

Effective 07/05/2010

## Sound and Communications

Area Served: Island, San Juan, Skagit, Snohomish, Whatcom, Chelan, Douglas, Grant &amp; Okanogan Counties

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## Wages and Hours

	Journeyman Technician	Foreman	Apprentice 1st prg - 55% 0-800 hrs	Apprentice 2nd prg - 60% 801-1600 hrs	Apprentice 3rd prg - 65% 1600-2400 hrs	Apprentice 4th prg - 70% 2400-3200 hrs	Apprentice 5th prg - 80% 3201-4000 hrs	Apprentice 6th prg - 85% 4001-4800 hrs	
Hourly Wage as of 07/05/2010	\$24.14	\$26.55	\$13.28	\$14.48	\$15.69	\$16.90	\$19.31	\$20.52	

**WORK DAY:** If agreed between the Union and the Employer, a work day shall consist of eight (8) or fewer, consecutive hours between 6:00 a.m. and 6:00 p.m. Employees shall receive a 10% premium for hours worked after 6:00 p.m.

**OVERTIME:** Work performed outside of the normal work day, or on a Saturday, shall be at 1.5 x the regular straight time rate of pay. Work performed on Sundays or Holidays shall be paid at 2 x the regular rate of pay, with a minimum of two (2) hour's pay.

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

## Benefits Paid by Contractor

	Journeyman Technician	Foreman	Apprentice 1st prg - 55% 0-800 hrs	Apprentice 2nd prg - 60% 801-1600 hrs	Apprentice 3rd prg - 65% 1600-2400 hrs	Apprentice 4th prg - 70% 2400-3200 hrs	Apprentice 5th prg - 80% 3201-4000 hrs	Apprentice 6th prg - 85% 4001-4800 hrs	
Money Purchase Annuity Plan (per hr)	\$3.22		1.77*	1.93*	2.09*	2.25*	2.58*	2.74*	
N.E.C.A.	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	
Health & Welfare	\$6.17	\$6.17	\$6.17	\$6.17	\$6.17	\$6.17	\$6.17	\$6.17	
N.E.B.F. - National Electrical Benefit Fund	\$0.72	\$0.80	\$0.40	\$0.43	\$0.47	\$0.51	\$0.58	\$0.62	
J.A.T.C. Apprenticeship	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	
N.L.M.C.C. - Nat'l Labor Mgmt. Cooperative Committee	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	
C.A.F. Contract Admin. Fund	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	

\* Apprentices pension contributions are based on the same percentage at which their hourly wages are calculated.

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

	Journeyman Technician	Foreman	Apprentice 1st prg - 55% 0-800 hrs	Apprentice 2nd prg - 60% 801-1600 hrs	Apprentice 3rd prg - 65% 1600-2400 hrs	Apprentice 4th prg - 70% 2400-3200 hrs	Apprentice 5th prg - 80% 3201-4000 hrs	Apprentice 6th prg - 85% 4001-4800 hrs	
Working Dues	\$0.36	\$0.40	\$0.20	\$0.22	\$0.24	\$0.25	\$0.29	\$0.31	
Vacation (Voluntary)	\$0.72	\$0.80	\$0.40	\$0.43	\$0.47	\$0.51	\$0.58	\$0.62	

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

Health and Welfare	6.17
Money Purchase	3.22
N.E.B.F. (Pension)	0.72 <i>(Based on 24.14 hourly rate)</i>
Apprenticeship	0.15
N.L.M.C.C.	0.01
N.E.C.A.	0.15
C.A.F.	0.15
<b>Total Fringes:</b>	<b>10.57</b>
<b>WAGES:</b>	<b>24.14</b>
<b>TOTAL PACKAGE:</b>	<b>34.71</b>

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