



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.**

Table of Contents

DESCRIPTION

Agreement - Articles 1-8:

Article 1:	Contract Specification
Article 2:	Contract Documents
Article 3:	Schedule
Article 4:	Contract Price
Article 5:	Invoicing/Payments
Article 6:	Notices
Article 7:	Term of Agreement

Contract Documents:

NDA	Non-Disclosure Agreement
Letter of Award	National Grid Letter of Award
Terms & Conditions	0700- Terms and Conditions for Construction Purchase Orders
Exhibit A:	Contract Specification
Exhibit B:	Labor & Equipment Rates
Exhibit C:	Contractor Safety Requirements
Exhibit D:	Environmental Guidance Procedures
Exhibit E:	Supplier Code of Conduct
Exhibit F:	Work Authorization Form
Exhibit G:	DOT Contractor Compliance Affidavit
Exhibit H:	NERC Cyber Security Standards and Requirements

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

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.

ARTICLE 4 - CONTRACT PRICE

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.

ARTICLE 5 – INVOICING / PAYMENTS

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.

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

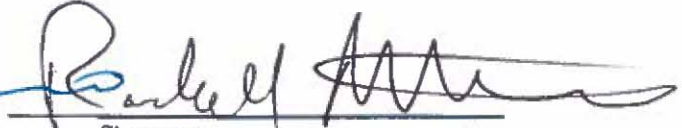
Owner:

O'Connell Electric Co., Inc.

National Grid USA Service Co. (dba National Grid)



Signature



Signature

Victor E. Salerno

Randall Rotermund

Name

Name

Chief Executive Officer

Vice President-US Procurement

Title

Title

June 29, 2016

7/11/2016

Date

Date

Terms and Conditions

national**grid**

**TERMS AND
CONDITIONS
FOR
CONSTRUCTION**

Form 00700 (Rev. April 11, 2016)

Exhibit A: Contract Specifications

Exhibit B: Labor and Equipment Rates

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 41

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6
Journeyman Wireman	General Foreman	Foreman	Sub-Foreman	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11		<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="FR Clothing"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

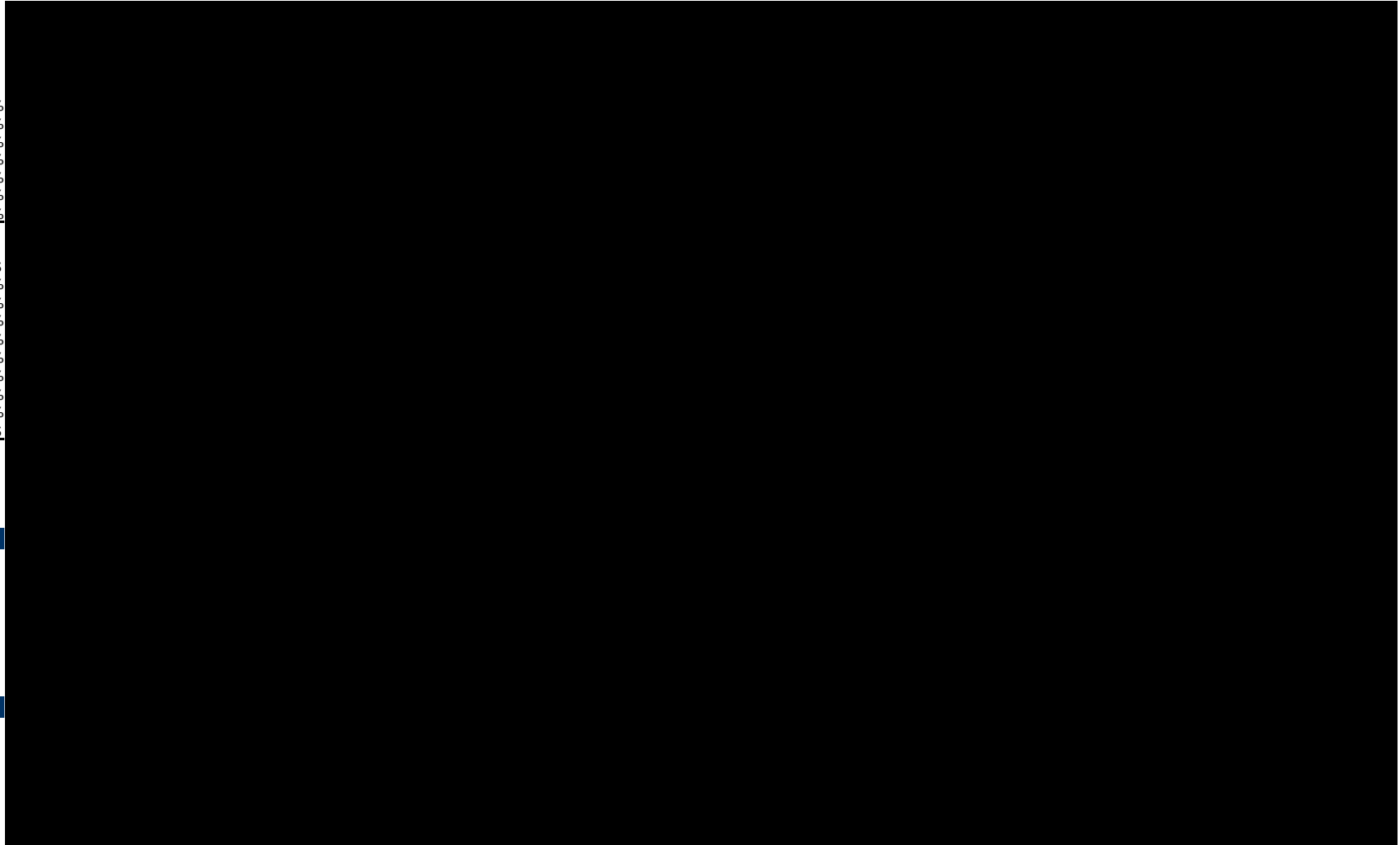
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 41

Job Classification-->

	7	8	9	10	11	12	13	14
	Apprentice, 3rd /Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period					

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

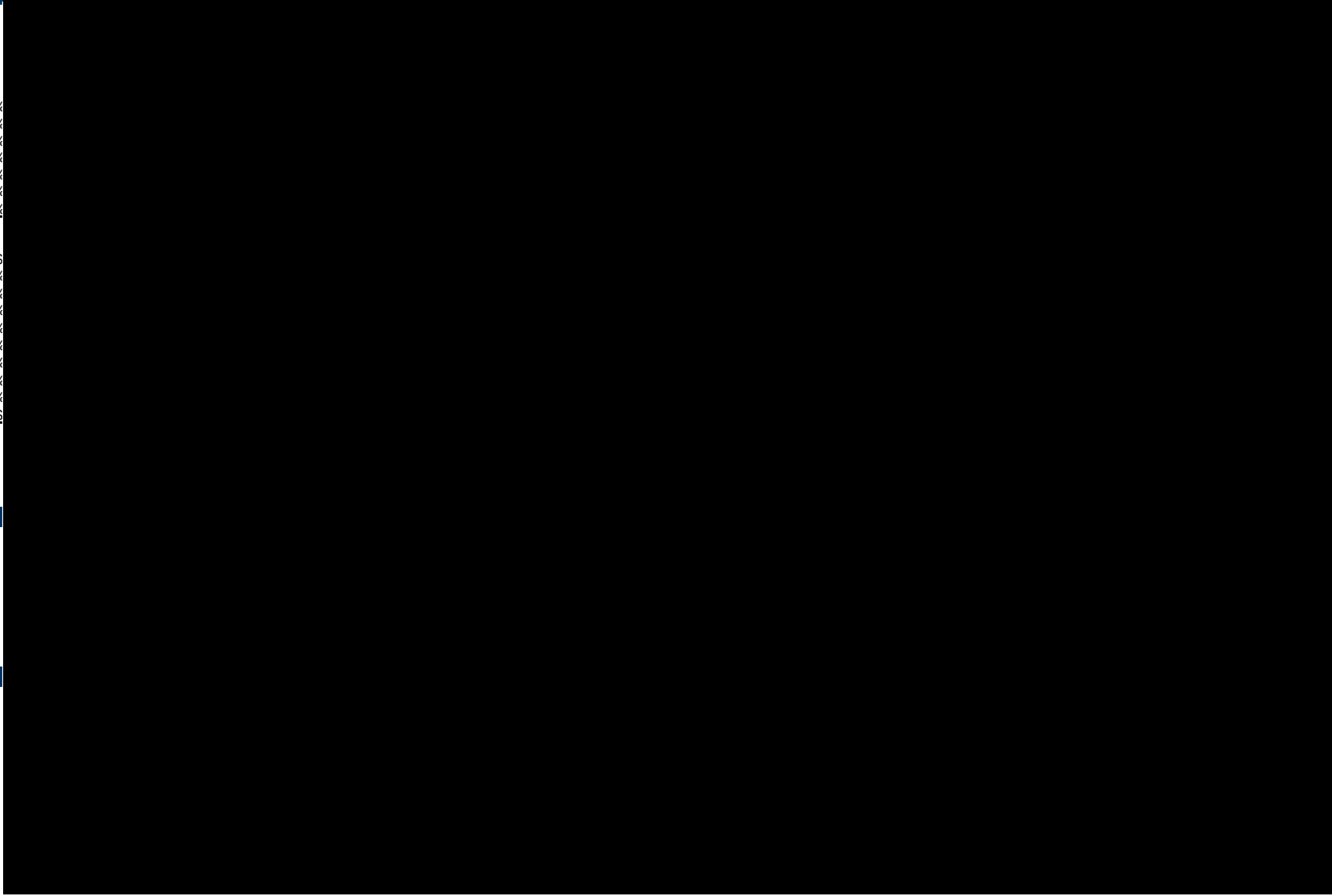
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 41

Job Classification-->

15	16	17	18	19	20	21	
----	----	----	----	----	----	----	--

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="FR Clothing"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

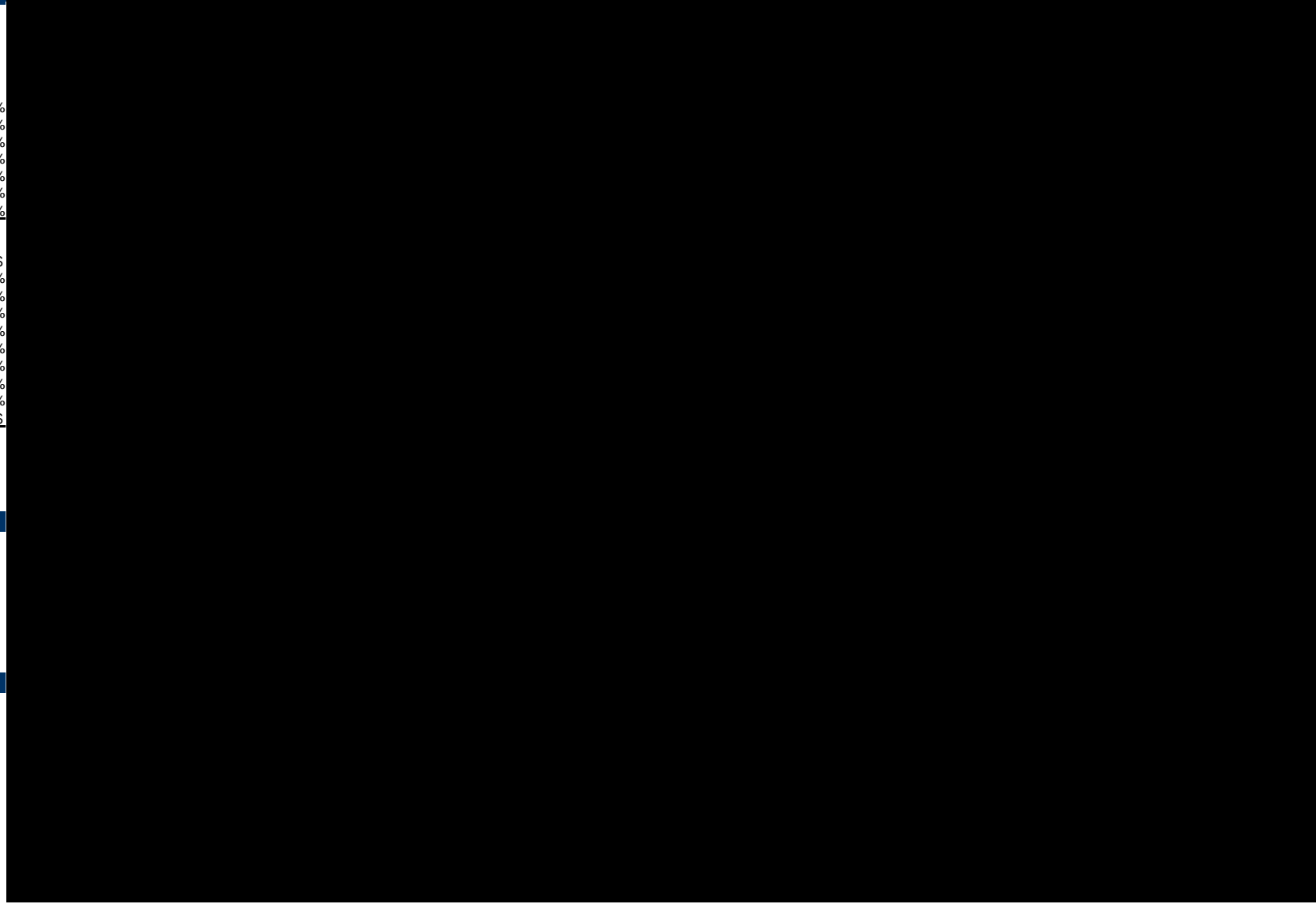
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 41

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	FICA (Social Security + Medicare)	%
5	FUTA (Fed. Unemployment Tax)	%
6	SUTA (State Unemployment Tax)	%
7	Worker's Compensation + Disability Insurance	%
8	Union Costs (% of Gross Wages Type)	%
9	Other A (Specify)	%
	Other B (Specify)	%
	Total	
10	Applicable to Base Wages Only (%)	
11	or Per Hour Worked (\$)	
12	Union Costs (\$ per Hour Type)	\$
13	Paid Holidays and Other Time Off	%
14	Contractor Provided Education & Training	%
15	Contractor Provided Background Checks & Drug Testing	%
16	Small Tools & Equipment of \$1,500 Value or Less	%
17	Light Duty Vehicles up to 1.5 Tons Gross Weight	%
18	Liability Insurance	%
19	Profit + Overhead, General Management & Supervision	%
	Safety & Materials Management	%
	FR Clothing	\$
	Total	

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 41

Job Classification-->

30

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) \$
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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

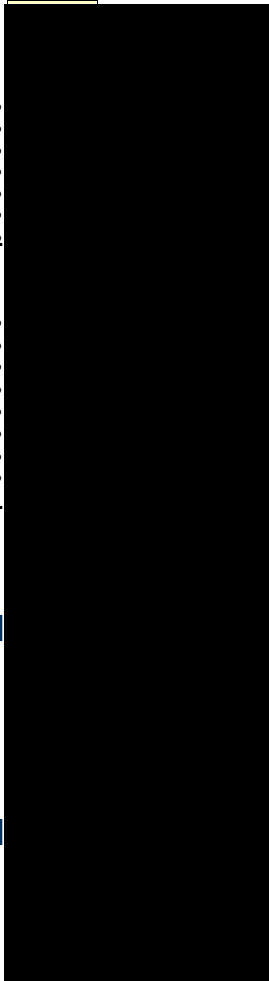
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6	
Journeyman Lineman	General Foreman	Foreman	Working Foreman	Technician	Welder	Cable Splicer	Apprer Step

