

INSIDE AGREEMENT WAGE PACKAGE

IBEW LU 145 MOLINE, ILLINOIS

EFFECTIVE JUNE 1, 2020

| | <u>BASE WAGE</u> | <u>H & W PER HOUR</u> | <u>ANNUITY PER HOUR</u> | <u>PENSION 5%</u> | <u>PENSION PER HOUR</u> | <u>NEBF 3%</u> | <u>LMCC PER HOUR</u> | <u>JATC PER HOUR</u> | <u>ILLOWA PER HOUR</u> | <u>ADMIN FUND 0.60%</u> | <u>NECA 0.50%</u> | <u>TOTAL</u> |
|----------------------------------|----------------------|-------------------------------|-----------------------------|-----------------------|-----------------------------|--------------------|--------------------------|--------------------------|----------------------------|---------------------------------|-----------------------|--------------|
| <u>STRAIGHT TIME:</u> | | | | | | | | | | | | |
| JOURNEYMAN | \$36.30 | \$9.24 | \$4.72 | \$1.82 | \$6.79 | \$1.09 | \$0.11 | \$0.43 | \$0.04 | \$0.22 | \$0.18 | \$60.94 |
| CABLE-SPLICER | \$37.30 | \$9.24 | \$4.72 | \$1.87 | \$6.79 | \$1.12 | \$0.11 | \$0.43 | \$0.04 | \$0.22 | \$0.19 | \$62.03 |
| FOREMAN | \$38.30 | \$9.24 | \$4.72 | \$1.92 | \$6.79 | \$1.15 | \$0.11 | \$0.43 | \$0.04 | \$0.23 | \$0.19 | \$63.12 |
| GEN. FOREMAN | \$40.30 | \$9.24 | \$4.72 | \$2.02 | \$6.79 | \$1.21 | \$0.11 | \$0.43 | \$0.04 | \$0.24 | \$0.20 | \$65.30 |
| <u>TIME AND ONE-HALF:</u> | | | | | | | | | | | | |
| JOURNEYMAN | \$54.45 | \$9.24 | \$4.72 | \$2.72 | \$6.79 | \$1.63 | \$0.11 | \$0.43 | \$0.04 | \$0.33 | \$0.27 | \$80.73 |
| CABLE-SPLICER | \$55.95 | \$9.24 | \$4.72 | \$2.80 | \$6.79 | \$1.68 | \$0.11 | \$0.43 | \$0.04 | \$0.34 | \$0.28 | \$82.38 |
| FOREMAN | \$57.45 | \$9.24 | \$4.72 | \$2.87 | \$6.79 | \$1.72 | \$0.11 | \$0.43 | \$0.04 | \$0.34 | \$0.29 | \$84.00 |
| GEN. FOREMAN | \$60.45 | \$9.24 | \$4.72 | \$3.02 | \$6.79 | \$1.81 | \$0.11 | \$0.43 | \$0.04 | \$0.36 | \$0.30 | \$87.27 |
| <u>DOUBLE TIME:</u> | | | | | | | | | | | | |
| JOURNEYMAN | \$72.60 | \$9.24 | \$4.72 | \$3.63 | \$6.79 | \$2.18 | \$0.11 | \$0.43 | \$0.04 | \$0.44 | \$0.36 | \$100.54 |
| CABLE-SPLICER | \$74.60 | \$9.24 | \$4.72 | \$3.73 | \$6.79 | \$2.24 | \$0.11 | \$0.43 | \$0.04 | \$0.45 | \$0.37 | \$102.72 |
| FOREMAN | \$76.60 | \$9.24 | \$4.72 | \$3.83 | \$6.79 | \$2.30 | \$0.11 | \$0.43 | \$0.04 | \$0.46 | \$0.38 | \$104.90 |
| GEN. FOREMAN | \$80.60 | \$9.24 | \$4.72 | \$4.03 | \$6.79 | \$2.42 | \$0.11 | \$0.43 | \$0.04 | \$0.48 | \$0.40 | \$109.26 |

