

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 6/30/10	\$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
Vacation	\$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):

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>	7/1/10 \$2.10 to Wages & \$.25 to H & W
Apprenticeship	0.48	1/1/11 \$1.95 to Wages & \$.25 to Pension
L.M.C.C.	0.12	6/1/11 - 5/31/12 Wage Opener
C.A.F.	0.17	
Total Fringes:	14.25	
WAGES:	34.76	
TOTAL PACKAGE:	\$49.01	

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