



Labor-Management Committee
- FOR THE -
Electrical Construction Industry

720 MARKET STREET, SUITE 700
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May 31, 2019

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

SUBJECT: YEAR 2018 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2018 thru May 31, 2022

Wage package is based on the Journeyman rate and is to be implemented as indicated below.

Increase hourly increment as follows:

June 1, 2019	\$6.00
June 1, 2020	\$5.75
June 1, 2021	\$5.25


Wages Effective June 1, 2019:


Journeyman.....\$74.50 per hour (\$3.50 increase per hour)
Foreman, Shop Foreman.....\$83.81 per hour
General Foreman.....\$93.13 per hour

Fringes Effective June 1, 2019:

Health & Welfare.....\$15.73 per hour (\$0.25 to H&W, \$0.25 to HRA)
Total Pension..\$16.52 per hour (Defined Benefit Plan: \$11.02 DBP (\$1.00 to DBP); \$5.50 RSP (\$1.00 to RSP)
Elective Deferrals (401k).....\$0.00-\$8.00 per hour (all classifications)
Apprenticeship/EISB/LMCC.....\$1.465 per hour
N.E.B.F.....3% gross earnings
AMF.....0.75% gross earnings
IBEW-COPE.....\$0.05 per hour (an after tax "assignment of wages" per voluntary check-off.)

Apprentices		Wages	Pension
1 st 12 months	40%	\$29.80	\$ 0.00
3 rd 6 months	45%	\$33.53	\$ 7.43
4 th 6 months	50%	\$37.25	\$ 8.26
5 th 6 months	55%	\$40.98	\$ 9.09
6 th 6 months	60%	\$44.70	\$ 9.91
7 th 6 months	65%	\$48.43	\$10.74
8 th 6 months	70%	\$52.15	\$11.56
9 th 6 months	75%	\$55.88	\$12.39
10 th 6 months	80%	\$59.6	\$13.22


John J. Doherty, Business Manager/
Financial Secretary
IBEW Local Union 6


Thomas A. Coleman
Executive Manager
San Francisco Electrical Contractors Assn., Inc.