



Labor-Management Committee
- FOR THE -
Electrical Construction Industry

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December 8, 2010

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

SUBJECT: YEAR 2010 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2010 thru May 31, 2014

Wage package is based on the Journeyman rate and is to be implemented December 1st.

Increase hourly increment as follows:

December 1, 2010	\$1.00 <i>(Added to Retirement Savings Plan)</i>
June 1, 2011	\$1.75
June 1, 2012	\$2.60
June 1, 2013	\$3.65

Other Changes: Add Elective Deferral (401k) Classifications VIII (\$6.00/hr) and IX (\$7.00/hr) effective with the January 1, 2011 open enrollment period.

Effective December 1, 2010 (See attached schedule for details on wages/pension rates by "Classification")


Wages:


Journeyman.....	\$53.05 per hour
Foreman, Shop Foreman.....	\$59.68 per hour
General Foreman.....	\$66.31 per hour

Fringes:

Health & Welfare.....	\$10.88 per hour
Total Pension.....	\$9.42 per hour (Defined Benefit: \$8.42; Retirement Savings \$1.00)
Apprenticeship/EISB/LMCC.....	\$1.115 per hour
N.E.B.F.....	3% 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%	\$21.22	\$0.00
3 rd 6 months	45%	\$23.87	\$4.24
4 th 6 months	50%	\$26.53	\$4.71
5 th 6 months	55%	\$29.18	\$5.18
6 th 6 months	60%	\$31.83	\$5.65
7 th 6 months	65%	\$34.48	\$6.12
8 th 6 months	70%	\$37.14	\$6.59
9 th 6 months	75%	\$39.79	\$7.07
10 th 6 months	80%	\$42.44	\$7.54


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


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