 Cable Splicer	Apprer Step
STRAIGHT TIME									
Applicable to All Wages	Base Hourly Wage (BHW) (W-2 Salary) FICA (Social Security + Medicare)								
Applicable to Base Wages Only (%) or Per Hour Worked (\$)	Total Union Costs (\$ per Hour Type) Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight Liability Insurance Profit + Overhead, General Management & Supervision Safety & Materials Management Other D (Specify) Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAME:

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		7	8	9	10	11	12	13	14
NY-IBEW 1249 Substation	Job Classification>	ntice, 7th /Period	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	Groundman Digging Machine Operator
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare)	%							
	FUTA (Fed. Unemployment Tax)	%							
	SUTA (State Unemployment Tax)	%							
	Worker's Compensation + Disability Insurance Union Costs (% of Gross Wages Type)	%							
	Other A (Specify)	%							
	Other B (Specify)	/6 D/							
	Total	70							
	Total								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$							
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	%							
	Contractor Provided Education & Training	%							
	Contractor Provided Background Checks & Drug Testing	%							
	Small Tools & Equipment of \$1,500 Value or Less	%							
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%							
	Liability Insurance	%							
	Profit + Overhead, General Management & Supervision	%							
	Safety & Materials Management	%							
	Other D (Specify)	\$							
	Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
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OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
	The state of the s								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
<u> </u>	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								
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CRAFT LABOR -- PROPOSED BILLING RATES CONTRACTOR NAME:

NY-IBEW 1249 Substation	Job Classification>	Chief Equipment Mechanic	Equip. Mechanic First Class	Equip. Mechanic Helper	Groundman Truck Driver (TT)/EO w/CDL A	Groundman Truck Driver/EO w/CDL B	Groundman	Flagman	
STRAIGHT TIME									
	Base Hourly Wage (BHW) (W-2 Salary)								
Applicable to All Wages	FICA (Social Security + Medicare) % FUTA (Fed. Unemployment Tax) %								
	SUTA (State Unemployment Tax) % Worker's Compensation + Disability Insurance % Union Costs (% of Gross Wages Type) %								
	Other A (Specify) % Other B (Specify) % Total								
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type) \$								
or Per Hour Worked (\$)	Paid Holidays and Other Time Off Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing %								
	Small Tools & Equipment of \$1,500 Value or Less Light Duty Vehicles up to 1.5 Tons Gross Weight %								
	Liability Insurance % Profit + Overhead, General Management & Supervision % Safety & Materials Management % %								
	Other D (Specify) \$ Total								
Straight Time Billing Rates	Straight Time Hourly Billing Rate								
OVERTIME (x1.5)									
Overtime Wage Rate Adder	Overtime Hourly Wage Adder								
	Contractor Costs Applicable to Overtime Wage Adder								
Overtime Billing Rates	Overtime Hourly Billing Rate								
PREMIUM TIME (x2.0)									
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder								
	Contractor Costs Applicable to Premium Wage Adder								
Premium Time Billing Rate	Premium Time Hourly Billing Rate								

CONTRACTOR NAM	E: OCONNELL]								
NY-IBEW 1249 Substatio	Job Classification>	22	23	24	25	26	27	28	29	
TRAIGHT TIME										
										ھ
	Base Hourly Wage (BHW) (W-2 Salary)									
pplicable to All Wages	FICA (Social Security + Medicare)	1%								
* P	FUTA (Fed. Unemployment Tax)	%								
	SUTA (State Unemployment Tax)	%								
	Worker's Compensation + Disability Insurance	%								
	Union Costs (% of Gross Wages Type)	%								
	Other A (Specify)	%								
	Other B (Specify)	%								
	Total									
	U: 0 + /0 U T)	1								
pplicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	\$								
r Per Hour Worked (\$)	Paid Holidays and Other Time Off Contractor Provided Education & Training	76								
	Contractor Provided Education & Training Contractor Provided Background Checks & Drug Testing	70								
	Small Tools & Equipment of \$1,500 Value or Less	0/2								
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%								
	Liability Insurance	%								
	Profit + Overhead, General Management & Supervision	%								
	Safety & Materials Management	%								
	Other D (Specify)	\$								
	Total									
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traight Time Billing Rates	Straight Time Hourly Billing Rate									
OVERTIME (x1.5)										
vertime Wage Rate Adder	Overtime Hourly Wage Adder									
	Contractor Costs Applicable to Overtime Wage Adder									
vertime Billing Rates	Overtime Hourly Billing Rate									
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remium Time Wage Rate Adder	Premium Time Hourly Wage Adder									
	Contractor Costs Applicable to Premium Wage Adder									
remium Time Billing Rate	Premium Time Hourly Billing Rate									
										

