

Employers Cost Per Hour  
For IBEW Local Unions 12, 111, 113  
**Colorado Statewide Line Construction Agreement\***  
January 1, 2020 through August 31, 2020  
**This is for bidding purposes only, NOT FOR PAYROLL**

Classification	Wages	NEBF 3%	6 LineCo	HRA	8th District Pension	8th District Annuity	JATC 1.75 %	NLMCC	1 NECA Dues .5%	1 WLSAP .1%	AMF .5%	2 Sub Travel	Direct Labor Cost/Hr	Overtime 1.5* \$/hr	5 Holidays & Sunday 2* \$/hr
<b>General Foreman</b>	\$54.41	\$1.63	\$6.50	\$0.30	\$8.16	\$2.45	\$0.95	\$0.01	\$0.27	\$0.05	\$0.27		<b>\$75.00</b>	\$81.62	\$108.82
<b>Foreman</b>	\$51.75	\$1.55	\$6.50	\$0.30	\$7.76	\$2.33	\$0.91	\$0.01	\$0.26	\$0.05	\$0.26		<b>\$71.68</b>	\$77.63	\$103.50
<b>3 Journeyman Lineman</b>	\$47.89	\$1.44	\$6.50	\$0.30	\$7.18	\$2.16	\$0.84	\$0.01	\$0.24	\$0.05	\$0.24		<b>\$66.85</b>	\$71.84	\$95.78
<b>Welder</b>	\$47.89	\$1.44	\$6.50	\$0.30	\$7.18	\$2.16	\$0.84	\$0.01	\$0.24	\$0.05	\$0.24		<b>\$66.85</b>	\$71.84	\$95.78
<b>Line Equipment Operator</b>	\$34.49	\$1.03	\$6.50	\$0.30	\$4.14	\$1.55	\$0.60	\$0.01	\$0.17	\$0.03	\$0.17		<b>\$48.99</b>	\$51.74	\$68.98
<b>4 CDL Groundman</b>	\$27.92	\$0.84	\$6.50	\$0.30	\$3.35	\$1.26	\$0.49	\$0.01	\$0.14	\$0.03	\$0.14		<b>\$40.98</b>	\$41.88	\$55.84
<b>Groundman</b>	\$21.35	\$0.64	\$6.50	\$0.30	\$2.56	\$0.96	\$0.37	\$0.01	\$0.11	\$0.02	\$0.11		<b>\$32.93</b>	\$32.03	\$42.70

**Apprentices Indentured BEFORE January 1, 2017**

Apprentice	% of J/L rate	Wages	NEBF 3%	6 LineCo	HRA	8th District Pension	8th District Annuity	JATC 1.75 %	NLMCC	1 NECA Dues .5%	1 WLSAP .1%	AMF .5%	2 Sub Travel	Direct Labor Cost/Hr	Overtime 1.5* \$/hr	5 Holidays & Sunday 2* \$/hr
Apprentice 4th - 6 months	<b>81%</b>	\$38.79	\$1.16	\$6.50	\$0.30	\$4.65	\$1.75	\$0.68	\$0.01	\$0.19	\$0.04	\$0.19		<b>\$54.26</b>	\$58.19	\$77.58
Apprentice 5th - 6 months	<b>84%</b>	\$40.23	\$1.21	\$6.50	\$0.30	\$4.83	\$1.81	\$0.70	\$0.01	\$0.20	\$0.04	\$0.20		<b>\$56.03</b>	\$60.35	\$80.46
Apprentice 6th - 6 months	<b>87%</b>	\$41.66	\$1.25	\$6.50	\$0.30	\$5.00	\$1.87	\$0.73	\$0.01	\$0.21	\$0.04	\$0.21		<b>\$57.78</b>	\$62.49	\$83.32
Apprentice 7th - 6 months	<b>90%</b>	\$43.10	\$1.29	\$6.50	\$0.30	\$5.17	\$1.94	\$0.75	\$0.01	\$0.22	\$0.04	\$0.22		<b>\$59.54</b>	\$64.65	\$86.20

**Apprentices Indentured AFTER December 31, 2016**

Apprentice	% of J/L rate	Wages	NEBF 3%	6 LineCo	HRA	8th District Pension	8th District Annuity	JATC 1.75 %	NLMCC	1 NECA Dues .5%	1 WLSAP .1%	AMF .5%	2 Sub Travel	Direct Labor Cost/Hr	Overtime 1.5* \$/hr	5 Holidays & Sunday 2* \$/hr
Apprentice 1st - 6 months	<b>60%</b>	\$28.73	\$0.86	\$6.50	\$0.30	\$3.45	\$1.29	\$0.50	\$0.01	\$0.14	\$0.03	\$0.14		<b>\$41.95</b>	\$43.10	\$57.46
Apprentice 2nd - 6 months	<b>65%</b>	\$31.13	\$0.93	\$6.50	\$0.30	\$3.74	\$1.40	\$0.54	\$0.01	\$0.16	\$0.03	\$0.16		<b>\$44.90</b>	\$46.70	\$62.26
Apprentice 3rd - 6 months	<b>70%</b>	\$33.52	\$1.01	\$6.50	\$0.30	\$4.02	\$1.51	\$0.59	\$0.01	\$0.17	\$0.03	\$0.17		<b>\$47.83</b>	\$50.28	\$67.04
Apprentice 4th - 6 months	<b>75%</b>	\$35.92	\$1.08	\$6.50	\$0.30	\$4.31	\$1.62	\$0.63	\$0.01	\$0.18	\$0.04	\$0.18		<b>\$50.77</b>	\$53.88	\$71.84
Apprentice 5th - 6 months	<b>80%</b>	\$38.31	\$1.15	\$6.50	\$0.30	\$4.60	\$1.72	\$0.67	\$0.01	\$0.19	\$0.04	\$0.19		<b>\$53.68</b>	\$57.47	\$76.62
Apprentice 6th - 6 months	<b>85%</b>	\$40.71	\$1.22	\$6.50	\$0.30	\$4.89	\$1.83	\$0.71	\$0.01	\$0.20	\$0.04	\$0.20		<b>\$56.61</b>	\$61.07	\$81.42
Apprentice 7th - 6 months	<b>90%</b>	\$43.10	\$1.29	\$6.50	\$0.30	\$5.17	\$1.94	\$0.75	\$0.01	\$0.22	\$0.04	\$0.22		<b>\$59.54</b>	\$64.65	\$86.20

