



November 27, 2018

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

RE: WAGE & FRINGE BENEFIT ALLOCATION FOR THE 2018 IOWA STATEWIDE VOICE-DATA VIDEO AGREEMENT

Dear Signatory Contractor:

This letter is to officially inform you of the wage/fringe benefit increase allocation for the Iowa Statewide Voice-Data-Video CBA.

The effective date and allocation breakdown of the increase of **\$1.13** for each corresponding area is listed below:

LOCAL #	AREA	WAGES	PENSION	H&W
#405	Cedar Rapids/Iowa City	88¢	25¢	-----
#347	Des Moines/Fort Dodge	35¢	28¢	50¢
#704	Dubuque	43¢ + \$ 30¢	70¢	- 30¢
#231	Sioux City	85¢	-----	28¢
#13	Southeast Iowa/Ottumwa	-----	-----	\$1.13
#288	Waterloo/Cedar Falls	75¢	28¢	10¢

PLEASE NOTE: Local #704 Health & Welfare hourly contribution decreased by \$.30. Local #704 allocated the \$.30 to the hourly wage (as reflected above).

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 Analysis and Area Wage Report for each area. If you have any questions on this information, please contact me at abowersox@iowaneca.org, or (515) 278-2341.

IOWA CHAPTER, NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

8191 BIRCHWOOD COURT, SUITE G ☆ JOHNSTON, IA 50131

515-278-2341 ☆ 515-278-1229 FAX

WWW.IOWANECA.ORG ☆ WWW.NECANET.ORG

Voice-Data-Video Settlement
November 27, 2018
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Sincerely,

Angela S. Bowersox

Angela S. Bowersox
Executive Director

cc: John Weyer, LU #13
Jason Bowman, LU #231
Chuck Kacher, LU #288
Pat Wells, LU #347
Bill Hanes, LU #405
Tom Townsend, LU #704
Steve Hansen, DM JATC
Mike Carson, CR JATC
Greg Willging, DBQ JATC
Rick Moon, SC JJATC
Scott Bessine, SEIA JATC
Patty Holcomb, WLOO/MC JATC
Auxiant, Vanessa Taylor
CompuSys, Dawnette Butterworth
Dakotas & Western, Chris Jackson
RJ Lee & Associates, Candace Wise-McCollom
Wilson-McShane, Cole Metcalf
Nichole Farley, BeneSys

Encls

FOR INFORMATION ONLY
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 without Notice

INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #405
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2018 - NOVEMBER 30, 2019

IOWA CHAPTER NECA
 CEDAR RAPIDS/I.C.

	Installer/ Technician 29.88	Foreman 30.98	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.8964	0.9294	0.2850
Health & Welfare Fund (\$6.60 per hour)	6.6000	6.6000	6.6000
Pension Fund (\$3.25 per hour)	3.2500	3.2500	0.0000
Union Assessments (3% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund 1 (1% of gross)	0.2988	0.3098	0.0950
Education Fund 2 (\$.05 per hour)	0.0500	0.0500	0.0500
Education Fund 3 (\$.15 per hour)	0.1500	0.1500	0.1500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1488	0.1598	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.2858</u>	<u>2.3700</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	13.8398	13.9790	8.0118
	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>29.8800</u>	<u>30.9800</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 405 IBEW and Iowa Chapter, NECA
December 1, 2016 - November 30, 2019**

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

RATE OF WAGES & FRINGE BENEFITS

			<u>Effective 12/01/16</u>	<u>Effective 12/01/17</u>	<u>Effective 12/01/18</u>
Foreman		+ \$1.10	\$29.45	\$30.10	\$30.98
Journeyman Technician			\$28.35	\$29.00	\$29.88
Apprentice Technician					
1 st period	0-1000	50%	\$14.18	\$14.50	\$14.94
2 nd period	1000-2000	55%	\$15.59	\$15.95	\$16.43
3 rd period	2000-3000	60%	\$17.01	\$17.40	\$17.93
4 th period	3000-4000	65%	\$18.43	\$18.85	\$19.42
5 th period	4000-5000	70%	\$19.85	\$20.30	\$20.92
6 th period	5000-6000	80%	\$22.68	\$23.20	\$23.90
Installer			\$ 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 1/01/14: \$6.60 per hour (Employer contribution).