SHIFT RATES
INSIDE AGREEMENT WAGE PACKAGE
IBEW LU 145 MOLINE, ILLINOIS
EFFECTIVE JUNE 1, 2020

| | <u>BASE WAGE</u> | <u>H & W PER HOUR</u> | <u>ANNUITY PER HOUR</u> | <u>PENSION 5% PER HOUR</u> | <u>PENSION PER HOUR</u> | <u>NEBF 3% PER HOUR</u> | <u>LMCC PER HOUR</u> | <u>JATC PER HOUR</u> | <u>ILLOWA PER HOUR</u> | <u>ADMIN FUND 0.60%</u> | <u>NECA 0.50%</u> | <u>TOTAL</u> |
|---|----------------------|-------------------------------|-----------------------------|------------------------------------|-----------------------------|---------------------------------|--------------------------|--------------------------|----------------------------|---------------------------------|-----------------------|--------------|
| <u>1ST SHIFT (8:00A.M. - 4:30P.M.):</u> | | | | | | | | | | | | |
| JOURNEYMAN | \$36.30 | \$9.24 | \$4.72 | \$1.82 | \$6.79 | \$1.09 | \$0.11 | \$0.43 | \$0.04 | \$0.22 | \$0.18 | \$60.94 |
| CABLE-SPLICER | \$37.30 | \$9.24 | \$4.72 | \$1.87 | \$6.79 | \$1.12 | \$0.11 | \$0.43 | \$0.04 | \$0.22 | \$0.19 | \$62.03 |
| FOREMAN | \$38.30 | \$9.24 | \$4.72 | \$1.92 | \$6.79 | \$1.15 | \$0.11 | \$0.43 | \$0.04 | \$0.23 | \$0.19 | \$63.12 |
| GEN. FOREMAN | \$40.30 | \$9.24 | \$4.72 | \$2.02 | \$6.79 | \$1.21 | \$0.11 | \$0.43 | \$0.04 | \$0.24 | \$0.20 | \$65.30 |
| <u>2ND SHIFT (4:30P.M. - 1:00A.M.):</u> | | | | | | | | | | | | |
| JOURNEYMAN | \$39.20 | \$9.24 | \$4.72 | \$1.96 | \$6.79 | \$1.18 | \$0.11 | \$0.43 | \$0.04 | \$0.24 | \$0.20 | \$64.11 |
| CABLE-SPLICER | \$40.28 | \$9.24 | \$4.72 | \$2.01 | \$6.79 | \$1.21 | \$0.11 | \$0.43 | \$0.04 | \$0.24 | \$0.20 | \$65.27 |
| FOREMAN | \$41.36 | \$9.24 | \$4.72 | \$2.07 | \$6.79 | \$1.24 | \$0.11 | \$0.43 | \$0.04 | \$0.25 | \$0.21 | \$66.46 |
| GEN. FOREMAN | \$43.52 | \$9.24 | \$4.72 | \$2.18 | \$6.79 | \$1.31 | \$0.11 | \$0.43 | \$0.04 | \$0.26 | \$0.22 | \$68.82 |
| <u>3RD SHIFT (12:30A.M. - 9:00A.M.):</u> | | | | | | | | | | | | |
| JOURNEYMAN | \$41.75 | \$9.24 | \$4.72 | \$2.09 | \$6.79 | \$1.25 | \$0.11 | \$0.43 | \$0.04 | \$0.25 | \$0.21 | \$66.88 |
| CABLE-SPLICER | \$42.90 | \$9.24 | \$4.72 | \$2.15 | \$6.79 | \$1.29 | \$0.11 | \$0.43 | \$0.04 | \$0.26 | \$0.21 | \$68.14 |
| FOREMAN | \$44.05 | \$9.24 | \$4.72 | \$2.20 | \$6.79 | \$1.32 | \$0.11 | \$0.43 | \$0.04 | \$0.26 | \$0.22 | \$69.38 |
| GEN. FOREMAN | \$46.35 | \$9.24 | \$4.72 | \$2.32 | \$6.79 | \$1.39 | \$0.11 | \$0.43 | \$0.04 | \$0.28 | \$0.23 | \$71.90 |

