

NECA-IBEW LOCAL 176 INSIDE AGREEMENT RATES EFFECTIVE 6/1/2020-5/31/2021

| <u>Base Wage Package</u> | <u>ZONE 1</u> (Will & Grundy Counties) | <u>ZONE 2</u> (Kankakee & LaSalle Counties) | <u>ZONE 3-Counties of</u> Bureau/Putnam/Stark/ Henry/Ford/Iroquois |
|---------------------------------------|--|---|--|
| Base Journeyman Rate | \$47.00 | \$46.60 | \$45.45 |
| NEBF Pension (3% of gross) | \$1.41 | \$1.40 | \$1.36 |
| Health & Welfare (per hour) | \$16.39 | \$16.39 | \$16.39 |
| Local Pension-Decatur Fund (per hour) | \$6.20 | \$6.20 | \$6.20 |
| Local 176 Pension (per hour) | \$11.65 | \$11.65 | \$11.65 |
| S.U.B. Plan (per hour) | \$4.21 | \$4.21 | \$4.21 |
| TOTAL WAGEFRINGE BENEFITS | \$86.86 | \$86.45 | \$85.26 |

Effective 6/1/21 - \$2.75/hr to be allocated
Effective 6/1/22 - \$2.85/hr to be allocated

| <u>Additional Contract Items</u> | <u>Contribution</u> <u>Rate</u> |
|---|------------------------------------|
| Apprenticeship Fund | \$1.23 per hr |
| AMF - Administrative Maintenance Fund | .8% of gross (.008) |
| LMCC (\$.14/hr Local + \$.01/hr Nat'l) | \$.15 per hr |
| NECA Service Charge (NECA contrs. only) | .5% of gross (.005) |

DEDUCT ITEMS: (Deducted directly from hourly rate)

Savings - \$1.50 per hour (% for apprentices listed below)
Working Dues - 3.5% of gross
PAC Fund - \$.05 per hour (voluntary for those authorized employees)

HOURLY RATES

| | | | |
|----------------------------|---------|---------|---------|
| Area General Foreman (21%) | \$56.87 | \$56.39 | \$54.99 |
| General Foreman (16%) | \$54.52 | \$54.06 | \$52.72 |
| Foreman (9%) | \$51.23 | \$50.79 | \$49.54 |
| Journeyman | \$47.00 | \$46.60 | \$45.45 |

| <u>Apprentice Rates</u> | <u>Savings</u> <u>Deduct</u> | | | |
|-------------------------|---------------------------------|---------|---------|---------|
| *1st period-45% JW | \$0.68 | \$21.15 | \$20.97 | \$20.45 |
| *2nd period-50% JW | \$0.75 | \$23.50 | \$23.30 | \$22.73 |
| 3rd period-55% JW | \$0.83 | \$25.85 | \$25.63 | \$25.00 |
| 4th period-65% JW | \$0.98 | \$30.55 | \$30.29 | \$29.54 |
| 5th period-80% JW | \$1.20 | \$37.60 | \$37.28 | \$36.36 |
| 6th period-90% JW | \$1.35 | \$42.30 | \$41.94 | \$40.91 |

*No Local Pension/SUB until initiated

Overtime- Monday - Saturday - 1+1/2x
Sunday/Holidays - 2x

Bonding - Must participate in LMCC Bonding Program or
acquire bond of \$10,000.00 for each employee

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