STRAIGHT TIME

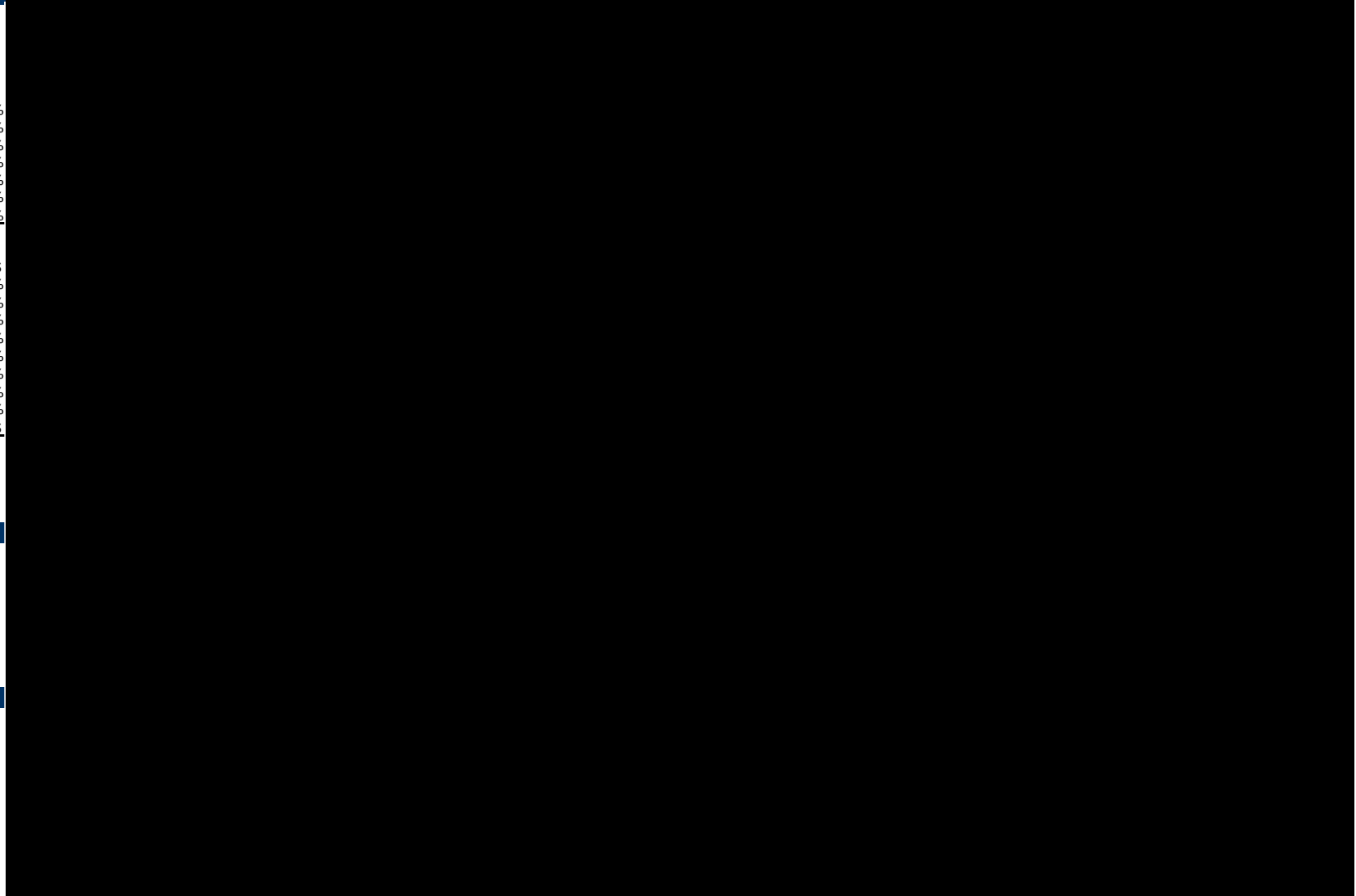
1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

OVERTIME (x1.5)

Contractor Costs Applicable to Overtime Wage Adder

PREMIUM TIME (x2.0)

Contractor Costs Applicable to Premium Wage Adder



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6	
Journeyman Lineman	General Foreman	Foreman	Working Foreman	Technician	Welder	Cable Splicer	Apprer Step

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) \$
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		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

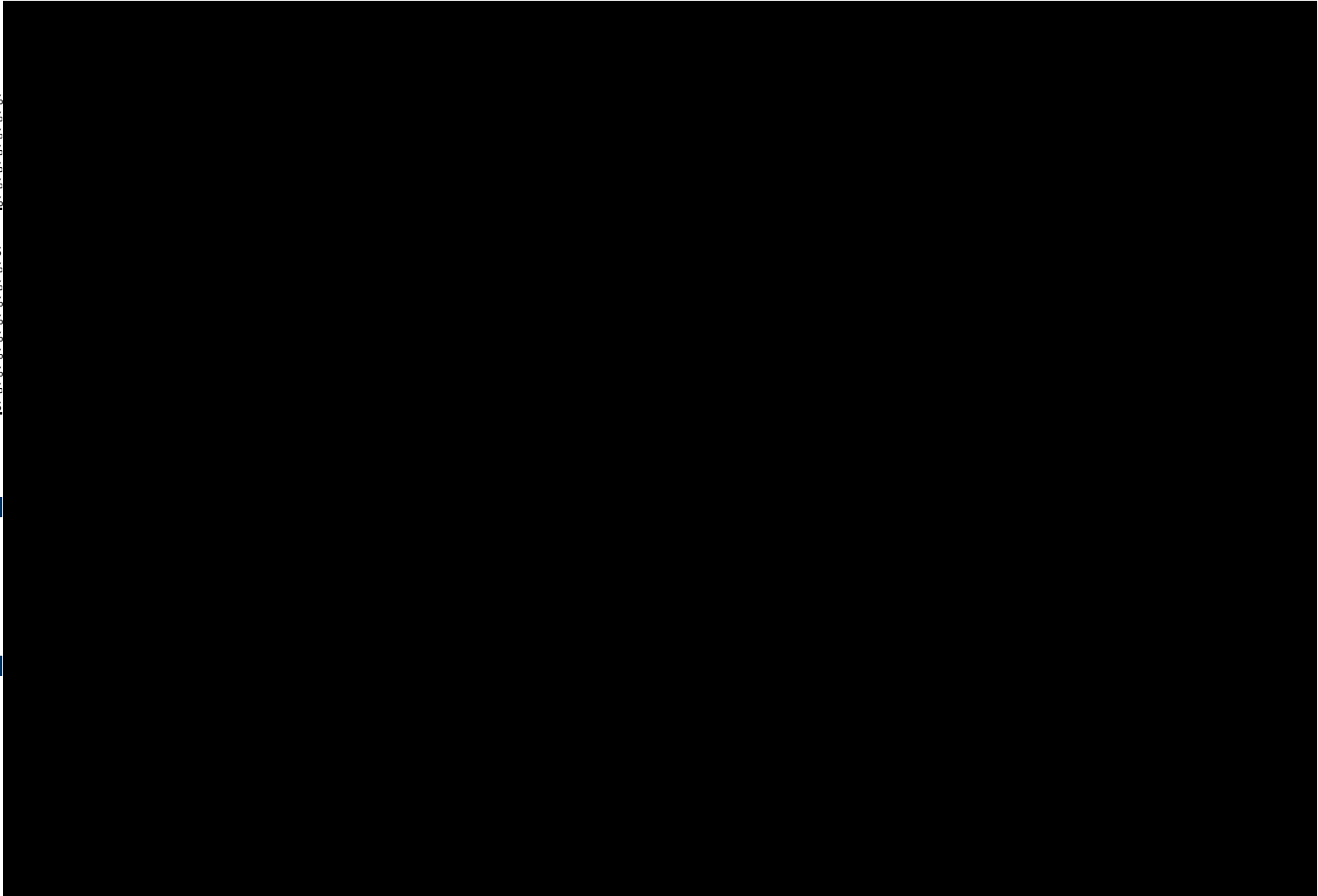
Overtime Billing Rates Overtime Hourly Billing Rate

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



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

7	8	9	10	11	12	13	14
Apprentice, 7th Step/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)	
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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

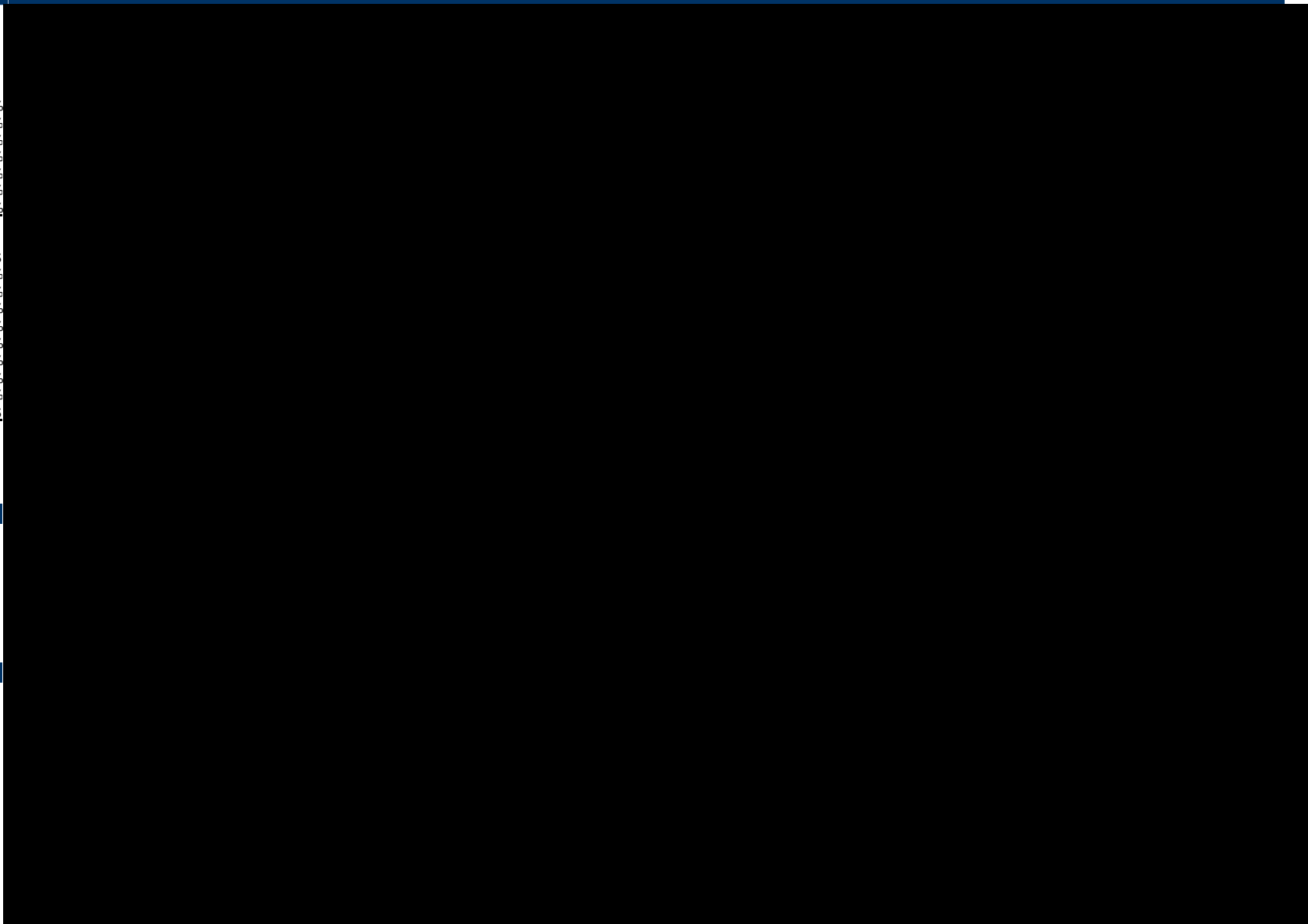
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

15	16	17	18	19	20	21
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

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) \$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

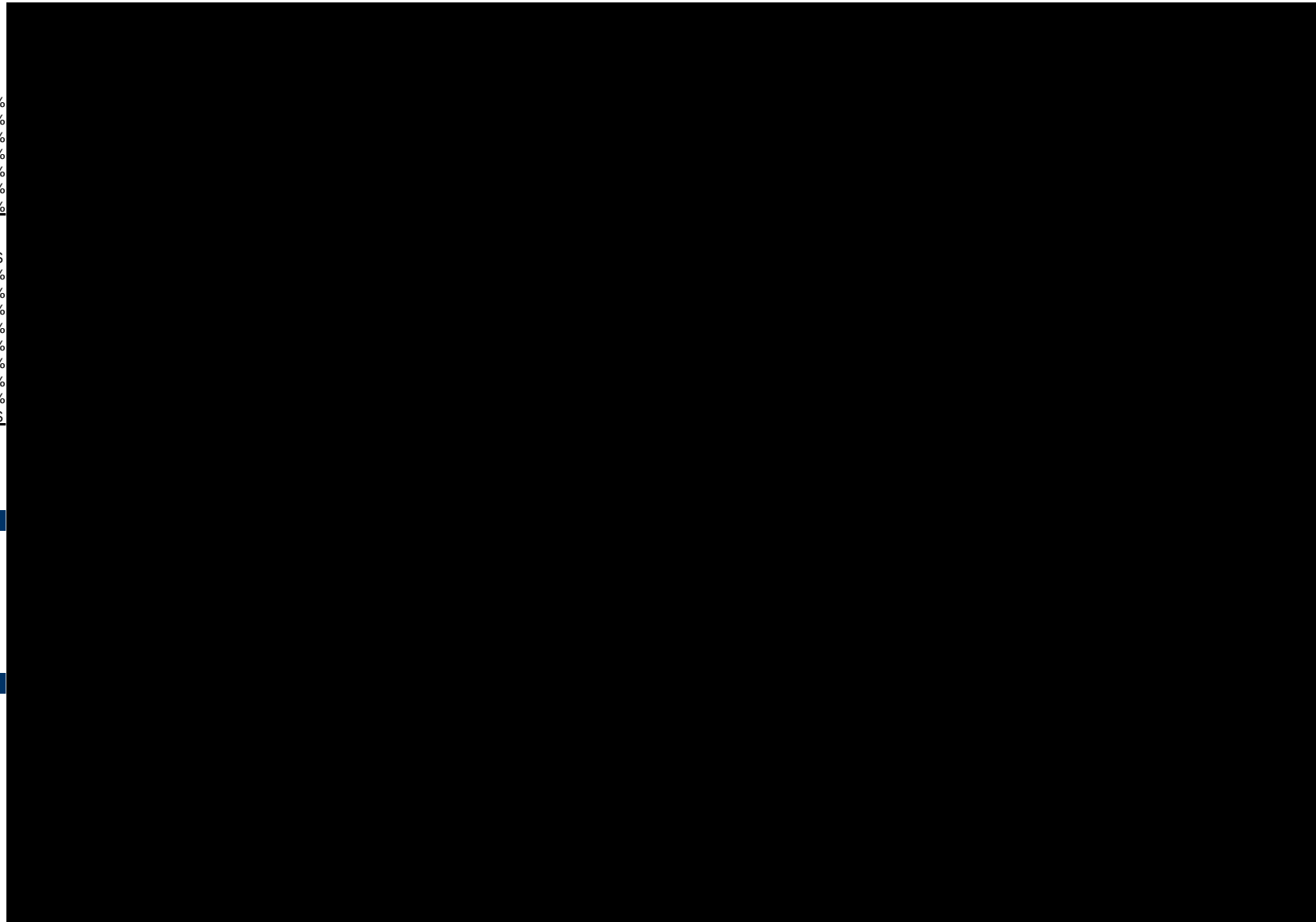
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