CRAFT LABOR -- PROPOSED BILLING RATES

Premium Time Billing Rate

CONTRACTOR NAMI	E: OCONNELL	
NY-IBEW 1249 Substatio	n Job Classification>	30
STRAIGHT TIME		
		г
	Base Hourly Wage (BHW) (W-2 Salary)	
Applicable to All Wages	FICA (Social Security + Medicare)	7%[
	FUTA (Fed. Unemployment Tax)	%
	SUTA (State Unemployment Tax)	3 %[
	Worker's Compensation + Disability Insurance	~ [
	Union Costs (% of Gross Wages Type)	
	Other A (Specify)	<u> </u>
	Other B (Specify)	%
	Total	
Applicable to Base Wages Only (%)	Union Costs (\$ per Hour Type)	_ \$]
or Per Hour Worked (\$)	Paid Holidays and Other Time Off	
	Contractor Provided Education & Training	%
	Contractor Provided Background Checks & Drug Testing	%
	Small Tools & Equipment of \$1,500 Value or Less	%
	Light Duty Vehicles up to 1.5 Tons Gross Weight	%
	Liability Insurance	%
	Profit + Overhead, General Management & Supervision	%
	Safety & Materials Management	%
	Other D (Specify)	\$
	Total	
Straight Time Billing Rates	Straight Time Hourly Billing Rate	
OVERTIME (x1.5)		
Overtime Wage Rate Adder	Overtime Hourly Wage Adder	
	Contractor Costs Applicable to Overtime Wage Adder	
Overtime Billing Rates	Overtime Hourly Billing Rate	
PREMIUM TIME (x2.0)		
Premium Time Wage Rate Adder	Premium Time Hourly Wage Adder	
	Contractor Costs Applicable to Premium Wage Adder	

Premium Time Hourly Billing Rate



CONSTRUCTION EQUIPMENT -- PROPOSED BILLING RATES

SUBSTATION: CORE ITEMS

NOTE 1: All equipment rate(s) are to be quoted without operator(s), and shall include all operating/maintenance and repair costs including fuel, insurances, overhead and profit.

NOTE 2: Equipment with Source as "Subcontractor Only" need not be priced.

NOTE 3: Equipment rates will be held constant for the duration of the contract unless the price of diesel fuel changes by more than % vs. the baseline fuel cost per gallon

CONTRACTOR NAME	O'Connell Electric Company, Inc.					
AVG FUEL COST AS % OF BILLING RATE	E: %	(BaselineDiesel \$/gallon =				
Equipment	Notes	Example	Source	Substation Frequency of Use	DAILY Billing	WEEKLY Billing Rate
Example: 3/4 Ton Pickup/ 1 Ton Pickup		Ford F250-F350	Owned	1-Frequent		
Passenger Vehicle, 1/2 Ton Pickup and SUV's	Carries personnel and limited utilities	Corolla, Ford F150	Owned	1-Frequent		
3/4 Ton Pickup/ 1 Ton Pickup	Carries between 4-5 Resources, tools, bags, hats	s Ford F250-F350	Owned	1-Frequent		
Wire Puller / Tensioner V Groove puller	Allows you to pull old conductor with new conductor, this varies from the other pullers, old wire is able to be pulled out while the new one is pulled in.	S .	Rented	3-Very Rare		
Wire / Cable Reel Trailer- Triple arbor bar	Trailer with drums to wind up cable or wire, the arbors allow the wire to be reeled in a different way and in different quantities.		Owned	2-Occasional		
Office / Job Trailer 20'	Portable Office Trailer for job sites	William Scotsman	Rented	1-Frequent		
Office / Job Trailer 40'	Portable Office Trailer for job sites	William Scotsman	Rented	1-Frequent		
Conex Box 20'	Storage, box crates from ships, trailers etc.	Averdi	Rented	1-Frequent		
Conex Box 40'	Large Storage, box crates from ships, trailers etc.	Averdi	Rented	1-Frequent		
55' Bucket Truck	Non Material Handler		Owned	2-Occasional		
55' Bucket Truck Material Handler	Used to lift personel, and handle materials, could have an aditional grapple to hold equipment wher doing work off the ground.		Owned	1-Frequent		
45' man lift, articulated or straight	Used to lift personnel, not used for electical work	JLG 400, JLG 400SJ	Rented	1-Frequent		
60' man lift, articulated or straight	Used to lift personnel, not used for electical work	JLG 600S, JLG 600SJ	Rented	1-Frequent		
80-100' man lift, articulated or straight	Used to lift personnel, not used for electical work	JLG 800S, JLG 800SJ	Rented	2-Occasional		
Scissor Lift 33'	Used to lift personnel, not used for electical work	JLG 3394RT	Rented	2-Occasional		
Scissor Lift 43'	Used to lift personnel, not used for electical work	JLG 4394RT	Rented	2-Occasional		
Scissor Lift 26'	Used to lift personnel, not used for electical work	JLG 260MRT	Rented	2-Occasional		
Knuckle Boom Crane Truck, 6 wheel	Has an articulated boom, for loading and offloading material, "Claw Like" Crane to lift poles, trees or other objects.	Hiab, Palfinger	Rented	3-Very Rare		

