



**Labor-Management Committee**  
- FOR THE -  
**Electrical Construction Industry**

720 MARKET STREET, SUITE 700  
SAN FRANCISCO, CA 94102  
(415) 263-3670 • FAX (415) 263-3672



June 1, 2009

**TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN**

**SUBJECT: YEAR 2009 CONTRACT NEGOTIATIONS SETTLEMENT WAGE/FRINGE PACKAGE**

**Extend the Terms of the June 1, 2005-May 31, 2009 Agreement: June 1, 2009 thru May 31, 2010**

**Effective June 1, 2009: No Change to Wage/Fringe Package.**

**Effective January 1, 2010: Divert the full Retirement Savings Plan (Defined Contribution Plan) hourly rate of \$3.04, and corresponding apprentice rates, from the San Francisco Electrical Workers Retirement Savings Plan to the Northern California Electrical Workers Pension Plan (Defined Benefit Plan) effective January 1, 2010.**

**Wages**

<u>Job Classification</u>	<u>Hourly Rate</u>
Journeyman	\$53.05
Foreman, Shop Foreman	\$59.68
General Foreman	\$66.31

\* Apprentice Wage Rates Table is provided below

**Vacation/Holiday/Thrift Withholding: 14.25% deduction from wages (after tax)**

**Health & Welfare: \$10.88 per hour**

**Pension (Includes Defined Benefit and Defined Contribution rates): \$8.42 per hour**

\* Apprentice Pension Rates Table is set forth below. See attached schedule for details on wages/pension rates by 401k Classifications.

**Apprenticeship/EISB/LMCC: \$1.115 per hour**

**N.E.B.F: 3% gross earnings**

**AMF: 0.75% (3/4 of 1%) gross earnings**

**IBEW-COPE: \$0.05 per hour (an after tax "assignment of wages" per voluntary check-off.)**

**\*APPRENTICE WAGE/PENSION RATES(PER HOUR)**

<u>Apprentice Level</u>	<u>Wage Rate</u>	<u>Pension Rate</u>
1 <sup>st</sup> 12 months	40%	\$21.22
3 <sup>rd</sup> 6 months	45%	\$23.87
4 <sup>th</sup> 6 months	50%	\$26.53
5 <sup>th</sup> 6 months	55%	\$29.18
6 <sup>th</sup> 6 months	60%	\$31.83
7 <sup>th</sup> 6 months	65%	\$34.48
8 <sup>th</sup> 6 months	70%	\$37.14
9 <sup>th</sup> 6 months	75%	\$39.79
10 <sup>th</sup> 6 months	80%	\$42.44

*John J. O'Rourke*  
\_\_\_\_\_  
John J. O'Rourke, Business Manager  
Business Manager/Financial Secretary  
IBEW Local Union 6

*Thomas A. Coleman*  
\_\_\_\_\_  
Thomas A. Coleman  
Executive Manager  
San Francisco Electrical Contractors Association, Inc

Date: June 1, 2009

Date: June 1, 2009

## Wage/Pension Rates-By Classification

6/1/2008-12/31/2009

CLASSIFICATION		GROSS PAYROLL WAGES:USED FOR TRANSMITTAL REPORTING & VACATION WITHHOLDNG (FICA TAXES ARE CALCULATED ON THESE WAGES)			PENSION CONTRIBUTION				NET PAYROLL WAGES:USED TO DETERMINE TAXABLE WAGES FOR FEDERAL & STATE TAXWITHHOLDING		
		Class	Straight Time	Time and One Half	Double Time	Defined Benefit Rate	PSP CONTRIBUTION	401(K) CONTRIBUTION	Total Pension Rate	Straight Time	Time and One Half
Class I Apprentices	40%	21.22	31.83	42.44	0.00	0.00	0.00	0.00	21.22	31.83	42.44
Class I Apprentices	45%	23.87	35.81	47.75	2.42	1.37	0.00	3.79	23.87	35.81	47.75
Class I Apprentices	50%	26.53	39.79	53.05	2.69	1.52	0.00	4.21	26.53	39.79	53.05
Class I Apprentices	55%	29.18	43.77	58.36	2.96	1.67	0.00	4.63	29.18	43.77	58.36
Class I Apprentices	60%	31.83	47.75	63.66	3.23	1.82	0.00	5.05	31.83	47.75	63.66
Class I Apprentices	65%	34.48	51.72	68.97	3.50	1.98	0.00	5.48	34.48	51.72	68.97
Class I Apprentices	70%	37.14	55.70	74.27	3.77	2.13	0.00	5.90	37.14	55.70	74.27
Class I Apprentices	75%	39.79	59.68	79.58	4.04	2.28	0.00	6.32	39.79	59.68	79.58
Class I Apprentices	80%	42.44	63.66	84.88	4.30	2.43	0.00	6.73	42.44	63.66	84.88
Class II Journeymen		53.05	79.58	106.10	5.38	3.04	0.00	8.42	53.05	79.58	106.10
Class II Foremen		59.68	89.52	119.36	5.38	3.04	0.00	8.42	59.68	89.52	119.36
Class II General Foremen		66.31	99.47	132.62	5.38	3.04	0.00	8.42	66.31	99.47	132.62
Class III Journeymen		53.05	79.58	106.10	5.38	3.04	1.00	9.42	52.05	78.58	105.10
Class III Foremen		59.68	89.52	119.36	5.38	3.04	1.00	9.42	58.68	88.52	118.36
Class III General Foremen		66.31	99.47	132.62	5.38	3.04	1.00	9.42	65.31	98.47	131.62
Class IV Journeymen		53.05	79.58	106.10	5.38	3.04	2.00	10.42	51.05	77.58	104.10
Class IV Foremen		59.68	89.52	119.36	5.38	3.04	2.00	10.42	57.68	87.52	117.36
Class IV General Foremen		66.31	99.47	132.62	5.38	3.04	2.00	10.42	64.31	97.47	130.62
Class V Journeymen		53.05	79.58	106.10	5.38	3.04	3.00	11.42	50.05	76.58	103.10
Class V Foremen		59.68	89.52	119.36	5.38	3.04	3.00	11.42	56.68	86.52	116.36
Class V General Foremen		66.31	99.47	132.62	5.38	3.04	3.00	11.42	63.31	96.47	129.62
Class VI Journeymen		53.05	79.58	106.10	5.38	3.04	4.00	12.42	49.05	75.58	102.10
Class VI Foremen		59.68	89.52	119.36	5.38	3.04	4.00	12.42	55.68	85.52	115.36
Class VI General Foremen		66.31	99.47	132.62	5.38	3.04	4.00	12.42	62.31	95.47	128.62
Class VII Journeymen		53.05	79.58	106.10	5.38	3.04	5.00	13.42	48.05	74.58	101.10
Class VII Foremen		59.68	89.52	119.36	5.38	3.04	5.00	13.42	54.68	84.52	114.36
Class VII General Foremen		66.31	99.47	132.62	5.38	3.04	5.00	13.42	61.31	94.47	127.62

