

NECA-IBEW LOCAL #176
V.D.V. (VoiceDataVideo) AGREEMENT
Rates Effective 6/1/10-5/31/11

	ZONE 1 <u>Will/Grundy Counties</u>	ZONE 2-Counties of Kankakee/ <u>LaSalle/Bureau/Putnam/Stark/</u> <u>Henry/Ford/Iroquois</u>
<u>Base Wage Package</u>		
Sound Technician/TOP CATV Installer*	\$ 32.40	\$ 31.40
NEBF (3%)	\$ 0.97	\$ 0.94
Health & Welfare (per hour)	\$ 10.92	\$ 10.92
Local 176 Pension (per hour)	\$ 5.65	\$ 5.65
NECA-IBEW Pension-Decatur (per hour)	\$ 3.40	\$ 3.40
S.U.B. Plan (per hour)	<u>\$ 1.11</u>	<u>\$ 1.11</u>
TOTAL WAGE & FRINGE BENEFITS	\$ 54.45	\$ 53.42
General Foreman	\$ 35.40	\$ 34.40
Foreman	\$ 33.90	\$ 32.90
**Advanced Technician (90% of JW wage & pension rates)	\$ 35.55	\$ 35.19
**Master Technician (100% of JW wage & pension rates)	\$ 39.50	\$ 39.10

**See reverse side for descriptions of Adv. Tech. and Master Tech. classifications.

Additional Contract Items**Contribution Rate**

Apprenticeship Fund	\$.32 per hour
AMF - Administrative Maintenance Fund	.4% of gross (.004)
LMCC (\$.14/hr local + \$.01/hr Nat'l)	\$.15 per hour
NECA Service Charge (NECA Contrs. only)	.5% of gross (.005)

Deduct Items

Working Dues - 2.5% of gross
Political Action Fund - \$.04 per hour (voluntary for those authorized)

Trainee Sound Technicians:

0-800 hours - 40% of Tech rate	\$ 12.96	\$ 12.56
801-1600 hours - 50% of Tech rate	\$ 16.20	\$ 15.70
1601-2400 hours - 60% of Tech rate	\$ 19.44	\$ 18.84
2401-3200 hours - 70% of Tech rate	\$ 22.68	\$ 21.98
3201-4000 hours - 80% of Tech rate	\$ 25.92	\$ 25.12
4001-4800 hours - 90% of Tech rate	\$ 29.16	\$ 28.26

CATV Trainees:

1st 6 mos - 70% of Installer	\$ 22.68	\$ 21.98
2nd 6 mos - 80% of Installer	\$ 25.92	\$ 25.12
3rd 6 mos - 90% of Installer	\$ 29.16	\$ 28.26
4th 6 mos - 95% of Installer	\$ 30.78	\$ 29.83

Overtime - 1 1/2X (Monday-Saturday); 2X (Sundays and holidays)

Bonding Requirements - Must participate in LMCC Bonding Program or purchase \$10,000 bond for every 4 employees or fraction thereof

