



November 27, 2022

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

RE: SETTLEMENT FOR THE 2022 IOWA STATEWIDE VOICE-DATA VIDEO NEGOTIATIONS

Dear Signatory Contractor:

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

1. Article II, Section 1.01: Three (3) Year Term of Agreement.

December 1, 2022 to November 30, 2025

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

12/01/2022	\$2.20
12/01/2023	\$1.90
12/01/2024	\$1.80

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

The allocation breakdown of the increase of \$2.20 for each corresponding area is listed below:

LOCAL #	AREA	WAGES	PENSION	H&W	JATC
#405	Cedar Rapids/Iowa City	\$1.60 + \$.31	\$.60		(\$.31)
#347	Des Moines/Fort Dodge	\$1.50	\$.50	\$.20	
#704	Dubuque	\$1.68	\$.52		
#231	Sioux City	\$2.00		\$.20	
#13	Southeast Iowa/Ottumwa	\$1.50	\$.50	\$.20	
#288	Waterloo/Cedar Falls	\$1.21	\$.50	\$.49	

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. Addendum I, Section 1.01 - 1.06: Apprentice Technician Wages.

Period	Percentage of JT
1	60% 50%
2	65% 60%

4. Addendum I, Section 1.01 - 1.06: Foreman & General Foreman Wages.

General Foreman	+ \$1.75 over Journeyman Technician
Foreman	+ \$1.25 (\$1.10) over Journeyman Technician

5. Addendum II, Section 2.04. Vacation.

If an employee has been with the same employer for one (1) continuous year, from the date of hire, he/she shall receive ~~will be eligible for~~ one (1) week of paid vacation. After four (4) years of continuous employment, he/she shall receive ~~will be eligible for~~ two (2) weeks of paid vacation. After (10) years of continuous employment, he/she shall receive ~~will be eligible for~~ three 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.

6. Article III, Section 3.03: Foreman Language.

On all jobs requiring four (4) or more workmen, the employer shall designate one (1) technician on site as Foreman. At no time shall a Foreman supervise more than eight (8) others. The tenth (10) worker shall be designated as General Foreman. There shall be no limit to the number of crews a General Foreman may supervise.

7. Article IX, Section 9.14. Cedar Rapids/Iowa City - Local 405 JATC.

Employee JATC contribution: The Employee contribution will be calculated as a deduct (*rather than the Employer making the contribution on behalf of the Employee*). [This is reflected in the gray box above with the allocation on page 1.]

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.

Voice-Data-Video Settlement

November 27, 2022

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Sincerely,

Angela S. Bowersox

Angela S. Bowersox

Executive Director

cc: Jacob Nye, LU #13
Jason Bowman, LU #231
Chuck Kacher, LU #288
Pat Wells, LU #347
Junior Luensman, 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
Christina Henzen, WLOO/MC JATC
Auxiant, Vanessa Taylor
CompuSys, Dawnette Butterworth
Noridian BPA, Chris Jackson
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, 2022 - NOVEMBER 30, 2023

IOWA CHAPTER NECA
 CEDAR RAPIDS/I.C.

	Installer/ Technician 33.39	Foreman 34.64	General Foreman 35.14	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	1.0017	1.0392	1.0542	0.2850
Health & Welfare Fund (\$7.00 per hour)	7.0000	7.0000	7.0000	7.0000
Pension Fund (\$4.70 per hour)	4.7000	4.7000	4.7000	0.0000
Union Assessments (3% deduct)	—	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100	0.0100
JATC 1 (1% of gross) Employer Contribution	0.3339	0.3464	0.3514	0.0950
JATC 2 (1% of gross) Employee Deduction	—	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1839	0.1964	0.2014	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.5543</u>	<u>2.6500</u>	<u>2.6882</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	15.9338	16.0920	16.1552	8.2118
	PLUS	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____	_____
Your IA Unemployment Tax (up to \$34,800 for 2022)	_____	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____	_____
Add in your overhead & profit	_____	_____	_____	_____
Add in base wage rate	<u>33.3900</u>	<u>34.6400</u>	<u>35.1400</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, 2022 - November 30, 2025

