

AREA WAGE REPORT

RESIDENTIAL AGREEMENT

Local Union No. 453, IBEW
Springfield, Missouri

EFFECTIVE DATES: September 1, 2008 to August 31, 2010

AREA SERVED: All of the following Counties in Missouri; Christian, Dallas, Douglas, Green, Hickory, Howell, Laclede, Oregon, Ozark, Polk, Pulaski, Shannon, Stone, Taney, Texas, Webster and Wright.

RATES OF WAGES & FRINGE BENEFITS:

	<u>Effective</u> <u>9/1/2008</u>	<u>Effective</u> <u>9/1/2009</u>
Residential Wireman	\$13.50	\$13.50
Residential Sub-Foreman	\$13.60	\$13.60
Residential Foreman	\$14.10	\$14.10

RESIDENTIAL TRAINEE

	<u>Effective</u> <u>9/1/2008</u>	<u>Effective</u> <u>9/1/2009</u>
1st 6 months --	\$8.00	\$8.00
2nd 6 months --	\$8.50	\$8.50
3rd 6 months --	\$9.00	\$9.00
4th 6 months --	\$9.50	\$9.50

Vacation/Holiday - Employer contribution of seven percent (7.0%) of gross payroll.

Health & Welfare:

	<u>9/1/08</u>	<u>9/1/09</u>
Zones I & II & III	\$4.40	\$4.40

Consolidated Receiving Fund – Employer contribution of five cents (\$.05) per clock hour.

NLMCC – Employer contribution of one cent (\$.01) per clock hour.

<u>Annuity:</u>	<u>9/1/2008</u>	<u>9/1/2009</u>
	\$2.75	\$2.75

Apprenticeship - Employer contribution of thirty two cents (\$0.32) per clock hour.

NEBF - Employer contribution of three percent (3.0%) of gross payroll.

CISAP(Construction Industry Substance Abuse Program) -

Effective November 1, 2008 for each hour worked whether regular or overtime, the employer shall pay to the Depository each month this Agreement is in effect **five cents (.05)** of each hourly contribution into the MO-KAN CONSTRUCTION INDUSTRY SUBSTANCE ABUSE PROGRAM (“CISAP”) FUND.

NOTE: The Contractor agrees to make contributions to the CISAP Fund, which are to be forwarded monthly in the amount of \$.05 per hour for each hour worked by Employees covered by this Agreement. The parties to this Agreement determined the cost of CISAP would be borne by both Labor and Management. Therefore Contractors shall deduct the employees' contribution, \$.025 cents per hour for each hour worked, from gross wages. The Contractor will then forward the total contribution (\$.05 per hour) to the CISAP Fund.

National Labor Management Cooperative Committee (NLMCC) - Employer contribution of \$.01 per clock hour.
NECA Service Charge - Please contact Chapter Office.

City License - Effective September 1, 1998, any Residential Wireman possessing a valid electrician's license in the City of Springfield shall receive \$2.00 above the Residential Wireman rate of pay upon notice and proof of possession of such license to the Employer.

WORK DAY: Eight (8) hours daily between 8:00 a.m. and 4:30 p.m. with 1/2 hour for lunch.

WORK WEEK: 40 hours within five (5) days Monday through Friday.

OVERTIME: All work after regular work day and Saturday - one and one-half (1 1/2). Sundays and holidays - double time.

FOUR/TEN HOUR DAYS: Upon notice to the Union, a work-week of four (4) consecutive ten (10) hour days Monday through Thursday or Tuesday through Friday. Overtime: After ten (10) hours in a workday or forty (40) hours in a work-week, the applicable overtime rate shall apply.

HOLIDAYS: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

PAY DAY: Pay week shall end at 12:00 midnight, Saturday of each week. Wages to be paid weekly by 4:30 p.m. on the following Friday.

FOREMAN REQUIREMENT: On a project requiring more than six (6) Residential Wireman - 1 Foreman or Sub-Foreman.

TRAVEL: No travel time paid before or after working hours. Employer shall furnish transportation from job to job in Union Jurisdiction.

<u>BONDING</u> :	1 to 5 men	\$10,000 Bond
	6 to 15 men	\$20,000 Bond
	Over 16 men	\$30,000 Bond

APPRENTICE RATIO: Standard Apprentice Ratio.

SHIFT WORK: Standard Shift Clause.

REFERRAL PROCEDURE: Standard Referral Procedure.

BUSINESS MANAGER

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EXECUTIVE DIRECTOR

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Revised 11/20/08. The above is a summary of the major working conditions in the local labor agreement and is provided as a source for quick reference, and out of context of the complete agreement. The Kansas City Chapter, NECA is not responsible for errors, omissions or the general interpretation. For more specific agreement and/or current contract provisions, contact the NECA Office.