**APPRENTICE
INSIDE AGREEMENT WAGE PACKAGE
IBEW LU 145 MOLINE, ILLINOIS
EFFECTIVE JUNE 1, 2020**

| | | <u>BASE</u> <u>WAGE</u> | <u>H & W</u> <u>PER HOUR</u> | <u>ANNUITY</u> <u>PER HOUR</u> | <u>PENSION</u> <u>5%</u> | <u>PENSION</u> <u>PER HOUR</u> | <u>NEBF</u> <u>3%</u> | <u>LMCC</u> <u>PER HOUR</u> | <u>JATC</u> <u>PER HOUR</u> | <u>ILLOWA</u> <u>PER HOUR</u> | <u>ADMIN</u> <u>FUND</u> <u>0.60%</u> | <u>NECA</u> <u>0.50%</u> | <u>TOTAL</u> |
|----------------------------------|--------------|----------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------------|--------------------------|--------------------------------|--------------------------------|----------------------------------|---|-----------------------------|--------------|
| <u>STRAIGHT TIME:</u> | | | | | | | | | | | | | |
| 40% | UNINDENTURED | \$14.52 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.44 | \$0.00 | \$0.43 | \$0.00 | \$0.09 | \$0.07 | \$24.79 |
| 40% | 1ST PERIOD | \$14.52 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.44 | \$0.00 | \$0.43 | \$0.04 | \$0.09 | \$0.07 | \$24.83 |
| 45% | 2ND PERIOD | \$16.34 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.49 | \$0.00 | \$0.43 | \$0.04 | \$0.10 | \$0.08 | \$26.72 |
| 50% | 3RD PERIOD | \$18.15 | \$9.24 | \$2.36 | \$0.91 | \$3.40 | \$0.54 | \$0.11 | \$0.43 | \$0.04 | \$0.11 | \$0.09 | \$35.38 |
| 60% | 4TH PERIOD | \$21.78 | \$9.24 | \$2.83 | \$1.09 | \$4.07 | \$0.65 | \$0.11 | \$0.43 | \$0.04 | \$0.13 | \$0.11 | \$40.48 |
| 70% | 5TH PERIOD | \$25.41 | \$9.24 | \$3.30 | \$1.27 | \$4.75 | \$0.76 | \$0.11 | \$0.43 | \$0.04 | \$0.15 | \$0.13 | \$45.59 |
| 80% | 6TH PERIOD | \$29.04 | \$9.24 | \$3.78 | \$1.45 | \$5.43 | \$0.87 | \$0.11 | \$0.43 | \$0.04 | \$0.17 | \$0.15 | \$50.71 |
| <u>TIME AND ONE-HALF:</u> | | | | | | | | | | | | | |
| 40% | UNINDENTURED | \$21.78 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.65 | \$0.00 | \$0.43 | \$0.00 | \$0.13 | \$0.11 | \$32.34 |
| 40% | 1ST PERIOD | \$21.78 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.65 | \$0.00 | \$0.43 | \$0.04 | \$0.13 | \$0.11 | \$32.38 |
| 45% | 2ND PERIOD | \$24.51 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.74 | \$0.00 | \$0.43 | \$0.04 | \$0.15 | \$0.12 | \$35.23 |
| 50% | 3RD PERIOD | \$27.23 | \$9.24 | \$2.36 | \$1.36 | \$3.40 | \$0.82 | \$0.11 | \$0.43 | \$0.04 | \$0.16 | \$0.14 | \$45.29 |
| 60% | 4TH PERIOD | \$32.67 | \$9.24 | \$2.83 | \$1.63 | \$4.07 | \$0.98 | \$0.11 | \$0.43 | \$0.04 | \$0.20 | \$0.16 | \$52.36 |
| 70% | 5TH PERIOD | \$38.12 | \$9.24 | \$3.30 | \$1.91 | \$4.75 | \$1.14 | \$0.11 | \$0.43 | \$0.04 | \$0.23 | \$0.19 | \$59.46 |
| 80% | 6TH PERIOD | \$43.56 | \$9.24 | \$3.78 | \$2.18 | \$5.43 | \$1.31 | \$0.11 | \$0.43 | \$0.04 | \$0.26 | \$0.22 | \$66.56 |
| <u>DOUBLE TIME:</u> | | | | | | | | | | | | | |
| 40% | UNINDENTURED | \$29.04 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.87 | \$0.00 | \$0.43 | \$0.00 | \$0.17 | \$0.15 | \$39.90 |
| 40% | 1ST PERIOD | \$29.04 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.87 | \$0.00 | \$0.43 | \$0.04 | \$0.17 | \$0.15 | \$39.94 |
| 45% | 2ND PERIOD | \$32.68 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.98 | \$0.00 | \$0.43 | \$0.04 | \$0.20 | \$0.16 | \$43.73 |
| 50% | 3RD PERIOD | \$36.30 | \$9.24 | \$2.36 | \$1.82 | \$3.40 | \$1.09 | \$0.11 | \$0.43 | \$0.04 | \$0.22 | \$0.18 | \$55.19 |
| 60% | 4TH PERIOD | \$43.56 | \$9.24 | \$2.83 | \$2.18 | \$4.07 | \$1.31 | \$0.11 | \$0.43 | \$0.04 | \$0.26 | \$0.22 | \$64.25 |
| 70% | 5TH PERIOD | \$50.82 | \$9.24 | \$3.30 | \$2.54 | \$4.75 | \$1.52 | \$0.11 | \$0.43 | \$0.04 | \$0.30 | \$0.25 | \$73.30 |
| 80% | 6TH PERIOD | \$58.08 | \$9.24 | \$3.78 | \$2.90 | \$5.43 | \$1.74 | \$0.11 | \$0.43 | \$0.04 | \$0.35 | \$0.29 | \$82.39 |

