



The allocation breakdown of the increase of 50¢ increase, effective December 1, 2012, for each corresponding area is listed below:

LOCAL #	AREA	WAGES	PENSION	H&W
#405	Cedar Rapids/Iowa City	50¢	-----	-----
#347	Des Moines/Fort Dodge	35¢	15¢	-----
#704	Dubuque	25¢	25¢	-----
#231	Sioux City	50¢	-----	-----
#13	Southeast Iowa/Ottumwa	40¢	10¢	-----
#288	Waterloo/Cedar Falls	40¢	10¢	-----

**\*\*\* PLEASE NOTE THAT THE INCREASE OF \$.50 IS EFFECTIVE DECEMBER 1, 2012, AND SHOULD BE PAID RETROACTIVE TO THIS DATE. SEE ATTACHED LABOR COST ANALYSES AND AREA WAGE REPORTS FOR BREAKDOWN OF THE \$.50 INCREASE. \*\*\***

7. ADDENDUM II, SECTION 2.04: Vacation. Add the following language to this Section.

“Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.”

8. ARTICLE I, SECTION 10.01: Change the existing language in the Section as indicated:

“Each Contractor shall ~~have the right to~~ implement a company substance abuse policy that meets state and federal law and requires the company to bear all costs associated with the policy or the contractor can choose to opt in to all the terms and conditions of the drug testing policy of the inside agreement for the local from which the employee is referred.

9. ARTICLE XII: Update heading.

10. ADD: “Flexibility to move other classifications to perform work under this Agreement as an Installer for a maximum of ninety (90) days in a calendar year. Pay would be at classification indicated on referral.”

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

Enclosed is a copy of the current Labor Cost Analyses and Area Wage Reports for each area. If you have any questions on this information, please contact me at (800) 362-2367.

*Voice-Data-Video Settlement*  
*February 13, 2013*  
*Page 3*

Sincerely,

*Angela S. Bowersox*

Angela S. Bowersox  
Executive Director

cc: John Weyer, LU #13  
Jim Kavanaugh, LU #231  
Ryan O'Leary, LU #288  
Kevin Clark, LU #347  
Bill Hanes, LU #405  
Tom Townsend, LU #704  
Ron Pinegar, IEA  
Mike Carson, CR JATC  
Scott Bessine, SEIA JATC  
Auxiant, Vanessa Taylor  
Dakotas & Western, Sandi Hannestand  
Wilson-McShane, Paul Theirl & Anthony Drummond

*Encl*

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INFORMATIONAL  
 CALCULATIONS FOR  
 DIRECT LABOR COST ANALYSIS  
 L.U. #13  
 VOICE-DATA-VIDEO AGREEMENT  
 DECEMBER 1, 2012 - NOVEMBER 30, 2013

IOWA CHAPTER NECA  
 SE IOWA/OTTUMWA

	Installer/ Technician 26.50	Foreman 27.50	Installer 8.60
National Electrical Benefit Fund (3% of Gross)	0.7950	0.8250	0.2580
Health & Welfare Fund (\$4.75 per hour)	4.7500	4.7500	4.7500
Pension Fund (\$2.35 per hour)	2.3500	2.3500	0.0000
Union Assessments (2% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2650	0.2750	0.0860
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1150	0.1250	-0.0640
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.0273</u>	<u>2.1038</u>	<u>0.6579</u>
SUBTOTAL LABOR ADDAR	10.5123	10.6388	5.8979
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$26,000 for 2013)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>26.5000</u>	<u>27.5000</u>	<u>8.6000</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.

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INFORMATIONAL  
 CALCULATIONS FOR  
 DIRECT LABOR COST ANALYSIS  
 L.U. #231  
 VOICE-DATA-VIDEO AGREEMENT  
 DECEMBER 1, 2012 - NOVEMBER 30, 2013

IOWA CHAPTER NECA  
 SIOUX CITY DIVISION

	Installer/ Technician 26.28	Foreman 27.28	Installer 9.02
National Electrical Benefit Fund (3% of Gross)	0.7884	0.8184	0.2706
Health & Welfare Fund (\$4.48 per hour)	4.4800	4.4800	4.4800
Pension Fund (\$2.84 per hour)	2.8400	2.8400	0.0000
Union Assessments (3% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2628	0.2728	0.0902
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1128	0.1228	-0.0598
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.0104</u>	<u>2.0869</u>	<u>0.6900</u>
SUBTOTAL LABOR ADDAR	10.7044	10.8309	5.6810
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$26,000 for 2013)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>26.2800</u>	<u>27.2800</u>	<u>9.0200</u>
TOTAL DIRECT LABOR COST	\$	\$	\$

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 DIRECT LABOR COST ANALYSIS  
 L.U. #288  
 VOICE-DATA-VIDEO AGREEMENT  
 DECEMBER 1, 2012 - NOVEMBER 30, 2013

IOWA CHAPTER NECA  
 WATERLOO/C.F.

