



November 27, 2019

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

RE: SETTLEMENT FOR THE 2019 IOWA STATEWIDE VOICE-DATA VIDEO NEGOTIATIONS

Dear Signatory Contractor:

Following are the changes that were agreed to during this year’s labor negotiations for the Iowa Voice-Data-Video Collective Bargaining Agreement.

1. Article II, Section 1.01: Three (3) Year Term of Agreement.
2. Addendum I, Section 1.01 - 1.06: Wages.

12/01/2019	\$1.00
12/01/2020	\$1.00
12/01/2021	\$1.00

Self-allocation of wages for the term of this Agreement.

The allocation breakdown of the increase of \$1.00 for each corresponding area is listed below:

LOCAL #	AREA	WAGES	PENSION	H&W	JATC
#405	Cedar Rapids/Iowa City		\$.85		\$.15
#347	Des Moines/Fort Dodge	\$.30	\$.62	\$.08	
#704	Dubuque	\$.75 + \$.25	\$.25	-\$.25	
#231	Sioux City	\$.66	----	\$.34	
#13	Southeast Iowa/Ottumwa	----	\$.50	\$.50	
#288	Waterloo/Cedar Falls	\$.53	\$.34	\$.13	

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

3. Article II, Section 2.02. Local Pension.

“Employers shall pay a sum equal to two (2) times per hour on all double time premium hours, or plus one and one-half times per hour on all time and one-half premium hours worked for each employee who performs work covered by this Agreement.”

“This provision will take affect December 1, 2020.”

4. Addendum I, Section 1.01 - 1.06: Wages.

Update Apprentice period and percentage of JT wages to comply with the new DOL required standards that have been adopted by each JATC by jurisdiction.

4-Periods, with the following percentages:

Period 1	50%
Period 2	60%
Period 3	70%
Period 4	80%

PLEASE NOTE: Effective December 1, 2019, the four (4) period apprentice percentages of JT wages are effective for any apprentice indentured into the telecommunications program after November 5, 2019.

If the apprentice’s indenture date was prior to November 5, 2019, the apprentice should continue to be paid based on the six (6) period apprentice percentages of JT wages. **[SEE YOUR LOCAL AREA WAGE REPORT FOR THE BREAKDOWN.]**

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 (515) 278-2341.

Sincerely,

Angela S. Bowersox

Angela S. Bowersox
Executive Director

Voice-Data-Video Settlement

November 27, 2019

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cc: Jacob Nye, 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
Tom Zeman, SC JATC
Scott Bessine, SEIA JATC
Patty Holcomb, WLOO/MC JATC
Auxiant, Vanessa Taylor
CompuSys, Dawnette Butterworth
Consolidated Receiving, Diane Laffen
RJ Lee & Associates, Candace Wise-McCollom
Wilson-McShane, Cole Metcalf
Nicole Farley, Zenith

Encls

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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #405
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2019 - NOVEMBER 30, 2020

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 (\$4.10 per hour)	4.1000	4.1000	0.0000
Union Assessments (3% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
JATC 1 (1% of gross) Employer Contribution	0.2988	0.3098	0.0950
JATC 2 (1% of gross) Employee Contribution	0.2988	0.3098	0.0950
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	14.7886	14.9388	7.9068
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$30,600 for 2019)	_____	_____	_____
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, 2019 - November 30, 2022**

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

RATE OF WAGES & FRINGE BENEFITS

CURRENT APPRENTICE WAGES @ 6 PERIODS:

			<u>Effective 12/01/19</u>	<u>Effective 12/01/20</u>	<u>Effective 12/01/21</u>
Foreman		+ \$1.10	\$30.98	\$31.98	\$32.98
Journeyman Technician			\$29.88	\$30.88	\$31.88
Apprentice Technician					
1 st period	0-1000	50%	\$14.94	\$15.44	\$15.94
2 nd period	1000-2000	55%	\$16.43	\$16.98	\$17.53
3 rd period	2000-3000	60%	\$17.93	\$18.53	\$19.13
4 th period	3000-4000	65%	\$19.42	\$20.07	\$20.72
5 th period	4000-5000	70%	\$20.92	\$21.62	\$22.32
6 th period	5000-6000	80%	\$23.90	\$24.70	\$25.50
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2019, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective 12/01/19</u>	<u>Effective 12/01/20</u>	<u>Effective 12/01/21</u>
Foreman		+ \$1.10	\$30.98	\$31.98	\$32.98
Journeyman Technician			\$29.88	\$30.88	\$31.88
Apprentice Technician					
1 st period	0	50%	\$14.94	\$15.44	\$15.94
2 nd period	1000	60%	\$17.93	\$18.53	\$19.13
3 rd period	2000	70%	\$20.92	\$21.62	\$22.32
4 th period	4000	80%	\$23.90	\$24.70	\$25.50
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.

