

**Wages and Hours**

	Journeyman Wireman & Technician	Foreman, Jrnyman Cable Splicer & Welder	General & Cable Splicing Foremen	Apprentice 1st prg - 40% 0-1000 hrs	Apprentice 2nd prg - 50% 1001-2000 hrs	Apprentice 3rd prg - 55% 2001-3500 hrs	Apprentice 4th prg - 65% 3501-5000 hrs	Apprentice 5th prg - 75% 5001-6500 hrs	Apprentice 6th prg - 85% 6501-8000 hrs
Hourly Wage as of 2/1/10 thru 12/31/10	\$34.76	\$38.24	\$41.71	\$13.90	\$17.38	\$19.12	\$22.59	\$26.07	\$29.55

**Benefits Paid by Contractor**

	Journeyman Wireman & Technician	Foreman & Jrnyman Cable Splicer	General & Cable Splicing Foremen	Apprentice 1st prg - 40% 0-1000 hrs	Apprentice 2nd prg - 50% 1001-2000 hrs	Apprentice 3rd prg - 55% 2001-3500 hrs	Apprentice 4th prg - 65% 3501-5000 hrs	Apprentice 5th prg - 75% 5001-6500 hrs	Apprentice 6th prg - 85% 6501-8000 hrs
Money Purchase Annuity Plan (per hr)	\$2.00	\$2.00	\$2.00			\$1.10 *	\$1.30 *	\$1.50 *	\$1.70 *
9th District Pension Plan (per hr)	\$4.05	\$4.05	\$4.05			\$2.23 *	\$2.63 *	\$3.04 *	3.44
N.E.B.F. - Nat'l Elec'l Benefit Fund	\$1.04	\$1.15	\$1.25	\$0.42	\$0.52	\$0.57	\$0.68	\$0.78	\$0.89
Health & Welfare	\$6.39	\$6.39	\$6.39	\$6.39	\$6.39	\$6.39	\$6.39	\$6.39	\$6.39
J.A.T.C. Apprenticeship	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48	\$0.48
L.M.C.C. - Labor Mgmt. Cooperative Committee	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12	\$0.12
C.A.F. Contract Admin. Fund	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17	\$0.17
NECA (Members)	\$0.20	\$0.20	\$0.20	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05

\* Apprentices pension contributions are based on the same percentage at which their hourly wages are calculated, beginning with the 3rd progression.

**Employee Contributions - withheld from employee's wages**

	Journeyman Wireman & Technician	Foreman & Jrnyman Cable Splicer	General & Cable Splicing Foremen	Apprentice 1st prg - 40% 0-1000 hrs	Apprentice 2nd prg - 50% 1001-2000 hrs	Apprentice 3rd prg - 55% 2001-3500 hrs	Apprentice 4th prg - 65% 3501-5000 hrs	Apprentice 5th prg - 75% 5001-6500 hrs	Apprentice 6th prg - 85% 6501-8000 hrs
Working Dues (per hour)	\$0.70	\$0.76	\$0.83	\$0.28	\$0.35	\$0.38	\$0.45	\$0.52	\$0.59
Organizing Fund (per hour)	\$1.04	\$1.15	\$1.25	N/A	N/A	\$0.57	\$0.68	\$0.78	\$0.89

**Employee Contributions - withheld from employee's wages**

L.M.C.C. - Labor Mgmt. Cooperative Committee	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11
<b>Vacation</b>	\$3.48	\$3.82	\$4.17	\$1.39	\$1.74	\$1.91	\$2.26	\$2.61	\$2.96

**OVERTIME:** Work performed outside of the normal work day shall be the 9th and 10th hour at 1.5 x the regular straight time rate of pay, unless otherwise provided in the Agreement. Saturday shall be paid at 1.5 x the regular straight time rate of pay for

**HAZARDOUS EMPLOYMENT:** 50 feet to 80 feet - 1.5 straight time rate of pay.

**FOREMAN REQUIREMENT:** Required on any job with three (3) or more Journeyman Wireman. Can supervise up to ten (10) Journeymen. GENERAL FOREMAN required after 3rd crew.

**WORK DAY:** Eight hours between 8:00 am and 4:30 pm shall be the normal work day.

**PAYDAY:** 5 day holdback.

**WORK WEEK:** 40 hours, Monday thru Friday, shall constitute a work week.

**HOLIDAYS:** New Year's Day, Martin Luther King Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve and Christmas Day.

**Wage Package Breakdown (shown at Journeyman rate):**

<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Health and Welfare</td> <td style="text-align: right;">6.39</td> </tr> <tr> <td>Money Purchase</td> <td style="text-align: right;">2.00</td> </tr> <tr> <td>9th District Pension</td> <td style="text-align: right;">4.05</td> </tr> <tr> <td>NEBF (Pension)</td> <td style="text-align: right;">1.04 <i>(Based on 34.76 hourly rate)</i></td> </tr> <tr> <td>Apprenticeship</td> <td style="text-align: right;">0.48</td> </tr> <tr> <td>L.M.C.C.</td> <td style="text-align: right;">0.12</td> </tr> <tr> <td>C.A.F.</td> <td style="text-align: right;">0.17</td> </tr> <tr> <td><b>Total Fringes:</b></td> <td style="text-align: right;"><b>14.25</b></td> </tr> <tr> <td><b>WAGES:</b></td> <td style="text-align: right;"><b>34.76</b></td> </tr> <tr> <td><b>TOTAL PACKAGE:</b></td> <td style="text-align: right;"><b>\$49.01</b></td> </tr> </table>	Health and Welfare	6.39	Money Purchase	2.00	9th District Pension	4.05	NEBF (Pension)	1.04 <i>(Based on 34.76 hourly rate)</i>	Apprenticeship	0.48	L.M.C.C.	0.12	C.A.F.	0.17	<b>Total Fringes:</b>	<b>14.25</b>	<b>WAGES:</b>	<b>34.76</b>	<b>TOTAL PACKAGE:</b>	<b>\$49.01</b>	<p style="text-align: right; margin-right: 20px;">1/1/11 \$3.40 to Wages, \$.75 H &amp; W &amp; \$.25 to Pension                  6/1/11 - 5/31/12 Wage Opener</p>
Health and Welfare	6.39																				
Money Purchase	2.00																				
9th District Pension	4.05																				
NEBF (Pension)	1.04 <i>(Based on 34.76 hourly rate)</i>																				
Apprenticeship	0.48																				
L.M.C.C.	0.12																				
C.A.F.	0.17																				
<b>Total Fringes:</b>	<b>14.25</b>																				
<b>WAGES:</b>	<b>34.76</b>																				
<b>TOTAL PACKAGE:</b>	<b>\$49.01</b>																				

**David J. Howson, Business Manager**  
 2701 Hoyt Avenue  
 Everett WA 98201  
 (425) 259-3195 FAX (425) 339-9188

**Cindy Austin, NECA**  
 2707 Colby Avenue Ste 1206  
 Everett WA 98201  
 (425) 258-2644 FAX (425) 252-7766

**9th District**  
 PO Box 1509  
 Portland OR 97207  
 800-804-2385