APPENDIX A

	DATE	6/1/2022			6/1/2023		
CLASSIFICATION	**% of JTT**	**WAGES**	**NEAP**	**HRA**	**WAGES**	**NEAP**	**HRA**
Foreperson with CDL	*112%*	$ 43.97	$ 10.10	$ 1.00	$ 45.95	$ 10.10	$ 1.10
Foreperson without CDL	*107%*	$ 42.01	$ 10.10	$ 1.00	$ 43.90	$ 10.10	$ 1.10
Journeyman Tree Trimmer	*100%*	$ 39.26	$ 10.10	$ 1.00	$ 41.02	$ 10.10	$ 1.10
Trimmer Trainees							
After 12 Months	*90%*	$ 35.33	$ 8.96	$ 1.00	$ 36.92	$ 8.96	$ 1.10
6 to 12 Months	*80%*	$ 31.41	$ 7.81	$ 1.00	$ 32.82	$ 7.81	$ 1.10
Start	*70%*	$ 27.48	$ 6.66	$ 1.00	$ 28.72	$ 6.66	$ 1.10
Ground person after 6 Months	*65%*	$ 25.52	$ 1.58	$ 1.00	$ 26.67	$ 1.58	$ 1.10
Ground person Start	*60%*	$ 23.55	$ 0.91	$ 1.00	$ 24.61	$ 0.91	$ 1.10
Specialized Tree Equipment Operator (Journeyman Tree Trimmer)	*107%*	$ 42.01	$ 10.08	$ 1.00	$ 43.90	$ 10.08	$ 1.10
Specialized Tree Equipment Operator (Not a Journeyman Tree Trimmer)	*90%*	$ 35.33	$ 8.96	$ 1.00	$ 36.92	$ 8.96	$ 1.10
Brush Crew Foreperson	*70%*	$ 27.48	$ 6.66	$ 1.00	$ 28.72	$ 6.66	$ 1.10
VC Tech 1	*60%*	$ 23.55	$ 0.91	$ 1.00	$ 24.61	$ 0.91	$ 1.10
VC Tech 2	*65%*	$ 25.52	$ 1.58	$ 1.00	$ 26.67	$ 1.58	$ 1.10
VC Tech 3	*70%*	$ 27.48	$ 4.40	$ 1.00	$ 28.72	$ 4.40	$ 1.10
VC Tech 4 (Grandfathered)	*75%*	$ 29.44	$ 4.46	$ 1.00	$ 30.77	$ 4.46	$ 1.10

	DATE	6/1/2024			6/1/2025		
CLASSIFICATION	**% of JTT**	**WAGES**	**NEAP**	**HRA**	**WAGES**	**NEAP**	**HRA**
Foreperson with CDL	*112%*	$ 47.90	$ 10.10	$ 1.20	$ 49.34	$ 10.10	$ 1.30
Foreperson without CDL	*107%*	$ 45.76	$ 10.10	$ 1.20	$ 47.14	$ 10.10	$ 1.30
Journeyman Tree Trimmer	*100%*	$ 42.77	$ 10.10	$ 1.20	$ 44.05	$ 10.10	$ 1.30
Trimmer Trainees							
After 12 Months	*90%*	$ 38.49	$ 8.96	$ 1.20	$ 39.65	$ 8.96	$ 1.30
6 to 12 Months	*80%*	$ 34.21	$ 7.81	$ 1.20	$ 35.24	$ 7.81	$ 1.30
Start	*70%*	$ 29.94	$ 6.66	$ 1.20	$ 30.84	$ 6.66	$ 1.30
Ground person after 6 Months	*65%*	$ 27.80	$ 1.58	$ 1.20	$ 28.63	$ 1.58	$ 1.30
Ground person Start	*60%*	$ 25.66	$ 0.91	$ 1.20	$ 26.43	$ 0.91	$ 1.30
Specialized Tree Equipment Operator (Journeyman Tree Trimmer)	*107%*	$ 45.76	$ 10.08	$ 1.20	$ 47.14	$ 10.08	$ 1.30
Specialized Tree Equipment Operator (Not a Journeyman Tree Trimmer)	*90%*	$ 38.49	$ 8.96	$ 1.20	$ 39.65	$ 8.96	$ 1.30
Brush Crew Foreperson	*70%*	$ 29.94	$ 6.66	$ 1.20	$ 30.84	$ 6.66	$ 1.30
VC Tech 1	*60%*	$ 25.66	$ 0.91	$ 1.20	$ 26.43	$ 0.91	$ 1.30
VC Tech 2	*65%*	$ 27.80	$ 1.58	$ 1.20	$ 28.63	$ 1.58	$ 1.30
VC Tech 3	*70%*	$ 29.94	$ 4.40	$ 1.20	$ 30.84	$ 4.40	$ 1.30
VC Tech 4 (Grandfathered)	*75%*	$ 32.08	$ 4.46	$ 1.20	$ 33.04	$ 4.46	$ 1.30

