I.B.E.W. LOCAL UNION #176
RESIDENTIAL AGREEMENT WAGES (L.O.U.)
Effective 6/1/2020 to 05/31/2021

<table>
<thead>
<tr>
<th>Zone</th>
<th>WILL &amp; GRUNDY</th>
<th>KANKAKEE &amp; LASALLE</th>
<th>ALL OTHERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Wireman</td>
<td>$32.75</td>
<td>$32.75</td>
<td>$32.75</td>
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<tr>
<td>Foreman (9%)</td>
<td>$35.70</td>
<td>$35.70</td>
<td>$35.70</td>
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<tr>
<td>Gen. Foreman (16%)</td>
<td>$37.99</td>
<td>$37.99</td>
<td>$37.99</td>
</tr>
</tbody>
</table>

**BENEFITS**

- National Pension (3%) | $0.98 | $0.98 | $0.98 |
- Health & Welfare | $14.79 | $14.79 | $14.79 |
- Decatur Pension ($ .60 Admin Fee) | $4.79 | $4.79 | $4.79 |
- Local Pensions | $3.00 | $3.00 | $3.00 |
- S.U.B. Fund | $0.30 | $0.30 | $0.30 |

**Total R.W. Package** | $56.61 | $56.61 | $56.61 |

- LMCC | $0.14 | $0.14 | $0.14 |
- Apprenticeship Fund ($.35) per hr | $0.35 | $0.35 | $0.35 |
- AMF (Admin. Man. Fund) (.5%) | 0.5% | 0.5% | 0.5% |
- NECA Service Charge (.5%) | 0.5% | 0.5% | 0.5% |

**DEDUCTION FROM WAGES**

- Working Dues (as of 1/1/2011) | 3.5% | 3.5% | 3.5% |
- P.A.C. (Voluntary) | $0.05 | $0.05 | $0.05 |

**RESIDENTIAL TRAINEES**

**LOCAL PENSION**

- 1st period (0-1000 hours) | $14.74 | $14.74 | $14.74 |
- 2nd period (1001-2000 hours) | $16.38 | $16.38 | $16.38 |
- 3rd period (2001-3000 hours) | $19.65 | $19.65 | $19.65 |
- 4th period (3001-4000 hours) | $22.93 | $22.93 | $22.93 |
- 5th period (4001-5000 hours) | $26.20 | $26.20 | $26.20 |
- 6th period (5001-6000 hours) | $29.48 | $29.48 | $29.48 |

**BONDING REQUIREMENTS**

MUST PARTICIPATE IN LMCC BONDING PROGRAM OR PURCHASE $10,000.00 BOND FOR EACH EMPLOYEE