

Wage Package for Construction Wireman

– Effective June 1, 2014

CE/CW PROGRAM

It is agreed by both parties, IBEW Local 584 and the Employers, that the CE/CW Program and the CE/CW working ratio will be aggressively pursued.

The CE/CW classifications are as follows:

6/1/14

Construction Wireman Level 1 (Probation)	\$13.27
Construction Wireman Level 1	\$13.27
Construction Wireman Level 2	\$14.59
Construction Wireman Level 3	\$15.92
Construction Wireman Level 4	\$17.24
Construction Electrician Level 1	\$18.57
Construction Electrician Level 2	\$21.22
Construction Electrician Level 3	\$23.88

OTHER CONDITIONS

All grievances or disputes related to the administration of the Collective Bargaining Agreement shall be handled in accordance with the Inside Collective Bargaining Agreement.

Construction Electricians shall be required to possess the following tools:

- * 1 pair 9-inch High Leverage side Cutters
- * 2 pair 10-inch Pump pliers (channel locks)
- * 1 Phillips-tip screw driver
- * 1 Round-shank flat tip screwdriver

- * 1 Square-shank flat tip screwdriver
- * 1 Electricians knife
- * 1 Electricians folding rule
- * 1 Tool pouch (or equivalent)
- * 1 Wire stripper

BENEFITS

CLASSIFICATION		NEBF	H&W	Annuity	Pension <u>6/1/14</u>
Construction Wireman Level 1 (Pro.)		3%	None	None	\$0.00
Construction Wireman Level 1	3%	\$1.50	None	\$0.00	
Construction Wireman Level 2	3%	\$1.50	None	\$0.00	
Construction Wireman Level 3	3%	\$1.50	4.0%	\$3.70	
Construction Wireman Level 4	3%	\$2.50	4.0%	\$3.70	
Construction Electrician Level 1	3%	\$4.70	4.0%	\$3.70	
Construction Electrician Level 2	3%	\$4.70	4.0%	\$3.70	
Construction Electrician Level 3	3%	\$4.70	4.0%	\$3.70	

EMPLOYER CONTRIBUTIONS

Contributions shall be paid on all levels of CE/CW as stated in the Inside Collective Bargaining Agreement for the following funds: JATC, NLMCC, Local LMCC, and the RAM Fund.

NEBF shall be the only Fringe Benefit payable to individuals classified as Construction Wiremen during their first 1,000 hours of employment (probationary period).

HEALTH CARE

For all Construction Wiremen, after 1,000 hours of employment, the Employer shall forward \$1.50 per hour worked, in accordance with the Inside Agreement and Sub-Plan B-1 of Southwest Health and Benefit Fund. Upon achieving the classification of Construction Wireman-Level 4, the Employer shall forward \$2.50 per hour worked, in accordance with the Inside Agreement and Sub-Plan B-2 of Southwest Health and Benefit Fund. For all Construction Electricians, the contribution rate shall be \$4.70 per hour worked.

PENSION

For Construction Wiremen achieving the classification of Level Three and Level Four, the Employer shall forward the amount set forth in the Inside Agreement for the Local Union Supplemental Pension Trust Fund.

IBEW Pension Benefit Fund (PBF)

The Pension Benefit Fund is secured by Article XI of the International Constitution. This pension pays \$4.50 per month for each full year of continuous membership. Any member more than 62 years of age and who has more than 20 years of continuous good standing may apply for early retirement options. A 6.66% reduction in benefits will be assessed for each year under the age 65. There is a reduced spousal benefit option that is calculated to pay 50% of the benefit to a surviving spouse. There is also