CONSTRUCTION EQUIPMENT -- PROPOSED BILLING RATES

SUBSTATION: CORE ITEMS

NOTE 1: All equipment rate(s) are to be quoted without operator(s), and shall include all operating/maintenance and repair costs including fuel, insurances, overhead and profit.

NOTE 2: Equipment with Source as "Subcontractor Only" need not be priced.

NOTE 3: Equipment rates will be held constant for the duration of the contract unless the price of diesel fuel changes by more than vs. the baseline fuel cost per gallon (

CONTRACTOR NAME	O'Connell Electric Company, Inc.]				
AVG FUEL COST AS % OF BILLING RATE	: <u>%</u>	(BaselineDiesel \$/gallon =				
Equipment	Notes	Example	Source	Substation Frequency of Use	DAILY Billing Rate	WEEKLY Billing Rate
Medium Crane	Most likely differentiated by lifting capacity, usually rented or sub contracted out. Uses rubber tires for transportation and large horizontal supports to balance when lifting.		Subcontractor Only			
Large Crane	Most likely differentiated by lifting capacity, usually rented or sub contracted out. Uses rubber tires for transportation and large horizontal supports to balance when lifting.		Subcontractor Only			
Small fork lift	Typical Warehouse Fork Lift	Clark C25c	Owned	2-Occasional		
Large Fork Lift	Used to lift heavy materials on job sites or loading of materials	JCB Load All 513	Subcontractor Only			
Telescopic fork lift	A specialty forklift	Lull 644E-42	Rented	1-Frequent	_	
Remote Control Trench compactor	Controlled remotely from outside the trench, used to fill in the trench and compact it.	Whacker RT820	Subcontractor Only			
0-10 KW Generator (max 600V)	Portable GENERATOR, gasoline powered, price to include fuel		Owned	1-Frequent		
11-50KW Generator (max 600V) - includes temporary cabling	Trailer mounted, diesel powered, price to include fuel and 50 feet of temporary power cabling		Rented	2-Occasional		
51-125KW Generator (max 600V) - includes temporary cabling	Trailer mounted, diesel powered, price to include fuel and 50 feet of temporary power cabling		Rented	2-Occasional		
Medium - Light Tower 6KW or below	Small towbehind light plant with generator on board, lights are raised from the trailer to give light to worksite.	Magnum 6KW	Rented	2-Occasional		
Large - Light Tower above 6KW	Large towbehind light plant with generator. Lights are raised from the trailer to give light to a worksite.	Magnum 8KW	Rented	2-Occasional		
Oxy - Acetylene Torches	Needs generator for electricity, used to weld metal together.		Owned	2-Occasional		
MIG or TIG	Carried on tool truck or pick up (need generator for elec)		Owned	2-Occasional		
Arc	Need generator for electricity, used to weld metal together.		Owned	2-Occasional		
Plasma Cutter	Used for cutting steel (cutting torch)(need generator for elec)		Owned	2-Occasional	_	

CONSTRUCTION EQUIPMENT -- PROPOSED BILLING RATES

SUBSTATION: CORE ITEMS

- NOTE 1: All equipment rate(s) are to be quoted **without operator(s)**, and shall include all operating/maintenance and repair costs including fuel, insurances, overhead and profit. NOTE 2: Equipment with Source as "Subcontractor Only" need not be priced.

