



International Brotherhood of Electrical Workers

LOCAL UNION NO. 1186 • Affiliated with AFL-CIO

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August 11, 2020

The 2020 negotiations for the Inside/Outside Agreements have been accepted for a term of one (1) year. The Inside/Outside Agreement effective August 23, 2020 at 12:01am and shall remain in effect until August 21, 2021.

Changes to the Agreement – No language change. Wage and Benefit Package total is \$81.33 which is \$1.32 more than the current. *All previous percentages for Annuity, SUB, and Vacation & Holiday put back to original.

Article 3C Wages and Contributions

Section 3.44. Wages Rates. The rates for the following classifications shall be as follows:

	<u>08/23/20</u>
General Foreman (120% of Journeyman Rate)	\$61.86
Foreman (112% of Journeyman Rate)	\$57.74
Cable Splicer (110% Journeyman Rate)	\$56.71
Lead Man/Estimator (105% Journeyman Rate)	\$54.13
Journeyman Wireman/ Journeyman Lineman	\$51.55
Heavy Equipment Operator (90% of Journeyman Rate)	\$46.40
Groundman/Truck Driver (75% of Journeyman Rate)	\$38.66

Section 3.45. Contribution to Trust Funds.

- (a) **Employee Fringe Benefits.** The Contributions by the Employer to each of the Funds for each compensable hour worked by each employee in the foregoing classifications, except for apprentices.

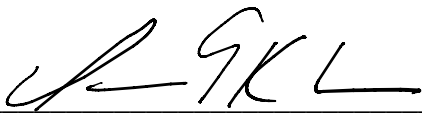
Effective
08/23/20

Health & Welfare	\$6.90
Pension	\$6.25
Training	\$0.65
Vacation & Holiday*	11.6%
Annuity*	12.0%
SUB*	4.0%
NEBF	3.0%
HEMEP	\$0.20
HEMEP (Political)	\$0.00

(d) Apprentice Benefits. Pension Contributions

Effective
8/23/20

3 rd Step	\$2.81
4 th Step	\$3.13
5 th Step	\$3.44
6 th Step	\$3.75
7 th Step	\$4.06
8 th Step	\$4.38
9 th Step	\$5.00
10 th Step	\$5.63



Damien T.K. Kim
Business Manager/Financial Secretary