

**Inside (Basic) Agreement Wage and Benefit Schedule**

Agreement effective February 1,2017 through May 31, 2020

**APPRENTICE WIREMAN RATES- AMENDED 6/1/2018**

1 <sup>st</sup> year 40% Apprentice							
HOURS	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	
Hourly wage rate:	0-999	\$16.43	\$16.79	\$16.93	\$16.93	\$17.03	\$17.83
Health & Welfare		\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund <sup>1</sup>		n/a	n/a	n/a	n/a	n/a	n/a
Pension Fund <sup>2</sup>		n/a	n/a	n/a	n/a	n/a	n/a
Apprenticeship Fund		\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
NEBF (3% of gross wages)		\$0.49	\$0.50	\$0.51	\$0.51	\$0.51	\$0.53
<b>TOTAL HOURLY CONTRACT COST:</b>		<b>\$26.58</b>	<b>\$27.27</b>	<b>\$27.56</b>	<b>\$27.96</b>	<b>\$28.31</b>	<b>\$29.13</b>

1 <sup>st</sup> year 43% Apprentice							
HOURS	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	
Hourly wage rate:	1000-1999	\$17.66	\$18.05	\$18.20	\$18.20	\$18.31	\$19.17
Health & Welfare		\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund <sup>1</sup>		n/a	n/a	n/a	n/a	n/a	n/a
Pension Fund <sup>2</sup>		n/a	n/a	n/a	n/a	n/a	n/a
Apprenticeship Fund		\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
NEBF (3% of gross wages)		\$0.53	\$0.54	\$0.55	\$0.55	\$0.55	\$0.58
<b>TOTAL HOURLY CONTRACT COST:</b>		<b>\$27.85</b>	<b>\$28.57</b>	<b>\$28.87</b>	<b>\$29.27</b>	<b>\$29.63</b>	<b>\$30.52</b>

<sup>1</sup> Employer contributions to the Annuity Fund IBEW Local 96 shall commence upon completion of 1,999 hours of employment and completion of the first year of the apprenticeship program. Contributions made on behalf of the first year apprentice are based upon the applicable apprentice's wage percentage for each hour worked, accordingly compounded for overtime hours.

<sup>2</sup> Apprentices Pension hourly contribution shall commence upon completion of 1,999 hours of employment and completion of the first year of the apprenticeship program.

2 <sup>nd</sup> year 48% Apprentice							
HOURS	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	
Hourly wage rate:	2000-3499	\$19.71	\$20.15	\$20.31	\$20.31	\$20.43	\$21.39
Health & Welfare		\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund		\$2.17	\$2.22	\$2.23	\$2.23	\$2.25	\$2.35
Pension Fund		\$8.67	\$8.67	\$8.67	\$9.87	\$9.87	\$9.87
Apprenticeship Fund		\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
NEBF (3% of gross wages)		\$0.59	\$0.60	\$0.61	\$0.61	\$0.61	\$0.64
<b>TOTAL HOURLY CONTRACT COST:</b>		<b>\$40.80</b>	<b>\$41.62</b>	<b>\$41.94</b>	<b>\$43.54</b>	<b>\$43.93</b>	<b>\$45.02</b>

3 <sup>rd</sup> year 55% Apprentice							
HOURS	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	
Hourly wage rate:	3500-4999	\$22.59	\$23.08	\$23.28	\$23.28	\$23.41	\$24.51
Health & Welfare		\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund		\$2.48	\$2.54	\$2.56	\$2.56	\$2.58	\$2.70
Pension Fund		\$8.67	\$8.67	\$8.67	\$9.87	\$9.87	\$9.87
Apprenticeship Fund		\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
NEBF (3% of gross wages)		\$0.68	\$0.69	\$0.70	\$0.70	\$0.70	\$0.74
<b>TOTAL HOURLY CONTRACT COST:</b>		<b>\$44.08</b>	<b>\$44.96</b>	<b>\$45.33</b>	<b>\$46.93</b>	<b>\$47.33</b>	<b>\$48.59</b>

4 <sup>th</sup> year 65% Apprentice							
HOURS	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	
Hourly wage rate:	5000-6499	\$26.70	\$27.28	\$27.51	\$27.51	\$27.67	\$28.97
Health & Welfare		\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund		\$2.94	\$3.00	\$3.03	\$3.03	\$3.04	\$3.19
Pension Fund		\$8.67	\$8.67	\$8.67	\$9.87	\$9.87	\$9.87
Apprenticeship Fund		\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
NEBF (3% of gross wages)		\$0.80	\$0.82	\$0.83	\$0.83	\$0.83	\$0.87
<b>TOTAL HOURLY CONTRACT COST:</b>		<b>\$48.77</b>	<b>\$49.75</b>	<b>\$50.16</b>	<b>\$51.76</b>	<b>\$52.18</b>	<b>\$53.67</b>

5 <sup>th</sup> year 80% Apprentice							
HOURS	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019	
Hourly wage rate:	6500-8000	\$32.86	\$33.58	\$33.86	\$33.86	\$34.06	\$35.66
Health & Welfare		\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund		\$3.61	\$3.69	\$3.72	\$3.72	\$3.75	\$3.75
Pension Fund		\$8.67	\$8.67	\$8.67	\$9.87	\$9.87	\$9.87
Apprenticeship Fund		\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
NEBF (3% of gross wages)		\$0.99	\$1.01	\$1.02	\$1.02	\$1.02	\$1.07
<b>TOTAL HOURLY CONTRACT COST:</b>		<b>\$55.79</b>	<b>\$56.93</b>	<b>\$57.39</b>	<b>\$58.99</b>	<b>\$59.47</b>	<b>\$61.12</b>

**Mandatory Employee/Member Deduction Items:** (Not applicable to 40% Apprentices)

IBEW Local 96 Working Dues - 4% of gross wages  
 Building Fund IBEW Local 96 - \$.25 p/hour

**Add'l Contribution to Joint Benefits:** (Applicable to all Apprentices)

Labor Management Cooperation Committee: \$.01 p/hour

**Voluntary Employee/Member Decuction:** (Not applicable to 40% Apprentices)

IBEW Local 96 PAC - \$.03/Hr\*

\*To be deducted only upon receipt of Voluntary Contribution Check-Off Authorization