

**NECA-IBEW LOCAL 176
RESIDENTIAL AGREEMENT
LETTER OF UNDERSTANDING (L.O.U.)
RATES EFFECTIVE 6/1/2018 - 5/31/2019**

<u>Base Wage Package</u>	<u>ZONE 1, 2 & 3 All Zones the Same Rates</u>
Base Wireman Rate	\$30.58
NEBF Pension (3% of gross)	\$0.92
Health & Welfare (per hour)	\$14.12
Local Pension-Decatur Fund (per hour)	\$4.79
Local 176 Pension (% for Trainees) (per hour)	\$3.00
S.U.B. Plan (per hour)	<u>\$0.30</u>
TOTAL WAGE/FRINGE BENEFITS	\$53.71

Effective 6/1/19 - Wage reopener

<u>Additional Contract Items</u>	<u>Contribution Rate</u>
Apprenticeship Fund	\$0.32
AMF - Administrative Maintenance Fund	.5% of gross (.005)
LMCC (\$.16/hr Local + \$.01/hr National)	\$.17 per hr
NECA Service Chrg (NECA contrs. only)	.5% of gross (.005)

DEDUCT ITEMS: (Deducted directly from hourly rate)

Working Dues - 3.5% of gross

PAC Fund - \$.05 per hour (voluntary for those authorized employees)

HOURLY RATES

General Foreman (16%)	\$35.47
Foreman (9%)	\$33.33
Journeyman	\$30.58

<u>Trainee Rates</u>	Loc 176 <u>Pension</u>	
Period 1RT (0 -1000 hrs)-45% RW	\$1.35	\$13.76
Period 2RT (1001-2000 hrs)-50% RW	\$1.50	\$15.29
Period 3RT (2001-3500 hrs)-60% RW	\$1.80	\$18.35
Period 4RT (3501-5000 hrs)-70% RW	\$2.10	\$21.41
Period 5RT (5001-6500 hrs)-80% RW	\$2.40	\$24.46
Period 6RT (6501-8000 hrs)-90% RW	\$2.70	\$27.52

Overtime- Monday-Saturday (1 1/2x); Sundays & Holidays (2x)**Bonding Requirements** - Must participate in LMCC Bonding Program or purchase \$10,000.00 bond for each employee

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