Local Pension - Effective 12/01/18: \$3.25 per hour for Foreman and Journeyman Technician. (Employer contribution); Effective 12/01/17: \$3.00 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 & 2 - 1% of gross labor payroll plus 5¢ per hour (Employer contribution).

Apprenticeship 3 - Effective 12/31/14: 15¢ per hour (Employer contribution, on behalf of employee.)

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 - 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
E-mail: 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.

FOR INFORMATION ONLY
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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #347
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2018 - NOVEMBER 31, 2019

IOWA CHAPTER NECA
 DES MOINES/FT DODGE

	Installer/ Technician 27.85	Foreman 28.95	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.8355	0.8685	0.2850
Health & Welfare Fund (\$8.20 per hour)	8.2000	8.2000	8.2000
Pension Fund (3.88 per hour)	3.8800	3.8800	0.0000
Union Assessments (3% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Apprenticeship 1 (1% of gross)	0.2785	0.2895	0.0950
Apprenticeship 2 (1% of gross - deduct)	—	—	—
Apprenticeship 3 (1% of gross)	0.2785	0.2895	0.0950
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1285	0.1395	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.1305</u>	<u>2.2147</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	15.8915	16.0417	9.5068
	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>27.8500</u>	<u>28.9500</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 347 IBEW and Iowa Chapter, NECA

December 1, 2016 - November 30, 2019

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>12/01/16</u>	Effective <u>12/01/17</u>	Effective <u>12/01/18</u>
Foreman		+ \$1.10	\$27.90	\$28.60	\$28.95
Journeyman Technician			\$26.80	\$27.50	\$27.85
Apprentice Technician					
1 st period	0-1000	50%	\$13.40	\$13.75	\$13.93
2 nd period	1000-2000	55%	\$14.74	\$15.13	\$15.32
3 rd period	2000-3000	60%	\$16.08	\$16.50	\$16.71
4 th period	3000-4000	65%	\$17.42	\$17.88	\$18.10
5 th period	4000-5000	70%	\$18.76	\$19.25	\$19.50
6 th period	5000-6000	80%	\$21.44	\$22.00	\$22.28
Installer			\$ 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 12/01/18: \$8.20 per hour (Employer contribution); Effective 12/01/17: \$7.70 per hour (Employer contribution); Effective 12/01/16: \$7.50 per hour (Employer contribution).**

Local Pension - Effective 12/01/18: \$3.88 per hour for Foreman and Journeyman Technician (Employer contribution); Effective 12/01/17: \$3.60 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 - 1% of gross labor payroll (Employer contribution).

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.

Apprenticeship 2 - Effective 7/06/2015: 1% of employee's gross pay will be allocated to JATC from the employee's Union Assessments.

Apprenticeship 3 - Effective 6/01/17: Additional 1% of gross labor payroll on all classifications (Employer contribution); Effective 6/01/17: The Union will allocate the employee's 1% of gross labor payroll on all classifications from the Union's General Fund.

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 5/01/2013: (4% total) 3% 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

Patrick Wells
850 - 18th Street
Des Moines, IA 50314
Phone: (515) 243-1924
Fax: (515) 243-8772
E-mail: phwells@ibew347.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.