## Wage/Pension Rates-By Classification

01/01/2010-05/31/2010

CLASSIFICATION		GROSS PAYROLL WAGES:USED FOR TRANSMITTAL REPORTING & VACATION WITHHOLDNG (FICA TAXES ARE CALCULATED ON THESE WAGES)			PENSION CONTRIBUTION				NET PAYROLL WAGES:USED TO DETERMINE TAXABLE WAGES FOR FEDERAL & STATE TAXWITHHOLDING		
		Straight Time	Time and One Half	Double Time	Defined Benefit Rate	PSP CONTRIBUTION	401(K) CONTRIBUTION	Total Pension Rate	Straight Time	Time and One Half	Double Time
Class I Apprentices	40%	21.22	31.83	42.44	0.00	0.00	0.00	0.00	21.22	31.83	42.44
Class I Apprentices	45%	23.87	35.81	47.75	3.79	0.00	0.00	3.79	23.87	35.81	47.75
Class I Apprentices	50%	26.53	39.79	53.05	4.21	0.00	0.00	4.21	26.53	39.79	53.05
Class I Apprentices	55%	29.18	43.77	58.36	4.63	0.00	0.00	4.63	29.18	43.77	58.36
Class I Apprentices	60%	31.83	47.75	63.66	5.05	0.00	0.00	5.05	31.83	47.75	63.66
Class I Apprentices	65%	34.48	51.72	68.97	5.48	0.00	0.00	5.48	34.48	51.72	68.97
Class I Apprentices	70%	37.14	55.70	74.27	5.90	0.00	0.00	5.90	37.14	55.70	74.27
Class I Apprentices	75%	39.79	59.68	79.58	6.32	0.00	0.00	6.32	39.79	59.68	79.58
Class I Apprentices	80%	42.44	63.66	84.88	6.76	0.00	0.00	6.73	42.44	63.66	84.88
Class II Journeymen		53.05	79.58	106.10	8.42	0.00	0.00	8.42	53.05	79.58	106.10
Class II Foremen		59.68	89.52	119.36	8.42	0.00	0.00	8.42	59.68	89.52	119.36
Class II General Foremen		66.31	99.47	132.62	8.42	0.00	0.00	8.42	66.31	99.47	132.62
Class III Journeymen		53.05	79.58	106.10	8.42	0.00	1.00	9.42	52.05	78.58	105.10
Class III Foremen		59.68	89.52	119.36	8.42	0.00	1.00	9.42	58.68	88.52	118.36
Class III General Foremen		66.31	99.47	132.62	8.42	0.00	1.00	9.42	65.31	98.47	131.62
Class IV Journeymen		53.05	79.58	106.10	8.42	0.00	2.00	10.42	51.05	77.58	104.10
Class IV Foremen		59.68	89.52	119.36	8.42	0.00	2.00	10.42	57.68	87.52	117.36
Class IV General Foremen		66.31	99.47	132.62	8.42	0.00	2.00	10.42	64.31	97.47	130.62
Class V Journeymen		53.05	79.58	106.10	8.42	0.00	3.00	11.42	50.05	76.58	103.10
Class V Foremen		59.68	89.52	119.36	8.42	0.00	3.00	11.42	56.68	86.52	116.36
Class V General Foremen		66.31	99.47	132.62	8.42	0.00	3.00	11.42	63.31	96.47	129.62
Class VI Journeymen		53.05	79.58	106.10	8.42	0.00	4.00	12.42	49.05	75.58	102.10
Class VI Foremen		59.68	89.52	119.36	8.42	0.00	4.00	12.42	55.68	85.52	115.36
Class VI General Foremen		66.31	99.47	132.62	8.42	0.00	4.00	12.42	62.31	95.47	128.62
Class VII Journeymen		53.05	79.58	106.10	8.42	0.00	5.00	13.42	48.05	74.58	101.10
Class VII Foremen		59.68	89.52	119.36	8.42	0.00	5.00	13.42	54.68	84.52	114.36
Class VII General Foremen		66.31	99.47	132.62	8.42	0.00	5.00	13.42	61.31	94.47	127.62