



Labor-Management Committee
 - FOR THE -
Electrical Construction Industry

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May 26, 2015

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

SUBJECT: YEAR 2014 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2014 thru May 31, 2018

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

Increase hourly increment as follows:

June 1, 2015*	\$3.25
June 1, 2016	\$3.25
June 1, 2017	\$3.75


Wages Effective *June 1, 2015:

Journeyman.....\$61.25 per hour [\$2.43 per hour]
 Foreman, Shop Foreman.....\$68.91 per hour
 General Foreman.....\$76.56 per hour


Fringes Effective *June 1, 2015:

Health & Welfare.....\$13.48 per hour [\$0.25 per hour]
 Total Pension.....\$13.02 per hour [\$0.25 per hour/Retirement Savings Plan: \$9.02 DBP; \$4.00 RSP]
 Elective Deferrals (401k).....\$0.00-\$8.00 per hour (all classifications)
 Apprenticeship/EISB/LMCC.....\$1.465 per hour [\$0.32 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
1st 12 months	40%	\$24.50	\$ 0.00
3rd 6 months	45%	\$27.56	\$ 5.86
4th 6 months	50%	\$30.63	\$ 6.51
5th 6 months	55%	\$33.69	\$ 7.16
6th 6 months	60%	\$36.75	\$ 7.81
7th 6 months	65%	\$39.81	\$ 8.46
8th 6 months	70%	\$42.88	\$ 9.11
9th 6 months	75%	\$45.94	\$ 9.77
10th 6 months	80%	\$49.00	\$10.42



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



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