	Installer/ Technician 26.44	Foreman 27.44	Installer 9.38
National Electrical Benefit Fund (3% of Gross)	0.7932	0.8232	0.2814
Health & Welfare Fund (\$4.10 per hour)	4.1000	4.1000	4.1000
Pension Fund (\$3.06 per hour)	3.0600	3.0600	0.0000
Union Assessments (5.5% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2644	0.2744	0.0938
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1144	0.1244	-0.0562
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.0227</u>	<u>2.0992</u>	<u>0.7176</u>
SUBTOTAL LABOR ADDAR	10.5647 PLUS	10.6912 PLUS	5.3466 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$26,000 for 2013)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>26.4400</u>	<u>27.4400</u>	<u>9.3800</u>
TOTAL DIRECT LABOR COST	\$	\$	\$

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INFORMATIONAL  
 CALCULATIONS FOR  
 DIRECT LABOR COST ANALYSIS  
 L.U. #347  
 VOICE-DATA-VIDEO AGREEMENT  
 DECEMBER 1, 2012 - NOVEMBER 30, 2013

IOWA CHAPTER NECA  
 DES MOINES/FT DODGE

	Installer/ Technician 25.35	Foreman 26.35	Installer 8.60
National Electrical Benefit Fund (3% of Gross)	0.7605	0.7905	0.2580
Health & Welfare Fund (\$5.55 per hour)	5.5500	5.5500	5.5500
Pension Fund (2.70 per hour)	2.7000	2.7000	0.0000
Union Assessments (3.5% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2535	0.2635	0.0860
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1035	0.1135	-0.0640
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>1.9393</u>	<u>2.0158</u>	<u>0.6579</u>
SUBTOTAL LABOR ADDAR	11.5168 PLUS	11.6433 PLUS	6.6979 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$26,000 for 2013)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>25.3500</u>	<u>26.3500</u>	<u>8.6000</u>
TOTAL DIRECT LABOR COST	\$	\$	\$

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INFORMATIONAL  
 CALCULATIONS FOR  
 DIRECT LABOR COST ANALYSIS  
 L.U. #405  
 VOICE-DATA-VIDEO AGREEMENT  
 DECEMBER 1, 2012 - NOVEMBER 30, 2013

IOWA CHAPTER NECA  
 CEDAR RAPIDS/I.C.

	Installer/ Technician 25.55	Foreman 26.55	Installer 8.50
National Electrical Benefit Fund (3% of Gross)	0.7665	0.7965	0.2550
Health & Welfare Fund (\$5.60 per hour)	5.6000	5.4000	5.4000
Pension Fund (\$2.45 per hour)	2.4500	2.4500	0.0000
Union Assessments (3% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2555	0.2655	0.0850
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1055	0.1155	-0.0650
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>1.9546</u>	<u>2.0311</u>	<u>0.6503</u>
SUBTOTAL LABOR ADDAR	11.3421	11.2686	6.5353
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$26,000 for 2013)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>25.5500</u>	<u>26.5500</u>	<u>8.5000</u>
TOTAL DIRECT LABOR COST	\$	\$	\$

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INFORMATIONAL  
 CALCULATIONS FOR  
 DIRECT LABOR COST ANALYSIS  
 L.U. #704  
 VOICE-DATA-VIDEO AGREEMENT  
 DECEMBER 1, 2012 - NOVEMBER 30, 2013

IOWA CHAPTER NECA  
 DUBUQUE

	Installer/ Technician 24.20	Foreman 25.20	Installer 8.70
National Electrical Benefit Fund (3% of Gross)	0.7260	0.7560	0.2610
Health & Welfare Fund (\$6.85 per hour)	6.8500	6.8500	6.8500
Pension Fund (\$2.55 per hour)	2.5500	2.5500	0.0000
Union Assessments (5.5% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2420	0.2520	0.0870
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.0920	0.1020	-0.0630
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>1.8513</u>	<u>1.9278</u>	<u>0.6656</u>
SUBTOTAL LABOR ADDAR	12.5213	12.6478	8.0106
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$26,000 for 2013)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>24.2000</u>	<u>25.2000</u>	<u>8.7000</u>
TOTAL DIRECT LABOR COST	\$	\$	\$

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## AREA WAGE REPORT

### Voice-Data-Video

**Local Union 13 IBEW and Iowa Chapter, NECA  
December 1, 2012 – November 30, 2014**

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AREA SERVED -- Louisa, Des Moines, Lee, Henry, Washington, Van Buren, Wapello, Davis, Appanoose, Jefferson, Mahaska, Monroe and Keokuk counties in the state of Iowa.

