

**NECA-IBEW LOCAL 176
RESIDENTIAL AGREEMENT
LETTER OF UNDERSTANDING (L.O.U.)
RATES EFFECTIVE 6/1/2019 - 5/31/2020**

Base Wage Package

**ZONE 1, 2 & 3
All Zones the Same Rates**

Base Wireman Rate	\$32.02
NEBF Pension (3% of gross)	\$0.96
Health & Welfare (per hour)	\$14.49
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	\$55.56

Additional Contract Items**Contribution**

Apprenticeship Fund	<u>\$0.32</u>
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%)	\$37.14
Foreman (9%)	\$34.90
Journeyman	\$32.02

Trainee Rates

	Loc 176	
	<u>Pension</u>	
Period 1RT (0 -1000 hrs)-45% RW	\$1.35	\$14.41
Period 2RT (1001-2000 hrs)-50% RW	\$1.50	\$16.01
Period 3RT (2001-3500 hrs)-60% RW	\$1.80	\$19.21
Period 4RT (3501-5000 hrs)-70% RW	\$2.10	\$22.41
Period 5RT (5001-6500 hrs)-80% RW	\$2.40	\$25.62
Period 6RT (6501-8000 hrs)-90% RW	\$2.70	\$28.82

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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