22	23	24	25	26	27	28	29

STRAIGHT TIME

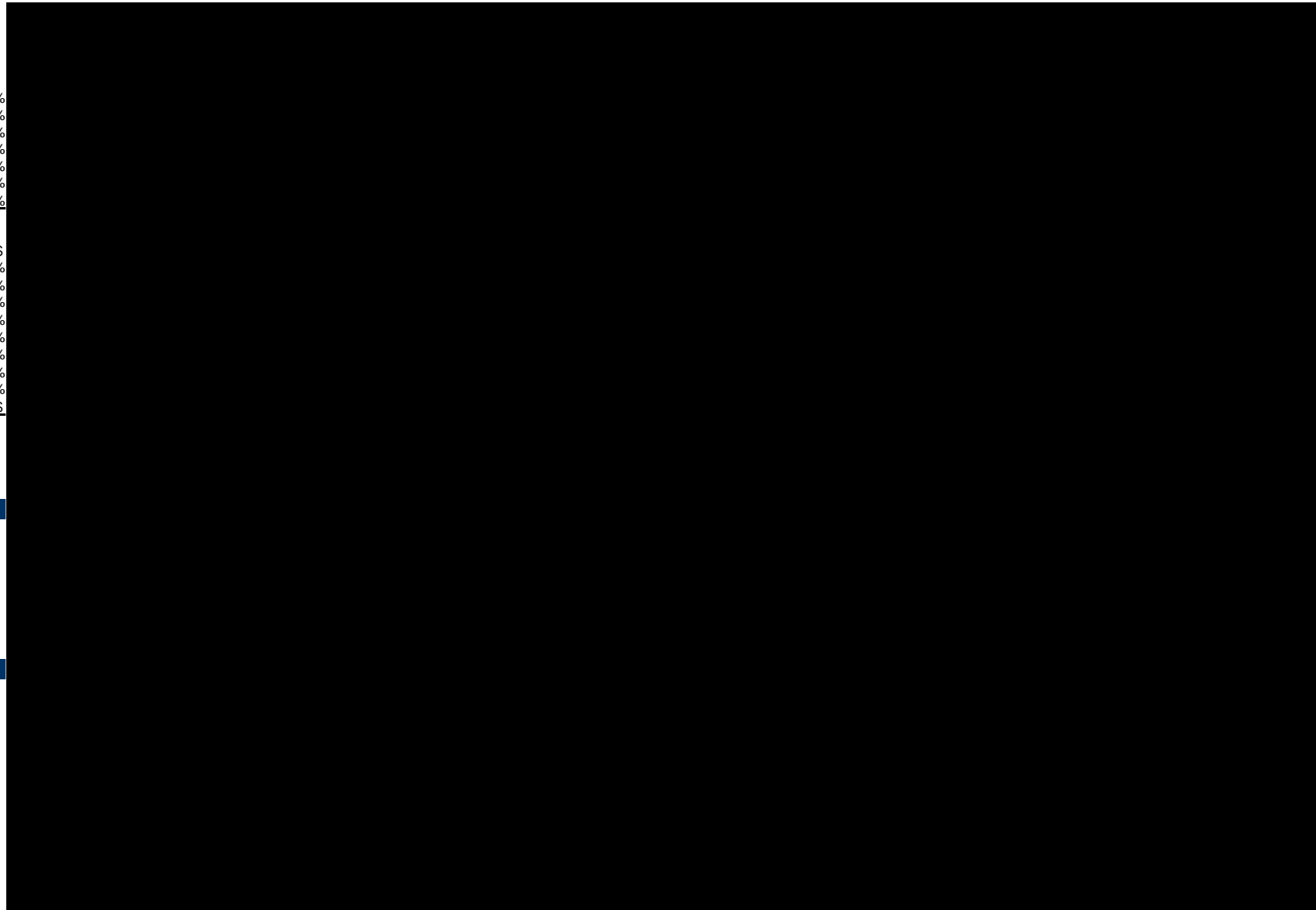
1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

OVERTIME (x1.5)

Contractor Costs Applicable to Overtime Wage Adder

PREMIUM TIME (x2.0)

Contractor Costs Applicable to Premium Wage Adder



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 1249 Substation

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
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		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

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

7	8	9	10	11	12	13	14
Apprentice, 7th Step/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)	
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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

15	16	17	18	19	20	21
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

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11		<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="Other D (Specify)"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

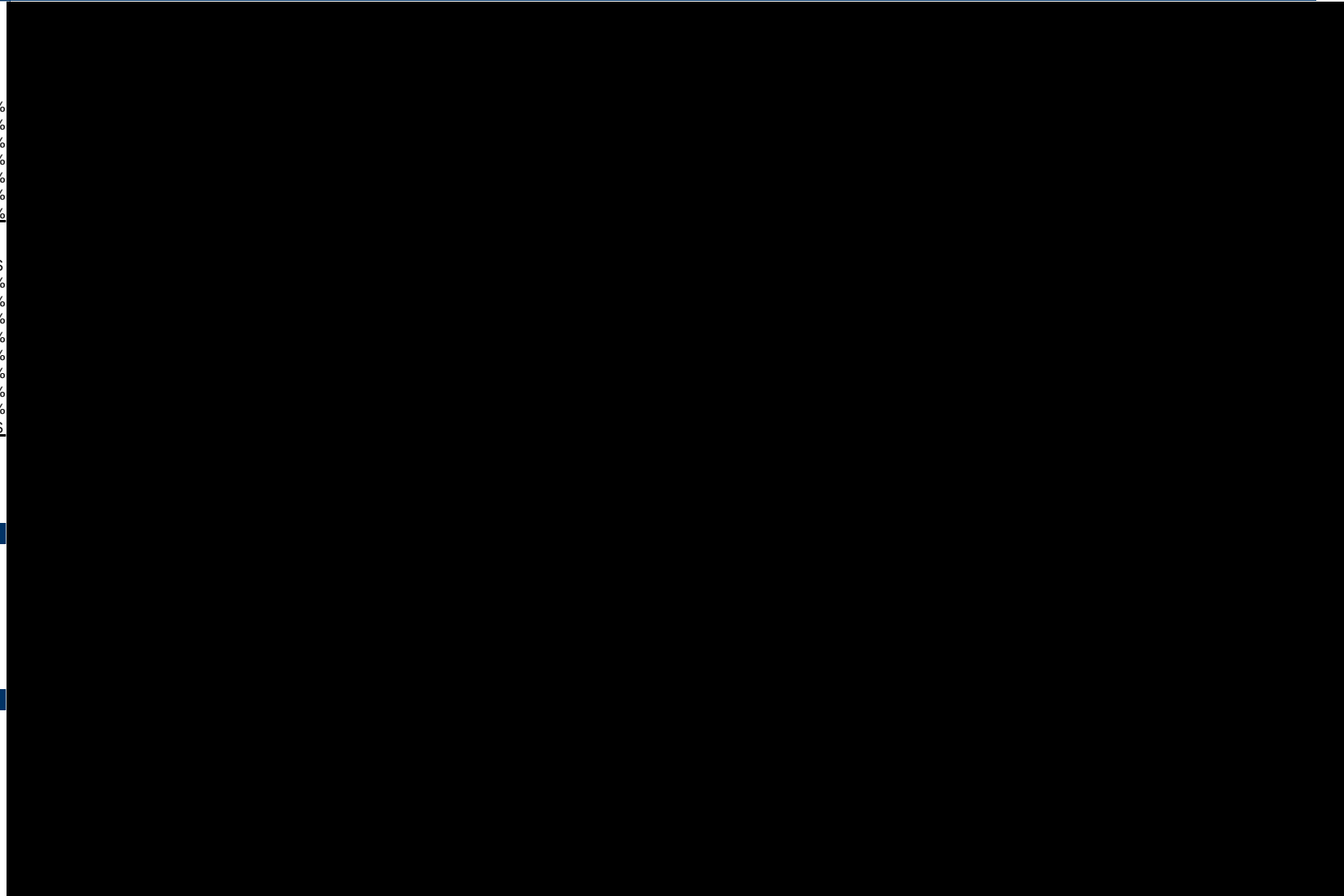
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

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	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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

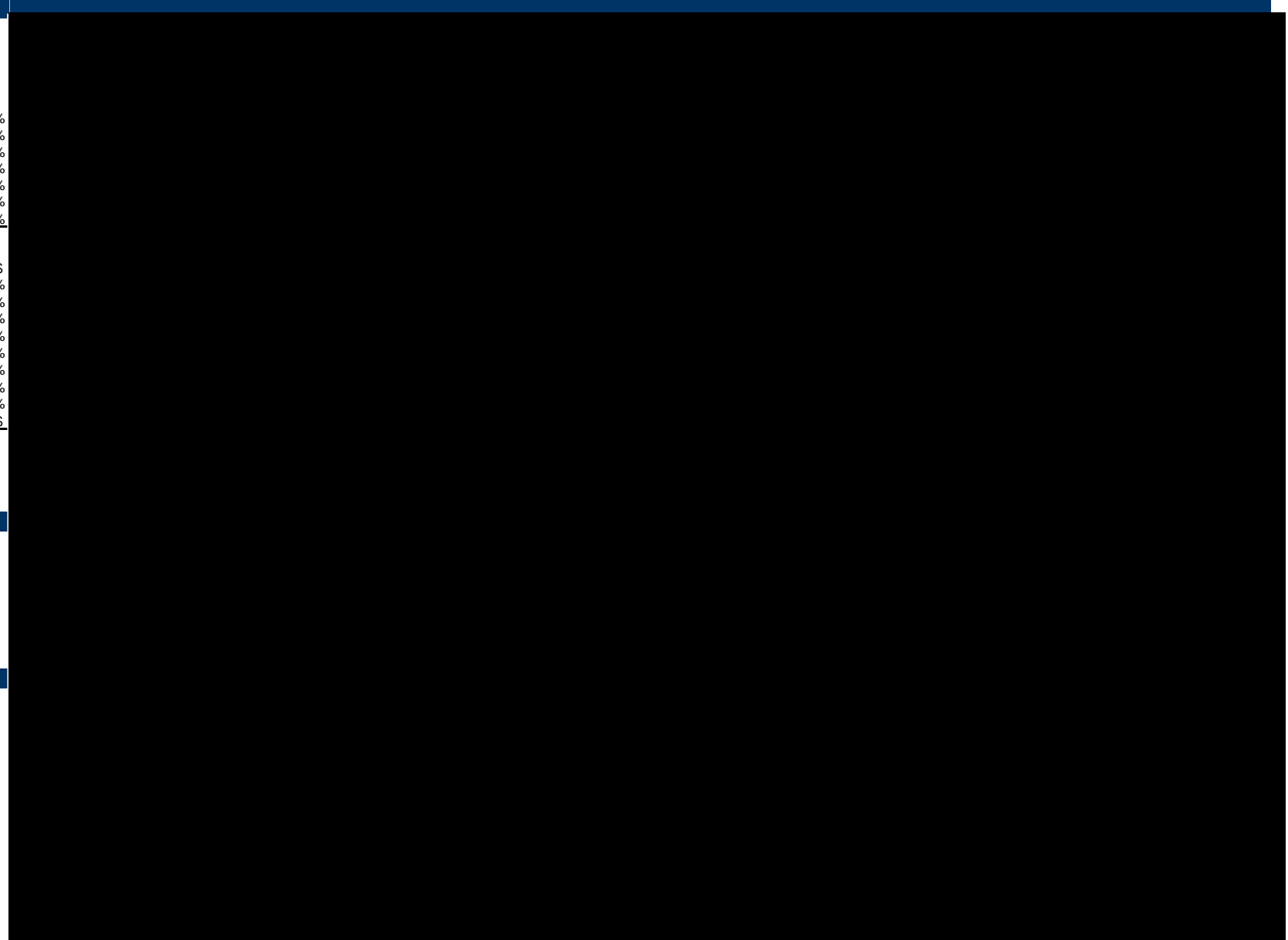
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 1249 Substation

Job Classification-->

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

MA-IBEW 104

Job Classification-->

STRAIGHT TIME

1			
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>	
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>	%
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>	%
5		<input type="text" value="SUTA (State Unemployment Tax)"/>	%
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>	%
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>	%
8		<input type="text" value="Other A (Specify)"/>	%
9		<input type="text" value="Other B (Specify)"/>	%
		Total	
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>	\$
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>	%
12		<input type="text" value="Contractor Provided Education & Training"/>	%
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>	%
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>	%
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>	%
16		<input type="text" value="Liability Insurance"/>	%
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>	%
18		<input type="text" value="Safety & Materials Management"/>	%
19		<input type="text" value="Other D (Specify)"/>	\$
		Total	

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

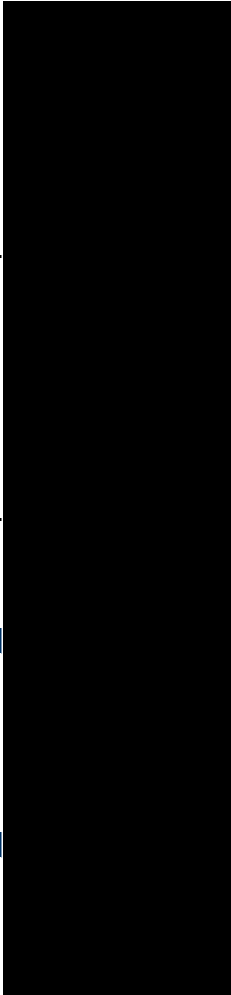
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 910

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6
Journeyman Wireman	General Foreman	Foreman	Cable Splicer	Journeyman Welder	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period
						Apprer Step

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) \$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 910

Job Classification-->

	7	8	9	10	11	12	13	14
	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	Journeyman Technician			

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) \$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 910

Job Classification-->

15	16	17	18	19	20	21	
----	----	----	----	----	----	----	--

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11		<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="FR Clothing"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 910

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	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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 910

Job Classification-->

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		%
5		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
6		%
7		<input type="text" value="SUTA (State Unemployment Tax)"/>
8		%
9		<input type="text" value="Worker's Compensation + Disability Insurance"/>
		%
		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
		%
		<input type="text" value="Other A (Specify)"/>
		%
		<input type="text" value="Other B (Specify)"/>
		%
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	\$
12		<input type="text" value="Paid Holidays and Other Time Off"/>
13		%
14		<input type="text" value="Contractor Provided Education & Training"/>
15		%
16		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
17		%
18		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
19		%
		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
		%
		<input type="text" value="Liability Insurance"/>
		%
		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
		%
		<input type="text" value="Safety & Materials Management"/>
		%
		<input type="text" value="FR Clothing"/>
		\$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 237

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6
Journeyman Wireman	General Foreman	Foreman	Sub-Foreman	Cable Splicer	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period
					Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period
						Apprentice, 2nd Step/Period
						Apprentice, 1st Step/Period
						Apprentice, 0th Step/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
						Apprentice, 0th Step/Period

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11		<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="FR Clothing"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 237

Job Classification-->

	7	8	9	10	11	12	13	14
	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period				