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</u> <u>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$35.14	\$37.04	\$38.84
Foreman		+ \$1.25	\$34.64	\$36.54	\$38.34
Journeyman Technician			\$33.39	\$35.29	\$37.09
Apprentice Technician					
1 st period	0-1000	50%	\$16.70	\$17.65	\$18.55
2 nd period	1000-2000	55%	\$18.36	\$19.41	\$20.40
3 rd period	2000-3000	60%	\$20.03	\$21.17	\$22.25
4 th period	3000-4000	65%	\$21.70	\$22.94	\$24.11
5 th period	4000-5000	70%	\$23.37	\$24.70	\$25.96
6 th period	5000-6000	80%	\$26.71	\$28.23	\$29.67
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2022, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$35.14	\$37.04	\$38.84
Foreman		+ \$1.25	\$34.64	\$36.54	\$38.34
Journeyman Technician			\$33.39	\$35.29	\$37.09
Apprentice Technician					
1 st period	0	60%	\$20.03	\$21.17	\$22.25
2 nd period	1000	65%	\$21.70	\$22.94	\$24.11
3 rd period	2000	70%	\$23.37	\$24.70	\$25.96
4 th period	4000	80%	\$26.71	\$28.23	\$29.67
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 - (*language updated 12/01/22*) If an employee has been with the same employer for one (1) continuous year, from the date of hire, he/she shall receive one (1) week of paid vacation. After four (4) years of continuous employment, he/she shall receive two (2) weeks of paid vacation. After ten (10) years of continuous employment, he/she shall receive 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 1/01/21: \$7.00 per hour (Employer contribution).

LOCAL PENSION - **Effective 12/01/22: \$4.70 per hour for General Foreman, 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 12/01/22: 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 - 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: Junior Luensman
1211 Wiley Blvd. S.W.
Cedar Rapids, Iowa 52404
Phone: (319) 396-8241
Fax: (319) 396-3083
E-mail: jluensman@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, 2022 - NOVEMBER 31, 2023

IOWA CHAPTER NECA
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	Installer/ Technician 30.50	Foreman 31.75	General Foreman 32.25	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9150	0.9525	0.9675	0.2850
Health & Welfare Fund (\$8.33 per hour)	8.3300	8.3300	8.3300	8.3300
Pension Fund (5.60 per hour)	5.6000	5.6000	5.6000	0.0000
Union Assessments (3% deduct)	—	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100	0.0100
Apprenticeship 1 (1% of gross)	0.3050	0.3175	0.3225	0.0950
Apprenticeship 2 (1% of gross - deduct)	—	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1550	0.1675	0.1725	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.3333</u>	<u>2.4289</u>	<u>2.4671</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	17.7983	17.9564	18.0196	9.5418
	PLUS	PLUS	PLUS	PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____	_____
Your IA Unemployment Tax (up to \$34,800 for 2022)	_____	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____	_____
Add in your overhead & profit	_____	_____	_____	_____
Add in base wage rate	<u>30.5000</u>	<u>31.7500</u>	<u>32.2500</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, 2022 - November 30, 2025**

