



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

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May 13, 2011

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

**SUBJECT: YEAR 2010 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE**

**Terms of Agreement: June 1, 2011-May 31, 2012**

Wage package is based on the Journeyman rate and is to be implemented June 1<sup>st</sup>.

Increase hourly increment as follows:

June 1, 2011                      \$1.75

**Effective June 1, 2011** (See attached schedule for details on wages & pension/401k 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.....\$11.63 per hour Add \$0.75 per hour: (H&W \$11.40; LTD: \$0.23)  
Total Pension..... \$10.42 per hour Add \$1.00: (Defined Benefit: \$8.42; Retirement Savings \$2.00)  
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	\$4.69
4 <sup>th</sup> 6 months	50%	\$26.53	\$5.21
5 <sup>th</sup> 6 months	55%	\$29.18	\$5.73
6 <sup>th</sup> 6 months	60%	\$31.83	\$6.25
7 <sup>th</sup> 6 months	65%	\$34.48	\$6.77
8 <sup>th</sup> 6 months	70%	\$37.14	\$7.29
9 <sup>th</sup> 6 months	75%	\$39.79	\$7.82
10 <sup>th</sup> 6 months	80%	\$42.44	\$8.34

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

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

**Wage Pension/401k Rates-By Classification**  
6/1/2011-5/31/2012

CLASSIFICATION	GROSS PAYROLL WAGES:USED FOR TRANSMITTAL REPORTING & VACATION WITHHOLDING (FICA TAXES ARE CALCULATED ON THESE WAGES)			PENSION/401K 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 CONTRIB UTION	401(K) CONTRIB UTION	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	36.81	47.75	3.79	0.90	0.00	4.69	23.87	36.81	47.75
Class I Apprentices	50%	26.53	39.79	53.05	4.21	1.00	0.00	5.21	26.53	39.79	53.05
Class I Apprentices	55%	29.18	43.77	58.36	4.63	1.10	0.00	5.73	29.18	43.77	58.36
Class I Apprentices	60%	31.83	47.75	63.66	5.05	1.20	0.00	6.25	31.83	47.75	63.66
Class I Apprentices	65%	34.48	51.72	68.97	5.47	1.30	0.00	6.77	34.48	51.72	68.97
Class I Apprentices	70%	37.14	55.70	74.27	5.89	1.40	0.00	7.29	37.14	55.70	74.27
Class I Apprentices	75%	39.79	59.68	79.58	6.32	1.50	0.00	7.82	39.79	59.68	79.58
Class I Apprentices	80%	42.44	63.66	84.88	6.74	1.60	0.00	8.34	42.44	63.66	84.88
Class II Journeymen		53.05	79.58	106.10	8.42	2.00	0.00	10.42	53.05	79.58	106.10
Class II Foremen		59.68	89.52	119.36	8.42	2.00	0.00	10.42	59.68	89.52	119.36
Class II General Foremen		66.31	99.47	132.62	8.42	2.00	0.00	10.42	66.31	99.47	132.62
Class III Journeymen		53.05	79.58	106.10	8.42	2.00	1.00	11.42	52.05	78.58	105.10
Class III Foremen		59.68	89.52	119.36	8.42	2.00	1.00	11.42	58.68	88.52	118.36
Class III General Foremen		66.31	99.47	132.62	8.42	2.00	1.00	11.42	65.31	98.47	131.62
Class IV Journeymen		53.05	79.58	106.10	8.42	2.00	2.00	12.42	51.05	77.58	104.10
Class IV Foremen		59.68	89.52	119.36	8.42	2.00	2.00	12.42	57.68	87.52	117.36
Class IV General Foremen		66.31	99.47	132.62	8.42	2.00	2.00	12.42	64.31	97.47	130.62
Class V Journeymen		53.05	79.58	106.10	8.42	2.00	3.00	13.42	50.05	76.58	103.10
Class V Foremen		59.68	89.52	119.36	8.42	2.00	3.00	13.42	56.68	86.52	116.36
Class V General Foremen		66.31	99.47	132.62	8.42	2.00	3.00	13.42	63.31	96.47	129.62
Class VI Journeymen		53.05	79.58	106.10	8.42	2.00	4.00	14.42	49.05	75.58	102.10
Class VI Foremen		59.68	89.52	119.36	8.42	2.00	4.00	14.42	55.68	85.52	115.36
Class VI General Foremen		66.31	99.47	132.62	8.42	2.00	4.00	14.42	62.31	95.47	128.62
Class VII Journeymen		53.05	79.58	106.10	8.42	2.00	5.00	15.42	48.05	74.58	101.10
Class VII Foremen		59.68	89.52	119.36	8.42	2.00	5.00	15.42	54.68	84.52	114.36
Class VII General Foremen		66.31	99.47	132.62	8.42	2.00	5.00	15.42	61.31	94.47	127.62
Class VIII Journeymen		53.05	79.58	106.10	8.42	2.00	6.00	16.42	47.05	73.58	100.10
Class VIII Foremen		59.68	89.52	119.36	8.42	2.00	6.00	16.42	53.68	83.52	113.36
Class VIII General Foremen		66.31	99.47	132.62	8.42	2.00	6.00	16.42	60.31	93.47	126.62
Class IX Journeymen		53.05	79.58	106.10	8.42	2.00	7.00	17.42	46.05	72.58	99.10
Class IX Foremen		59.68	89.52	119.36	8.42	2.00	7.00	17.42	52.68	82.52	112.36
Class IX General Foremen		66.31	99.47	132.62	8.42	2.00	7.00	17.42	59.31	92.47	125.62