



Labor-Management Committee
- FOR THE -
Electrical Construction Industry

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



May 24, 2013

TO: ALL SIGNATORY EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

FROM:

SUBJECT: YEAR 2010 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: June 1, 2013-May 31, 2014

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

Increase hourly increment as follows:

June 1, 2012 \$3.65

Effective June 1, 2013 (See attached schedule for details on wages & pension/401k rates by "Classification")

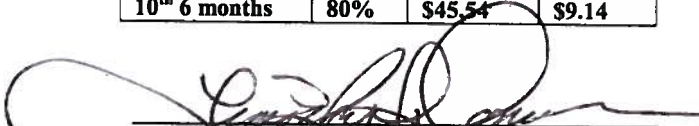
Wages:


Journeyman.....\$56.92 per hour [\$2.05 per hour]
Foreman, Shop Foreman.....\$64.04 per hour
General Foreman.....\$71.15 per hour

Fringes:

Health & Welfare.....\$12.98 per hour [\$0.60 per hour increase]
Total Pension..... \$11.42 per hour [\$1.00 per hour increase to Retirement Savings Plan]
Apprenticeship/EISB/LMCC.....\$1.145 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%	\$22.77	\$0.00
3 rd 6 months	45%	\$25.61	\$5.14
4 th 6 months	50%	\$28.46	\$5.71
5 th 6 months	55%	\$31.31	\$6.28
6 th 6 months	60%	\$34.15	\$6.85
7 th 6 months	65%	\$37.00	\$7.42
8 th 6 months	70%	\$39.84	\$7.99
9 th 6 months	75%	\$42.69	\$8.57
10 th 6 months	80%	\$45.54	\$9.14


Timothy Donovan, Business Manager/
Financial Secretary
IBEW Local Union 6


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

Wage Pension/401k Rates-By Classification

6/1/2013-5/31/2014

CLASSIFICATION Class	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		
	Straight Time	Time and One Half	Double Time	Double Time	Defined Benefit Rate	PSP CONTRIBUTION	401(K) CONTRIBUTION	Total Pension Rate	Straight Time	Time and One Half	Double Time	
												Rate
Class I Apprentices 40%	22.77	34.15	45.54	45.54	0.00	0.00	0.00	0.00	22.77	34.15	45.54	
Class I Apprentices 45%	25.61	38.42	51.23	51.23	3.79	1.35	0.00	5.14	25.61	38.42	51.23	
Class I Apprentices 50%	28.46	42.69	56.92	56.92	4.21	1.50	0.00	5.71	28.46	42.69	56.92	
Class I Apprentices 55%	31.31	46.96	62.61	62.61	4.63	1.65	0.00	6.28	31.31	46.96	62.61	
Class I Apprentices 60%	34.15	51.23	68.30	68.30	5.05	1.80	0.00	6.85	34.15	51.23	68.30	
Class I Apprentices 65%	37.00	55.50	74.00	74.00	5.47	1.95	0.00	7.42	37.00	55.50	74.00	
Class I Apprentices 70%	39.84	59.77	79.69	79.69	5.89	2.10	0.00	7.99	39.84	59.77	79.69	
Class I Apprentices 75%	42.69	64.04	85.38	85.38	6.32	2.25	0.00	8.57	42.69	64.04	85.38	
Class I Apprentices 80%	45.54	68.30	91.07	91.07	6.74	2.40	0.00	9.14	45.54	68.30	91.07	
Class II Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	0.00	11.42	56.92	85.38	113.84	
Class II Foreman	64.04	96.05	128.07	128.07	8.42	3.00	0.00	11.42	64.04	96.05	128.07	
Class II General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	0.00	11.42	71.15	106.73	132.62	
Class III Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	1.00	12.42	55.92	84.38	112.84	
Class III Foreman	64.04	96.05	128.07	128.07	8.42	3.00	1.00	12.42	63.04	95.05	127.07	
Class III General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	1.00	12.42	70.15	105.73	131.62	
Class IV Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	2.00	13.42	54.92	83.38	111.84	
Class IV Foreman	64.04	96.05	128.07	128.07	8.42	3.00	2.00	13.42	62.04	94.05	126.07	
Class IV General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	2.00	13.42	69.15	104.73	130.62	
Class V Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	3.00	14.42	53.92	82.38	110.84	
Class V Foreman	64.04	96.05	128.07	128.07	8.42	3.00	3.00	14.42	61.04	93.05	125.07	
Class V General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	3.00	14.42	68.15	103.73	129.62	
Class VI Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	4.00	15.42	52.92	81.38	109.84	
Class VI Foreman	64.04	96.05	128.07	128.07	8.42	3.00	4.00	15.42	60.04	92.05	124.07	
Class VI General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	4.00	15.42	67.15	102.73	128.62	
Class VII Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	5.00	16.42	51.92	80.38	108.84	
Class VII Foreman	64.04	96.05	128.07	128.07	8.42	3.00	5.00	16.42	59.04	91.05	123.07	
Class VII General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	5.00	16.42	66.15	101.73	127.62	
Class VIII Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	6.00	17.42	50.92	79.38	107.84	
Class VIII Foreman	64.04	96.05	128.07	128.07	8.42	3.00	6.00	17.42	58.04	90.05	122.07	
Class VIII General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	6.00	17.42	65.15	100.73	126.62	
Class IX Journeyman	56.92	85.38	113.84	113.84	8.42	3.00	7.00	18.42	49.92	78.38	106.84	
Class IX Foreman	64.04	96.05	128.07	128.07	8.42	3.00	7.00	18.42	57.04	89.05	121.07	
Class IX General Foremen	71.15	106.73	132.62	132.62	8.42	3.00	7.00	18.42	64.15	99.73	125.62	