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 12/01/22</u>	<u>Effective 12/01/23</u>	<u>Effective 12/01/24</u>
General Foreman		+ \$1.75	\$32.25	\$34.15	\$35.95
Foreman		+ \$1.25	\$31.75	\$33.65	\$35.45
Journeyman Technician			\$30.50	\$32.40	\$34.20
Apprentice Technician					
1 st period	0-1000	50%	\$15.25	\$16.20	\$17.10
2 nd period	1000-2000	55%	\$16.78	\$17.82	\$18.81
3 rd period	2000-3000	60%	\$18.30	\$19.44	\$20.52
4 th period	3000-4000	65%	\$19.83	\$21.06	\$22.23
5 th period	4000-5000	70%	\$21.35	\$22.68	\$23.94
6 th period	5000-6000	80%	\$24.40	\$25.92	\$27.36
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2022, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective 12/01/22</u>	<u>Effective 12/01/23</u>	<u>Effective 12/01/24</u>
General Foreman		+ \$1.75	\$32.25	\$34.15	\$35.95
Foreman		+ \$1.25	\$31.75	\$33.65	\$35.45
Journeyman Technician			\$30.50	\$32.40	\$34.20
Apprentice Technician					
1 st period	0	60%	\$18.30	\$19.44	\$20.52
2 nd period	1000	65%	\$19.83	\$21.06	\$22.23
3 rd period	2000	70%	\$21.35	\$22.68	\$23.94
4 th period	4000	80%	\$24.40	\$25.92	\$27.36

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 - (language updated 12/01/22) If an employee has been with the same employer for one (1) continuous year, from the date of hire, he/she shall receive one (1) week of paid vacation. After four (4) years of continuous employment, he/she shall receive two (2) weeks of paid vacation. After ten (10) years of continuous employment, he/she shall receive 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 12/01/22: \$8.53 per hour (Employer contribution).

LOCAL PENSION - Effective 12/01/22: \$6.10 per hour for General Foreman, 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).

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

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 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
6809 S.E. Bellagio Court
Ankeny, IA 50021
Phone: (515) 243-1924
Fax: (515) 243-8772
E-mail: phwells@ibew347.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.

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INFORMATIONAL
 CALCULATIONS FOR
 DIRECT LABOR COST ANALYSIS
 L.U. #704
 VOICE-DATA-VIDEO AGREEMENT
 DECEMBER 1, 2022 - NOVEMBER 30, 2023

IOWA CHAPTER NECA
 DUBUQUE

	Installer/ Technician 30.00	Foreman 31.25	General Foreman 31.75	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9000	0.9375	0.9525	0.2850
Health & Welfare Fund (\$9.00 per hour)	9.0000	9.0000	9.0000	9.0000
Pension Fund (\$6.08 per hour)	6.0800	6.0800	6.0800	0.0000
Union Assessments (4% deduct)	—	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100	0.0100
JATC 1 (1% of gross)	0.3000	0.3125	0.3175	0.0950
JATC 2 (1% gross) (deduct)	—	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1500	0.1625	0.1675	-0.0550
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.2950</u>	<u>2.3906</u>	<u>2.4289</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	18.8850 PLUS	19.0431 PLUS	19.1064 PLUS	10.2118 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____	_____
Your IA Unemployment Tax (up to \$34,800 for 2022)	_____	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____	_____
Add in your overhead & profit	_____	_____	_____	_____
Add in base wage rate	<u>30.0000</u>	<u>31.2500</u>	<u>31.7500</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, 2022 - November 30, 2025

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>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$31.75	\$33.65	\$35.45
Foreman		+ \$1.25	\$31.25	\$33.15	\$34.95
Journeyman Technician			\$30.00	\$31.90	\$33.70
Apprentice Technician					
1 st period	0-1000	50%	\$15.00	\$15.95	\$16.85
2 nd period	1000-2000	55%	\$16.50	\$17.55	\$18.54
3 rd period	2000-3000	60%	\$18.00	\$19.14	\$20.22
4 th period	3000-4000	65%	\$19.50	\$20.74	\$21.91
5 th period	4000-5000	70%	\$21.00	\$22.33	\$23.59
6 th period	5000-6000	80%	\$24.00	\$25.52	\$26.96
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2022, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$31.75	\$33.65	\$35.45
Foreman		+ \$1.25	\$31.25	\$33.15	\$34.95
Journeyman Technician			\$30.00	\$31.90	\$33.70
Apprentice Technician					
1 st period	0	60%	\$18.00	\$19.14	\$20.22
2 nd period	1000	65%	\$19.50	\$20.74	\$21.91
3 rd period	2000	70%	\$21.00	\$22.33	\$23.59
4 th period	4000	80%	\$24.00	\$25.52	\$26.96

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 - (language updated 12/01/22) If an employee has been with the same employer for one (1) continuous year, from the date of hire, he/she shall receive one (1) week of paid vacation. After four (4) years of continuous employment, he/she shall receive two (2) weeks of paid vacation. After ten (10) years of continuous employment, he/she shall receive 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 12/01/22: \$6.08 per hour for General Foreman, 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 - Effective January 1, 2022: 4% to be withheld from the employees' paychecks.

