



May 31, 2018

TO: ALL EMPLOYERS SIGNATORY TO THE IOWA STATEWIDE VOICE-DATA-VIDEO COLLECTIVE BARGAINING AGREEMENT (CBA)

RE: JUNE 1, 2018 HEALTH & WELFARE ALLOCATION FOR THE IOWA STATEWIDE VOICE-DATA VIDEO CBA - LOCAL #704/ DUBUQUE

Dear Signatory Contractor:

Effective **JUNE 1, 2018**, Local Union #704 has voted to make an allocation of **\$.25** from Wages to Health & Welfare for the Iowa Statewide Voice-Data-Video CBA for the Local #704/Dubuque Health & Welfare contribution.

<u>DATE OF CHANGE:</u>	<u>AMOUNT OF CHANGE:</u>	<u>NEW RATE:</u>
6/01/2018	+ \$.25 TO H&W	\$ 9.55
6/01/2018	- \$.25 FROM WAGES	\$ 24.59

PLEASE NOTE: The Pension contribution rate will remain at \$4.61 per hour.

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

cc: Tom Townsend, LU #704
Greg Willging, Dubuque JATC
Vanessa Taylor, Auxiant
Candace Wise-McCollom, RJ Lee & Associates

Encl

FOR INFORMATION ONLY
 Subject to Change
 without Notice

INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #704
 VOICE-DATA-VIDEO AGREEMENT
 JUNE 1, 2018 - NOVEMBER 30, 2018

IOWA CHAPTER NECA
 DUBUQUE

	Installer/ Technician 24.59	Foreman 25.69	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.7377	0.7707	0.2850
Health & Welfare Fund (\$9.55 per hour)	9.5500	9.5500	9.5500
Pension Fund (\$4.61 per hour)	4.6100	4.6100	0.0000
Union Assessments (5.5% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
JATC 1 (1% of gross)	0.2459	0.2569	0.0950
JATC 2 (1% gross) (deduct)	_____	_____	_____
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.0959	0.1069	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>1.8811</u>	<u>1.9653</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	17.2806	17.4198	10.7618
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$29,900 for 2018)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>24.5900</u>	<u>25.6900</u>	<u>9.5000</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

Voice-Data-Video

Local Union 704 IBEW and Iowa Chapter, NECA

December 1, 2016 - November 30, 2019

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

			Effective <u>12/01/16</u>	Effective <u>1/01/17</u>	Effective <u>12/01/17</u>	Effective <u>6/01/18</u>	Effective <u>12/01/18</u>
Foreman		+ \$1.10	\$26.15	\$25.34	\$25.94	\$25.69	\$26.82
Journeyman Technician			\$25.05	\$24.24	\$24.84	\$24.59	\$25.72
Apprentice Technician							
1 st period	0-1000	50%	\$12.53	\$12.12	\$12.42	\$12.30	\$12.86
2 nd period	1000-2000	55%	\$13.78	\$13.33	\$13.66	\$13.52	\$14.15
3 rd period	2000-3000	60%	\$15.03	\$14.54	\$14.90	\$14.75	\$15.43
4 th period	3000-4000	65%	\$16.28	\$15.76	\$16.15	\$15.98	\$16.72
5 th period	4000-5000	70%	\$17.54	\$16.97	\$17.39	\$17.21	\$18.00
6 th period	5000-6000	80%	\$20.04	\$19.39	\$19.87	\$19.67	\$20.58
Installer			\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50	\$ 9.50

***** All Voice-Data-Video wiremen should be required to participate in an OSHA-10 training class and obtain an OSHA-10 card, as a condition of employment.**

If OSHA-10 training class is offered by the JATC, the class will be paid for by the JATC. If employees do not choose to attend the classes offered by the JATC, the individual will be responsible for the cost of the training. All qualifications for the December 1, 2018 wage increase shall be tied to having an OSHA-10 card within the previous thirty-six (36) months. ***

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 1st and 2nd year apprentices will not be eligible to participate in the Vacation Plan. Existing apprentices and installers are grandfathered.

Health & Welfare - Effective 6/01/18: \$9.55 per hour (Employer contribution); Effective 12/01/17: \$9.30 per hour (Employer contribution); Effective 1/01/17: \$9.48 per hour (Employer contribution); Effective 12/01/16: \$8.67 per hour (Employer contribution).

Local Pension - Effective 12/01/17: \$4.61 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.

JATC 1 - 1% of gross labor payroll (Employer contribution).

JATC 2 - Effective 9/01/14: 1% of gross labor payroll (Employee deduction).

Effective 12/01/14: Both parties subject to the terms of the agreement shall contribute an amount to be determined by the local Labor/Management Committee. The terms and conditions of payments and collection shall be determined by the local Labor/Management Committee.

If request is submitted by the local JATC Trust of the primary inside Labor/Management Committee, the committee will adjudicate the written request within thirty (30) days of the request.

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.

BUSINESS MANAGER Tom Townsend
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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.