# I.B.E.W. Local Union #176

## Residential Agreement Wages

**Effective 6/1/2020 to 5/31/2021**

<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>$43.15</td>
<td>$42.75</td>
<td>$41.60</td>
</tr>
<tr>
<td>Foreman (9%)</td>
<td>$47.03</td>
<td>$46.60</td>
<td>$45.34</td>
</tr>
<tr>
<td>Gen. Foreman (16%)</td>
<td>$50.05</td>
<td>$49.59</td>
<td>$48.26</td>
</tr>
</tbody>
</table>

## Benefits

- **National Pension (3%)**
  - Zone I: $1.29
  - Zone II: $1.28
  - Zone III: $1.25

- **Health & Welfare ($1.05 MSA)**
  - Zone I: $15.84
  - Zone II: $15.84
  - Zone III: $15.84

- **Decatur Pension ($ .60 Admin Fee)**
  - Zone I: $4.79
  - Zone II: $4.79
  - Zone III: $4.79

- **Local Pensions**
  - Zone I: $7.90
  - Zone II: $7.90
  - Zone III: $7.90

- **S.U.B. Fund**
  - Zone I: $1.85
  - Zone II: $1.85
  - Zone III: $1.85

- **Total J.W. Package**
  - Zone I: $74.82
  - Zone II: $74.41
  - Zone III: $73.23

- **LMCC ($.13/hr Local + $.01/hr Nat'l)**
  - Zone I: $0.14
  - Zone II: $0.14
  - Zone III: $0.14

- **Apprenticeship Fund ($.47) per hr**
  - Zone I: $0.47
  - Zone II: $0.47
  - Zone III: $0.47

- **AMF (Admin. Man. Fund) (.5%)**
  - Zone I: $.5%
  - Zone II: $.5%
  - Zone III: $.5%

- **NECA Service Charge (.5%)**
  - Zone I: $.5%
  - Zone II: $.5%
  - Zone III: $.5%

## Deduction From Wages

- **Savings**
  - Zone I: $1.00
  - Zone II: $1.00
  - Zone III: $1.00

- **Working Dues (as of 1/1/2011)**
  - Zone I: 3.5%
  - Zone II: 3.5%
  - Zone III: 3.5%

- **P.A.C. (Voluntary)**
  - Zone I: $0.05
  - Zone II: $0.05
  - Zone III: $0.05

## Residential Trainees

<table>
<thead>
<tr>
<th>Pension</th>
<th>Savings Ben.</th>
</tr>
</thead>
<tbody>
<tr>
<td>$3.56 1st period (0-1000 hours) 45%</td>
<td>$19.42</td>
</tr>
<tr>
<td>$3.95 2nd period (1001-2000 hours) 50%</td>
<td>$21.58</td>
</tr>
<tr>
<td>$4.74 3rd period (2001-3000 hours) 60%</td>
<td>$25.89</td>
</tr>
<tr>
<td>$5.53 4th period (3001-4000 hours) 70%</td>
<td>$30.21</td>
</tr>
<tr>
<td>$6.32 5th period (4001-5000 hours) 80%</td>
<td>$34.52</td>
</tr>
<tr>
<td>$7.11 6th period (5001-6000 hours) 90%</td>
<td>$38.84</td>
</tr>
</tbody>
</table>

## Bonding Requirements

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