BONDING - Surety bond, with a recognized corporate surety, in an amount not less than \$30,000 guaranteeing the payment of all wages, payroll deductions and fringe benefits; Other fringes: \$5,000 surety bond, payable to Iowa Chapter Receiving Trust.

WORK DAY - 8 hours daily between 6:00 a.m. and 6:00 p.m. with 1/2 hour for lunch.

WORK WEEK - 40 hours Monday through Friday. 4-10's by mutual agreement Monday through Thursday or Tuesday through Friday.

OVERTIME - All work performed outside normal hours Monday through Friday = 1-1/2. All work performed after the first 8 hours shall be 1-1/2 times Saturday rate. Double time pay after twelve (12) consecutive hours work. Sundays and holidays = double.

HOLIDAYS - New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day, or days celebrated as such. Holidays falling on Saturday celebrated on Friday; holidays falling on Sunday celebrated on Monday.

APPRENTICE RATIO - Allowable ratio shall be 1 to 1 for apprentices to technicians and 3 to 1 for installer to technicians.

REFERRAL PROCEDURE - Standard Referral Procedure, with reverse layoff by book.

SHIFT WORK - Modified Shift Clause.

PAY DAY - Paid weekly no later than fifth working day following end of payroll period.

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

BUSINESS MANAGER Tom Townsend
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Dubuque, Iowa 52001
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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.

INFORMATIONAL
CALCULATIONS FOR
DIRECT LABOR COST ANALYSIS
L.U. #231
VOICE-DATA-VIDEO AGREEMENT
DECEMBER 1, 2022 - NOVEMBER 30, 2023

	Installer/ Technician 35.75	Foreman 37.00	General Foreman 37.50	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	1.0725	1.1100	1.1250	0.2850
Health & Welfare Fund (\$6.72 per hour)	6.7200	6.7200	6.7200	6.7200
Pension Fund (\$2.84 per hour)	2.8400	2.8400	2.8400	0.0000
Union Assessments (3.5% deduct)	—	—	—	—
JATC (1% of gross - Employer)	0.3575	0.3700	0.3750	0.0950
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100	0.0100
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.2075	0.2200	0.2250	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.7349</u>	<u>2.8305</u>	<u>2.8688</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	14.0924 PLUS	14.2505 PLUS	14.3138 PLUS	7.9868 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____	_____
Your IA Unemployment Tax (up to \$34,800 for 2022)	_____	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____	_____
Add in your overhead & profit	_____	_____	_____	_____
Add in base wage rate	<u>35.7500</u>	<u>37.0000</u>	<u>37.5000</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, 2022 - November 30, 2025

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:

			<u>Effective</u> <u>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$37.50	\$39.40	\$41.20
Foreman		+ \$1.25	\$37.00	\$38.90	\$40.70
Journeyman Technician			\$35.75	\$37.65	\$39.45
Apprentice Technician					
1 st period	0-1000	50%	\$17.88	\$18.83	\$19.72
2 nd period	1000-2000	55%	\$19.66	\$20.71	\$21.70
3 rd period	2000-3000	60%	\$21.45	\$22.59	\$23.67
4 th period	3000-4000	65%	\$23.24	\$24.47	\$25.64
5 th period	4000-5000	70%	\$25.03	\$26.36	\$27.62
6 th period	5000-6000	80%	\$28.60	\$30.12	\$31.56
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2022, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$37.50	\$39.40	\$41.20
Foreman		+ \$1.25	\$37.00	\$38.90	\$40.70
Journeyman Technician			\$35.75	\$37.65	\$39.45
Apprentice Technician					
1 st period	0	60%	\$21.45	\$22.59	\$23.67

