

Voice-Data-Video Wage and Benefit Schedule

Agreement effective June 1, 2017 through May 31, 2020

AMENDED 6/1/2018

Hourly Wage Rates For:	6/1/2017	12/1/2017	6/1/2018	12/1/2018	6/1/2019
TECHNICIAN	\$28.78	\$29.04	\$29.04	\$29.04	\$30.60
Crew Leader	\$30.22	\$30.49	\$30.49	\$30.49	\$32.13
Foreman	\$31.66	\$31.94	\$31.94	\$31.94	\$33.66
General Foreman	\$34.83	\$35.13	\$35.13	\$35.13	\$37.03
Project Foreman	\$36.41	\$36.73	\$36.73	\$36.73	\$38.71
Contributions to Direct Employee Benefits:					
Health & Welfare Fund:	\$9.43	\$9.57	\$9.82	\$10.07	\$10.07
Annuity Fund - Straight time hour:	\$3.38	\$3.38	\$3.38	\$3.38	\$3.38
Pension Fund:	\$8.67	\$8.67	\$9.60	\$9.75	\$9.87
National Electrical Benefit Fund (3% of gross wages):	\$0.86	\$0.87	\$0.87	\$0.87	\$0.92
Direct Employee Wages and Benefits Total:	\$51.12	\$51.53	\$52.71	\$53.11	\$54.84
Contributions to Joint Benefits:					
Joint Apprenticeship & Training Fund:	\$0.55	\$0.55	\$0.60	\$0.60	\$0.60
Central Mass. Electrical Labor Management Fund:	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Labor Management Cooperation Committee:	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Joint Benefits Total:	\$0.56	\$0.56	\$0.61	\$0.61	\$0.61
TOTAL PACKAGE:	\$51.68	\$52.09	\$53.32	\$53.72	\$55.45

ADDITIONAL CONTRIBUTIONS & EMPLOYEE WITHOLDINGS

National Electrical Contractor Association Affiliates Only:

National Electrical Industry Fund (NEIF) (1% of gross wages):	\$0.29	\$0.29	\$0.29	\$0.29	\$0.31
---	--------	--------	--------	--------	--------

*1% of the total productive electrical payroll (total wages) up to 75,000 hrs. See Inside (Basic) Agreement for exclusions that pertain.

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 per hour** *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.