

**AREA WAGE REPORT
INSIDE AGREEMENT**

Local Union No. 545, IBEW
St. Joseph, Missouri

EFFECTIVE DATES: June 1, 2009 to May 31, 2012

NOTE: There may be changes and/or adjustments to wages/ fringes and other terms and conditions during the life of this agreement. Please verify current wages and conditions prior making payroll and/or remitting fringe benefit payments.

AREA SERVED

Missouri- All of the following Counties; Atchison, Holt, Clinton, Mercer, Gentry, Buchanan, Harrison, Daviess, Grundy, Worth, DeKalb, Livingston, Nodaway, Andrew and Caldwell.

Kansas- All of Doniphan County and parts of Atchison County (Lancaster, Mount Pleasant, Shannon, and Walnut Townships).

RATES OF WAGES & FRINGE BENEFITS

	Effective 6/1/2009	Effective 6/1/2010	Effective 6/1/2011
Journeyman Wireman	\$30.85	Wage Opener	Wage Opener
Journeyman Technician	\$30.85	Wage Opener	Wage Opener
Foreman (10% above JW)	\$33.94	Wage Opener	Wage Opener
General Foreman (12% above JW)	\$35.48	Wage Opener	Wage Opener
Field General Foreman (12% above JW)	\$35.48	Wage Opener	Wage Opener

Apprentices

	Effective 6/1/2009	Effective 6/1/2010	Effective 6/1/2011
1 st Period (0-1000 hr) 35%*	\$10.80	Wage Opener	Wage Opener
2 nd Period (1001-2000 hr) 40%*	\$12.34	Wage Opener	Wage Opener
3 rd Period (2001-3500 hr) 50%*	\$15.43	Wage Opener	Wage Opener
4 th Period (3501-5000 hr) 60%*	\$18.51	Wage Opener	Wage Opener
5 th Period (5001-6500 hr) 70%*	\$21.60	Wage Opener	Wage Opener
6 th Period (6501-8000 hr) 85%*	\$26.22	Wage Opener	Wage Opener

* Percentage of Journeyman Wireman Rate

Vacation & Holiday - Employer contribution of 7% of gross payroll for all journeymen and apprentices above 2nd period.

Health & Welfare - Employer contribution of four dollars and seventy cents (\$4.70) per clock hour.

Consolidated Receiving Fund - Employer contribution of five cents (\$0.05) per clock hour.

Apprenticeship - Employer contribution of sixty-five cents (\$0.65) per clock hour for all journeymen and apprentices above 2nd period.

Annuity - Employer contribution of twelve percent (12%) of straight time wage amount for all hours worked for all journeymen and apprentices (3rd Period and higher.)

NEBF - Employer contribution of three percent (3%) of gross payroll.

Administrative Maintenance Fund (AMF) - Employer contribution of \$.12 cents per hour worked for employees covered by this Agreement.

National Labor Management Cooperative Committee (NLMCC) - Employer contribution of \$.01 per hour worked for employees covered by this Agreement.

NECA Service Charge – NECA members only. Please contact the Chapter Office for current rate.

Union Dues – Employer deduction of six and one quarter percent (6 ¼%) of gross wages upon voluntary written authorization of each IBEW member.

COMMUNICATIONS WORK – Please contact the Chapter Office regarding special terms and conditions for communications work within this local union jurisdiction.

BONDING

All Employers subject to the terms of this Agreement shall carry an A-Rated bond, as rated by A.M. Best, to insure proper payments into the Dakotas IBEW-NECA Annuity Trust Fund, the National Employees Benefit Board, Local Union No. 545 Vacation Fund, Joint Apprenticeship and Training Fund, the Dakotas Health and Welfare Fund, the National Labor Management Cooperation Fund, and any other payments required under the terms of this Agreement, as follows:

<u># of Employees</u>	<u>Amount of Bond</u>
0 - 5	\$ 15,000.00
6 - 10	\$ 30,000.00
11 – 20	\$ 45,000.00
21 – 50	\$ 75,000.00
51 – 100	\$100,000.00
101+	\$150,000.00

NOTE: Bonding schedule is subject to change at any time during the life of the agreement.

WORK DAY - Eight (8) hours daily between 8 A.M. and 4:30 P.M. with 1/2 hour for lunch between 12:00 Noon and 1:00 P.M.

WORK WEEK - 40 hours Monday through Friday.

FOUR/TEN HOUR DAYS - By mutual agreement the employer may work four (4) ten (10) hour days, either Monday through Thursday or Tuesday through Friday. Starting/quitting times are mutually established. Overtime: paid for work outside established starting/quitting times.

OVERTIME – All work performed outside of the stated hours and on Saturdays shall be paid at time and one-half of the regular straight-time rate. Sundays and the following holidays - double time

HOLIDAYS - New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day or days celebrated as such. Any one of the above-listed holidays falling on Sunday shall be observed on the following Monday and paid at double the straight-time rate of pay. Any one of the above listed holidays falling on Saturday shall be observed on the previous Friday and paid at double the straight-time rate of pay. If any of the above listed holidays fall on Friday, Saturday, Sunday, or Monday, creating a three-day weekend, then the entire three days (either Friday, Saturday, and Sunday – if the holiday falls on Friday or Saturday; or Saturday, Sunday, or Monday – if the holiday falls on Sunday or Monday) shall be paid for at double the straight-time rate of pay.

PAY DAY - Paid weekly by quitting time on Friday with no more than 3 days wages withheld at any time. An Employer may institute an electronic check deposit system provided that a majority of the employees in a given shop support the provision. Once a shop has gone to electronic deposit, it shall continue to use electronic deposit. In the unlikely event that an individual does not have a bank account, that individual shall be given the option to have his/her pay check sent by regular mail or the check may be picked up at the employer's office before or after regular working hours.

<u>FOREMAN REQUIREMENT</u> -		3 or more journeymen - 1 foreman.
Wireman	Foreman	General Foreman
1 - 2	0	0
3 - 10	1	0
11 - 20	1	1
21 - 30	2	1
31 - 40	4	1
41 - 50	5	1
51 - 60	6	1

On all jobs requiring three (3) or more journeymen, one shall be designated as Foreman by the Employer.

TRAVEL - Where the Employer does not provide transportation service, employees furnishing their own transportation service shall be paid twenty-five cents (\$.25) for each move, within the city limits of St. Joseph, Missouri, from job to job or shop to job during working hours.

HAZARDOUS EMPLOYMENT - Over 90 feet height and hazardous place - double time. 440 volts and over - 2 journeymen.

APPRENTICE RATIO – One (1) to One (1)

SHIFT WORK – Optional Standard Shift Clause.

REFERRAL PROCEDURE - Standard Referral Procedure with Reverse Layoff.

BUSINESS MANAGER

Mr. Greg Logan
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St. Joseph, MO 64501

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EXECUTIVE DIRECTOR

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Revised 8/14/09. 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.