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

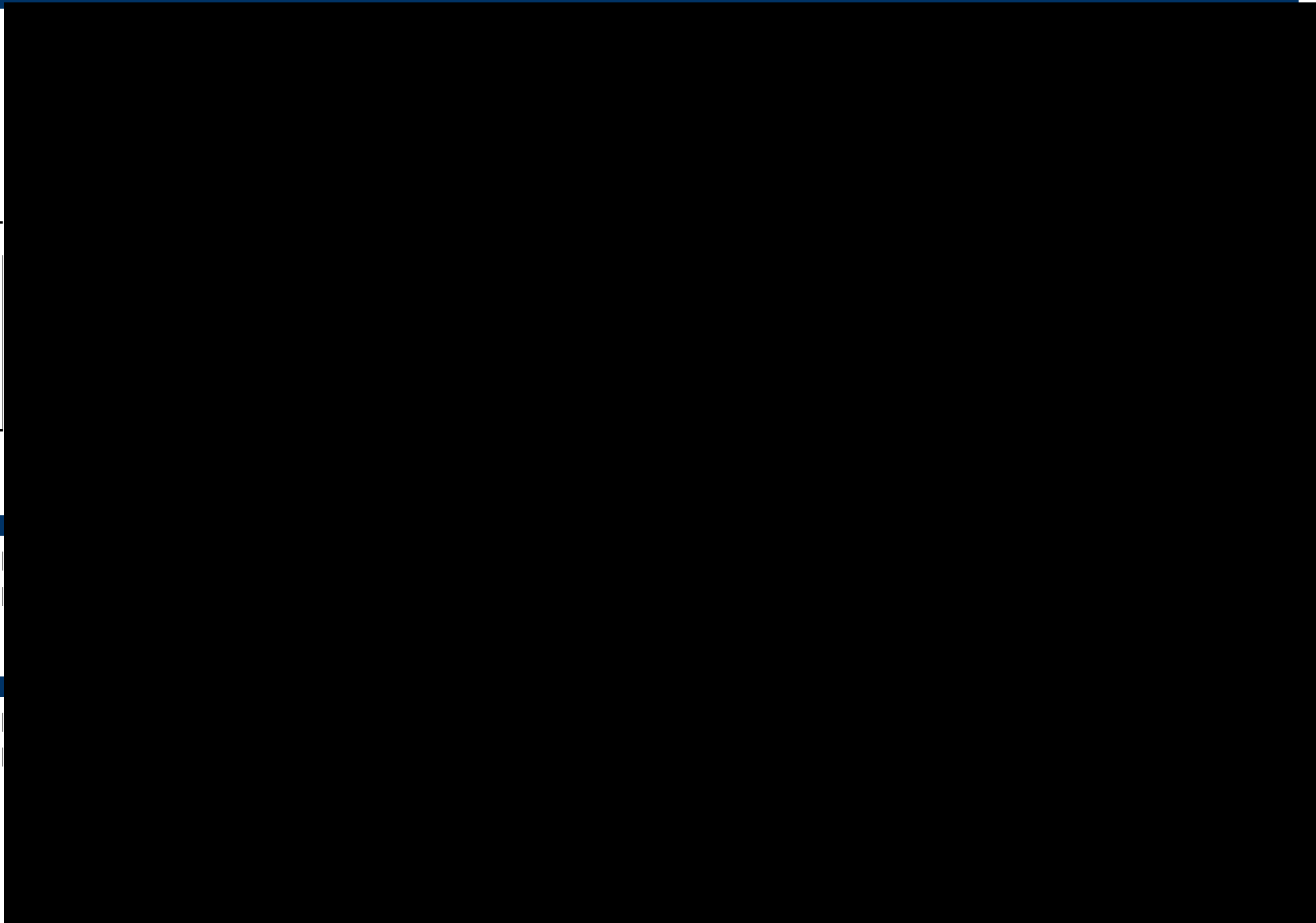
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 237

Job Classification-->

15	16	17	18	19	20	21	
----	----	----	----	----	----	----	--

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="FR Clothing"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

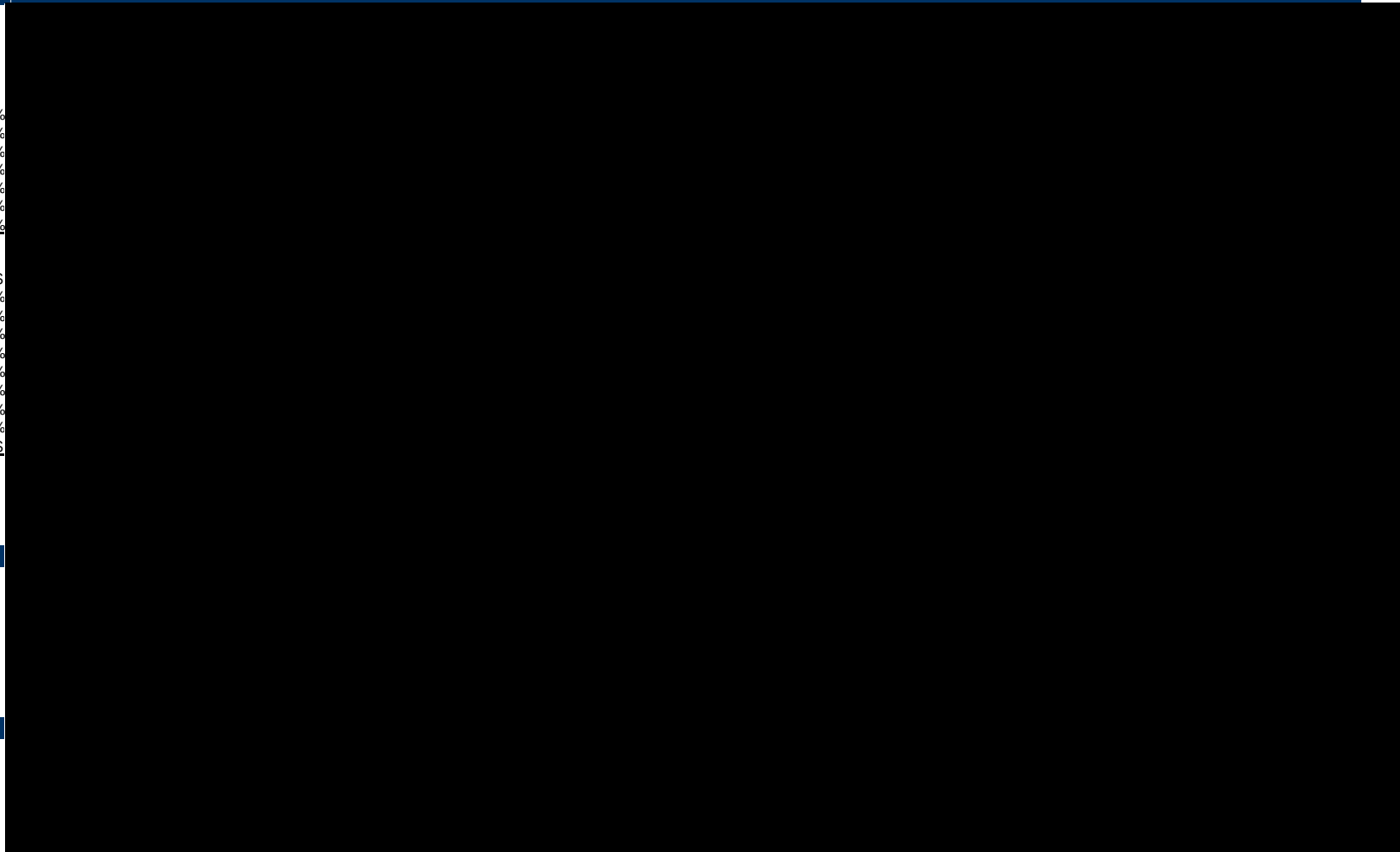
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 237

Job Classification-->

22	23	24	25	26	27	28	29

STRAIGHT TIME

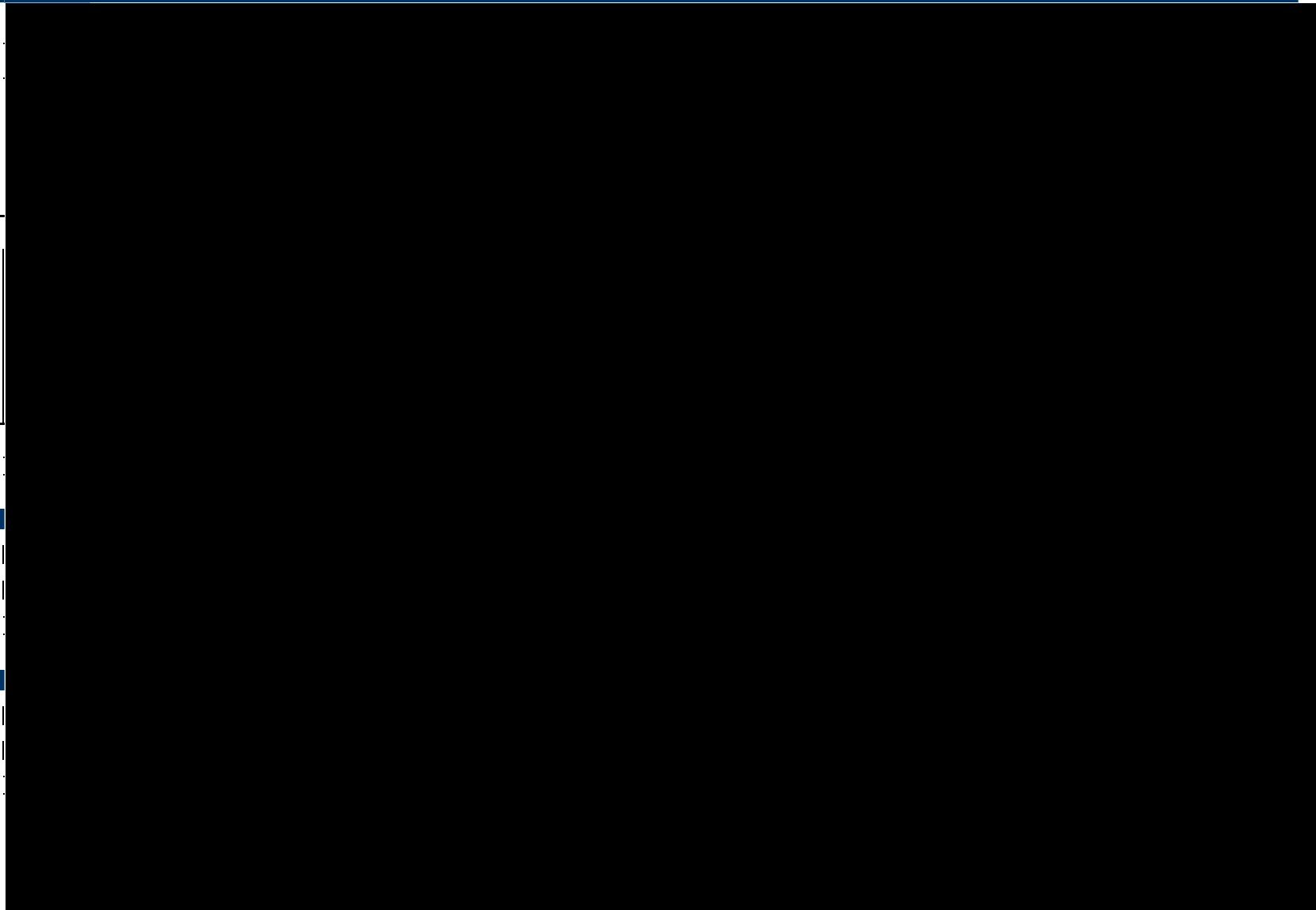
1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="FR Clothing"/>
		Total

OVERTIME (x1.5)

Contractor Costs Applicable to Overtime Wage Adder

PREMIUM TIME (x2.0)

Contractor Costs Applicable to Premium Wage Adder



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 237

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
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

OVERTIME (x1.5)

Overtime Wage Rate Adder Overtime Hourly Wage Adder

Contractor Costs Applicable to Overtime Wage Adder

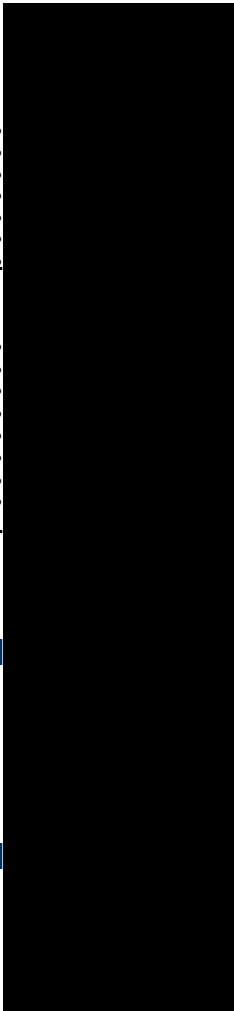
Overtime Billing Rates Overtime Hourly Billing Rate

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



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 236

Job Classification-->

REFERENCE CLASS

Journeyman/Technician

1
Lead General Foreman

2
General Foreman

3
Second Foreman

4
Foreman (8 to 10 Workers)

5
Foreman (3 to 7 Workers)

6
Foreman (1 to 2 Workers)

7
We

STRAIGHT TIME

1		
2		<input type="text" value="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) \$
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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 236

Job Classification-->

	7	8	9	10	11	12	13	14
	Alder	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period	

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) \$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 236

Job Classification-->

15	16	17	18	19	20	21	
----	----	----	----	----	----	----	--

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="FR Clothing"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

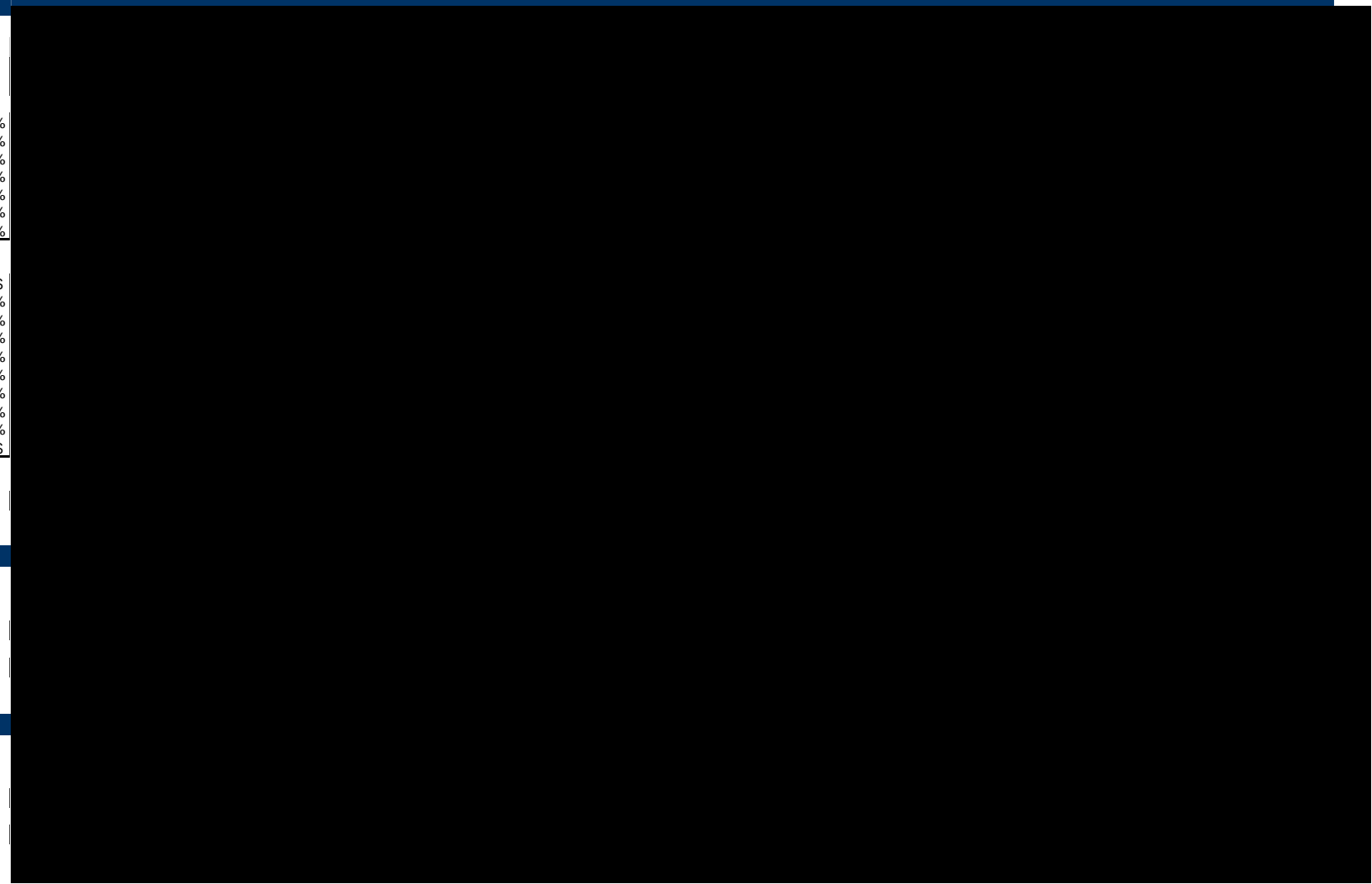
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 236

