

**NECA-IBEW LOCAL #176
V.D.V. (VoiceDataVideo) AGREEMENT
RATES EFFECTIVE 6/1/2019 - 5/31/2020**

	ZONE 1	ZONE 2-Counties of Kankakee/ LaSalle/Bureau/Putnam/Stark/ Henry/Ford/Iroquois
	<u>Will/Grundy Counties</u>	
<u>Base Wage Package</u>		
Sound Technician/TOP CATV Installer	\$ 37.00	\$ 36.00
NEBF (3% of gross)	\$ 1.11	\$ 1.08
Health & Welfare (per hour)	\$ 15.54	\$ 15.54
Local 176 Pension (per hour)	\$ 7.56	\$ 7.56
NECA-IBEW Pension-Decatur (per hour)	\$ 5.20	\$ 5.20
S.U.B. Plan (per hour)	<u>\$ 1.75</u>	<u>\$ 1.75</u>
TOTAL WAGE & FRINGE BENEFITS	\$ 68.16	\$ 67.13
General Foreman	\$ 42.20	\$ 41.10
Foreman	\$ 40.70	\$ 39.60
**Advanced Technician (90% of JW wage & pension rates)	\$ 40.95	\$ 40.60
**Master Technician (100% of JW wage & pension rates)	\$ 45.50	\$ 45.11

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

Effective 6/1/20 - \$2.40/hr to be allocated

Effective 6/1/21 - \$2.50/hr to be allocated

<u>Additional Contract Items</u>	<u>Contribution Rate</u>
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	\$ 14.80	\$ 14.40
801-1600 hours - 50% of Tech rate	\$ 18.50	\$ 18.00
1601-2400 hours - 60% of Tech rate	\$ 22.20	\$ 21.60
2401-3200 hours - 70% of Tech rate	\$ 25.90	\$ 25.20
3201-4000 hours - 80% of Tech rate	\$ 29.60	\$ 28.80
4001-4800 hours - 90% of Tech rate	\$ 33.30	\$ 32.40

CATV Trainees:

1st 6 mos - 70% of Installer	\$ 25.90	\$ 25.20
2nd 6 mos - 80% of Installer	\$ 29.60	\$ 28.80
3rd 6 mos - 90% of Installer	\$ 33.30	\$ 32.40
4th 6 mos - 95% of Installer	\$ 35.15	\$ 34.20

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