FOR INFORMATION ONLY
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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #704
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2018 - NOVEMBER 30, 2019

IOWA CHAPTER NECA
 DUBUQUE

	Installer/ Technician 25.32	Foreman 26.42	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.7596	0.7926	0.2850
Health & Welfare Fund (\$9.25 per hour)	9.2500	9.2500	9.2500
Pension Fund (\$5.31 per hour)	5.3100	5.3100	0.0000
Union Assessments (5.5% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
JATC 1 (1% of gross)	0.2532	0.2642	0.0950
JATC 2 (1% gross) (deduct)	_____	_____	_____
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1032	0.1142	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>1.9370</u>	<u>2.0211</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	17.7730	17.9121	10.4618
	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>25.3200</u>	<u>26.4200</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	\$26.42
Journeyman Technician			\$25.05	\$24.24	\$24.84	\$24.59	\$25.32
Apprentice Technician							
1 st period	0-1000	50%	\$12.53	\$12.12	\$12.42	\$12.30	\$12.66
2 nd period	1000-2000	55%	\$13.78	\$13.33	\$13.66	\$13.52	\$13.93
3 rd period	2000-3000	60%	\$15.03	\$14.54	\$14.90	\$14.75	\$15.19
4 th period	3000-4000	65%	\$16.28	\$15.76	\$16.15	\$15.98	\$16.46
5 th period	4000-5000	70%	\$17.54	\$16.97	\$17.39	\$17.21	\$17.72
6 th period	5000-6000	80%	\$20.04	\$19.39	\$19.87	\$19.67	\$20.26
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 12/01/18: \$9.25 per hour (Employer contribution); 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).**

Updated 11/26/18

Local Pension - Effective 12/01/18: \$5.31 per hour for Foreman and Journeyman Technician (Employer contribution); 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
1610 Garfield Avenue
Dubuque, Iowa 52001
Phone: (563) 582-5947
Fax: (563) 588-2331
E-mail: tom@ibew704.com

* * * * *

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.

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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #231
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2018 - NOVEMBER 30, 2019

IOWA CHAPTER NECA
 SIOUX CITY - VDV

	Installer/ Technician 31.85	Foreman 32.95	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9555	0.9885	0.2850
Health & Welfare Fund (\$5.42 per hour)	5.4200	5.4200	5.4200
Pension Fund (\$2.84 per hour)	2.8400	2.8400	0.0000
Union Assessments (3.5% deduct)	_____	_____	_____
JATC (1% of gross - Employer)	0.3185	0.3295	0.0950
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1685	0.1795	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.4365</u>	<u>2.5207</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	12.2990	12.4382	6.6868
	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>31.8500</u>	<u>32.9500</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 231 IBEW and Iowa Chapter, NECA

December 1, 2016 - November 30, 2019

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

			Effective <u>12/01/16</u>	Effective <u>12/01/17</u>	Effective <u>12/01/18</u>
Foreman		+ \$1.10	\$31.10	\$32.10	\$32.95
Journeyman Technician			\$30.00	\$31.00	\$31.85
Apprentice Technician					
1 st period	0-1000	50%	\$15.00	\$15.50	\$15.93
2 nd period	1000-2000	55%	\$16.50	\$17.05	\$17.52
3 rd period	2000-3000	60%	\$18.00	\$18.60	\$19.11
4 th period	3000-4000	65%	\$19.50	\$20.15	\$20.70
5 th period	4000-5000	70%	\$21.00	\$21.70	\$22.30
6 th period	5000-6000	80%	\$24.00	\$24.80	\$25.48
Installer			\$ 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 12/01/18: \$5.42 per hour. (Employer contribution); Effective 12/01/17: \$5.14 per hour. (Employer contribution); Effective 12/01/16: \$4.94 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.

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

JATC - Effective 9/01/18: 1% of gross labor payroll (Employer contribution).

REINSTATED (SEE ABOVE JATC 1 AND UNION ASSESSMENTS) Effective 9/01/18: 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 - Effective 9/01/2018: Three and one-half percent (3½%) (employee deduct).

Effective 9/01/2018: One percent (1%) of employee's gross pay will be allocated to JATC from the employee's Union Assessment deduct.

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

Jason Bowman
5001 Harbor Drive
Sioux City, IA 51111
Phone: (712) 255-8138
Fax: (712) 255-8112
E-mail: ibew231jb@cablone.net

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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.