2 nd period	1000	65%	\$23.24	\$24.47	\$25.64
3 rd period	2000	70%	\$25.03	\$26.36	\$27.62
4 th period	4000	80%	\$28.60	\$30.12	\$31.56
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 - (language updated 12/01/22) If an employee has been with the same employer for one (1) continuous year, from the date of hire, he/she shall receive one (1) week of paid vacation. After four (4) years of continuous employment, he/she shall receive two (2) weeks of paid vacation. After ten (10) years of continuous employment, he/she shall receive 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 12/01/22: \$6.72 per hour.

LOCAL PENSION - Effective 12/01/22: \$2.84 per hour for General Foreman, 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: jbowman@ibew231.com

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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, 2022 - NOVEMBER 30, 2023

IOWA CHAPTER NECA
 SE IOWA/OTTUMWA

	Installer/ Technician 33.00	Foreman 34.25	Foreman 34.75	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9900	1.0275	1.0425	0.2850
Health & Welfare Fund (\$7.58 per hour)	7.5800	7.5800	7.5800	7.5800
Pension Fund (\$4.50 per hour)	4.5000	4.5000	4.5000	0.0000
Union Assessments (2% deduct)	_____	_____	_____	_____
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100	0.0100
Education Fund (1% of gross)	0.3300	0.3425	0.3475	0.0950
Education Fund (\$.05 per hour)	0.0500	0.0500	0.0500	0.0500
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1800	0.1925	0.1975	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.5245</u>	<u>2.6201</u>	<u>2.6584</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	16.3145 PLUS	16.4726 PLUS	16.5359 PLUS	8.8968 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____	_____
Your IA Unemployment Tax (up to \$34,800 for 2022)	_____	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____	_____
Add in your overhead & profit	_____	_____	_____	_____
Add in base wage rate	<u>33.0000</u>	<u>34.2500</u>	<u>34.7500</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, 2022 - November 30, 2025**

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>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$34.75	\$36.65	\$38.45
Foreman		+ \$1.25	\$34.25	\$36.15	\$37.95
Journeyman Technician			\$33.00	\$34.90	\$36.70
Apprentice Technician					
1 st period	0-1000	50%	\$16.50	\$17.45	\$18.35
2 nd period	1000-2000	55%	\$18.15	\$19.20	\$20.19
3 rd period	2000-3000	60%	\$19.80	\$20.94	\$22.02
4 th period	3000-4000	65%	\$21.45	\$22.69	\$23.86
5 th period	4000-5000	70%	\$23.10	\$24.43	\$25.69
6 th period	5000-6000	80%	\$26.40	\$27.92	\$29.36
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2022, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			<u>Effective</u> <u>12/01/22</u>	<u>Effective</u> <u>12/01/23</u>	<u>Effective</u> <u>12/01/24</u>
General Foreman		+ \$1.75	\$34.75	\$36.65	\$38.45
Foreman		+ \$1.25	\$34.25	\$36.15	\$37.95
Journeyman Technician			\$33.00	\$34.90	\$36.70
Apprentice Technician					
1 st period	0	60%	\$19.80	\$20.94	\$22.02
2 nd period	1000	65%	\$21.45	\$22.69	\$23.86
3 rd period	2000	70%	\$23.10	\$24.43	\$25.69
4 th period	4000	80%	\$26.40	\$27.92	\$29.36

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: jacob@ibewlocal13.com

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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, 2022 - NOVEMBER 30, 2023

IOWA CHAPTER NECA
 WATERLOO/C.F.