**APPRENTICE - SHIFT RATES
INSIDE AGREEMENT WAGE PACKAGE
IBEW LU 145 MOLINE, ILLINOIS
EFFECTIVE JUNE 1, 2020**

| | | <u>BASE</u> <u>WAGE</u> | <u>H & W</u> <u>PER HOUR</u> | <u>ANNUITY</u> <u>PER HOUR</u> | <u>PENSION</u> <u>5%</u> | <u>PENSION</u> <u>PER HOUR</u> | <u>NEBF</u> <u>3%</u> | <u>LMCC</u> <u>PER HOUR</u> | <u>JATC</u> <u>PER HOUR</u> | <u>ILLOWA</u> <u>PER HOUR</u> | <u>ADMIN</u> <u>FUND</u> <u>0.60%</u> | <u>NECA</u> <u>0.50%</u> | <u>TOTAL</u> |
|--|--------------|----------------------------|-------------------------------------|-----------------------------------|-----------------------------|-----------------------------------|--------------------------|--------------------------------|--------------------------------|----------------------------------|---|-----------------------------|--------------|
| <u>1ST SHIFT (8:00A.M. - 4:30P.M.)</u> | | | | | | | | | | | | | |
| 40% | UNINDENTURED | \$14.52 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.44 | \$0.00 | \$0.43 | \$0.00 | \$0.09 | \$0.07 | \$24.79 |
| 40% | 1ST PERIOD | \$14.52 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.44 | \$0.00 | \$0.43 | \$0.04 | \$0.09 | \$0.07 | \$24.83 |
| 45% | 2ND PERIOD | \$16.34 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.49 | \$0.00 | \$0.43 | \$0.04 | \$0.10 | \$0.08 | \$26.72 |
| 50% | 3RD PERIOD | \$18.15 | \$9.24 | \$2.36 | \$0.91 | \$3.40 | \$0.54 | \$0.11 | \$0.43 | \$0.04 | \$0.11 | \$0.09 | \$35.38 |
| 60% | 4TH PERIOD | \$21.78 | \$9.24 | \$2.83 | \$1.09 | \$4.07 | \$0.65 | \$0.11 | \$0.43 | \$0.04 | \$0.13 | \$0.11 | \$40.48 |
| 70% | 5TH PERIOD | \$25.41 | \$9.24 | \$3.30 | \$1.27 | \$4.75 | \$0.76 | \$0.11 | \$0.43 | \$0.04 | \$0.15 | \$0.13 | \$45.59 |
| 80% | 6TH PERIOD | \$29.04 | \$9.24 | \$3.78 | \$1.45 | \$5.43 | \$0.87 | \$0.11 | \$0.43 | \$0.04 | \$0.17 | \$0.15 | \$50.71 |
| <u>2ND SHIFT (4:30P.M. - 1:00A.M.)</u> | | | | | | | | | | | | | |
| 40% | UNINDENTURED | \$15.68 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.47 | \$0.00 | \$0.43 | \$0.00 | \$0.09 | \$0.08 | \$25.99 |
| 40% | 1ST PERIOD | \$15.68 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.47 | \$0.00 | \$0.43 | \$0.04 | \$0.09 | \$0.08 | \$26.03 |
| 45% | 2ND PERIOD | \$17.65 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.53 | \$0.00 | \$0.43 | \$0.04 | \$0.11 | \$0.09 | \$28.09 |
| 50% | 3RD PERIOD | \$19.60 | \$9.24 | \$2.36 | \$0.98 | \$3.40 | \$0.59 | \$0.11 | \$0.43 | \$0.04 | \$0.12 | \$0.10 | \$36.97 |
| 60% | 4TH PERIOD | \$23.52 | \$9.24 | \$2.83 | \$1.18 | \$4.07 | \$0.71 | \$0.11 | \$0.43 | \$0.04 | \$0.14 | \$0.12 | \$42.39 |
| 70% | 5TH PERIOD | \$27.44 | \$9.24 | \$3.30 | \$1.37 | \$4.75 | \$0.82 | \$0.11 | \$0.43 | \$0.04 | \$0.16 | \$0.14 | \$47.80 |
| 80% | 6TH PERIOD | \$31.36 | \$9.24 | \$3.78 | \$1.57 | \$5.43 | \$0.94 | \$0.11 | \$0.43 | \$0.04 | \$0.19 | \$0.16 | \$53.25 |
| <u>3RD SHIFT (12:30A.M. - 9:00A.M.)</u> | | | | | | | | | | | | | |
| 40% | UNINDENTURED | \$16.70 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.50 | \$0.00 | \$0.43 | \$0.00 | \$0.10 | \$0.08 | \$27.05 |
| 40% | 1ST PERIOD | \$16.70 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.50 | \$0.00 | \$0.43 | \$0.04 | \$0.10 | \$0.08 | \$27.09 |
| 45% | 2ND PERIOD | \$18.79 | \$9.24 | \$0.00 | \$0.00 | \$0.00 | \$0.56 | \$0.00 | \$0.43 | \$0.04 | \$0.11 | \$0.09 | \$29.26 |
| 50% | 3RD PERIOD | \$20.87 | \$9.24 | \$2.36 | \$1.04 | \$3.40 | \$0.63 | \$0.11 | \$0.43 | \$0.04 | \$0.13 | \$0.10 | \$38.35 |
| 60% | 4TH PERIOD | \$25.05 | \$9.24 | \$2.83 | \$1.25 | \$4.07 | \$0.75 | \$0.11 | \$0.43 | \$0.04 | \$0.15 | \$0.13 | \$44.05 |
| 70% | 5TH PERIOD | \$29.22 | \$9.24 | \$3.30 | \$1.46 | \$4.75 | \$0.88 | \$0.11 | \$0.43 | \$0.04 | \$0.18 | \$0.15 | \$49.76 |
| 80% | 6TH PERIOD | \$33.40 | \$9.24 | \$3.78 | \$1.67 | \$5.43 | \$1.00 | \$0.11 | \$0.43 | \$0.04 | \$0.20 | \$0.17 | \$55.47 |

