

Inside (Basic) Agreement Wage and Benefit Schedule

Agreement effective February 1,2017 through May 31, 2020

AMENDED 6/1/2018

<u>Hourly Wage Rates For:</u>	2/1/2017	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019
Journeyman	\$41.07	\$41.97	\$42.32	\$42.32	\$42.57	\$44.57
Crew Leader	\$43.12	\$44.07	\$44.44	\$44.44	\$44.70	\$46.80
Foreman	\$45.18	\$46.17	\$46.55	\$46.55	\$46.83	\$49.03
General Foreman	\$49.70	\$50.79	\$51.21	\$51.21	\$51.51	\$53.93
Project Foreman	\$51.96	\$53.10	\$53.53	\$53.53	\$53.85	\$56.38
Contributions to Direct Employee Benefits:						
Health & Welfare Fund:	\$9.16	\$9.43	\$9.57	\$9.92	\$10.17	\$10.17
Annuity Fund - Straight time hour:	\$4.52	\$4.62	\$4.66	\$4.66	\$4.68	\$4.90
OT- 1.5 X hour:	\$6.78	\$6.93	\$6.98	\$6.98	\$7.02	\$7.35
Doubletime hour:	\$9.04	\$9.23	\$9.31	\$9.31	\$9.37	\$9.81
Pension Fund:	\$8.67	\$8.67	\$8.67	\$9.87	\$9.87	\$9.87
National Electrical Benefit Fund (3% of gross wages):	\$1.23	\$1.26	\$1.27	\$1.27	\$1.28	\$1.34
Direct Employee Wages and Benefits Total:	\$64.65	\$65.95	\$66.49	\$68.04	\$68.57	\$70.85
Contributions to Joint Benefits:						
Joint Apprenticeship & Training Fund:	\$0.50	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
Central Mass. Electrical Labor Management Fund:	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50	\$1.50
Labor Management Cooperation Committee:	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Joint Benefits Total:	\$2.01	\$2.06	\$2.06	\$2.11	\$2.11	\$2.11
TOTAL PACKAGE:	\$66.66	\$68.01	\$68.55	\$70.15	\$70.68	\$72.96

ADDITIONAL CONTRIBUTIONS & EMPLOYEE WITHOLDINGS

National Electrical Contractor Association Affiliates Only:

National Electrical Industry Fund (NEIF) (1% of gross wages):	\$0.41	\$0.42	\$0.42	\$0.42	\$0.43	\$0.45
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Mandatory IBEW Employee/Member Deduction Items:

- * IBEW Local 96 Working Dues – **4% of gross wages**
- * Building Fund IBEW Local 96 - **\$.25 per hour**

Voluntary Employee/Member Deduction:

- * IBEW Local 96 PAC Fund - **\$.03/hr** *To be deducted only upon receipt of Voluntary Contribution Check-Off Authorization*

NOTES:

1. Please refer to separate wage rate sheet for apprentice wage rates and benefit contributions.