

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

<u>Base Wage Package</u>	ZONE 1 Will/Grundy <u>Counties</u>	ZONE 2 Kankakee/LaSalle <u>Counties</u>	ZONE 3-Counties of Bureau/Putnam/Stark <u>Henry/Ford/Iroquois</u>
Base Wireman Rate	\$43.15	\$42.75	\$41.60
NEBF Pension (3% of gross)	\$1.29	\$1.28	\$1.25
Health & Welfare (per hour)	\$15.84	\$15.84	\$15.84
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 WAGEFRINGE BENEFITS	\$74.82	\$74.41	\$73.23

Eff. 6/1/21 - \$1.10 increase to be allocated
Eff. 6/1/22 - \$1.20 increase to be allocated

<u>Additional Contract Items</u>	Contribution Rate
Apprenticeship Fund	0.47
AMF - Administrative Maintenance Fund	.5% of gross (.005)
LMCC (\$.13/hr Local + \$.01/hr National)	\$.14 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%)	\$50.05	\$49.59	\$48.26
Foreman (9%)	\$47.03	\$46.60	\$45.34
Journeyman	\$43.15	\$42.75	\$41.60

<u>Trainee Rates</u>	Savings Deduct	Loc 176 Pension			
Period 1RT (0 -1000 hrs)-45% RW	\$0.45	\$3.56	\$19.42	\$19.24	\$18.72
Period 2RT (1001-2000 hrs)-50% RW	\$0.50	\$3.95	\$21.58	\$21.38	\$20.80
Period 3RT (2001-3500 hrs)-60% RW	\$0.60	\$4.74	\$25.89	\$25.65	\$24.96
Period 4RT (3501-5000 hrs)-70% RW	\$0.70	\$5.53	\$30.21	\$29.93	\$29.12
Period 5RT (5001-6500 hrs)-80% RW	\$0.80	\$6.32	\$34.52	\$34.20	\$33.28
Period 6RT (6501-8000 hrs)-90% RW	\$0.90	\$7.11	\$38.84	\$38.48	\$37.44

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