

**NECA-IBEW LOCAL #176**  
**V.D.V. (VoiceDataVideo) AGREEMENT**  
**RATES EFFECTIVE 6/1/2018 - 5/31/2019**

	<u>ZONE 1</u> <u>Will/Grundy Counties</u>	<u>ZONE 2-Counties of Kankakee/</u> <u>LaSalle/Bureau/Putnam/Stark/</u> <u>Henry/Ford/Iroquois</u>
<b><u>Base Wage Package</u></b>		
Sound Technician/TOP CATV Installer	\$ 36.00	\$ 35.00
NEBF (3% of gross)	\$ 1.08	\$ 1.05
Health & Welfare (per hour)	\$ 14.92	\$ 14.92
Local 176 Pension (per hour)	\$ 7.16	\$ 7.16
NECA-IBEW Pension-Decatur (per hour)	\$ 5.20	\$ 5.20
S.U.B. Plan (per hour)	<u>\$ 1.50</u>	<u>\$ 1.50</u>
<b>TOTAL WAGE &amp; FRINGE BENEFITS</b>	<b>\$ 65.86</b>	<b>\$ 64.83</b>
General Foreman	\$ 39.00	\$ 38.00
Foreman	\$ 37.50	\$ 36.50
**Advanced Technician (90% of JW wage & pension rates)	\$ 39.15	\$ 38.80
**Master Technician (100% of JW wage & pension rates)	\$ 43.50	\$ 43.11

\*\*See reverse for descriptions of Advanced Tech. and Master Tech. classifications

<b><u>Additional Contract Items</u></b>	<b><u>Contribution Rate</u></b>
Apprenticeship Fund	\$.72 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 - 3.5% of gross

Political Action Fund - \$.04 per hour (voluntary for those authorized)

**Paid Holidays - 8 hours pay (NEBF only benefit due) MUST BE SUBMITTED ON SEPARATE REPORT**  
**New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day,**  
**Day after Thanksgiving and Christmas Day**

**Trainee Sound Technicians:**

0-800 hours - 40% of Tech rate	\$ 14.40	\$ 14.00
801-1600 hours - 50% of Tech rate	\$ 18.00	\$ 17.50
1601-2400 hours - 60% of Tech rate	\$ 21.60	\$ 21.00
2401-3200 hours - 70% of Tech rate	\$ 25.20	\$ 24.50
3201-4000 hours - 80% of Tech rate	\$ 28.80	\$ 28.00
4001-4800 hours - 90% of Tech rate	\$ 32.40	\$ 31.50

**CATV Trainees:**

1st 6 mos - 70% of Installer	\$ 25.20	\$ 24.50
2nd 6 mos - 80% of Installer	\$ 28.80	\$ 28.00
3rd 6 mos - 90% of Installer	\$ 32.40	\$ 31.50
4th 6 mos - 95% of Installer	\$ 34.20	\$ 33.25

**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