Job Classification-->

22	23	24	25	26	27	28	29

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="FR Clothing"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

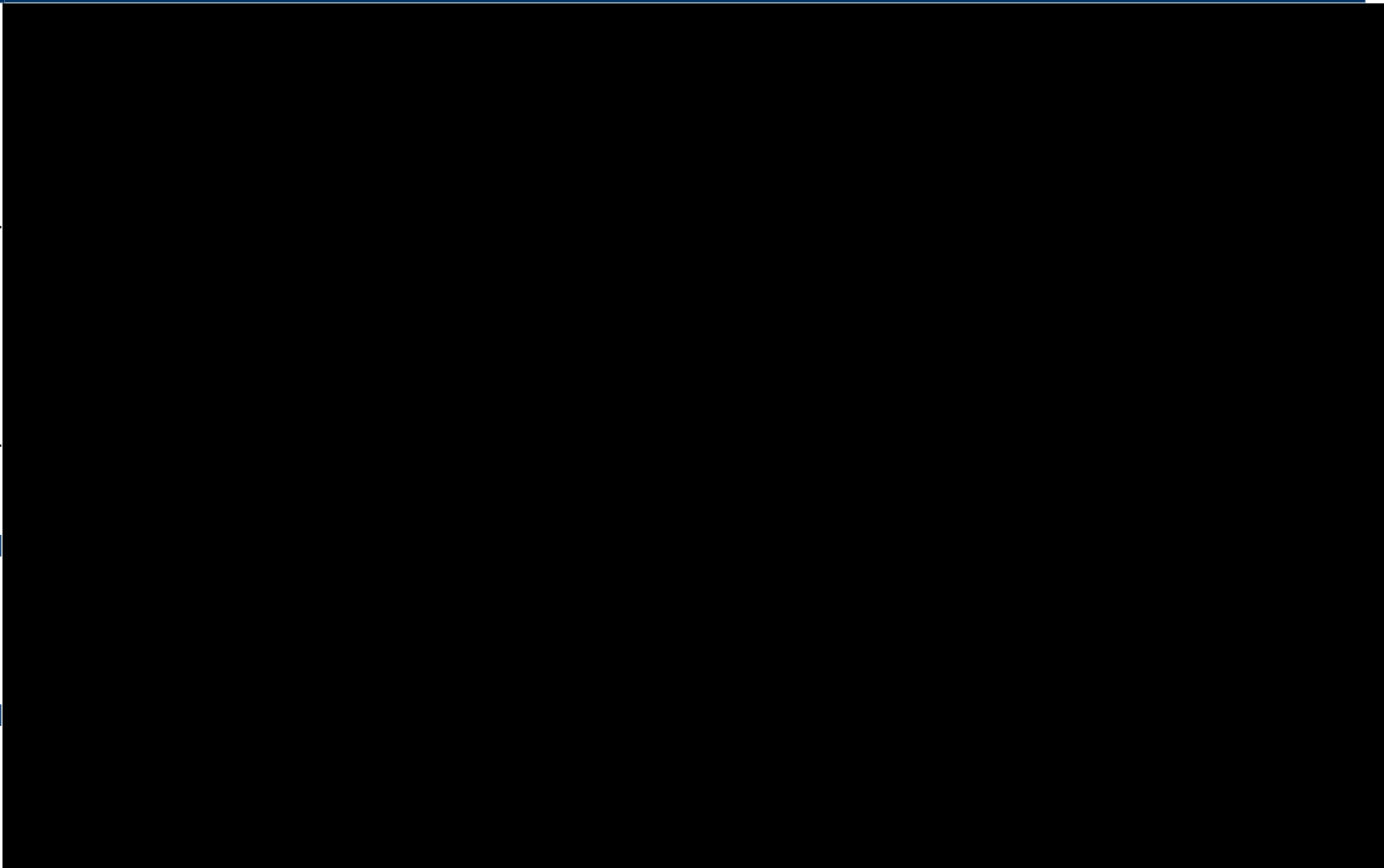
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 236

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
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
------------------------------------	-----------------------------------

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
----------------------------------	----------------------------------

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 106

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6
Journeyman Wireman	General Foreman	Foreman	Sub-Foreman	Apprentice, 10th Step/Period	Apprentice, 9th Step/Period	Apprentice, 8th Step/Period

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)
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

OVERTIME (x1.5)

Overtime Wage Rate Adder Overtime Hourly Wage Adder

Contractor Costs Applicable to Overtime Wage Adder

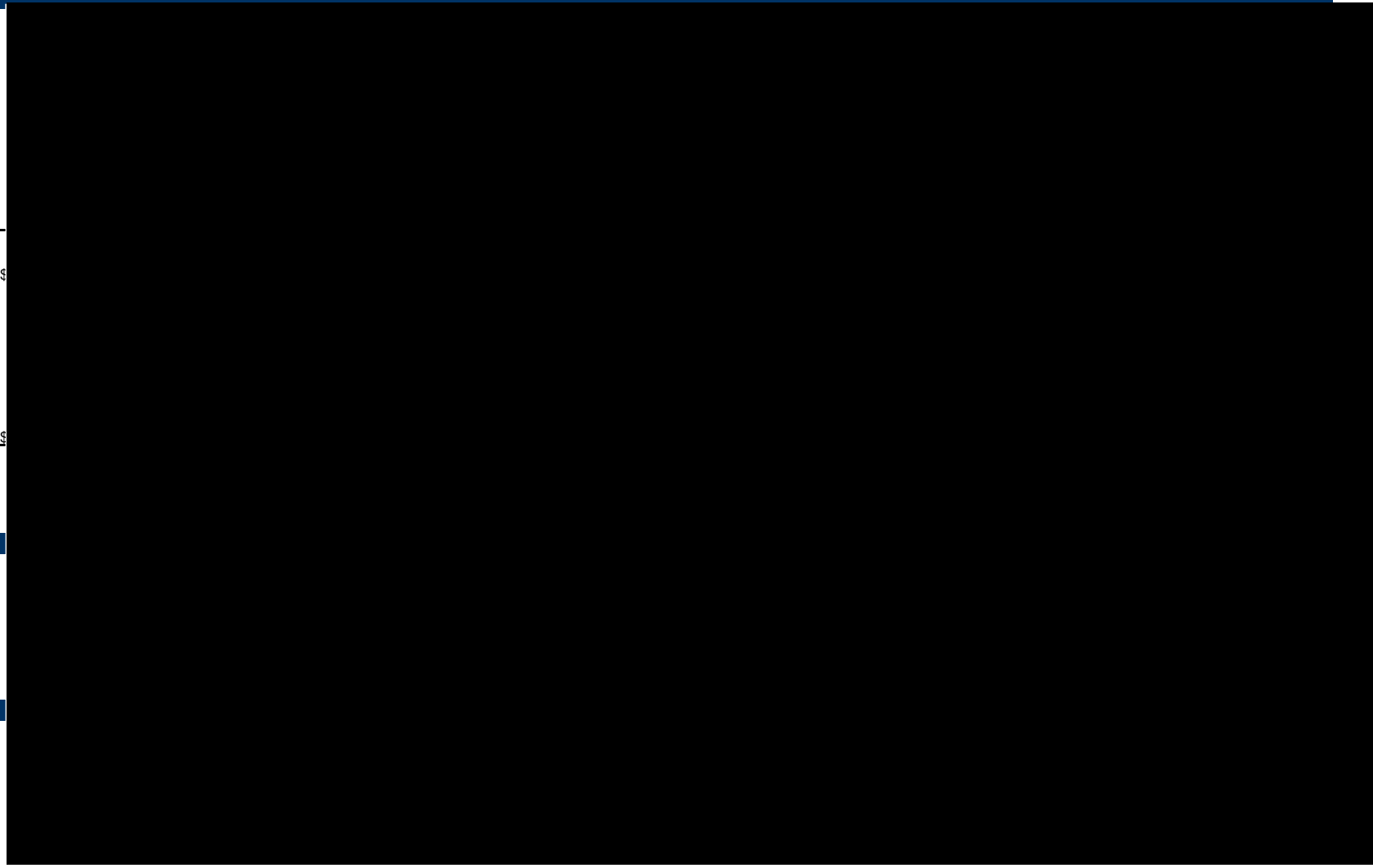
Overtime Billing Rates Overtime Hourly Billing Rate

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



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 106

Job Classification-->

	7	8	9	10	11	12	13	14
	Apprentice, 7th Step/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	

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

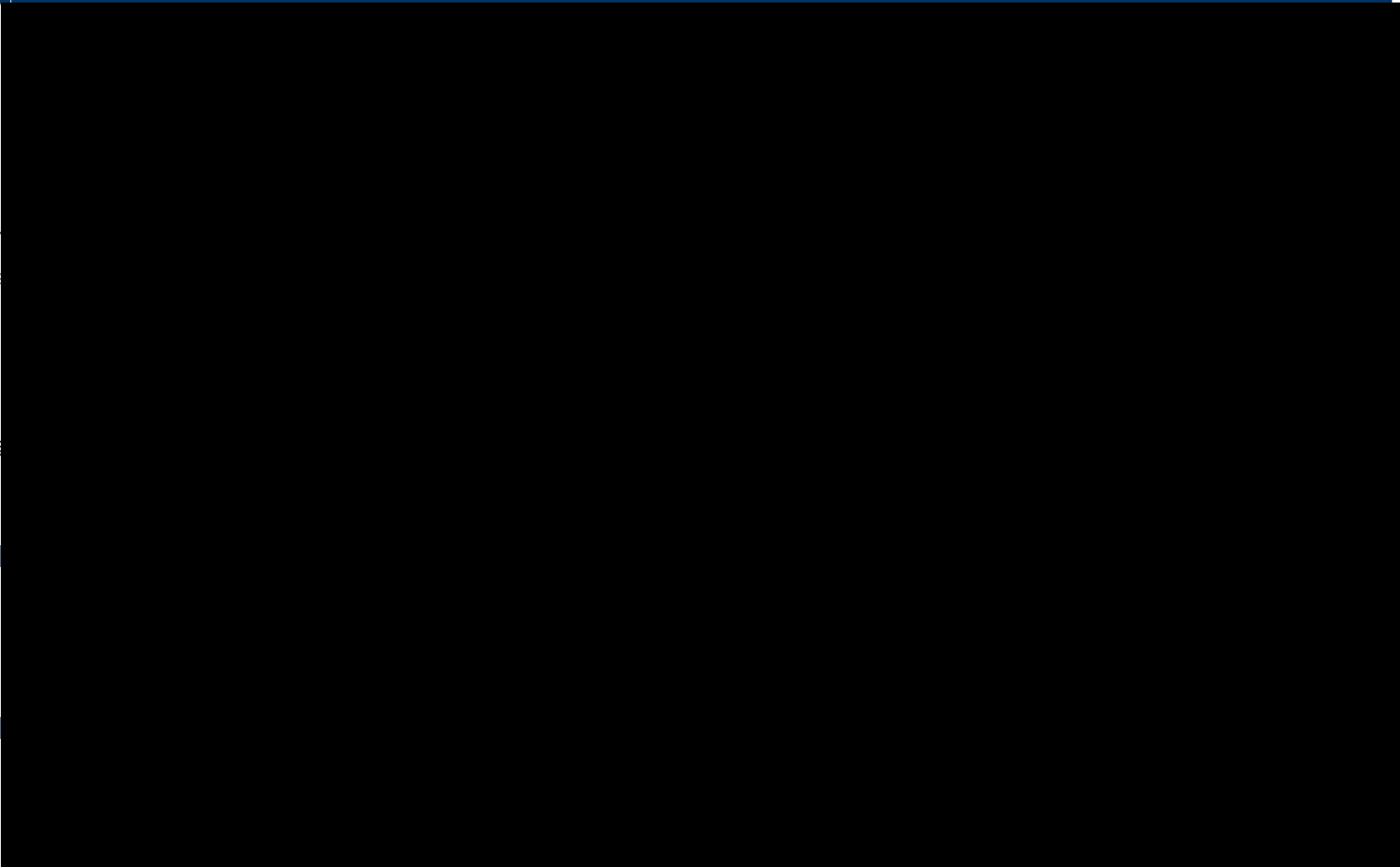
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 106

Job Classification-->

15	16	17	18	19	20	21	
----	----	----	----	----	----	----	--

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="FR Clothing"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

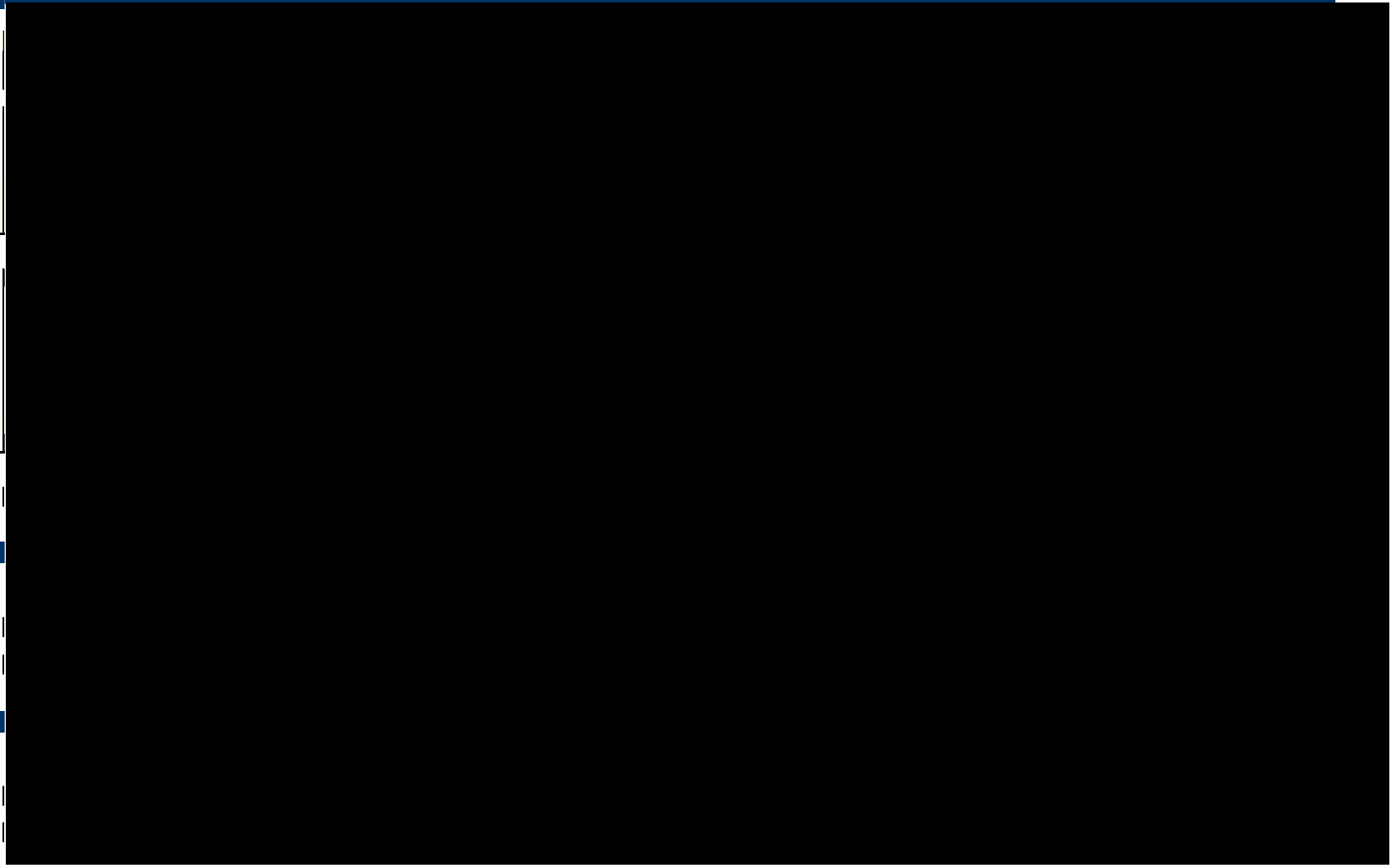
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 106