	Installer/ Technician 31.93	Foreman 33.18	General Foreman 33.68	Installer 9.50
National Electrical Benefit Fund (3% of Gross)	0.9579	0.9954	1.0104	0.2850
Health & Welfare Fund (\$7.20 per hour)	7.2000	7.2000	7.2000	7.2000
Pension Fund (\$6.00 per hour)	6.0000	6.0000	6.0000	0.0000
Union Assessments (5.5% deduct)	—	—	—	—
NLMCC (\$.01 per hour)	0.0100	0.0100	0.0100	0.0100
Education A (1.25% of gross)	0.3991	0.4148	0.4210	0.1188
Education B (1.25% of gross) (deduct)	—	—	—	—
NECA Serv. Charge (1% of gross - \$.15 per hour)	0.1693	0.1818	0.1868	0.0000
Administrative Maintenance Fund (\$.15 per hour)	0.1500	0.1500	0.1500	0.1500
Federal Insurance Contribution Act Tax (7.65%)	<u>2.4426</u>	<u>2.5383</u>	<u>2.5765</u>	<u>0.7268</u>
SUBTOTAL LABOR ADDAR	17.3290 PLUS	17.4902 PLUS	17.5547 PLUS	8.4905 PLUS
Your Workers Comp (per \$100 of payroll)	_____	_____	_____	_____
Your IA Unemployment Tax (up to \$34,800 for 2022)	_____	_____	_____	_____
Your Liability/Umbrella Coverage	_____	_____	_____	_____
*Federal Unemployment Tax (FUTA)	_____	_____	_____	_____
TOTAL LABOR ADDAR	_____	_____	_____	_____
Add in your overhead & profit	_____	_____	_____	_____
Add in base wage rate	<u>31.9300</u>	<u>33.1800</u>	<u>33.6800</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, 2022 - November 30, 2025**

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>12/01/22</u>	Effective <u>12/01/23</u>	Effective <u>12/01/24</u>
General Foreman		+ \$1.75	\$33.68	\$35.58	\$37.38
Foreman		+ \$1.25	\$33.18	\$35.08	\$36.88
Journeyman Technician			\$31.93	\$33.83	\$35.63
Apprentice Technician					
1 st period	0-1000	50%	\$15.97	\$16.92	\$17.82
2 nd period	1000-2000	55%	\$17.56	\$18.61	\$19.60
3 rd period	2000-3000	60%	\$19.16	\$20.30	\$21.38
4 th period	3000-4000	65%	\$20.76	\$21.99	\$23.16
5 th period	4000-5000	70%	\$22.35	\$23.68	\$24.94
6 th period	5000-6000	80%	\$25.54	\$27.06	\$28.50
Installer			\$ 9.50	\$ 9.50	\$ 9.50

APPRENTICE WAGES @ 4 PERIODS:

EFFECTIVE DECEMBER 1, 2022, FOR ANY APPRENTICE INDENTURED INTO THE TELECOMMUNICATIONS PROGRAM AFTER NOVEMBER 5, 2019:

			Effective <u>12/01/22</u>	Effective <u>12/01/23</u>	Effective <u>12/01/24</u>
General Foreman		+ \$1.75	\$33.68	\$35.58	\$37.38
Foreman		+ \$1.25	\$33.18	\$35.08	\$36.88
Journeyman Technician			\$31.93	\$33.83	\$35.63
Apprentice Technician					
1 st period	0	60%	\$19.16	\$20.30	\$21.38
2 nd period	1000	65%	\$20.76	\$21.99	\$23.16
3 rd period	2000	70%	\$22.35	\$23.68	\$24.94
4 th period	4000	80%	\$25.54	\$27.06	\$28.50

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 - (*language updated 12/01/22*) If an employee has been with the same employer for one (1) continuous year, from the date of hire, he/she shall receive one (1) week of paid vacation. After four (4) years of continuous employment, he/she shall receive two (2) weeks of paid vacation. After ten (10) years of continuous employment, he/she shall receive 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 12/01/22:** **\$7.20 per hour for Foreman and Journeyman Technician (Employer contribution).**

LOCAL PENSION - **Effective 12/01/22:** **\$6.00 per hour for General Foreman, 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.