



IMPORTANT: Labor Relations Bulletin

IBEW Local 11 Inspectors Agreement

Rates effective February 1, 2021 through July 25, 2021

The **\$1.90** increase effective 2/1/2021 will be allocated as follows: **\$1.25** to wages, **\$0.25** to pension (defined contribution) and health (**\$0.25** to health plan, **\$0.05** to SUB and **\$0.10** to HRA). Accordingly, the wages and fringe benefits for the effective dates above will be:

| | Wage | Employer Contributions | | | | | | | Employee Deductions ^(f) | | | |
|-------------------------|----------|------------------------|------------------------------|-----------------------|----------|---------------------|------------------------------------|----------------------------------|------------------------------------|-----------|----------|--------------|
| | | NEBF ^(b) | Local Pension ^(a) | Health ^(d) | Training | LMCC ^(e) | NEIF ^(c) (NECA only) | CCF ^(c) (Non-NECA) | Training | LMCC | Vacation | Working Dues |
| Foreman (1.126 x jrmn.) | \$ 57.99 | 3% | \$ 14.82 | \$ 13.19 | \$ 0.76 | \$ 0.55 | 1% | 0.5% | \$ (0.55) | \$ (0.25) | (8.5%) | (3.5%) |
| Journeyman | \$ 51.50 | 3% | \$ 14.82 | \$ 13.19 | \$ 0.76 | \$ 0.55 | 1% | 0.5% | \$ (0.55) | \$ (0.25) | (8.5%) | (3.5%) |

- (a) Figure represents combined total for defined contribution and defined benefit plans.
Local Pension is allocated \$9.03 to defined benefit (pension) and \$5.79 to defined contribution (annuity).
- (b) NEBF contribution is an amount equal to 3% of the gross wage.
- (c) NEIF contribution is an amount equal to 1% of gross wage and is paid by NECA members only.
CCF contribution is an amount equal to 0.5% of gross wage and is paid by non-NECA only.
- (d) Includes \$0.70 for SUB program and \$0.55 for HRA.
- (e) Includes \$0.05 for establishment and maintenance of substance abuse program.
- (f) Vacation and working dues deductions are based on percentage of gross.

Future increases:

| Effective Date | To be Allocated | Employer Contribution | Employee Deduction |
|----------------|--------------------------|-----------------------|---------------------|
| 7/26/21 | + \$2.00 | + \$0.05 for training | --- |
| 1/31/22 | + \$2.10 | --- | \$0.05 for training |
| 6/30/22 | Contract expiration date | | |

Additional Information

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = Wage + 31.4% (See Section 3.12 of CBA)

Please note: As of January 27, 2020, the double time rate is paid after 10 hours on weekdays and after 10 hours on Saturday.