

NECA-IBEW LOCAL 176 RESIDENTIAL AGREEMENT RATES EFFECTIVE 6/1/2018-5/31/2019

<u>Base Wage Package</u>	ZONE 1 Will/Grundy Counties	ZONE 2 Kankakee/LaSalle Counties	ZONE 3-Counties of Bureau/Putnam/Stark Henry/Ford/Iroquois
Base Wireman Rate	\$40.98	\$40.58	\$39.44
NEBF Pension (3% of gross)	\$1.23	\$1.22	\$1.18
Health & Welfare (per hour)	\$15.17	\$15.17	\$15.17
Local Pension-Decatur Fund (per hour)	\$4.79	\$4.79	\$4.79
Local 176 Pension (% for Trainees) (per hour)	\$7.90	\$7.90	\$7.90
S.U.B. Plan (per hour)	<u>\$1.85</u>	<u>\$1.85</u>	<u>\$1.85</u>
TOTAL WAGE/FRINGE BENEFITS	\$71.92	\$71.51	\$70.33

Effective 6/1/19 - Wage reopener

<u>Additional Contract Items</u>	<u>Contribution Rate</u>
Apprenticeship Fund	\$.44 per hr
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)
 Savings - \$1.00 per hour (% for apprentices listed below)
 Working Dues - 3.5% of gross
 PAC Fund - \$.05 per hour (voluntary for those authorized employees)

HOURLY RATES

General Foreman (16%)	\$47.54	\$47.07	\$45.75
Foreman (9%)	\$44.67	\$44.23	\$42.99
Journeyman	\$40.98	\$40.58	\$39.44

<u>Trainee Rates</u>	<u>Savings</u>	<u>Loc 176</u>	<u>Deduct</u>	<u>Pension</u>		
Period 1RT (0 -1000 hrs)-45% RW	\$0.45	\$3.56	\$18.44	\$18.26	\$17.75	
Period 2RT (1001-2000 hrs)-50% RW	\$0.50	\$3.95	\$20.49	\$20.29	\$19.72	
Period 3RT (2001-3500 hrs)-60% RW	\$0.60	\$4.74	\$24.59	\$24.35	\$23.66	
Period 4RT (3501-5000 hrs)-70% RW	\$0.70	\$5.53	\$28.69	\$28.41	\$27.61	
Period 5RT (5001-6500 hrs)-80% RW	\$0.80	\$6.32	\$32.78	\$32.46	\$31.55	
Period 6RT (6501-8000 hrs)-90% RW	\$0.90	\$7.11	\$36.88	\$36.52	\$35.50	

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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