

AREA WAGE REPORT

Voice-Data-Video

Local Union 405 IBEW and Iowa Chapter, NECA

December 1, 2009 - March 1, 2013

AREA SERVED --. Benton, Linn, Jones, Poweshiek, Iowa and Johnson counties in the state of Iowa.

RATE OF WAGES & FRINGE BENEFITS

			Effective <u>12/02/09</u>	Effective <u>12/30/09</u>	Effective <u>6/02/10</u>	Effective <u>12/01/10</u>	Effective <u>11/30/11</u>
Foreman		+ \$1.00	\$24.90	\$24.75	\$25.15	\$25.65	\$26.25
Journeyman Technician			\$23.90	\$23.75	\$24.15	\$24.65	\$25.25
Apprentice Technician							
1st period	0-1000	50%	\$11.95	\$11.88	\$12.08	\$12.33	\$12.63
2nd period	1000-2000	55%	\$13.15	\$13.06	\$13.28	\$13.56	\$13.89
3rd period	2000-3000	60%	\$14.34	\$14.25	\$14.49	\$14.79	\$15.15
4th period	3000-4000	65%	\$15.54	\$15.44	\$15.70	\$16.02	\$16.41
5th period	4000-5000	70%	\$16.73	\$16.63	\$16.91	\$17.26	\$17.68
6th period	5000-6000	80%	\$19.12	\$19.00	\$19.32	\$19.72	\$20.20
Installer			\$ 8.50	\$ 8.50	\$ 8.50	\$ 8.50	\$ 8.50
				Effective <u>1/02/13</u>			
Foreman		+ \$1.00	\$26.05				
Journeyman Technician			\$25.05				
Apprentice Technician							
1st period	0-1000	50%	\$12.53				
2nd period	1000-2000	55%	\$13.78				
3rd period	2000-3000	60%	\$15.03				
4th period	3000-4000	65%	\$16.28				
5th period	4000-5000	70%	\$17.54				
6th period	5000-6000	80%	\$20.04				
Installer			\$ 8.50				

Vacation - If an employee has been with an employer for one (1) continuous year, from the date of hire, he/she will be eligible for one (1) week of paid vacation. After four (4) years of continuous employment, he/she will be eligible for two (2) weeks of paid vacation. After ten (10) years of continuous employment, he/she will be eligible for three (3) weeks of paid vacation.

Health & Welfare - **Effective 1/02/13: \$5.60 per hour; Effective 12/02/09: \$5.40 per hour; \$5.25 per hour.** (Employer contribution).

Local Pension - \$2.45 per hour for Foreman and Journeyman Technician. (Employer contribution). Apprentice Technician will receive pension at the same percentage as wages of the Journeyman Technician. No pension contribution for Installer.

Employees will participate in the local pension program in the local union jurisdiction from which they have their membership.

Military Fund - \$.02 per hour (Employer contribution). Only payable on employees that you are paying contributions for under the terms and conditions of the current agreement. *Payable on Local Union #405 members only* Effective 1/3/07: Suspended.

Apprenticeship - 1% of gross labor payroll plus 5¢ per hour (Employer contribution).

Administrative Maintenance Fund - 15¢ per hour (Employer contribution).

NLMCC - 1¢ per hour (Employer contribution).

NEBF - 3% of gross labor payroll (Employer contribution).

NEIF (NECA) - 1% of gross labor payroll (Employer contribution) (NECA members only).

401(k) - There will be a 401(k) plan set up which shall be voluntary deductions from the employee's wages and shall be administered as per the rules of the jurisdiction of the local union in which the participant is working.

UNION ASSESSMENTS - 3% to be withheld from the employees' paychecks.

BONDING - Health & Welfare: 1-5 employees, \$20,000; 6-10 employees, \$40,000; 11-20 employees, \$80,000; 21-40 employees, \$160,000; 41-60 employees, \$240,000; over 60 employees, \$300,000. Other fringes: \$5,000 surety bond, payable to Iowa Chapter Receiving Trust.

WORK DAY - 8 hours daily between 6:00 a.m. and 6:00 p.m. with 1/2 hour for lunch.

WORK WEEK - 40 hours Monday through Friday. 4-10's by mutual agreement Monday through Thursday or Tuesday through Friday.

OVERTIME - All work performed outside normal hours Monday through Friday = 1-1/2. All work performed after the first 8 hours shall be 1-1/2 times Saturday rate. Double time pay after twelve (12) consecutive hours work. Sundays and holidays = double.

HOLIDAYS - New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day, or days celebrated as such. Holidays falling on Saturday celebrated on Friday; holidays falling on Sunday celebrated on Monday.

APPRENTICE RATIO - Allowable ratio shall be 1 to 1 for apprentices to technicians and 3 to 1 for installer to technicians.

REFERRAL PROCEDURE - Standard Referral Procedure, with reverse layoff by book.

SHIFT WORK - Modified Shift Clause.

PAY DAY - Paid weekly no later than fifth working day following end of payroll period.

TRAVEL PAY - 20¢ per mile for installers and 30¢ per mile for all other classifications.

BUSINESS MANAGER

Bill Hanes
1211 Wiley Blvd. S.W.
Cedar Rapids, Iowa 52404
Phone: (319) 396-8241
Fax: (319) 396-3083
bhanes@ibew405.org

* * * * *

The above is a synopsis of the major working conditions in the local Labor Agreement and is provided as a source for quick reference, and out of text of the complete Agreement. The Iowa Chapter, NECA, is not responsible for errors, omissions, or the general interpretation. For more specific Agreement and current contract provisions, contact the Chapter Manager or Staff.