

LABOR COST SHEET

Southern Colorado Chapter, NECA
1070 S. 8th St/PO Box 61000
Colorado Springs CO 80960
719-636-3901/636-3903 Fax

Local Union 113, IBEW
2150 Naegle Road
Colorado Springs CO 80904
719-633-3872/633-2553 Fax

Agreement date from June 1, 2018 through May 31, 2022

INSIDE AGREEMENT:	6-1-18	6-1-19	2-1-20	6-1-20	6-1-21
Journeyman Wireman	31.80	32.60	32.35	33.25	Wage only opener
Foreman 15%	36.57	37.49	37.20	38.24	
G. Foreman 20%	38.16	39.12	38.82	39.90	
Health and Welfare	6.70	6.90	7.40	7.40	
Local Pension	4.50	4.50	4.50	4.50	
Annuity Plan	3.00	3.00	3.00	3.00	
Apprentice Contrib.	.60	.60	.60	.60	
NLMCC	.01	.01	.01	.01	
Personal Care Acct (PCA)	.15	.25	.25	.25	
NEBF	3.0% of Gross Wages of <u>ALL</u> reported				
NECA	1.2% of Gross Wages of <u>ALL</u> reported				
ADMIN FUND	.6% of Gross Wages of <u>ALL</u> reported				

Union Assessment 5.0% Deduct from Employee
 Vacation (Voluntary) 6.0% Deduct from Employee
 Voluntary Annuity \$.50 cent increments (up to \$8.00 per hour max) Deduct

RESIDENTIAL SCALE & BENEFITS: same as 3rd year/5th Period apprentice pay & benefit rates.

OVERTIME: Overtime shall be at the rate of time and one half for all work performed outside regular working hours, Monday through Friday, and 8 hours on Saturday. Double the straight time rate of pay will apply to all work performed after 8 hours on Saturday, Sunday, and holidays.

ZONE RATES: Zone pay figures based off straight time journeyman rate for all classifications. Additional per hour allowance to be added to workman's *current rate of pay*.

El Paso County	Free Zone – Per MOU	6-1-18	6-1-19	2-1-20	6-1-20
26-50 miles	+ 10% of current JW rate	+\$3.18 hr.	3.26	3.24	3.33
51-75 miles	+ 15% of current JW rate	+\$4.77 hr.	4.89	4.85	4.99
76 →	+ 20% of current JW rate	+\$6.36 hr.	6.52	6.47	6.65

APPRENTICE RATES:

Indentured Apprentices	Hours	% JW	Pens %	Annu %
Period 1*	0-1000	45%	0	0
Period 2*	1000-2000	50%	0	0
Period 3	2000-3000	55%	55%	55%
Period 4	3000-4000	60%	60%	60%
Period 5	4000-5000	75%	75%	75%
Period 6	5000-6000	75%	75%	75%
Period 7	6000-7000	85%	85%	85%
Period 8	7000-8000	85%	85%	85%
Period 9/10	8,000 +	90%	90%	90%

*1st year (1&2 periods) apprentice "benefits" shall be health & welfare, NEBF, PCA & Apprenticeship.

Please include ALL payroll when calculating NECA, Admin, and NLMCC

CWCE Rates:

CWCE	% JW	Health	Health	NEBF	JATC
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	1-1-20	6-1-19	2-1-20		
Min Wage	\$12.00	2.00	\$2.16	3%	.60
CW 2	45%	2.00	\$2.16	3%	.60
CW 3	50%	2.00	\$2.16	3%	.60
CW 4	60%	2.00	\$2.16	3%	.60
CW 5	70%	2.00	\$2.16	3%	.60
CE 1	80%	2.00	\$2.16	3%	.60
CE 2	85%	2.00	\$2.16	3%	.60
CE 3	90%	2.00	\$2.16	3%	.60