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IMPORTANT: Labor Relations Bulletin

# IBEW Local 11

## Intelligent Transportation Systems Agreement

Rates effective July 31, 2017 through January 28, 2018

The **\$1.10** total increase effective 7/31/17 will be allocated as follows: **\$0.65** to wages, **\$0.30** to health (comprised of \$0.25 to HRA \$0.05 to SUB), **\$0.05** to Pension (DC Annuity), **\$0.05** to training and **\$0.05** to LMCC. Additionally, the employee deductions for training and LMCC will increase by \$0.05 each. Accordingly, the wages and fringe benefits for the effective dates above will be:

	Wage	Employer Contributions							Employee Deductions		
		NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training <sup>(e)</sup>	LMCC <sup>(f)</sup>	NEIF <sup>(c)</sup> (NECA only)	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Credit Union Fund
General Foreman (1.252 x jrmn.)	\$ 53.71	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Foreman (1.126 x jrmn.)	\$ 48.31	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeyman	\$ 42.90	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeymen [qualified cable splicers; fiber optic splicers] (1.05 x jrmn.)	\$ 45.05	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Technicians (75% jrmn.)	\$ 32.18	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Apprentices:											
40%	\$ 17.16	3%	\$ 5.73	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
45%	\$ 19.31	3%	\$ 6.44	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
50%	\$ 21.45	3%	\$ 7.16	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
55%	\$ 23.60	3%	\$ 7.88	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
60%	\$ 25.74	3%	\$ 8.59	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
65%	\$ 27.89	3%	\$ 9.31	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
75%	\$ 32.18	3%	\$ 14.32	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
85%	\$ 36.47	3%	\$ 14.32	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)

(a) Apprentice pension benefit is proportionate to percentage in the program, with the following exceptions: 75% and 85% apprentices receive full pension benefit. All other benefits are at the full amount for apprentices. Technicians receive full pension benefit. Local pension is allocated \$9.08 to defined benefit (pension) and \$5.24 to defined contribution (annuity), with apprentice rates adjusted proportionately.

(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 \$0.55 for SUB program and \$0.25 for the HRA.

(e) No **\$0.50** deduction for training on apprentices, employer pays **\$0.76**.

(f) Includes \$0.05 for establishment and maintenance of substance abuse program.

Future increases:		
Effective Date	Management (to wages and/or benefits)	Labor (employee deduction)
1/29/18	+\$1.00 to be allocated	
7/30/18	+\$1.00 to be allocated	
1/28/19	+\$1.00 to be allocated	
6/30/19	Contract expiration date	

### Additional Information

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = Wage + 31.4% (See Section 3.12 of CBA)
- **Foremen/GF rates:** As of 7/27/15, Foreman and GF multipliers are 1.126 and 1.252 times journeyman rate, respectively.

<b>Swing Shift</b>		Employer Contributions							Employee Deductions			
		Wage	NEBF	Local Pension <sup>(a)</sup>	Health <sup>(b)</sup>	Training <sup>(c)</sup>	LMCC <sup>(d)</sup>	NEIF (NECA only)	CCF (Non-NECA only)	Training <sup>(c)</sup>	LMCC	Credit Union Fund
General Foreman (1.252 x jrmn.)		\$ 63.00	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Foreman (1.126 x jrmn.)		\$ 56.67	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeyman		\$ 50.32	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeymen [qualified cable splicers; fiber optic splicers] (1.05 x jrmn.)		\$ 52.84	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Technicians (75% jrmn.)		\$ 37.75	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Apprentices:												
40%		\$ 20.13	3%	\$ 5.73	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
45%		\$ 22.65	3%	\$ 6.44	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
50%		\$ 25.16	3%	\$ 7.16	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
55%		\$ 27.68	3%	\$ 7.88	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
60%		\$ 30.19	3%	\$ 8.59	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
65%		\$ 32.71	3%	\$ 9.31	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
75%		\$ 37.75	3%	\$ 14.32	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
85%		\$ 42.78	3%	\$ 14.32	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)

<b>Graveyard Shift</b>		Employer Contributions							Employee Deductions			
		Wage	NEBF	Local Pension <sup>(a)</sup>	Health <sup>(b)</sup>	Training <sup>(c)</sup>	LMCC <sup>(d)</sup>	NEIF (NECA only)	CCF (Non-NECA only)	Training <sup>(c)</sup>	LMCC	Credit Union Fund
General Foreman (1.252 x jrmn.)		\$ 70.57	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Foreman (1.126 x jrmn.)		\$ 63.48	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeyman		\$ 56.37	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeymen [qualified cable splicers; fiber optic splicers] (1.05 x jrmn.)		\$ 59.20	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Technicians (75% jrmn.)		\$ 42.28	3%	\$ 14.32	\$ 12.29	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Apprentices:												
40%		\$ 22.55	3%	\$ 5.73	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
45%		\$ 25.37	3%	\$ 6.44	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
50%		\$ 28.19	3%	\$ 7.16	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
55%		\$ 31.01	3%	\$ 7.88	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
60%		\$ 33.82	3%	\$ 8.59	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
65%		\$ 36.65	3%	\$ 9.31	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
75%		\$ 42.28	3%	\$ 14.32	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)
85%		\$ 47.92	3%	\$ 14.32	\$ 12.29	\$ 0.76	\$ 0.50	1%	0.5%	\$ -	\$ (0.25)	(12%)

**Information regarding shifts:**

1. Working a day shift only is not considered a "shift" under the terms of the agreement.
2. The day shift is the first shift, the swing shift is the second shift and the graveyard shift is the third shift. Thus, the regular work week begins Monday morning with the first shift and ends Saturday morning with the third shift. The graveyard shift for Friday ends on Saturday morning, therefore Saturday's overtime rate does not apply. This is also true for shifts that end on Sundays and holidays.
3. One (1) employee constitutes the establishment of a "shift."
4. Where shifts are worked overtime, after the regular shift the applicable overtime rate (1½ times up to 12 hours worked) shall apply in the addition to the designated shift differential pay. However, the shift differential is not paid on overtime days -- which includes Saturdays, Sundays, holidays and overtime days on approved four ten-hour day workweeks. Double the straight time rate of pay is the maximum amount paid for any work.
5. Shifts must be a minimum of five (5) days duration, which may include Saturday, Sunday and holidays. (This requirement applies to the scheduling and performance of work, not the uninterrupted presence of a particular individual or individuals on the job.)
6. Either the swing or graveyard shifts may be worked alone without the requirement of a day shift.
7. Where an employee does not complete a full shift due to his own choice, he will be paid for actual hours worked. Where it is the choice of the employer, the "4-8 Rule" as shown in Article III, Section 3.17, will apply in addition to the shift differential.
8. While the shift must last for a minimum of five days duration, it is not necessary for each employee to work the five days in order to fall under the shift work provisions of the agreement.
9. Per Section 3.12 of the agreement, the shift rate of pay is determined by the start time of the shift (see chart below).

<b>First Shift (Day Shift):</b> Start time between 5:00 AM and 9:30 AM (Straight Time Rate)
<b>Second Shift (Swing):</b> Start time between 9:31 AM and 8:00 PM (Straight Time Rate +17.3% )
<b>Third Shift (Graveyard):</b> Start time between 8:01 PM and 4:59 AM (Straight Time Rate +31.4% )