



August 28, 2014

**TO: ALL EMPLOYERS SIGNATORY TO THE DES MOINES DIVISION,  
NECA AND LOCAL UNION #347, IBEW RESIDENTIAL COLLECTIVE  
BARGAINING AGREEMENT**

**RE: OFFICIAL SETTLEMENT FOR THE 2014 DES MOINES RESIDENTIAL  
NEGOTIATIONS**

Following are the changes that were agreed to during this year's labor negotiations for the Des Moines/Local #347 Residential Collective Bargaining Agreement:

1. Article I, Section 1.01. Term of agreement:

Two (2) year term of agreement: September 1, 2014 thru August 31, 2016.

2. Article III, Section 3.04(a): Wages.

9/01/2014	\$ .87
9/01/2015	\$ .80

<u>DATE OF CHANGE:</u>	<u>AMOUNT OF INCREASE:</u>	<u>NEW RATE:</u>
9/01/2014	\$.49 to Wages	\$22.00
9/01/2014	\$.38 to Health & Welfare	\$ 6.04

All other terms and conditions of the agreement not mentioned above will remain as currently written and enforced.

Enclosed are copies of the updated and current Direct Labor Cost Analysis Form and Area Wage Report.

Sincerely,

*Angela S. Bowersox*

Angela S. Bowersox  
Executive Director

IOWA CHAPTER, NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

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cc: Patrick Wells, Local #347  
Ron Pinegar, IEA  
Vanessa Taylor, Auxiant  
Dawnette Butterworth, CompuSys

*Encls*

FOR INFORMATION ONLY  
 Subject to Change  
 without Notice

INFORMATIONAL  
 CALCULATIONS FOR  
 DIRECT LABOR COST ANALYSIS  
 Local Union #347  
 September 1, 2014 - August 31, 2015

IOWA CHAPTER  
 DES MOINES DIVISION  
 NECA

	Residential Wireman 22.00	Sub-Foreman 22.50	Foreman 23.00
National Electrical Benefit Fund (3% of Gross)	0.6600	0.6750	0.6900
Health & Welfare Fund (\$6.04 per hour)	6.0400	6.0400	6.0400
Pension Fund (\$3.40 per hour)	3.4000	3.4000	3.4000
Vacation Fund (10% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2200	0.2250	0.2300
Additional JATC Contribution (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross -\$.15 per hour)	0.0700	0.0750	0.0800
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>1.6830</u>	<u>1.7213</u>	<u>1.7595</u>
SUBTOTAL LABOR ADDAR	12.2830 PLUS	12.3463 PLUS	12.4095 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (Up to \$26,800 for 2014)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>22.0000</u>	<u>22.5000</u>	<u>23.0000</u>
TOTAL DIRECT LABOR COST	\$	\$	\$

*\*FUTA is 0.8% of first \$7,000 if you are paying Iowa unemployment tax. Otherwise, it is 5.4% of first \$7,000. Check your tax advisor for additional information if you are paying state unemployment tax other than in Iowa.*

## AREA WAGE REPORT

### Residential

Des Moines Division, Iowa Chapter, NECA  
and Local Union #347, IBEW

September 1, 2014 - August 31, 2016

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AREA SERVED - Carroll, Greene, Boone, Story, Marshall, Tama, Audubon, Guthrie, Dallas, Polk, Jasper, Adair, Madison, Warren, Marion, Union, Clarke, Lucas, Ringgold, Decatur and Wayne counties in the state of Iowa.

### RATE OF WAGES & FRINGE BENEFITS

		Effective <u>9/1/14</u>	Effective <u>9/1/15</u>
Foreman:	(+\$1.00)	\$23.00	\$23.80
Sub-Foreman:	(+\$ .50)	\$22.50	\$23.30
Residential Wireman:		\$22.00	\$22.80
Unindentured	*65% - \$.20	*\$14.10	*\$14.62
1st 6 months	65%	\$14.30	\$14.82
2nd 6 months	70%	\$15.40	\$15.96
2 <sup>nd</sup> year	75%	\$16.50	\$17.10
3 <sup>rd</sup> year	80%	\$17.60	\$18.24

\*Wage rate for the Unindentured classification has been decreased by twenty cents (\$.20). The twenty cents (\$.20) per hour contribution has been allocated to the Health & Welfare rate.

Vacation - 10% of gross wages (Employee deduct).

Health & Welfare - **Effective 9/01/14: \$6.04 per hour (Employer contribution).**

Pension - (Employer contribution) \$3.40 per hour. Premium pay on overtime.

Apprentices in their first 12 months receive no pension. Apprentices in their first year receive no pension, 2<sup>nd</sup> year = 50¢ per hour; 3<sup>rd</sup> year = \$3.40 per hour.

Apprenticeship - 1% gross 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 payroll (Employer contribution).

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

401(k) - Up to the maximum amount allowable in 5¢ increments. Can enter or change twice yearly.

BONDING - \$15,000 surety bond (Payable to NECA/IBEW 347) or (1) an Escrow deposit or (2) an Escrow C.D. or (3) a Standby Irrevocable Letter of Credit.

WORK DAY/WEEK - Effective 9/1/12: 8 hours daily between 6:00 A.M. to 4:30 P.M., with 30 minute lunch period, Monday through Friday. The day shift may be varied by 2 hours by mutual agreement. 4-10's by mutual agreement.

OVERTIME - All overtime to be at time and one half, except for hours worked on Sundays and holidays in the agreement.

HOLIDAYS - New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day or days celebrated as such.

SHIFT WORK - Standard Shift Clause.

PAY DAY - Wages shall be paid weekly before quitting time on Friday, or not later than quitting time the last scheduled working day of the week.

FOREMAN REQUIREMENT - Each job or project requiring more than four residential wiremen, the fourth shall be designated sub foreman. Jobs requiring seven or more residential wiremen, the seventh shall be foreman replacing sub foreman. A sub foreman shall supervise no more than 3 residential wiremen in addition to himself and a foreman shall supervise no more than six in addition to himself.

TRAINEE RATIO - Employer shall be allowed a ratio of one (1) trainee to one (1) residential wireman.

REFERRAL PROCEDURE - Standard Referral Procedure

MARKET RECOVERY - Available upon request to Iowa Chapter, NECA office.

BUSINESS MANAGER - Patrick H. Wells  
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Des Moines, IA 50314  
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*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.*