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	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)	\$
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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 106

Job Classification-->

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		%
5		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
6		%
7		<input type="text" value="SUTA (State Unemployment Tax)"/>
8		%
9		<input type="text" value="Worker's Compensation + Disability Insurance"/>
		%
		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
		%
		<input type="text" value="Other A (Specify)"/>
		%
		<input type="text" value="Other B (Specify)"/>
		%
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	\$
12		<input type="text" value="Paid Holidays and Other Time Off"/>
13		%
14		<input type="text" value="Contractor Provided Education & Training"/>
15		%
16		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
17		%
18		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
19		%
		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
		%
		<input type="text" value="Liability Insurance"/>
		%
		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
		%
		<input type="text" value="Safety & Materials Management"/>
		%
		<input type="text" value="FR Clothing"/>
		\$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 43

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6
Journeyman Wireman	Lead General Foreman	General Foreman	Foreman	Sub-Foreman	Apprentice, 6th Step/Period	Apprentice, 5th Step/Period
					Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period
						Apprentice, 2nd Step/Period
						Apprentice, 1st Step/Period
						Apprentice, 0th Step/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
						Apprentice, 0th Step/Period

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type) \$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 43

Job Classification-->

	7	8	9	10	11	12	13	14
	Apprentice, 4th Step/Period	Apprentice, 3rd Step/Period	Apprentice, 2nd Step/Period	Apprentice, 1st Step/Period				

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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

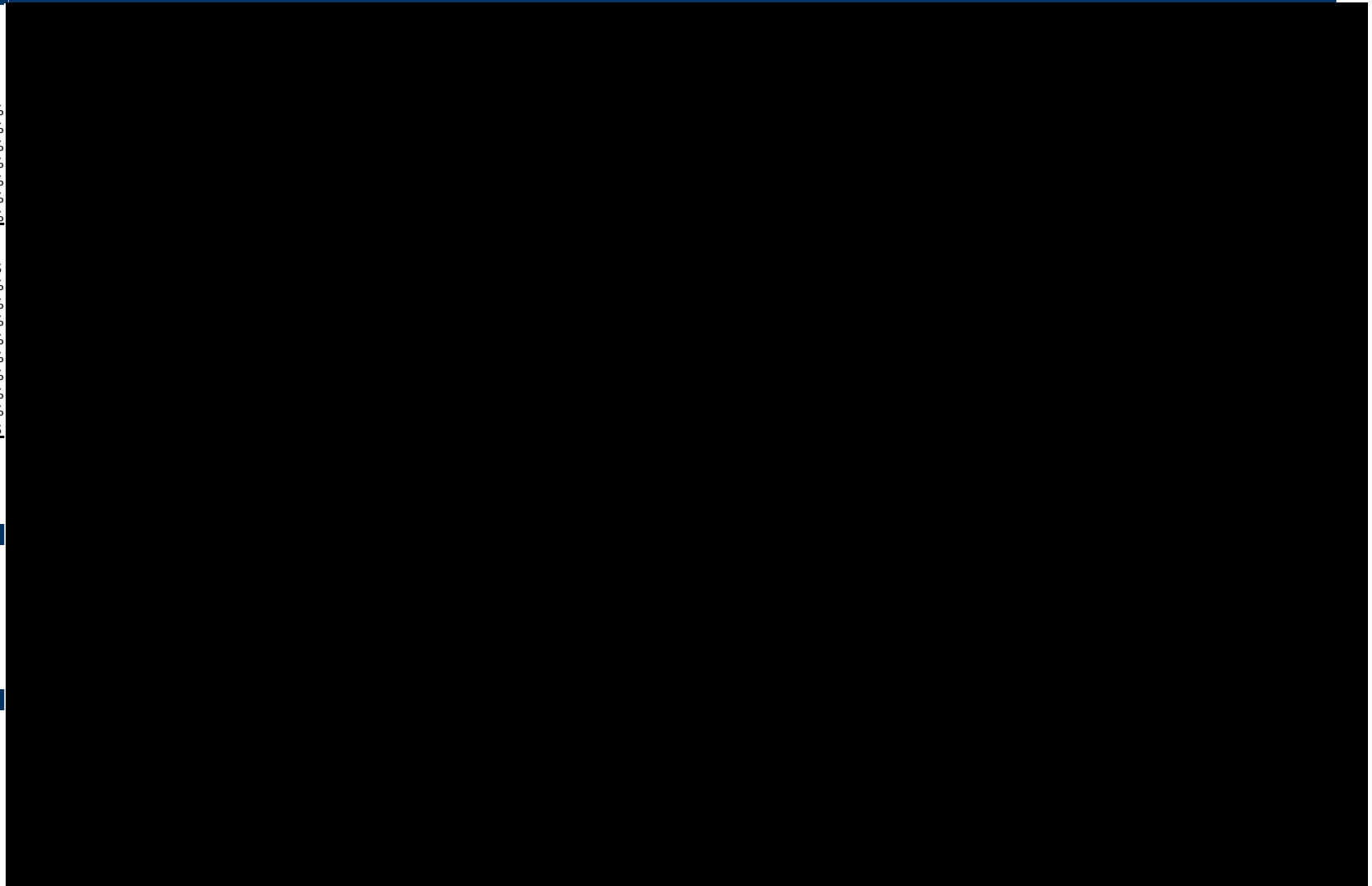
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 43

Job Classification-->

	15	16	17	18	19	20	21	

STRAIGHT TIME

1			
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>	
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>	%
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>	%
5		<input type="text" value="SUTA (State Unemployment Tax)"/>	%
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>	%
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>	%
8		<input type="text" value="Other A (Specify)"/>	%
9		<input type="text" value="Other B (Specify)"/>	%
		Total	0.0
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/>	\$
11		<input type="text" value="Paid Holidays and Other Time Off"/>	%
12		<input type="text" value="Contractor Provided Education & Training"/>	%
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>	%
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>	%
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>	%
16		<input type="text" value="Liability Insurance"/>	%
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>	%
18		<input type="text" value="Safety & Materials Management"/>	%
19		<input type="text" value="FR Clothing"/>	\$
		Total	

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

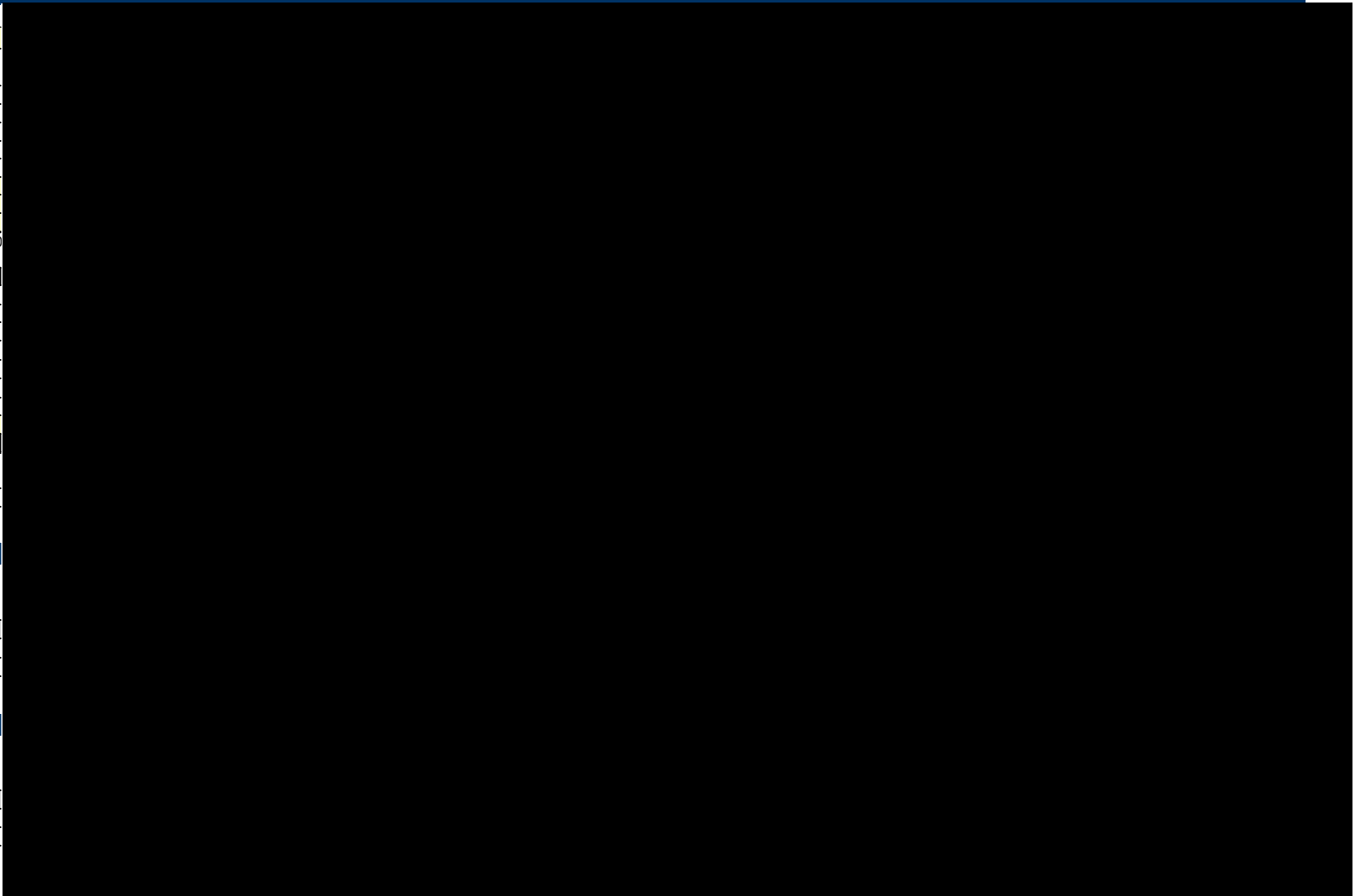
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 43

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	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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

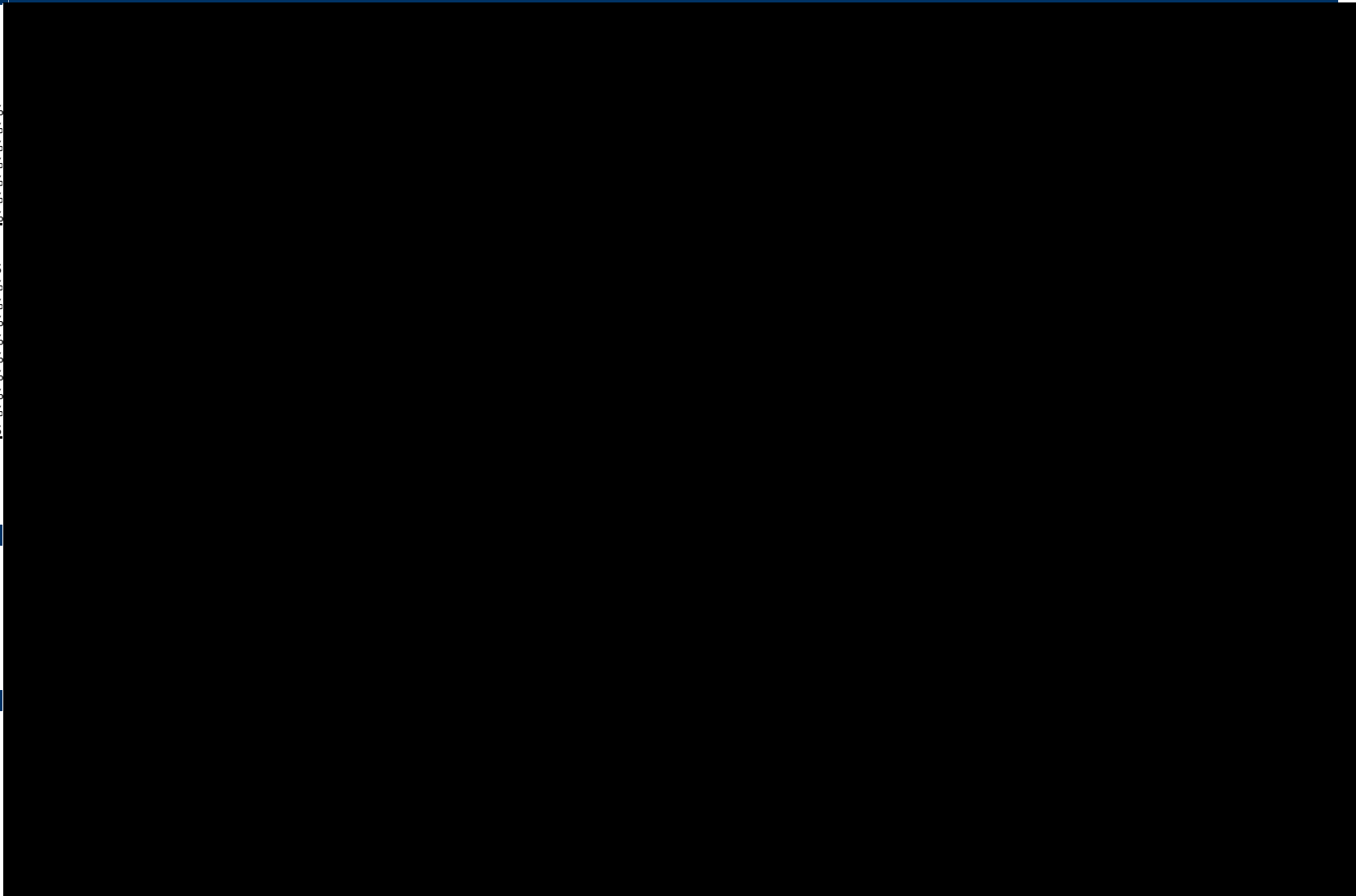
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 43

Job Classification-->

30

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) \$
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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

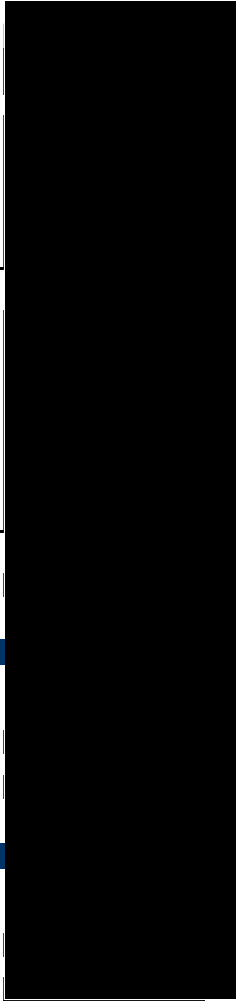
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6	
Journeyman Lineman	General Foreman	Foreman	Working Foreman	Technician	Welder	Cable Splicer	Apprer Step

