

**Wisconsin Chapter N.E.C.A. and
I.B.E.W. Local Unions #14, 127, 158, 159, 388, 430, 577, 890**

Voice, Data, Video (V.D.V.) Agreement

Effective June 1, 2008 - May 31, 2009

	Installer Technician	Foreman +10%	1-1/2 Time Inst. Tech.
Base Rate	\$21.08	\$23.19	\$31.62
Vacation (3% Deduct)	-.-	-.-	-.-
Pension 13%	2.740	3.014	4.111
NEBF 3%	0.632	0.696	0.949
Health & Welfare	7.05	7.05	7.05
Total	\$31.50	\$33.95	\$43.73
Apprent. & Training 1%	0.211	0.232	0.316
Local LMCC Fund .2%	0.042	0.046	0.063
Contract Admin. .2%	0.042	0.046	0.063
National LMCC Fund	0.010	0.010	0.010
Total Cost	\$31.81	\$34.28	\$44.18

Apprentice Rates:

	1st Period 50%	2nd Period 55%	3rd Period 60%	4th Period 65%	5th Period 75%	6th Period 85%
Base Rate	\$10.54	\$11.59	\$12.65	\$13.70	\$15.81	\$17.92
Vacation (3% Deduct)	-.-	-.-	-.-	-.-	-.-	-.-
Pension 13%	1.370	1.507	1.644	1.781	2.055	2.329
NEBF 3%	0.316	0.348	0.379	0.411	0.474	0.538
Health & Welfare	7.05	7.05	7.05	7.05	7.05	7.05
Total	\$19.28	\$20.50	\$21.72	\$22.94	\$25.39	\$27.83

Installer Rates:

Hours	% of Tech	Base Rate	NEBF 3%	H & W	Pension 13%	Total Wage/Fringe
0-1000Hrs	45%	\$9.49	0.285	--	--	\$9.77
1001-2000 Hrs	45%	\$9.49	0.285	7.05	--	\$16.82
2001-4000 Hrs	50%	\$10.54	0.316	7.05	--	\$17.91
4001-6000 Hrs	60%	\$12.65	0.379	7.05	1.644	\$21.72
6001-8000 Hrs	70%	\$14.76	0.443	7.05	1.918	\$24.17
8001- +plus Hrs	80%	\$16.86	0.506	7.05	2.192	\$26.61

Future Total Wage/Fringe Package Increases:

- 6/1/2009 - increase the total wage/fringe package by \$0.90
- 6/1/2010 - Open for Negotiations