

I.B.E.W. LOCAL UNION #176
RESIDENTIAL AGREEMENT WAGES (L.O.U.)
Effective 6/1/2018 to 05/31/2019

| | <u>ZONE I</u> | <u>ZONE II</u> | <u>ZONE III</u> |
|---------------------|------------------------------|-----------------------------------|------------------------|
| | WILL & GRUNDY | KANKAKEE & LASALLE | ALL OTHERS |
| Residential Wireman | \$30.58 | \$30.58 | \$30.58 |
| Foreman (9%) | \$33.33 | \$33.33 | \$33.33 |
| Gen. Foreman (16%) | \$35.47 | \$35.47 | \$35.47 |

BENEFITS

| | | | |
|-------------------------------------|----------------|----------------|----------------|
| National Pension (3%) | \$0.92 | \$0.92 | \$0.92 |
| Health & Welfare | \$14.12 | \$14.12 | \$14.12 |
| Decatur Pension (\$ 1.00 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 | \$53.71 | \$53.71 | \$53.71 |

| | | | |
|------------------------------------|--------|--------|--------|
| LMCC | \$0.17 | \$0.17 | \$0.17 |
| Apprenticeship Fund (\$.32) per hr | \$0.32 | \$0.32 | \$0.32 |
| 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 | | | |
|---|---------|---------|---------|
| \$1.35 1st period (0-1000 hours) 45% | \$13.76 | \$13.76 | \$13.76 |
| \$1.50 2nd period (1001-2000 hours) 50% | \$15.29 | \$15.29 | \$15.29 |
| \$1.80 3rd period (2001-3000 hours) 60% | \$18.35 | \$18.35 | \$18.35 |
| \$2.10 4th period (3001-4000 hours) 70% | \$21.41 | \$21.41 | \$21.41 |
| \$2.40 5th period (4001-5000 hours) 80% | \$24.46 | \$24.46 | \$24.46 |
| \$2.70 6th period (5001-6000 hours) 90% | \$27.52 | \$27.52 | \$27.52 |

BONDING REQUIREMENTS

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