FOR INFORMATION ONLY
 Subject to Change
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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #13
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2018 - NOVEMBER 30, 2019

IOWA CHAPTER NECA
 SE IOWA/OTTUMWA

	Installer/ Technician 31.25	Foreman 32.35	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9375	0.9705	0.2850
Health & Welfare Fund (\$6.08 per hour)	6.0800	6.0800	6.0800
Pension Fund (\$2.55 per hour)	2.5500	2.5500	0.0000
Union Assessments (2% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.3125	0.3235	0.0950
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1625	0.1735	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.3906</u>	<u>2.4748</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	12.6431	12.7823	7.3968
	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>31.2500</u>	<u>32.3500</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 13 IBEW and Iowa Chapter, NECA
December 1, 2016 - November 30, 2019**

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>12/01/16</u>	<u>Effective</u> <u>12/01/17</u>	<u>Effective</u> <u>12/01/18</u>
Foreman		+ \$1.10	\$31.15	\$32.35	\$32.35
Journeyman Technician			\$30.05	\$31.25	\$31.25
Apprentice Technician					
1 st period	0-1000	50%	\$15.03	\$15.63	\$15.63
2 nd period	1000-2000	55%	\$16.53	\$17.19	\$17.19
3 rd period	2000-3000	60%	\$18.03	\$18.75	\$18.75
4 th period	3000-4000	65%	\$19.53	\$20.31	\$20.31
5 th period	4000-5000	70%	\$21.04	\$21.88	\$21.88
6 th period	5000-6000	80%	\$24.04	\$25.00	\$25.00
Installer			\$ 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 12/01/18: \$6.08 per hour (Employer contribution);**
Effective 12/01/13: \$4.95 per hour (Employer contribution).

Local Pension - Effective 12/01/13: \$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).

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 - 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
E-mail: ibewlu13@qwestoffice.net

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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.

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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #288
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2018 - NOVEMBER 30, 2019

IOWA CHAPTER NECA
 WATERLOO/C.F.

	Installer/ Technician 29.68	Foreman 30.78	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.8904	0.9234	0.2850
Health & Welfare Fund (\$5.10 per hour)	5.1000	5.1000	5.1000
Pension Fund (\$5.10 per hour)	5.1000	5.1000	0.0000
Union Assessments (5.5% deduct)	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.2968	0.3078	0.0950
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1468	0.1578	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.2705</u>	<u>2.3547</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	14.0145 PLUS	14.1537 PLUS	6.4168 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>29.6800</u>	<u>30.7800</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 288 IBEW and Iowa Chapter, NECA
December 1, 2016 – November 30, 2019**

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

			Effective <u>12/01/16</u>	Effective <u>12/01/17</u>	Effective <u>12/01/18</u>
Foreman		+ \$1.10	\$28.84	\$30.03	\$30.78
Journeyman Technician			\$27.74	\$28.93	\$29.68
Apprentice Technician					
1 st period	0-1000	50%	\$13.87	\$14.47	\$14.84
2 nd period	1000-2000	55%	\$15.26	\$15.91	\$16.32
3 rd period	2000-3000	60%	\$16.64	\$17.36	\$17.81
4 th period	3000-4000	65%	\$18.03	\$18.81	\$19.29
5 th period	4000-5000	70%	\$19.42	\$20.25	\$20.78
6 th period	5000-6000	80%	\$22.19	\$23.14	\$23.74
Installer			\$ 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 12/01/18: \$5.10 per hour for Foreman and Journeyman Technician (Employer contribution); Effective 12/01/17: \$5.00 per hour for

Foreman and Journeyman Technician (Employer contribution); Effective 12/01/16: \$4.99 per hour for Foreman and Journeyman Technician (Employer contribution).

Local Pension - **Effective 12/01/18: \$5.10 per hour for Foreman and Journeyman Technician (Employer contribution); Effective 12/01/16: \$4.82 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).

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 - 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 - Effective 12/01/14: Pay period ends on Sunday with wages paid on Friday before regular quitting time, and not more than five (5) days wages may be withheld at any time.

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

BUSINESS MANAGER

Chuck Kacher
1695 Burton Avenue
Waterloo, IA 50703
Phone: (319) 233-8050
Fax: (319) 233-4312
E-mail: chuck@ibew288.org

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