CONTRACTOR NAME	O'Connell Electric Company, Inc.					
AVG FUEL COST AS % OF BILLING RATE	*************************************	(BaselineDiesel \$/gallon =				
Equipment	Notes	Example	Source	Substation Frequency of Use	DAILY Billing Rate	WEEKLY Billing Rate
Arrow boards	Tow behind trailer, when deployed arrows will direct traffic to a safe route for work to continue at the worksite.	t .	Subcontractor Only			
Flashers	Used to warn pedestrians and commuters of the construction further ahead.		Subcontractor Only			
Barrells	Orange construction barrells		Owned	2-Occasional		
Cones	Orange work zone cones		Owned	1-Frequent		
Cones Concrete Barrier	Orange work zone cones Rectangular concrete blocks		Owned Subcontractor Only	1-Frequent		

CONSTRUCTION EQUIPMENT -- PROPOSED BILLING RATES

NOTE 1: All equipment rate(s) are to be quoted without operator(s), and shall include all operating/maintenance and repair costs including fue

NOTE 2: Equipment with Source as "Subcontractor Only" need not be priced.

NOTE 3: Equipment rates will be held constant for the duration of the contract unless the price of diesel fuel changes by more than 7% vs. the

CONTRACTOR NAME: O'Connell Electric Company, Inc.

AVG FUEL COST AS % OF BILLING RATE: 6

(Baseline Diesel \$/gallon = 6

(Contractor Name: 6

(Baseline Diesel \$/gallon = 6

(Contractor Name: 6

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Equipment	Notes	Example	MONTHLY Billing Rate
Example: 3/4 Ton Pickup/ 1 Ton Pickup		Ford F250-F350	
Passenger Vehicle, 1/2 Ton Pickup and SUV's	Carries personnel and limited utilities	Corolla, Ford F150	
3/4 Ton Pickup/ 1 Ton Pickup	Carries between 4-5 Resources, tools, bags, hats	Ford F250-F350	
Wire Puller / Tensioner V Groove puller	Allows you to pull old conductor with new conductor, this varies from the other pullers, old wire is able to be pulled out while the new one is pulled in.	Wagner Smith T-VBWPT-340 72	
Wire / Cable Reel Trailer- Triple arbor bar	Trailer with drums to wind up cable or wire, the arbors allow the wire to be reeled in a different way and in different quantities.		
Office / Job Trailer 20'	Portable Office Trailer for job sites	William Scotsman	
Office / Job Trailer 40'	Portable Office Trailer for job sites	William Scotsman	
Conex Box 20'	Storage, box crates from ships, trailers etc.	Averdi	
Conex Box 40'	Large Storage, box crates from ships, trailers etc.	Averdi	
55' Bucket Truck	Non Material Handler		
55' Bucket Truck Material Handler	Used to lift personel, and handle materials, could have an aditional grapple to hold equipment when doing work off the ground.		
45' man lift, articulated or straight	Used to lift personnel, not used for electical work	JLG 400, JLG 400SJ	
60' man lift, articulated or straight	Used to lift personnel, not used for electical work	JLG 600S, JLG 600SJ	
80-100' man lift, articulated or straight	Used to lift personnel, not used for electical work	JLG 800S, JLG 800SJ	
Scissor Lift 33'	Used to lift personnel, not used for electical work	JLG 3394RT	
Scissor Lift 43'	Used to lift personnel, not used for electical work	JLG 4394RT	
Scissor Lift 26'	Used to lift personnel, not used for electical work	JLG 260MRT	
Knuckle Boom Crane Truck, 6 wheel	Has an articulated boom, for loading and offloading material, "Claw Like" Crane to lift poles, trees or other objects.	Hiab, Palfinger	

CONSTRUCTION EQUIPMENT -- PROPOSED BILLING RATES

NOTE 1: All equipment rate(s) are to be quoted without operator(s), and shall include all operating/maintenance and repair costs including fue

NOTE 2: Equipment with Source as "Subcontractor Only" need not be priced.