### RATE OF WAGES & FRINGE BENEFITS

			<u>Effective</u> <u>12/01/12</u>	<u>Effective</u> <u>12/01/13</u>
Foreman		+ \$1.00	\$27.50	\$28.20
Journeyman Technician			\$26.50	\$27.20
Apprentice Technician				
1st period	0-1000	50%	\$13.25	\$13.60
2nd period	1000-2000	55%	\$14.58	\$14.96
3rd period	2000-3000	60%	\$15.90	\$16.32
4th period	3000-4000	65%	\$17.23	\$17.68
5th period	4000-5000	70%	\$18.55	\$19.04
6th period	5000-6000	80%	\$21.20	\$21.76
Installer			\$ 8.60	\$ 8.60

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.

**Effective 12/01/12: Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.**

Health & Welfare - \$4.75 per hour (Employer contribution).

Local Pension - **Effective 12/01/12: \$2.35 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.

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 - 2% to be withheld from the employees' paychecks.

BONDING - Health & Welfare: 0-7 workers, \$10,000; 8-15 workers, \$16,000; 16-25 workers, \$25,000, and when employing 26 workers and over, \$50,000, payable to Consolidated Receiving Trust. 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

John Weyer  
1205 N. Central Avenue  
Burlington, IA 52610  
Phone & Fax: (319) 752-0452

\* \* \* \* \*

*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.*

## AREA WAGE REPORT

### Voice-Data-Video

**Local Union 231 IBEW and Iowa Chapter, NECA  
December 1, 2012 – November 30, 2014**

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AREA SERVED -- Counties in Iowa: Lyon, Osceola, Dickinson, Emmet, Ida, Sac, Monona, Crawford, Sioux, O'Brien, Clay, Palo Alto, Plymouth, Cherokee, Buena Vista and Woodbury.

Counties in South Dakota: Clay, Union and Yankton.

Counties in Nebraska: Cedar, Dixon, Knox, Pierce, Wayne, Thurston and Dakota.

### RATE OF WAGES & FRINGE BENEFITS

			<u>Effective 12/01/12</u>	<u>Effective 12/01/13</u>
Foreman		+ \$1.00	\$27.28	\$27.98
Journeyman Technician			\$26.28	\$26.98
Apprentice Technician				
1st period	0-1000	50%	\$13.14	\$13.49
2nd period	1000-2000	55%	\$14.45	\$14.84
3rd period	2000-3000	60%	\$15.77	\$16.19
4th period	3000-4000	65%	\$17.08	\$17.54
5th period	4000-5000	70%	\$18.40	\$18.89
6th period	5000-6000	80%	\$21.02	\$21.58
Installer			\$ 9.02	\$ 9.02

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.

**Effective 12/01/12: Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.**

Health & Welfare - \$4.48 per hour (Employer contribution).

Local Pension - Effective 12/02/10: \$2.84 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.

*Updated 2/11/13*

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

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 - 1 - 20 men, \$10,000.00 Bond; 21 - 100, \$20,000.00 Bond; Over 100 men, \$50,000.00 Bond. Bond assures payment to the following funds: Dakotas & Western Minnesota Electrical Workers Health Care Plan, Vacation, Local Pension, Working Assessment, Educational Fund, Administrative Maintenance Fund, and the National Electrical Benefit Fund; 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

James Kavanaugh  
5001 Harbor Drive  
Sioux City, IA 51111  
Phone: (712) 255-8138  
Fax: (712) 255-8112  
E-mail: [ibew231jk@cableone.net](mailto:ibew231jk@cableone.net)

\* \* \* \* \*

*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.*

## AREA WAGE REPORT

### Voice-Data-Video

**Local Union 288 IBEW and Iowa Chapter, NECA  
December 1, 2012 – November 30, 2014**

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AREA SERVED -- Butler, Buchanan, Bremer, Black Hawk, Grundy, Kossuth, Winnebago, Worth, Mitchell, Howard, Hancock, Cerro Gordo, Floyd, Chickasaw, Franklin and Fayette counties in the state of Iowa

### RATE OF WAGES & FRINGE BENEFITS

			<u>Effective</u> <u>12/01/12</u>	<u>Effective</u> <u>12/01/13</u>
Foreman		+ \$1.00	\$27.44	\$28.14
Journeyman Technician			\$26.44	\$27.14
Apprentice Technician				
1st period	0-1000	50%	\$13.22	\$13.57
2nd period	1000-2000	55%	\$14.54	\$14.93
3rd period	2000-3000	60%	\$15.86	\$16.28
4th period	3000-4000	65%	\$17.19	\$17.64
5th period	4000-5000	70%	\$18.51	\$19.00
6th period	5000-6000	80%	\$21.15	\$21.71
Installer			\$9.38	\$9.38

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.

**Effective 12/01/12: Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.**

Health & Welfare - \$4.10 per hour (Employer contribution).

