

AREA WAGE REPORT

STOCKMAN/DRIVER 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:

Zone 1 - Christian, Dallas, Douglas, Green, Hickory, Oregon, Ozark, Shannon, Texas, Webster and Wright Counties.

	<u>9/1/08</u>	<u>9/1/09</u>
Trainee Rate (40% of JW rate)	\$ 9.40	\$ 9.56
Beginning Rate (60% of JW rate)	\$14.10	\$14.35
With or after 1 years experience (65% JW rate)	\$15.98	\$16.26

Zone 2 - Pulaski County.

	<u>9/1/08</u>	<u>9/1/09</u>
Trainee Rate (40% of JW rate)	\$11.10	\$11.42
Beginning Rate (60% of JW rate)	\$16.64	\$17.14
With or after 1 years experience (65% JW rate)	\$18.86	\$19.42

Zone 3 - Howell, Laclede, Polk, Stone, and Taney Counties.

	<u>9/1/08</u>	<u>9/1/09</u>
Trainee Rate (40% of JW rate)	\$6.97	\$7.86
Beginning Rate (60% of JW rate)	\$10.45	\$11.82
With or after 1 years experience (65% JW rate)	\$11.85	\$13.40

Health & Welfare

	<u>9/1/08</u>	<u>9/1/09</u>
	\$4.40	\$4.40

Vacation– Employer contribution of seven percent (7%) of gross labor payroll.

Holiday - Effective 9/1/04 the contribution rate will be \$.45.

Consolidated Receiving Fund - Employer contribution of \$.05 per clock hour.

Annuity

<u>9/1/08</u>	<u>9/1/09</u>
\$2.75	\$2.75

NEBF - Employer contribution of 3% 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.

WORK DAY - Eight (8) hours daily between 8 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 - Monday through Friday after 4:30 P.M. and all day Saturday - one and one-half (1 1/2). All other work including 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 following Friday.

<u>BONDING</u> -	5 men or less Employees	\$10,000 Bond
	6-15 Employees	\$20,000 Bond
	16 & Above Employees	\$30,000 Bond

SHIFT WORK - Standard Shift Clause.

REFERRAL PROCEDURE - Standard Referral Procedure.

BUSINESS MANAGER

Mr. Jack C. Bauer
2902 E. Division
Springfield, MO 65803
Phone: 417/869-7251
FAX: 417/869-1814

EXECUTIVE DIRECTOR

Mr. Kenneth Borden
P.O. Box 32255
Kansas City, MO 64171
Phone: 816/753-7444
FAX: 816/931-2314

Revised 11/21/08. 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.