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

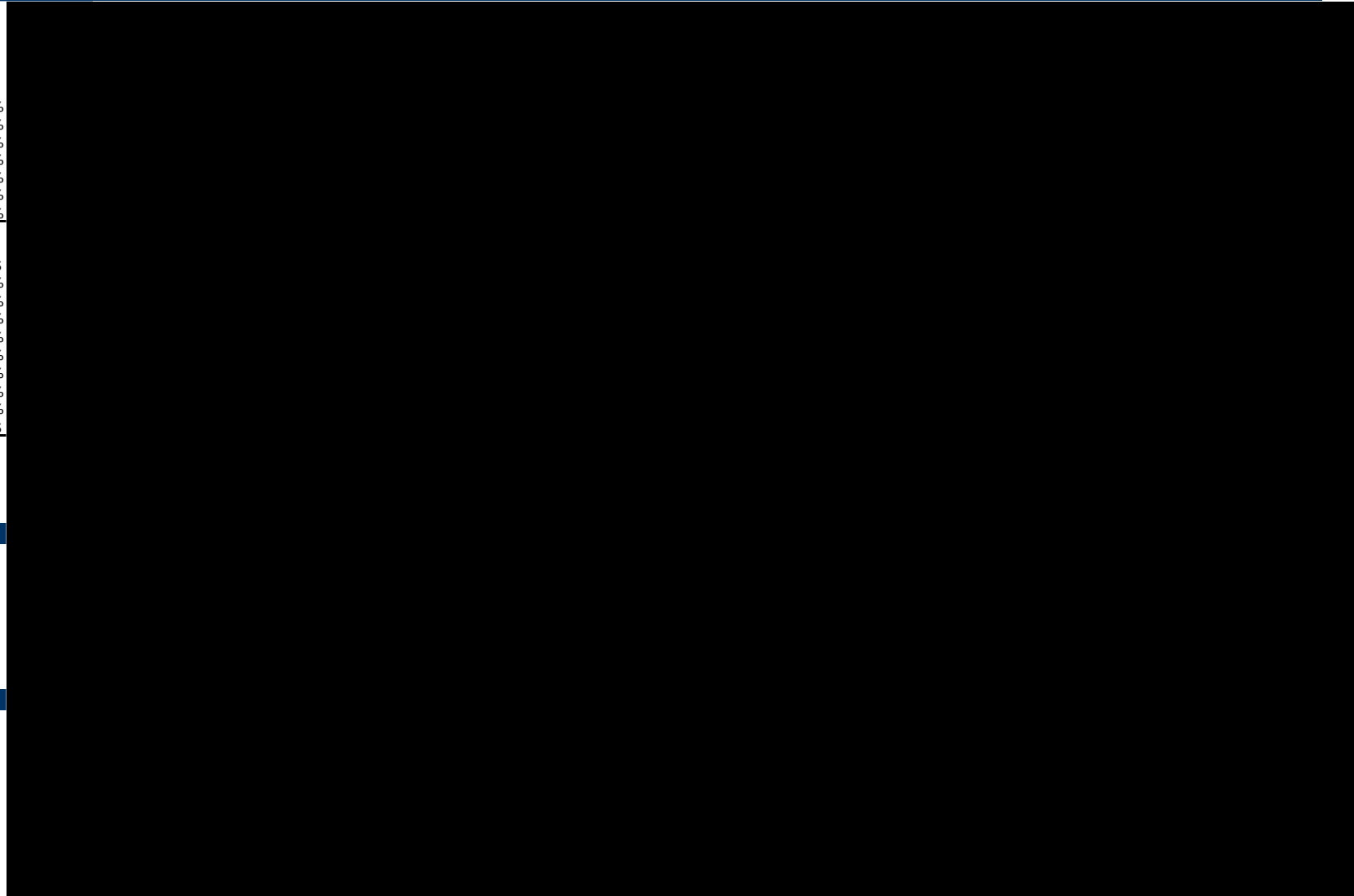
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

7	8	9	10	11	12	13	14
Apprentice, 7th Step/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		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11		<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

15	16	17	18	19	20	21
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

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) \$
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		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

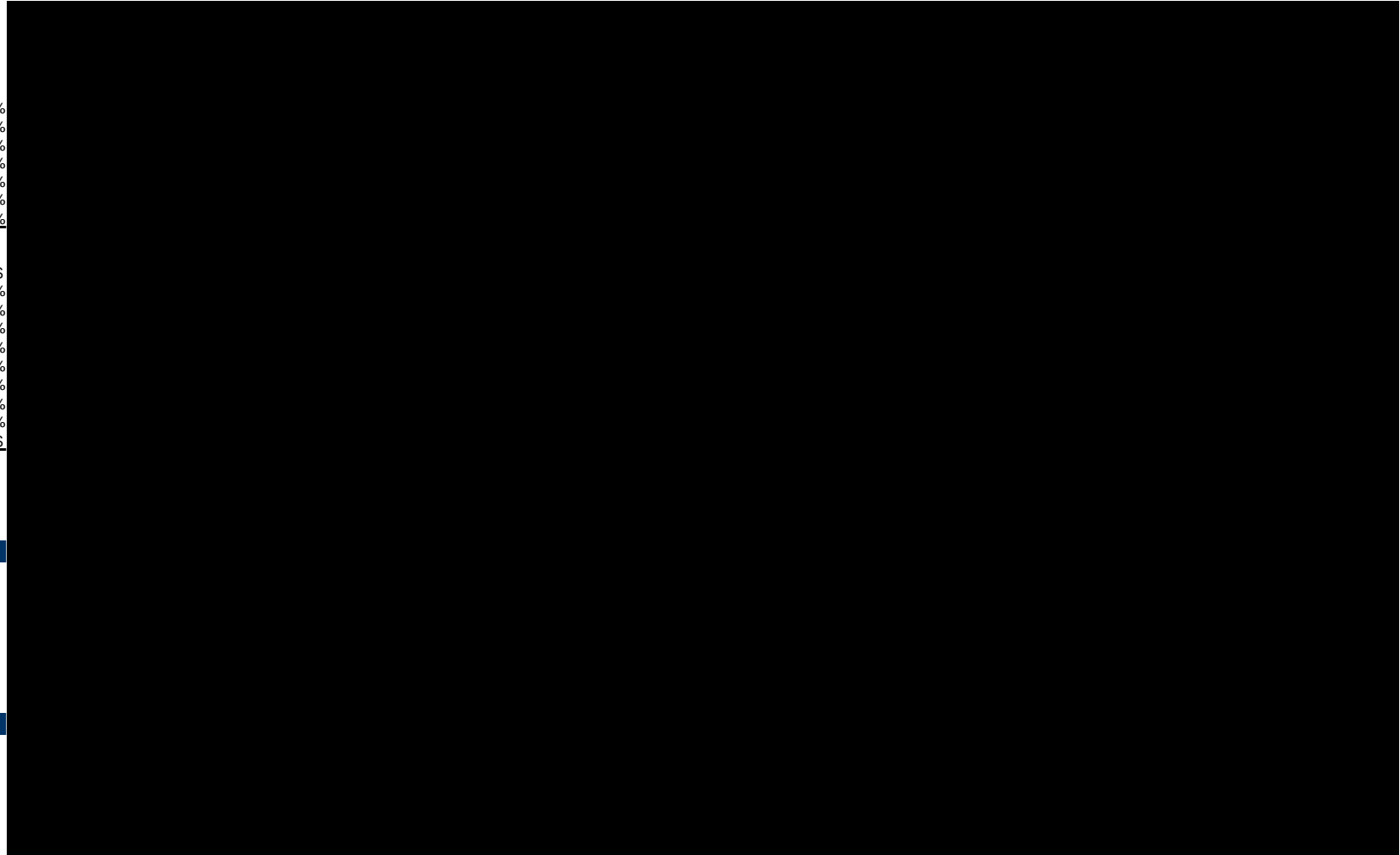
Overtime Billing Rates Overtime Hourly Billing Rate

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



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

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	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 (%) or Per Hour Worked (\$)	Union Costs (\$ per Hour Type)	\$
11		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

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

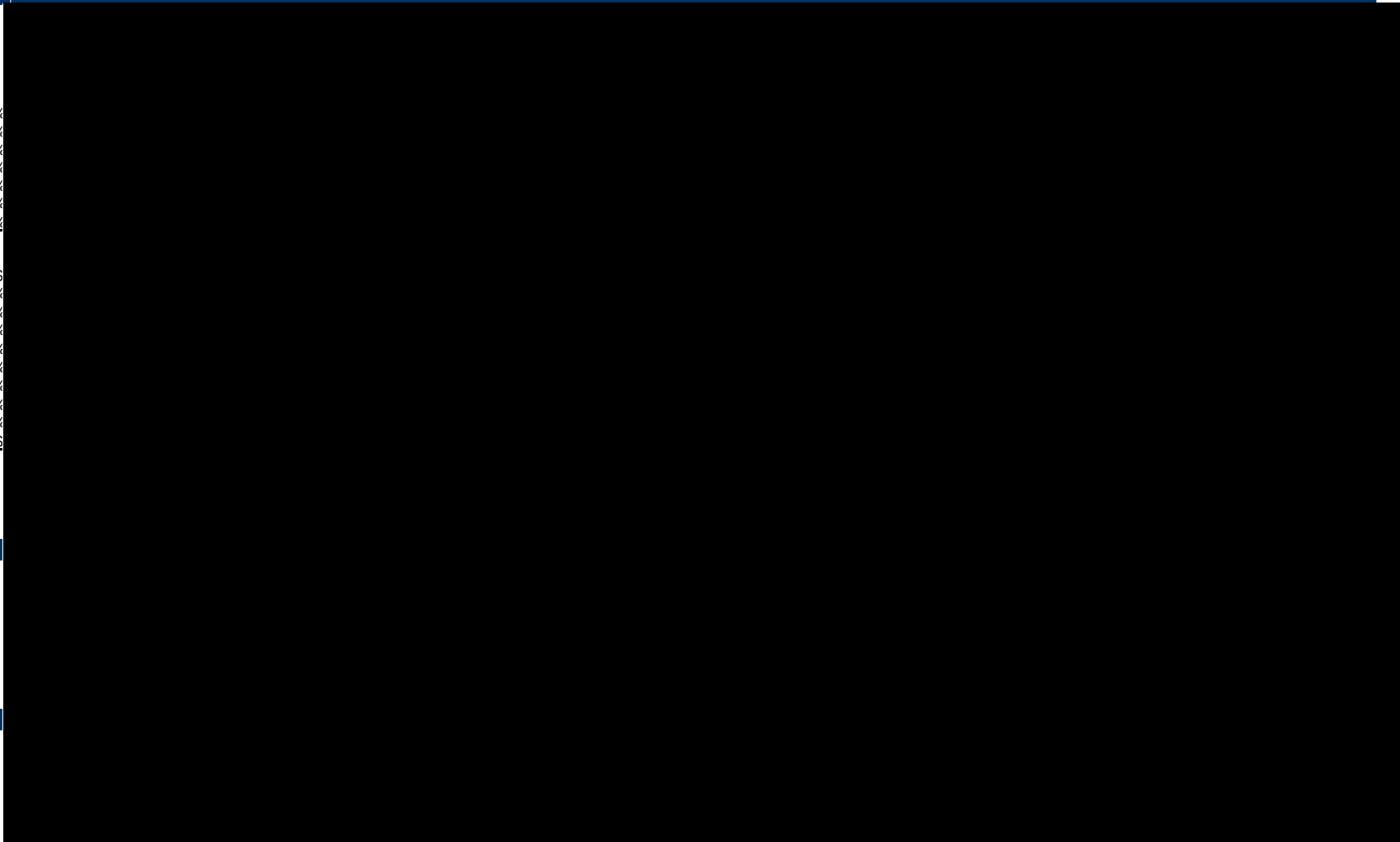
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 1249 Substation

Job Classification-->

STRAIGHT TIME

1		
2		
	Base Hourly Wage (BHW) (W-2 Salary)	
3	Applicable to All Wages	
4	FICA (Social Security + Medicare)	%
5	FUTA (Fed. Unemployment Tax)	%
6	SUTA (State Unemployment Tax)	%
7	Worker's Compensation + Disability Insurance	%
8	Union Costs (% of Gross Wages Type)	%
9	Other A (Specify)	%
	Other B (Specify)	%
	Total	
10	Applicable to Base Wages Only (%)	
11	or Per Hour Worked (\$)	
12	Union Costs (\$ per Hour Type)	\$
13	Paid Holidays and Other Time Off	%
14	Contractor Provided Education & Training	%
15	Contractor Provided Background Checks & Drug Testing	%
16	Small Tools & Equipment of \$1,500 Value or Less	%
17	Light Duty Vehicles up to 1.5 Tons Gross Weight	%
18	Liability Insurance	%
19	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

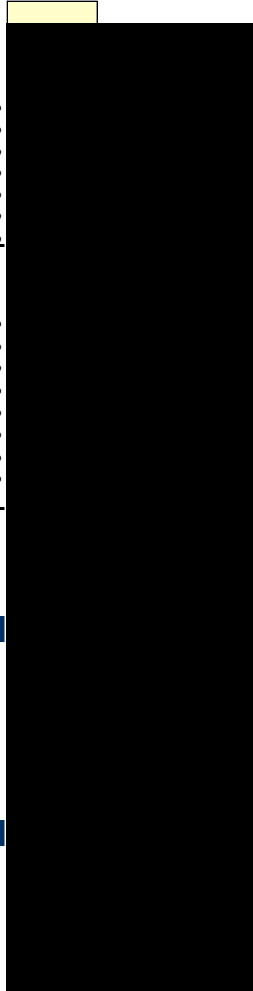
Overtime Billing Rates Overtime Hourly Billing Rate

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



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

REFERENCE CLASS

	1	2	3	4	5	6	
Journeyman Lineman	General Foreman	Foreman	Working Foreman	Technician	Welder	Cable Splicer	Apprer Step

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

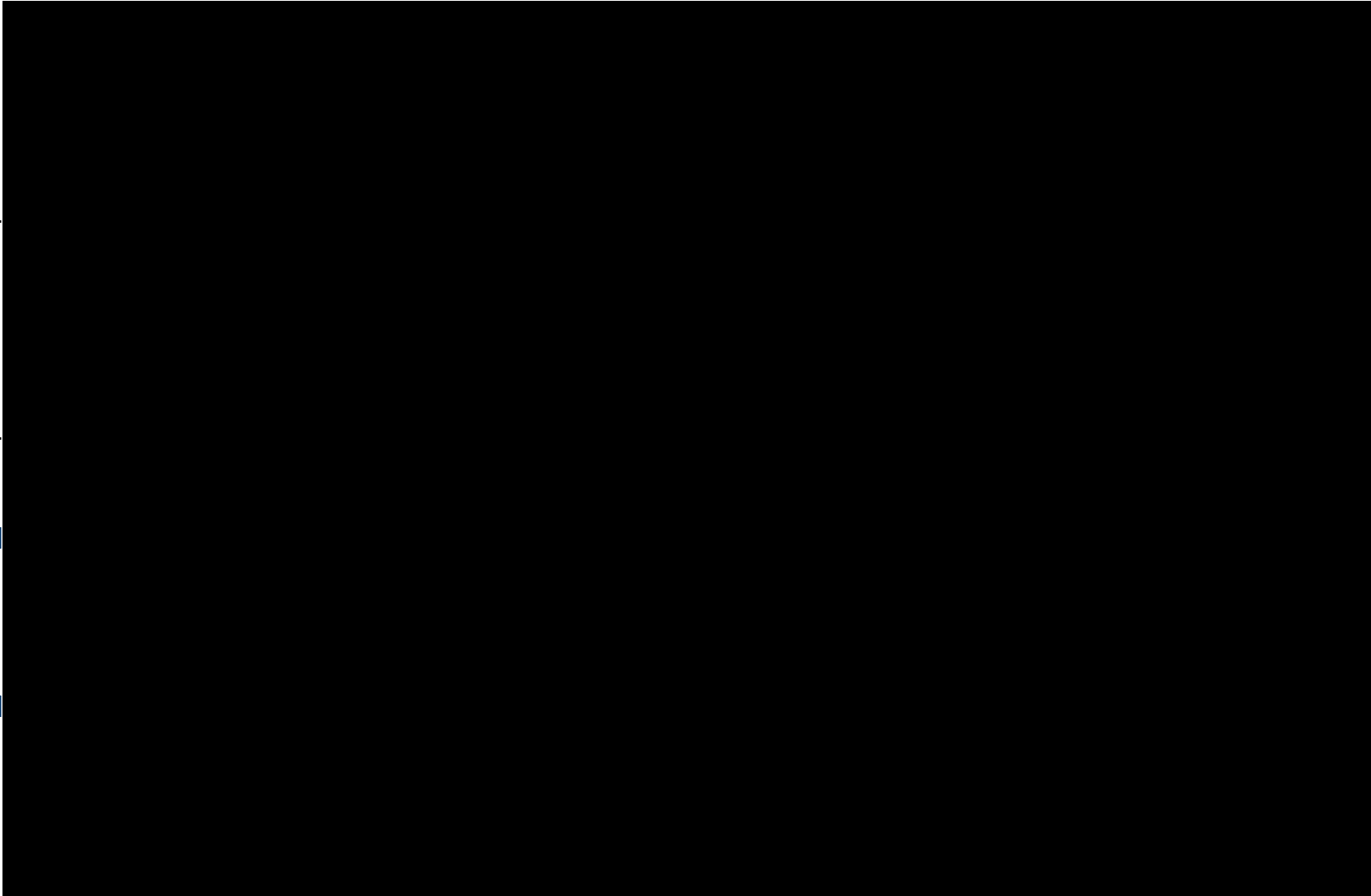
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