**CONSTRUCTION WIREMAN / CONSTRUCTION ELECTRICIAN
WAGE RATES & BENEFITS
QUAD CITIES CHAPTER, NECA - IBEW L.U. #145
EFFECTIVE JUNE 1, 2020**

| | | <u>BASE WAGE</u> | <u>H & W PER HOUR</u> | <u>* ANNUITY PER HOUR</u> | <u>NEBF 3%</u> | <u>LMCC PER HOUR</u> | <u>JATC PER HOUR</u> | <u>ADMIN FUND 0.60%</u> | <u>NECA 0.50%</u> | <u>TOTAL</u> |
|---|-----|---------------------------------|-------------------------------|-------------------------------|--------------------|--------------------------|--------------------------|-----------------------------|-----------------------|--------------|
| <u>CONSTRUCTION WIREMAN:</u> | | | | | | | | | | |
| % OF JW RATE | | | | | | | | | | |
| LEVEL 1 | 40% | \$14.52 | \$9.24 | \$4.72 | \$0.44 | \$0.11 | \$0.43 | \$0.09 | \$0.07 | \$29.62 |
| LEVEL 2 | 50% | \$18.15 | \$9.24 | \$4.72 | \$0.54 | \$0.11 | \$0.43 | \$0.11 | \$0.09 | \$33.39 |
| LEVEL 3 | 55% | \$19.97 | \$9.24 | \$4.72 | \$0.60 | \$0.11 | \$0.43 | \$0.12 | \$0.10 | \$35.29 |
| LEVEL 4 | 60% | \$21.78 | \$9.24 | \$4.72 | \$0.65 | \$0.11 | \$0.43 | \$0.13 | \$0.11 | \$37.17 |
| LEVEL 5 | 65% | \$23.60 | \$9.24 | \$4.72 | \$0.71 | \$0.11 | \$0.43 | \$0.14 | \$0.12 | \$39.07 |
| <u>CONSTRUCTION ELECTRICIAN:</u> | | | | | | | | | | |
| LEVEL 6 | 70% | \$25.41 | \$9.24 | \$4.72 | \$0.76 | \$0.11 | \$0.43 | \$0.15 | \$0.13 | \$40.95 |
| LEVEL 7 | 75% | \$27.23 | \$9.24 | \$4.72 | \$0.82 | \$0.11 | \$0.43 | \$0.16 | \$0.14 | \$42.85 |
| LEVEL 8 | 80% | \$29.04 | \$9.24 | \$4.72 | \$0.87 | \$0.11 | \$0.43 | \$0.17 | \$0.15 | \$44.73 |
| | | <u>TIME AND ONE-HALF</u> | | | | | | | | |
| <u>CONSTRUCTION WIREMAN:</u> | | | | | | | | | | |
| LEVEL 1 | 40% | \$21.78 | \$9.24 | \$4.72 | \$0.65 | \$0.11 | \$0.43 | \$0.13 | \$0.11 | \$37.17 |
| LEVEL 2 | 50% | \$27.23 | \$9.24 | \$4.72 | \$0.82 | \$0.11 | \$0.43 | \$0.16 | \$0.14 | \$42.85 |
| LEVEL 3 | 55% | \$29.96 | \$9.24 | \$4.72 | \$0.90 | \$0.11 | \$0.43 | \$0.18 | \$0.15 | \$45.69 |
| LEVEL 4 | 60% | \$32.67 | \$9.24 | \$4.72 | \$0.98 | \$0.11 | \$0.43 | \$0.20 | \$0.16 | \$48.51 |
| LEVEL 5 | 65% | \$35.40 | \$9.24 | \$4.72 | \$1.06 | \$0.11 | \$0.43 | \$0.21 | \$0.18 | \$51.35 |
| <u>CONSTRUCTION ELECTRICIAN:</u> | | | | | | | | | | |
| LEVEL 6 | 70% | \$38.12 | \$9.24 | \$4.72 | \$1.14 | \$0.11 | \$0.43 | \$0.23 | \$0.19 | \$54.18 |
| LEVEL 7 | 75% | \$40.85 | \$9.24 | \$4.72 | \$1.23 | \$0.11 | \$0.43 | \$0.25 | \$0.20 | \$57.03 |
| LEVEL 8 | 80% | \$43.56 | \$9.24 | \$4.72 | \$1.31 | \$0.11 | \$0.43 | \$0.26 | \$0.22 | \$59.85 |