**Local Pension - Effective 12/01/12: \$3.06 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.



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 - 5.5% to be withheld from the employees' paychecks.

BONDING - Health & Welfare: \$10,000, 0-3 people; \$30,000, 4-10 people; \$45,000, 11-30 people; \$75,000, 31-50 people; \$150,000, 51+ people, payable to Consolidated Receiving Trust. 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

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## AREA WAGE REPORT

### Voice-Data-Video

**Local Union 347 IBEW and Iowa Chapter, NECA  
December 1, 2012 - November 30, 2014**

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

### RATE OF WAGES & FRINGE BENEFITS

			Effective <u>12/01/12</u>	Effective <u>12/01/13</u>
Foreman		+ \$1.00	\$26.35	\$27.05
Journeyman Technician			\$25.35	\$26.05
Apprentice Technician				
1st period	0-1000	50%	\$12.68	\$13.03
2nd period	1000-2000	55%	\$13.94	\$14.33
3rd period	2000-3000	60%	\$15.21	\$15.63
4th period	3000-4000	65%	\$16.48	\$16.93
5th period	4000-5000	70%	\$17.75	\$18.24
6th period	5000-6000	80%	\$20.28	\$20.84
Installer			\$ 8.60	\$ 8.60

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.

**Effective 12/01/12: Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.**

Health & Welfare - Effective 12/01/10: \$5.55 per hour (Employer contribution).

Local Pension - **Effective 12/01/12: \$2.70 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.

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 - Effective 1/1/2012: 3½ % to be withheld from the employees' paychecks.

BONDING - Surety bond in the amount of \$15,000.00 for the first two (2) years of business, and \$30,000 after two (2) years of business, or Escrow Agreement, or Certificate of Deposit;  
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

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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.*

## AREA WAGE REPORT

### Voice-Data-Video

**Local Union 405 IBEW and Iowa Chapter, NECA  
December 1, 2012 - March 1, 2014**

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

#### RATE OF WAGES & FRINGE BENEFITS

			Effective <u>1/02/13</u>	Effective <u>12/01/12</u>	Effective <u>12/04/13</u>
Foreman		+ \$1.00	\$26.05	\$26.55	\$27.25
Journeyman Technician			\$25.05	\$25.55	\$26.25
Apprentice Technician					
1st period	0-1000	50%	\$12.53	\$12.78	\$13.13
2nd period	1000-2000	55%	\$13.78	\$14.05	\$14.44
3rd period	2000-3000	60%	\$15.03	\$15.33	\$15.75
4th period	3000-4000	65%	\$16.28	\$16.61	\$17.06
5th period	4000-5000	70%	\$17.54	\$17.89	\$18.38
6th period	5000-6000	80%	\$20.04	\$20.44	\$21.00
Installer			\$ 8.50	\$ 8.50	\$ 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.

**Effective 12/01/12: Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.**

Health & Welfare - **Effective 1/02/13: \$5.60 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

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## AREA WAGE REPORT

### Voice-Data-Video

**Local Union 704 IBEW and Iowa Chapter, NECA  
December 1, 2012 - November 30, 2014**

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AREA SERVED -- Dubuque, Winneshiek, Delaware, Clayton, and Allamakee counties in the state of Iowa. Townships in Joe Daviess County in the state of Illinois: Counsel Hill, Derinda, Dunleith, East Galena, Elizabeth, Guilford, Hanover, Menominee, Rawlins, Rice, Scales Mount, Thompson, Vinegar Hill, West Galena and Woodbine. State of Wisconsin: Grant County.

#### RATE OF WAGES & FRINGE BENEFITS

			<u>Effective 12/01/12</u>	<u>Effective 12/01/13</u>
Foreman		+ \$1.00	\$25.20	\$25.90
Journeyman Technician			\$24.20	\$24.90
Apprentice Technician				
1st period	0-1000	50%	\$12.10	\$12.45
2nd period	1000-2000	55%	\$13.31	\$13.70
3rd period	2000-3000	60%	\$14.52	\$14.94
4th period	3000-4000	65%	\$15.73	\$16.19
5th period	4000-5000	70%	\$16.94	\$17.43
6th period	5000-6000	80%	\$19.36	\$19.92
Installer			\$ 8.70	\$ 8.70

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.

**Effective 12/01/12: Installers and 1<sup>st</sup> and 2<sup>nd</sup> year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.**

Health & Welfare - **Effective 1/01/12: \$6.85 per hour (Employer contribution).**

Local Pension - **Effective 12/01/12: \$2.55 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.

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 - 5.5% to be withheld from the employees' paychecks.

BONDING - Surety bond, with a recognized corporate surety, in an amount not less than \$30,000 guaranteeing the payment of all wages, payroll deductions and fringe benefits; 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.

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