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	DATE	6/1/2026		
CLASSIFICATION	**% of JTT**	**WAGES**	**NEAP**	**HRA**
Foreperson with CDL	*112%*	$ 50.82	$ 10.10	$ 1.40
Foreperson without CDL	*107%*	$ 48.55	$ 10.10	$ 1.40
Journeyman Tree Trimmer	*100%*	$ 45.37	$ 10.10	$ 1.40
Trimmer Trainees				
After 12 Months	*90%*	$ 40.84	$ 8.96	$ 1.40
6 to 12 Months	*80%*	$ 36.30	$ 7.81	$ 1.40
Start	*70%*	$ 31.76	$ 6.66	$ 1.40
Ground person after 6 Months	*65%*	$ 29.49	$ 1.58	$ 1.40
Ground person Start	*60%*	$ 27.22	$ 0.91	$ 1.40
Specialized Tree Equipment Operator (Journeyman Tree Trimmer)	*107%*	$ 48.55	$ 10.08	$ 1.40
Specialized Tree Equipment Operator (Not a Journeyman Tree Trimmer)	*90%*	$ 40.84	$ 8.96	$ 1.40
Brush Crew Foreperson	*70%*	$ 31.76	$ 6.66	$ 1.40
VC Tech 1	*60%*	$ 27.22	$ 0.91	$ 1.40
VC Tech 2	*65%*	$ 29.49	$ 1.58	$ 1.40
VC Tech 3	*70%*	$ 31.76	$ 4.40	$ 1.40
VC Tech 4 (Grandfathered)	*75%*	$ 34.03	$ 4.46	$ 1.40

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APPENDIX B: 2023-2027 IBEW Contractor Agreements

AAA Tree Service
2022-2027 _AAA Tree Service

A&E Arborists
2022-2027 A&E Arborists Tree Care

Arbor Pros
2022-2027 Arbor Pros LLC

Arbor Vision
2022-2027 Arbor Vision Inc

Arborworks Inc
2022-2027 Arborworks LLC

Arborworks Debris & Environmental
2022-2027 Arborworks Greentek

California Tree Solutions
2022-2027 California Tree Solutions

Clearway Industries
2022-2027 _Clearway Industries

Core Tree Care
2022-2027 Core Tree Care

Davey Tree Surgery
2022-2027 Davey Tree
Davey Tree Pole Testing 2026-2030

Family Tree Resource
2022-2027 _Family Tree Resource Inc

Family Tree Inc
2022-2027 _Family Tree Inc

Gold Coast Utility Specialists
Gold Coast Pole Testing 2026-2030

GRID ONE Solutions
GRID ONE Pole Testing 2026-2030

Gutierrez Tree Care
2022-2027 Gutierrez Tree Care

International Tree Management
2022-2027 International Tree Management

J&J Tree Service
2022-2027 _J&J Tree Svcs

J&R Tree Service
2022-2027 J&R Tree Svc Inc

KDF Forestry
2022-2027 _KDF Forestry

Mario's Tree Service
2022-2027 Marios Tree Svc

MCY Tree Care
2022-2027 MCY Tree Inc

Miguel A Garcia
2022-2027 _Miguel A Garcia

Mountain F. Enterprise
2022-2027 Mountain F. Enterprises Inc

Nate's Tree Service
2022-2027 Nate's Tree Service Inc

National Waste Mgmt
2022-2027 National Waste Mgmt

Osmose (Pole Testing)
Osmose 2022-2025

P31 Enterprises
2022-2027 P31 Enterprises

Pacific Coast Tree Experts
2022-2027 Pacific Coast Tree Experts

Pathfinder Engineering
2022-2027 Pathfinder Engineering

Prasad's Tree Service
2022-2027 Prasads Tree Svc

R&B Quality Tree Care
2022-2027 R&B Quality

Rapid Response Force
2022-2027 Rapid Resposne Force

Rolling Green Inc
2022-2027 Rolling Green Inc.

Skyline Enterprises Inc
2022-2027 Skyline Tree Enterprise Inc

Skyline Tree Environmental
2022-2027 Skyline Tree Environmental

Tree Service Kings
2022- 2027 Tree Svc Kings

TSU
2022-2027 TSU Tree Service Unlimited

Utility Tree Service
2022-2027 UTS

VM Tree Services
2022-2027 VM Tree Service Inc

Westcoast Tree
2022-2027 Westcoast Tree Service

Wilhelm LLC
2022-2027 Wilhelm LLC

Windy Tree
2022-2027 Windy Tree Inc

Wright Tree
2022-2027 Wright Tree Svc Inc

Wright Tree Service of the West
2022-2027 Wright Tree Svc of the West