* Full annuity to be paid after 1,000 hours have been worked. From 0 - 1,000 hours there is zero annuity contribution.

QUAD CITIES CHAPTER, NECA - LOCAL UNION #145 IBEW
INSIDE AGREEMENT
SHIFT PAY
EFFECTIVE JUNE 1, 2020

| <u>SHIFT</u> | <u>TIMES</u> | <u>HOURLY RATE</u> | <u>OVERTIME RATE</u> |
|--------------|---------------------|--------------------|----------------------|
| First Shift | 8:00 am to 4:30 pm | \$36.30 | \$54.45 |
| Second Shift | 4:30 pm to 1:00 am | \$39.20 | \$58.80 |
| Third Shift | 12:30 am to 9:00 am | \$41.75 | \$62.63 |

RULES AND NOTES

- 1) All shifts are worked a full 8 hours.
- 2) The second and third shifts require a 5 day minimum duration.
- 3) The employer shall be permitted to adjust the starting hours of the shift by up to two (2) hours in order to meet the needs of the customer.
- 4) All overtime is paid at one and on-half (1-1/2) times the "shift" hourly rate.
- 5) There are no shift differentials on weekends. On work that begins after 8:00 am Saturday through the normal first shift starting time on Monday, the appropriate overtime rate in the local agreement shall be paid for actual hours worked. The only exception is that "if the parties agree, the shift week may commence with the third shift at 12:30 am Monday to coordinate the work with the customer's work schedule." Double the straight time rate shall be the maximum compensation for any hour worked.
- 6) A lunch period of thirty (30) minutes shall be allowed on each shift.

QUAD CITIES CHAPTER, NECA - LOCAL UNION #145 IBEW
AREA WAGE REPORT
06/1/2020 TO 05/30/2021

AREA COVERED

Counties in **Iowa** - all of Cedar, Clinton, Jackson, Muscatine and Scott.

Counties in **Illinois** - all of Rock Island, and portions of Carroll, Henry, Jo Daviess, Mercer and Whiteside.

WAGES

| | | | |
|--|---------|------------------------------------|---------|
| Journeyman Rate | \$36.30 | Foreman | \$38.30 |
| Journeyman - Cable Splicer | \$37.30 | General Foreman | \$40.30 |
| <i>Payroll Week: Monday through Sunday</i> | | <i>Payday: Following Wednesday</i> | |

OVERTIME

Monday through Saturday = Time and a half (1-1/2 X)

Sunday and Holidays = Double Time (2 X)