7	8	9	10	11	12	13	14
Apprentice, 7th Step/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		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/> %
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/> %
5		<input type="text" value="SUTA (State Unemployment Tax)"/> %
6		<input type="text" value="Worker's Compensation + Disability Insurance"/> %
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/> %
8		<input type="text" value="Other A (Specify)"/> %
9		<input type="text" value="Other B (Specify)"/> %
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/> \$
11		<input type="text" value="Paid Holidays and Other Time Off"/> %
12		<input type="text" value="Contractor Provided Education & Training"/> %
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/> %
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/> %
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/> %
16		<input type="text" value="Liability Insurance"/> %
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/> %
18		<input type="text" value="Safety & Materials Management"/> %
19		<input type="text" value="Other D (Specify)"/> \$
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

15	16	17	18	19	20	21
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

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%) or Per Hour Worked (\$)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11		<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

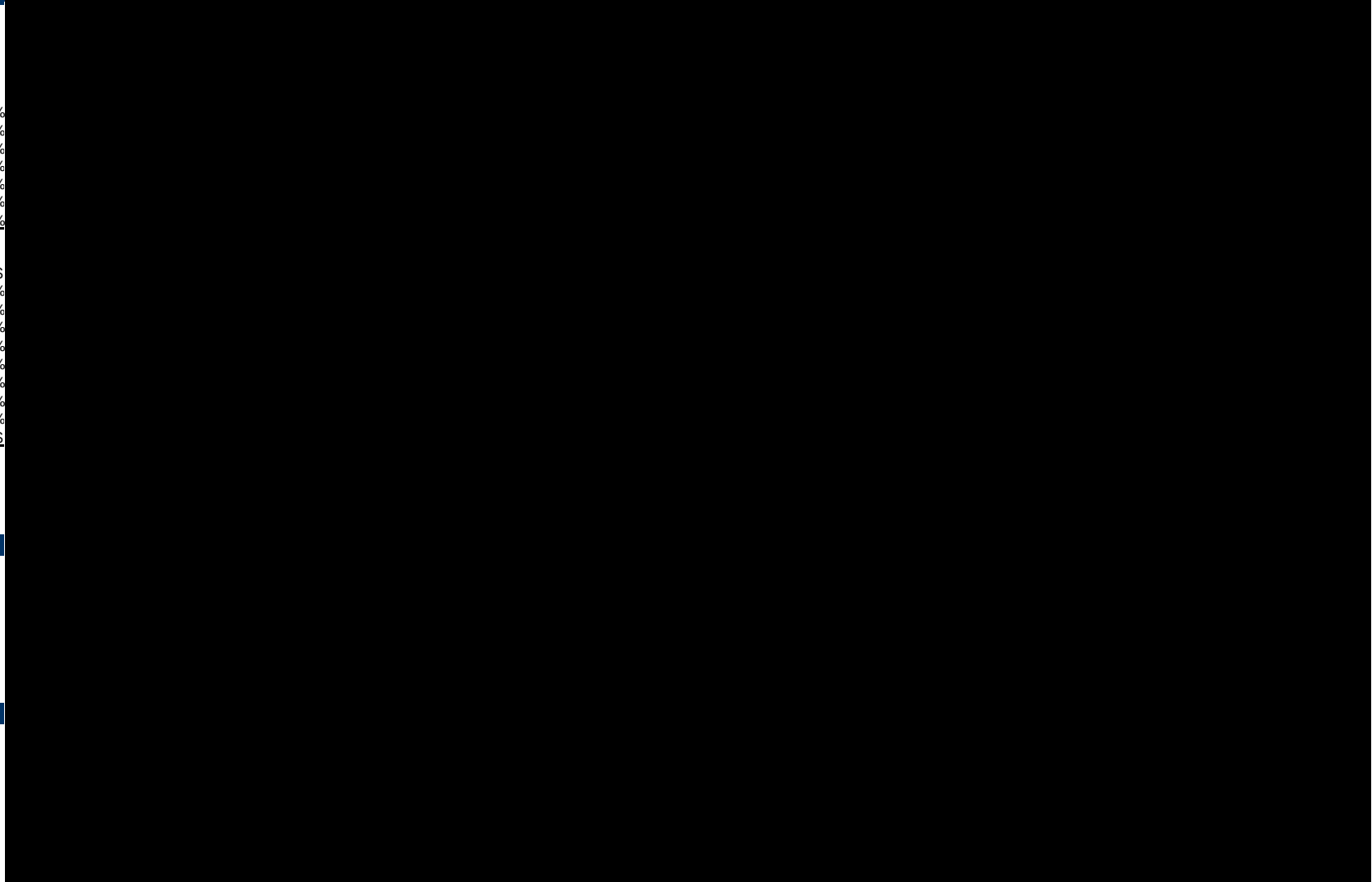
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

NY-IBEW 1249 Substation

Job Classification-->

22	23	24	25	26	27	28	29

STRAIGHT TIME

1		
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>
5		<input type="text" value="SUTA (State Unemployment Tax)"/>
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>
8		<input type="text" value="Other A (Specify)"/>
9		<input type="text" value="Other B (Specify)"/>
		Total
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>
12		<input type="text" value="Contractor Provided Education & Training"/>
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>
16		<input type="text" value="Liability Insurance"/>
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>
18		<input type="text" value="Safety & Materials Management"/>
19		<input type="text" value="Other D (Specify)"/>
		Total

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

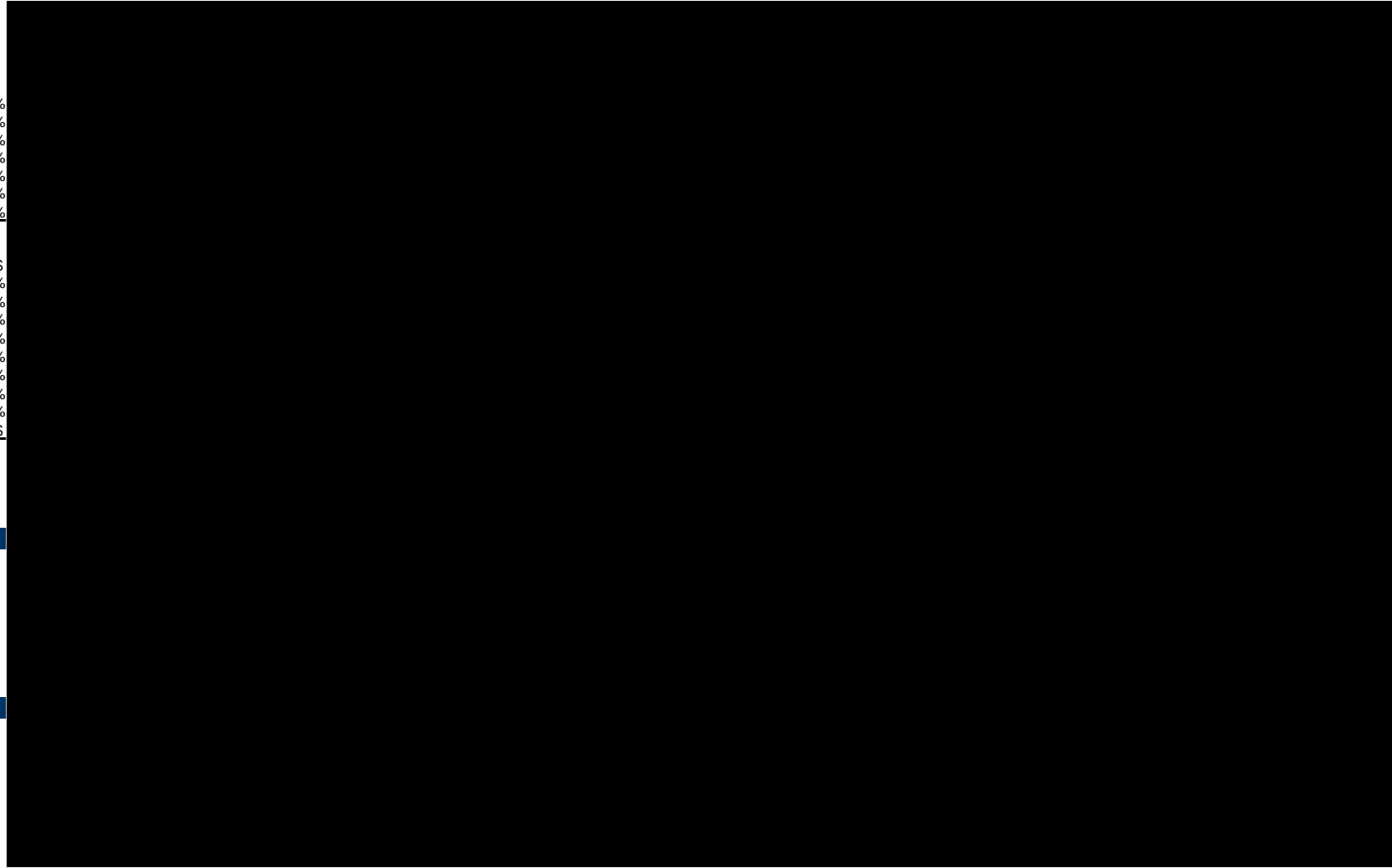
Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate



National Grid Preferred Contractor List (PCL) Initiative

CRAFT LABOR -- PROPOSED BILLING RATES

CONTRACTOR NAME:

30

NY-IBEW 1249 Substation

Job Classification-->

STRAIGHT TIME

1			
2		<input type="text" value="Base Hourly Wage (BHW) (W-2 Salary)"/>	
3	Applicable to All Wages	<input type="text" value="FICA (Social Security + Medicare)"/>	%
4		<input type="text" value="FUTA (Fed. Unemployment Tax)"/>	%
5		<input type="text" value="SUTA (State Unemployment Tax)"/>	%
6		<input type="text" value="Worker's Compensation + Disability Insurance"/>	%
7		<input type="text" value="Union Costs (% of Gross Wages Type)"/>	%
8		<input type="text" value="Other A (Specify)"/>	%
9		<input type="text" value="Other B (Specify)"/>	%
		Total	
10	Applicable to Base Wages Only (%)	<input type="text" value="Union Costs (\$ per Hour Type)"/>	\$
11	or Per Hour Worked (\$)	<input type="text" value="Paid Holidays and Other Time Off"/>	%
12		<input type="text" value="Contractor Provided Education & Training"/>	%
13		<input type="text" value="Contractor Provided Background Checks & Drug Testing"/>	%
14		<input type="text" value="Small Tools & Equipment of \$1,500 Value or Less"/>	%
15		<input type="text" value="Light Duty Vehicles up to 1.5 Tons Gross Weight"/>	%
16		<input type="text" value="Liability Insurance"/>	%
17		<input type="text" value="Profit + Overhead, General Management & Supervision"/>	%
18		<input type="text" value="Safety & Materials Management"/>	%
19		<input type="text" value="Other D (Specify)"/>	\$
		Total	

Straight Time Billing Rates

OVERTIME (x1.5)

Overtime Wage Rate Adder

Contractor Costs Applicable to Overtime Wage Adder

Overtime Billing Rates

PREMIUM TIME (x2.0)

Premium Time Wage Rate Adder

Contractor Costs Applicable to Premium Wage Adder

Premium Time Billing Rate

National Grid Preferred Contractor List (PCL) Initiative

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: █% (Baseline Diesel \$/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	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.	Wagner Smith T-VBWPT-340-72	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 additional grapple to hold equipment when doing work off the ground.		Owned	1-Frequent		
45' man lift, articulated or straight	Used to lift personnel, not used for electrical work	JLG 400, JLG 400SJ	Rented	1-Frequent		
60' man lift, articulated or straight	Used to lift personnel, not used for electrical work	JLG 600S, JLG 600SJ	Rented	1-Frequent		
80-100' man lift, articulated or straight	Used to lift personnel, not used for electrical work	JLG 800S, JLG 800SJ	Rented	2-Occasional		
Scissor Lift 33'	Used to lift personnel, not used for electrical work	JLG 3394RT	Rented	2-Occasional		
Scissor Lift 43'	Used to lift personnel, not used for electrical work	JLG 4394RT	Rented	2-Occasional		
Scissor Lift 26'	Used to lift personnel, not used for electrical 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		

National Grid Preferred Contractor List (PCL) Initiative

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 [redacted] vs. the baseline fuel cost per gallon [redacted]

CONTRACTOR NAME: **O'Connell Electric Company, Inc.**

AVG FUEL COST AS % OF BILLING RATE: [redacted] % (Baseline Diesel \$/gallon = [redacted])

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		

National Grid Preferred Contractor List (PCL) Initiative

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 10% vs. the baseline fuel cost per gallon [REDACTED]

CONTRACTOR NAME: **O'Connell Electric Company, Inc.**

AVG FUEL COST AS % OF BILLING RATE: [REDACTED] % (BaselineDiesel \$/gallon = [REDACTED])

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.		Subcontractor Only		[REDACTED]	[REDACTED]
Flashers	Used to warn pedestrians and commuters of the construction further ahead.		Subcontractor Only		[REDACTED]	[REDACTED]
Barrells	Orange construction barrells		Owned	2-Occasional	[REDACTED]	[REDACTED]
Cones	Orange work zone cones		Owned	1-Frequent	[REDACTED]	[REDACTED]
Concrete Barrier	Rectangular concrete blocks		Subcontractor Only		[REDACTED]	[REDACTED]

National Grid Preferred Contractor List (PCL) Initiative

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 fuel

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

CONTRACTOR NAME: **O'Connell Electric Company, Inc.**

AVG FUEL COST AS % OF BILLING RATE: █% (Baseline Diesel \$/gallon = █)

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-34072	
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 personnel, and handle materials, could have an additional grapple to hold equipment when doing work off the ground.		
45' man lift, articulated or straight	Used to lift personnel, not used for electrical work	JLG 400, JLG 400SJ	
60' man lift, articulated or straight	Used to lift personnel, not used for electrical work	JLG 600S, JLG 600SJ	
80-100' man lift, articulated or straight	Used to lift personnel, not used for electrical work	JLG 800S, JLG 800SJ	
Scissor Lift 33'	Used to lift personnel, not used for electrical work	JLG 3394RT	
Scissor Lift 43'	Used to lift personnel, not used for electrical work	JLG 4394RT	
Scissor Lift 26'	Used to lift personnel, not used for electrical 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	

National Grid Preferred Contractor List (PCL) Initiative

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 fuel

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

CONTRACTOR NAME: **O'Connell Electric Company, Inc.**

AVG FUEL COST AS % OF BILLING RATE: █% (Baseline Diesel \$/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)		

National Grid Preferred Contractor List (PCL) Initiative

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 fuel

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 [REDACTED] vs. the

CONTRACTOR NAME: **O'Connell Electric Company, Inc.**

AVG FUEL COST AS % OF BILLING RATE: [REDACTED] % (Baseline Diesel \$/gallon = [REDACTED] (

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

Exhibit C: Contractor Safety Requirements

Exhibit D: Environmental Guidance Procedures

This Section includes the most current revision of National Grid Environmental Procedure No. 6 Contracted Services.

Exhibit E: Supplier Code of Conduct

Exhibit F: Work Authorization Form

Exhibit G: NERC-CIP Compliance

Exhibit H: DOT Contractor Compliance Affidavit