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 12/01/19: \$4.10 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.

Effective 12/01/20: Premium pay on overtime.

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

JATC 2 - **Effective 12/01/19: 1% of gross labor payroll (Employee contribution)**

****** \$.15 was allocated from the Pension contribution to JATC 2. The Employer makes this contribution on behalf of the employee. Any change in contribution is allocated from the Employee's wage/fringe benefit package. ******

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.

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

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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
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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #347
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2019 - NOVEMBER 31, 2020

IOWA CHAPTER NECA
 DES MOINES/FT DODGE

	Installer/ Technician 28.30	Foreman 29.40	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.8490	0.8820	0.2850
Health & Welfare Fund (\$8.13 per hour)	8.1300	8.1300	8.1300
Pension Fund (4.50 per hour)	4.5000	4.5000	0.0000
Union Assessments (3% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Apprenticeship 1 (1% of gross)	0.2830	0.2940	0.0950
Apprenticeship 2 (1% of gross - deduct)	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1330	0.1440	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.1650</u>	<u>2.2491</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	16.2200	16.3591	9.3418
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$30,600 for 2019)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>28.3000</u>	<u>29.4000</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, 2019 - November 30, 2022

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

CURRENT APPRENTICE WAGES @ 6 PERIODS:

			<u>Effective</u> <u>12/01/19</u>	<u>Effective</u> <u>12/01/20</u>	<u>Effective</u> <u>12/01/21</u>
Foreman		+ \$1.10	\$29.40	\$30.40	\$31.40
Journeyman Technician			\$28.30	\$29.30	\$30.30
Apprentice Technician					
1 st period	0-1000	50%	\$14.15	\$14.65	\$15.15
2 nd period	1000-2000	55%	\$15.57	\$16.12	\$16.67
3 rd period	2000-3000	60%	\$16.98	\$17.58	\$18.18
4 th period	3000-4000	65%	\$18.40	\$19.05	\$19.70
5 th period	4000-5000	70%	\$19.81	\$20.51	\$21.21
6 th period	5000-6000	80%	\$22.64	\$23.44	\$24.24
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2019, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/19</u>	<u>Effective</u> <u>12/01/20</u>	<u>Effective</u> <u>12/01/21</u>
Foreman		+ \$1.10	\$29.40	\$30.40	\$31.40
Journeyman Technician			\$28.30	\$29.30	\$30.30
Apprentice Technician					
1 st period	0	50%	\$14.15	\$14.65	\$15.15
2 nd period	1000	60%	\$16.98	\$17.58	\$18.18
3 rd period	2000	70%	\$19.81	\$20.51	\$21.21
4 th period	4000	80%	\$22.64	\$23.44	\$24.24
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.

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 12/01/19: \$8.13 per hour (Employer contribution)**

LOCAL PENSION - **Effective 12/01/19: \$4.50 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.

Effective 12/01/20: Premium pay on overtime.

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.**

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.

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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #704
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2019 - NOVEMBER 30, 2020

IOWA CHAPTER NECA
 DUBUQUE

	Installer/ Technician 26.32	Foreman 27.42	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.7896	0.8226	0.2850
Health & Welfare Fund (\$9.00 per hour)	9.0000	9.0000	9.0000
Pension Fund (\$5.56 per hour)	5.5600	5.5600	0.0000
Union Assessments (5.5% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
JATC 1 (1% of gross)	0.2632	0.2742	0.0950
JATC 2 (1% gross) (deduct)	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1132	0.1242	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.0135</u>	<u>2.0976</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	17.8995	18.0386	10.2118
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$30,600 for 2019)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>26.3200</u>	<u>27.4200</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, 2019 - November 30, 2022

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

CURRENT APPRENTICE WAGES @ 6 PERIODS:

			<u>Effective</u> <u>12/01/19</u>	<u>Effective</u> <u>12/01/20</u>	<u>Effective</u> <u>12/01/21</u>
Foreman		+ \$1.10	\$27.42	\$28.42	\$29.42
Journeyman Technician			\$26.32	\$27.32	\$28.32
Apprentice Technician					
1 st period	0-1000	50%	\$13.16	\$13.66	\$14.16
2 nd period	1000-2000	55%	\$14.48	\$15.03	\$15.58
3 rd period	2000-3000	60%	\$15.79	\$16.39	\$16.99
4 th period	3000-4000	65%	\$17.11	\$17.76	\$18.41
5 th period	4000-5000	70%	\$18.42	\$19.12	\$19.82
6 th period	5000-6000	80%	\$21.06	\$21.86	\$22.66
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2019, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/19</u>	<u>Effective</u> <u>12/01/20</u>	<u>Effective</u> <u>12/01/21</u>
Foreman		+ \$1.10	\$27.42	\$28.42	\$29.42
Journeyman Technician			\$26.32	\$27.32	\$28.32
Apprentice Technician					
1 st period	0	50%	\$13.16	\$13.66	\$14.16
2 nd period	1000	60%	\$15.79	\$16.39	\$16.99
3 rd period	2000	70%	\$18.42	\$19.12	\$19.82
4 th period	4000	80%	\$21.06	\$21.86	\$22.66
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.

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 12/01/19: \$9.00 per hour (Employer contribution).**

LOCAL PENSION - **Effective 12/01/19: \$5.56 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.

Effective 12/01/20: Premium pay on overtime.

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
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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
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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #231
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2019 - NOVEMBER 30, 2020

IOWA CHAPTER NECA
 SIOUX CITY - VDV

	Installer/ Technician 32.51	Foreman 33.61	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9753	1.0083	0.2850
Health & Welfare Fund (\$5.76 per hour)	5.7600	5.7600	5.7600
Pension Fund (\$2.84 per hour)	2.8400	2.8400	0.0000
Union Assessments (3.5% deduct)	—	—	—
JATC (1% of gross - Employer)	0.3251	0.3361	0.0950
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1751	0.1861	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.4870</u>	<u>2.5712</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	12.7225	12.8617	7.0268
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$30,600 for 2019)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>32.5100</u>	<u>33.6100</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, 2019 - November 30, 2022

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

CURRENT APPRENTICE WAGES @ 6 PERIODS:

			Effective <u>12/01/19</u>	Effective <u>12/01/20</u>	Effective <u>12/01/21</u>
Foreman		+ \$1.10	\$33.61	\$34.61	\$35.61
Journeyman Technician			\$32.51	\$33.51	\$34.51
Apprentice Technician					
1 st period	0-1000	50%	\$16.26	\$16.76	\$17.26
2 nd period	1000-2000	55%	\$17.88	\$18.43	\$18.98
3 rd period	2000-3000	60%	\$19.51	\$20.11	\$20.71
4 th period	3000-4000	65%	\$21.13	\$21.78	\$22.43
5 th period	4000-5000	70%	\$22.76	\$23.46	\$24.16
6 th period	5000-6000	80%	\$26.01	\$26.81	\$27.61
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2019, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			Effective <u>12/01/19</u>	Effective <u>12/01/20</u>	Effective <u>12/01/21</u>
Foreman		+ \$1.10	\$33.61	\$34.61	\$35.61
Journeyman Technician			\$32.51	\$33.51	\$34.51
Apprentice Technician					
1 st period	0	50%	\$16.26	\$16.76	\$17.26
2 nd period	1000	60%	\$19.51	\$20.11	\$20.71
3 rd period	2000	70%	\$22.76	\$23.46	\$24.16

4 th period	4000	80%	\$26.01	\$26.81	\$27.61
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.

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 12/01/19: \$5.76 per hour.

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.

Effective 12/01/20: Premium pay on overtime.

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

JATC 2 - Effective 9/01/18: [Refer to UNION ASSESSMENTS (*Page 3*) for the Union's JATC 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 - 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@cableone.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. #13
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2019 - NOVEMBER 30, 2020

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 (\$6.58 per hour)	6.5800	6.5800	6.5800
Pension Fund (\$3.05 per hour)	3.0500	3.0500	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	13.6431	13.7823	7.8968
	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$30,600 for 2019)	_____	_____	_____
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, 2019 - November 30, 2022**

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

CURRENT APPRENTICE WAGES @ 6 PERIODS:

			<u>Effective</u> <u>12/01/19</u>	<u>Effective</u> <u>12/01/20</u>	<u>Effective</u> <u>12/01/21</u>
Foreman		+ \$1.10	\$32.35	\$33.35	\$34.35
Journeyman Technician			\$31.25	\$32.25	\$33.25
Apprentice Technician					
1 st period	0-1000	50%	\$15.63	\$16.13	\$16.63
2 nd period	1000-2000	55%	\$17.19	\$17.74	\$18.29
3 rd period	2000-3000	60%	\$18.75	\$19.35	\$19.95
4 th period	3000-4000	65%	\$20.31	\$20.96	\$21.61
5 th period	4000-5000	70%	\$21.88	\$22.58	\$23.28
6 th period	5000-6000	80%	\$25.00	\$25.80	\$26.60
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2019, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/19</u>	<u>Effective</u> <u>12/01/20</u>	<u>Effective</u> <u>12/01/21</u>
Foreman		+ \$1.10	\$32.35	\$33.35	\$34.35
Journeyman Technician			\$31.25	\$32.25	\$33.25
Apprentice Technician					
1 st period	0	50%	\$15.63	\$16.13	\$16.63
2 nd period	1000	60%	\$18.75	\$19.35	\$19.95
3 rd period	2000	70%	\$21.88	\$22.58	\$23.28
4 th period	4000	80%	\$25.00	\$25.80	\$26.60
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.

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 12/01/19: \$6.58 per hour (Employer contribution).**

LOCAL PENSION - **Effective 12/01/19: \$3.05 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.

Effective 12/01/20: Premium pay on overtime.

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

Jacob Nye
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, 2019 - NOVEMBER 30, 2020

IOWA CHAPTER NECA
 WATERLOO/C.F.

	Installer/ Technician 30.26	Foreman 31.36	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9078	0.9408	0.2850
Health & Welfare Fund (\$5.23 per hour)	5.2300	5.2300	5.2300
Pension Fund (\$5.44 per hour)	5.4400	5.4400	0.0000
Union Assessments (5.5% deduct)	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100
Education A (1.25% of gross)	0.3783	0.3920	0.1188
Education B (1.25% of gross) (deduct)	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1526	0.1636	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.3149</u>	<u>2.3990</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	14.5835 PLUS	14.7254 PLUS	6.5205 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____
Your IA Unemployment Tax (up to \$30,600 for 2019)	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____
Add in your overhead & profit	_____	_____	_____
Add in base wage rate	<u>30.2600</u>	<u>31.3600</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, 2019 - November 30, 2022**

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

CURRENT APPRENTICE WAGES @ 6 PERIODS:

			Effective <u>12/01/19</u>	Effective <u>12/01/20</u>	Effective <u>12/01/21</u>
Foreman		+ \$1.10	\$31.36	\$32.36	\$33.36
Journeyman Technician			\$30.26	\$31.26	\$32.26
Apprentice Technician					
1 st period	0-1000	50%	\$15.13	\$15.63	\$16.13
2 nd period	1000-2000	55%	\$16.64	\$17.19	\$17.74
3 rd period	2000-3000	60%	\$18.16	\$18.76	\$19.36
4 th period	3000-4000	65%	\$19.67	\$20.32	\$20.97
5 th period	4000-5000	70%	\$21.18	\$21.88	\$22.58
6 th period	5000-6000	80%	\$24.21	\$25.01	\$25.81
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2019, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			Effective <u>12/01/19</u>	Effective <u>12/01/20</u>	Effective <u>12/01/21</u>
Foreman		+ \$1.10	\$31.36	\$32.36	\$33.36
Journeyman Technician			\$30.26	\$31.26	\$32.26
Apprentice Technician					
1 st period	0	50%	\$15.13	\$15.63	\$16.13
2 nd period	1000	60%	\$18.16	\$18.76	\$19.36
3 rd period	2000	70%	\$21.18	\$21.88	\$22.58
4 th period	4000	80%	\$24.21	\$25.01	\$25.81
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.

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 12/01/19: \$5.23 per hour for Foreman and Journeyman Technician (Employer contribution).**

LOCAL PENSION - **Effective 12/01/19: \$5.44 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.

Effective 12/01/20: Premium pay on overtime.

EDUCATION A - Effective 2/01/19: 1 ¼ % of gross labor payroll (Employer contribution).

EDUCATION B - Effective 2/01/19: 1 ¼ % of gross labor payroll (Employee deduct).

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

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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.