FRINGES

| | | | |
|--|-----------------------|-----------------------------|-----------------|
| <i>Pension</i> | \$6.79 per hour | <i>LMCC</i> | \$0.11 per hour |
| <i>2nd Pension</i> | 5% of gross payroll | <i>Health & Welfare</i> | \$9.24 per hour |
| <i>Admin Fund</i> | 0.6% of gross payroll | <i>Annuity</i> | \$4.72 per hour |
| <i>NEBF</i> | 3% of gross payroll | <i>JATC</i> | \$0.43 per hour |
| | | <i>Illowa</i> | \$0.04 per hour |
| <i>NECA Service Charge (NECA Members Only) 1/2 of 1% (.005) of Gross Payroll</i> | | | |

APPRENTICES

| <u>Period</u> | <u>OJT Hours</u> | <u>% of JW Rate</u> | <u>Period</u> | <u>OJT Hours</u> | <u>% of JW Rate</u> |
|---------------|------------------|---------------------|---------------|------------------|---------------------|
| 1 | 0 - 1000 | 40% | 4 | 3500 - 5000 | 60% |
| 2 | 1000 - 2000 | 45% | 5 | 5000 - 6500 | 70% |
| 3 | 2000 - 3500 | 50% | 6 | 6500 - 8000 | 80% |

Apprentices receive a percentage of the dollar per/hour Pension & Annuity contribution.

SHIFT WORK

8 for 8 on all shifts with 8% premium on 2nd shift and 15% premium on 3rd shift.

BONDING

| | | | |
|-------------------|-------------|-------------------------------|--------------|
| One to Two Men | \$12,097.60 | Eleven to Twenty Men | \$90,732.00 |
| Three to Five Men | \$30,244.00 | Twenty One to Fifty Men | \$211,708.00 |
| Six to Ten Men | \$60,488.00 | Fifty One to Seventy Five Men | \$375,025.60 |

BUSINESS MANAGER

| | | | |
|---------------|--------------------------|-----------------|----------------|
| Cory Bergfeld | 1700 52nd Avenue Suite A | Moline IL 61265 | (309) 736-4239 |
|---------------|--------------------------|-----------------|----------------|

The above is a synopsis of the major working conditions in the local labor agreement and is provided as a source for quick reference, and out of text of the complete agreement. The Quad Cities Chapter, NECA is not responsible for errors, omissions or the general interpretation. For more specific agreement and current contract provisions, contact the NECA office.

PAYMENT SUMMARY
QUAD CITIES CHAPTER, NECA AND LOCAL UNION #145, IBEW JURISDICTION
06/01/2020 TO 05/30/2021

The following explains the fringe benefit payment procedure for the Quad Cities Chapter, N.E.C.A. and Local Union #145, I.B.E.W. jurisdiction. Please note that all payments are due to the appropriate office by the fifteenth (15th) day following the end of each calendar month (i.e. November reports are due in by December 15th). There is a \$50.00 per day penalty for late payments. All monthly reports need to be filed electronically. We do not accept paper monthly payroll reports.

NEBF, ADMINISTRATIVE MAINTENANCE FUND, NECA SERVICE CHARGE & DUES

ALL SIGNATORY CONTRACTORS PAY

NEBF

3% of gross payroll

NECA ADMINISTRATIVE FUND

.6 of 1% (.006) of gross payroll

Please make a separate check payable to NEBF and combine Administrative Fund with funds listed below and mail to the NECA address listed below.

FOR NECA MEMBERS ONLY:

NECA SERVICE CHARGE

½ of 1% (.005) of gross payroll

NECA DUES

\$60.00 per month (PERMANENT MEMBERS ONLY)

Please make a check payable to the Quad Cities Chapter, NECA for the combined NECA Service Charge, NECA Dues and Administrative Fund. Mail this check along with a separate check for the NEBF to:

Quad Cities Chapter, NECA
2435 E Kimberly Rd Suite 15 South
Bettendorf IA 52722

HEALTH & WELFARE, PENSION, ANNUITY, JATC, ILLOWA AND LMCC

NECA-LOCAL #145 HEALTH & WELFARE FUND

\$9.24 per man hour

NECA-LOCAL #145 PENSION PLAN

5% of gross payroll

***NECA-LOCAL #145 PENSION PLAN**

\$6.79 per man hour

***NECA-LOCAL #145 ANNUITY PLAN**

\$4.72 per man hour

***(Apprentices above 2nd period are on a percentage)**

NECA-LOCAL #145 JATC

\$0.43 per man hour

NECA-LOCAL #145 LMCC

\$0.11 per man hour

ILLOWA CONSTRUCTION LMC

\$0.04 per man hour

Please make a **SEPARATE CHECK** for **EACH** of the above funds (combine the pension checks) and mail to:

For ILLOWA:

NECA-IBEW #145 Benefit Funds
PO Box 3631
Rock Island, IL 61204-3631

Illowa Construction LMC
2112 – 53rd Street
Moline, IL 61265

UNION ASSESSMENT, PAC, AND VOLUNTARY SAVINGS ACCOUNT

UNION WORKING DUES

5% of gross payroll

***UNION POLITICAL ACTION FUND**

\$.03 per man hour

***SAVINGS ACCOUNT**

5% or 10% of gross payroll

***(Voluntary Employee Deductions)**

Please make one check payable to Local Union #145 Receiving Fund for the above combined payment and mail to:

Local Union #145 Receiving Fund
1700 52nd Avenue Suite A
Moline, IL 61265

LABOR COST SUMMARY
QUAD CITIES CHAPTER, NECA - L.U. #145 IBEW
EFFECTIVE JUNE 1, 2020

| | <u>JOURNEYMAN</u> | | | <u>APPRENTICES (PERIOD)</u> | | | |
|----------------------------|-------------------|----------------|----------------|-----------------------------|----------------|----------------|----------------|
| | <u>WIREMAN</u> | <u>1ST</u> | <u>2ND</u> | <u>3RD</u> | <u>4TH</u> | <u>5TH</u> | <u>6TH</u> |
| WAGE | \$36.30 | \$14.52 | \$16.34 | \$18.15 | \$21.78 | \$25.41 | \$29.04 |
| HEALTH & WELFARE | \$9.24 | \$9.24 | \$9.24 | \$9.24 | \$9.24 | \$9.24 | \$9.24 |
| ANNUITY | \$4.72 | \$0.00 | \$0.00 | \$2.36 | \$2.83 | \$3.30 | \$3.78 |
| PENSION (5%) | \$1.82 | \$0.00 | \$0.00 | \$0.91 | \$1.09 | \$1.27 | \$1.45 |
| PENSION | \$6.79 | \$0.00 | \$0.00 | \$3.40 | \$4.07 | \$4.75 | \$5.43 |
| NEBF (3%) | \$1.09 | \$0.44 | \$0.49 | \$0.54 | \$0.65 | \$0.76 | \$0.87 |
| JATC | \$0.43 | \$0.43 | \$0.43 | \$0.43 | \$0.43 | \$0.43 | \$0.43 |
| ILLOWA | \$0.04 | \$0.04 | \$0.04 | \$0.04 | \$0.04 | \$0.04 | \$0.04 |
| LMCC | \$0.11 | \$0.00 | \$0.00 | \$0.11 | \$0.11 | \$0.11 | \$0.11 |
| ADMINISTRATIVE FUND | \$0.22 | \$0.09 | \$0.10 | \$0.11 | \$0.13 | \$0.15 | \$0.17 |
| NECA (.50%) | \$0.18 | \$0.07 | \$0.08 | \$0.09 | \$0.11 | \$0.13 | \$0.15 |
| | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> |
| | \$60.94 | \$24.83 | \$26.72 | \$35.38 | \$40.48 | \$45.59 | \$50.71 |
| TAXES AND INSURANCE | | | | | | | |
| FED. UNEMP. (.8%) | \$0.29 | \$0.12 | \$0.13 | \$0.15 | \$0.17 | \$0.20 | \$0.23 |
| SOCIAL SEC. (7.65%) | \$2.78 | \$1.11 | \$1.25 | \$1.39 | \$1.67 | \$1.94 | \$2.22 |
| *STATE UNEMP. (6.5%) | \$2.36 | \$0.94 | \$1.06 | \$1.18 | \$1.42 | \$1.65 | \$1.89 |
| *WORK.COMP.(9%) | \$3.27 | \$1.31 | \$1.47 | \$1.63 | \$1.96 | \$2.29 | \$2.61 |
| *L & D INS.(4%) | \$1.45 | \$0.58 | \$0.65 | \$0.73 | \$0.87 | \$1.02 | \$1.16 |
| | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> | <u>-----</u> |
| | \$10.15 | \$4.06 | \$4.56 | \$5.08 | \$6.09 | \$7.10 | \$8.11 |
| TOTAL/HOUR | \$71.09 | \$28.89 | \$31.28 | \$40.46 | \$46.57 | \$52.69 | \$58.82 |

* THESE COSTS MAY VARY FROM CONTRACTOR TO CONTRACTOR AND ALSO BY STATE.
 THESE FIGURES BASED ON 6.5% STATE UNEMPLOYMENT AND .8% FEDERAL
 UNEMPLOYMENT TAXES.

NOTE: THE ABOVE COSTS DO NOT INCLUDE OVERHEAD AND PROFIT.