

**AREA WAGE REPORT
INSIDE AGREEMENT
Local Union No. 95, IBEW
Joplin, Missouri**

EFFECTIVE DATES: June 1, 2008 to May 31, 2010

AREA SERVED

Missouri - All of the following Counties; Vernon, Barton, Jasper, Newton, McDonald, St. Clair, Cedar, Dade, Lawrence, and Barry Counties in the State of Missouri.
 Kansas - Cherokee County: That portion east of Cherokee, Crawford, Mineral, and Spring Valley Townships. Crawford County: That portion east of Crawford, Sheridan and Sherman Townships.

RATES OF WAGES & FRINGE BENEFITS

	<u>Effective 6/1/2008</u>	<u>Effective 6/1/2009</u>	<u>Effective 6/1/2010</u>
Journeyman Wireman	\$ 22.60	\$ 23.70	\$ 24.80
Foreman (5% above JW)	\$ 23.73	\$ 24.89	\$ 26.04
General Foreman (10% above JW)	\$ 24.86	\$ 26.07	\$ 27.28
Journeyman Cable Splicer	\$ 22.95	\$ 24.05	\$ 25.15

Apprentices - 5 Year Wage Structure

	<u>Effective 6/1/2008</u>	<u>Effective 6/1/2009</u>	<u>Effective 6/1/2010</u>
1 st Period (0 – 1000 hours/40%)	\$ 9.04	\$ 9.48	\$ 9.92
2 nd Period (1001 – 2000 hours/45%)	\$10.17	\$10.67	\$11.16
3 rd Period (2001 – 3500 hours/55%)	\$12.43	\$13.04	\$13.64
4 th Period (3501 – 5000 hours/65%)	\$14.69	\$15.41	\$16.12
5 th Period (5001 – 6500 hours/75%)	\$16.95	\$17.78	\$18.60
6 th Period (6501 – 8000 hours/85%)	\$19.21	\$20.15	\$21.08

Apprentices - 5 Year Wage Structure

Apprentices placed into the Program
After June 1, 2006

	<u>Effective 6/1/2008</u>	<u>Effective 6/1/2009</u>	<u>Effective 6/1/2010</u>
1 st Period (0 – 1000 hours/50%)	\$11.30	\$11.85	\$12.40
2 nd Period (1001 – 2000 hours/55%)	\$12.43	\$13.04	\$13.64
3 rd Period (2001 – 3500 hours/60%)	\$13.56	\$14.22	\$14.88
4 th Period (3501 – 5000 hours/65%)	\$14.69	\$15.41	\$16.12
5 th Period (5001 – 6500 hours/75%)	\$16.95	\$17.78	\$18.60
6 th Period (6501 – 8000 hours/85%)	\$19.21	\$20.15	\$21.08

Vacation & Holiday - Employer contribution of five percent (5%) of gross payroll with exception of unindentureds, 1st and 2nd period apprentices.

Health & Welfare - Employer contribution as follows:

	Effective <u>6/1/2008</u>
Employer Contribution	\$ 4.85

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

Annuity – Effective 6/1/08, employer contribution of \$4.76 per clock hour with exception of unindentureds, 1st and 2nd period apprentices. Employer contributions of \$2.05 per clock hour for 3rd through 6th period apprentices placed into the Program **after** June 1, 2006

Apprenticeship - Employer contribution of \$.50 per clock hour with exception of unindentureds, 1st and 2nd period apprentices.

Administrative Maintenance Fund (AMF) - Employer contribution of \$.10 per clock hour.

National Labor Management Cooperative Committee (NLMCC) – Employer contribution of \$.01 per clock hour.

NEBF - Employer contribution of 3% of gross payroll.

Dakotas 401(k) Plan – Effective 1/1/2003, participation in Dakotas 401(k) Plan will be permitted.

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 - With notice to Union at the start of the project, a work-week of four (4) consecutive ten (10) hour days between 8:00 A.M. and 6:30 P.M. Monday through Thursday only with 1/2 hour for lunch may be worked. Friday may be used as a make-up day.

OVERTIME - All work after regular work day and Saturday - one and one-half times (1.5X). Sundays and Holidays - double time (2X).

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.

FOREMAN REQUIREMENT - 5 Journeymen - 1 Foreman. A Foreman cannot supervise more than 8 men, excluding apprentices.

GENERAL FOREMAN - 8 or more men on the job - 1 General Foreman. After three (3) Foreman are required on a job, a General Foreman shall supervise foreman only. One General Foreman cannot supervise over three crews.

HAZARDOUS EMPLOYMENT - Working over 75 feet - double time.
440 volts and over - 2 journeymen.

BONDING - 0-3 employees - \$10,000 bond, to be filed with the Local Union
4-10 employees - \$30,000
11-30 employees - \$90,000
31-50 employees - \$150,000
51+ employees - \$300,000

APPRENTICE RATIO – One to One (1:1) Apprentice Ratio.

SHIFT WORK – Optional Standard Shift Clause

REFERRAL PROCEDURE - Standard Referral Procedure.

BUSINESS MANAGER

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CHAPTER MANAGER

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Revised 05/12/08. 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.