

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 24, 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 1<sup>st</sup>.

Increase hourly increment as follows:

December 1, 2010	\$1.00 (Added to Retirement Savings Plan)
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 June 1, 2010 (See attached schedule for details on wages/pension rates by "Classification")


Wages:

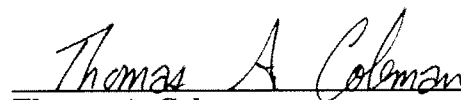
Journeyman.....	\$53.05 per hour
Foreman, Shop Foreman.....	\$59.68 per hour
General Foreman.....	\$66.31 per hour

Fringes:

Health & Welfare.....	\$10.88 per hour
Total Pension.....	\$8.42 per hour (Defined Benefit: \$8.42; Retirement Savings \$0.00)
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 <sup>st</sup> 12 months	40%	\$21.22	\$0.00
3 <sup>rd</sup> 6 months	45%	\$23.87	\$3.79
4 <sup>th</sup> 6 months	50%	\$26.53	\$4.21
5 <sup>th</sup> 6 months	55%	\$29.18	\$4.63
6 <sup>th</sup> 6 months	60%	\$31.83	\$5.05
7 <sup>th</sup> 6 months	65%	\$34.48	\$5.48
8 <sup>th</sup> 6 months	70%	\$37.14	\$5.90
9 <sup>th</sup> 6 months	75%	\$39.79	\$6.32
10 <sup>th</sup> 6 months	80%	\$42.44	\$6.73

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

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

### Wage/Pension Rates-By Classification

01/01/2010-11/30/2010

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		
		Class	Straight Time	Time and One Half	Double Time	Defined Benefit Rate	PSP CONTRIBU TION	401(K) CONTRIBU TION	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	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