NOTE 3: Equipment rates will be held constant for the duration of the contract unless the price of diesel fuel changes by more than 7% vs. the

CONTRACTOR NAME:	O'Connell Electric Company, Inc.		
AVG FUEL COST AS % OF BILLING RATE:	%	(BaselineDiesel \$/gallon =	(
Equipment	Notes	Example	MONTHLY Billing Rate
Medium Crane	Most likely differentiated by lifting capacity, usually rented or sub contracted out. Uses rubber tires for transportation and large horizontal supports to balance when lifting.		
Large Crane	Most likely differentiated by lifting capacity, usually rented or sub contracted out. Uses rubber tires for transportation and large horizontal supports to balance when lifting.		
Small fork lift	Typical Warehouse Fork Lift	Clark C25c	
Large Fork Lift	Used to lift heavy materials on job sites or loading of materials	JCB Load All 513	
Telescopic fork lift	A specialty forklift	Lull 644E-42	
Remote Control Trench compactor	Controlled remotely from outside the trench, used to fill in the trench and compact it.	Whacker RT820	
0-10 KW Generator (max 600V)	Portable GENERATOR, gasoline powered, price to include fuel		
11-50KW Generator (max 600V) - includes temporary cabling	Trailer mounted, diesel powered, price to include fuel and 50 feet of temporary power cabling		
51-125KW Generator (max 600V) - includes temporary cabling	Trailer mounted, diesel powered, price to include fuel and 50 feet of temporary power cabling		
Medium - Light Tower 6KW or below	Small towbehind light plant with generator on board, lights are raised from the trailer to give light to worksite.	Magnum 6KW	
Large - Light Tower above 6KW	Large towbehind light plant with generator. Lights are raised from the trailer to give light to a worksite.	Magnum 8KW	
Oxy - Acetylene Torches	Needs generator for electricity, used to weld metal together.		
MIG or TIG	Carried on tool truck or pick up (need generator for elec)		
Arc	Need generator for electricity, used to weld metal together.		
Plasma Cutter	Used for cutting steel (cutting torch)(need generator for elec)		

generator for elec)

CONSTRUCTION EQUIPMENT -- PROPOSED BILLING RATES

NOTE 1: All equipment rate(s) are to be quoted without operator(s), and shall include all operating/maintenance and repair costs including fue

NOTE 2: Equipment with Source as "Subcontractor Only" need not be priced.

NOTE 3: Equipment rates will be held constant for the duration of the contract unless the price of diesel fuel changes by more than we will be held constant for the duration of the contract unless the price of diesel fuel changes by more than we will be held constant for the duration of the contract unless the price of diesel fuel changes by more than we will be held constant for the duration of the contract unless the price of diesel fuel changes by more than we will be held constant for the duration of the contract unless the price of diesel fuel changes by more than the duration of the contract unless the price of diesel fuel changes by more than the duration of the contract unless the price of diesel fuel changes by more than the duration of the contract unless the price of diesel fuel changes by more than the duration of the contract unless the price of diesel fuel changes by more than the duration of the contract unless the duration of the contract unless the duration of the duration o

CONTRACTOR NAME:	O'Connell E	lectric Company, Inc.		
AVG FUEL COST AS % OF BILLING RATE:		%	(BaselineDiesel \$/gallon =	
quipment	Notes		Example	N

Equipment	Notes	Example	MONTHLY Billing Rate
	Tow behind trailer, when deploy	yed arrows will	
Arrow boards	direct traffic to a safe route for	work to continue at	
	the worksite.		
Flashers	Used to warn pedestrians and	commuters of the	
riasileis	construction further ahead.		
Barrells	Orange construction barrells		
Cones	Orange work zone cones		
Concrete Barrier	Rectangular concrete blocks		

Exhibit C	: Contracto	r Safety Req	uirements	

Contract between National Grid USA Service Company and O'Connell Electric Co., IncPCL/CoC Initiative
Exhibit D: Environmental Guidance Procedures
This Section includes the most current revision of National Grid Environmental Procedure No. 6 <u>Contracted Services</u> .
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Exhibit E: Supplier Code of Conduct						

Exhibit G: NERC-CIP Compliance						

Exhibit H: DOT Contractor Compliance Affidavit							