1 NECA Members only.

2 See Article III, Section 3.11 for correct Subsistence and Travel amounts.

3 See Footnote \*1 Schedule A for Live Line Bare Hand premium.

4 See Article III, Section 3.21 (a), (b), (c) & (d) for specifics including premium for supervision duties.

5 All work performed on the Holidays listed below, or days celebrated as such, shall be paid for at double the regular straight-time rate of pay. For more information on Holidays, Overtime & Double Time Rates please see Article III Section 3.02.

**Holidays:** New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day

**\*Attn:** Please review the Agreement for additional terms and conditions that will effect your bid price.

Employers Cost Per Hour  
 For IBEW Local Unions 12, 111, 113  
**Colorado Statewide Line Construction Agreement\***  
**Addendum 1**  
**Underground Construction**  
 January 1, 2020 through August 31, 2020  
**This is for bidding purposes only, NOT FOR PAYROLL**

Classification	Wages	NEBF 3%	9 LineCo	HRA	8th District Pension	8th District Annuity	JATC 1.75%	NLMCC	6 NECA Dues .5%	6 WLSAP .1%	AMF .5%	7 Sub Travel	Direct Labor Cost/Hr	Overtime 1.5* \$/hr	8 Holidays & Sunday 2* \$/hr
<b>Foreman - Underground</b>	\$36.66	\$1.10	\$6.50	\$0.30	\$3.85	\$0.37	\$0.64	\$0.01	\$0.18	\$0.04	\$0.18		<b>\$49.83</b>	\$54.99	\$73.32
<b>Equipment Operator - Underground</b>	\$32.52	\$0.98	\$6.50	\$0.30	\$3.41	\$0.33	\$0.57	\$0.01	\$0.16	\$0.03	\$0.16		<b>\$44.97</b>	\$48.78	\$65.04
<b>1 Fitter</b>	\$23.92	\$0.72	\$6.50	\$0.30	\$2.51	\$0.24	\$0.42	\$0.01	\$0.12	\$0.02	\$0.12		<b>\$34.88</b>	\$35.88	\$47.84
<b>2 CDL Groundman</b>	\$22.76	\$0.68	\$6.50	\$0.30	\$2.39	\$0.23	\$0.40	\$0.01	\$0.11	\$0.02	\$0.11		<b>\$33.51</b>	\$34.14	\$45.52
<b>3 Groundman</b>	\$17.82	\$0.53	\$6.50	\$0.30	\$0.36	\$0.00	\$0.31	\$0.01	\$0.09	\$0.02	\$0.09		<b>\$26.03</b>	\$26.73	\$35.64

Underground Operator Trainee % of E/O		Wages	NEBF 3%	9 LineCo	HRA	8th District Pension	8th District Annuity	JATC 1.75%	NLMCC	6 NECA Dues .5%	6 WLSAP .1%	AMF .5%	7 Sub Travel	Direct Labor Cost/Hr	Overtime 1.5* \$/hr	8 Holidays & Sunday 2* \$/hr
4 Trainee Step 1	60%	\$19.51	\$0.59	\$6.50	\$0.30	\$2.05	\$0.20	\$0.34	\$0.01	\$0.10	\$0.02	\$0.10		<b>\$29.72</b>	\$29.27	\$39.02
4,5 Trainee Step 2	70%	\$22.76	\$0.68	\$6.50	\$0.30	\$2.39	\$0.23	\$0.40	\$0.01	\$0.11	\$0.02	\$0.11		<b>\$33.51</b>	\$34.14	\$45.52
4 Trainee Step 3	80%	\$26.02	\$0.78	\$6.50	\$0.30	\$2.73	\$0.26	\$0.46	\$0.01	\$0.13	\$0.03	\$0.13		<b>\$37.35</b>	\$39.03	\$52.04
4 Trainee Step 4	90%	\$29.27	\$0.88	\$6.50	\$0.30	\$3.07	\$0.29	\$0.51	\$0.01	\$0.15	\$0.03	\$0.15		<b>\$41.16</b>	\$43.91	\$58.54

- 1 On sole gas work the Fitter classification can operate all equipment necessary to perform the work.
- 2 CDL Groundman will be allowed to drive CDL Vehicles, but will not operate or drive equipment.
- 3 Benefits limited to LineCo, HRA and NEBF, 2% 8th District Pension Contribution, for the Groundman classification
- 4 Company will select candidates for trainee program. Trainee will be under the direct supervision of an Operator. Company, Union and Employee are all responsible in the day to day management of this Trainee program.
- 5 Employee shall possess a CDL to enter the Equipment Operator Training Program at the Step 2 Level.
- 6 NECA Members Only.
- 7 See Article III, Section 3.11(c) for correct Subsistence and Travel amounts.
- 8 All work performed on the following Holidays, or days celebrated as such, shall be paid for at double the regular straight-time rate of pay.

**Holidays:** New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day

**\*Attn: Please review the Agreement for additional terms and conditions that will effect your bid price.**