



**NECA/IBEW LOCAL 212  
INSIDE WIREMAN WAGE SCHEDULE  
Effective 6/05/06 thru 5/31/07**



| Classification                | JW % | Rate per Hour | Deductions    |                    |               | Net Pay per Hour | Benefits       |       |         |             |      |      |      | Other     |       |      |               |
|-------------------------------|------|---------------|---------------|--------------------|---------------|------------------|----------------|-------|---------|-------------|------|------|------|-----------|-------|------|---------------|
|                               |      |               | Submitted to: |                    | Vacation Fund |                  | Benefit Office |       |         | NECA Office |      |      |      | Local 212 |       |      |               |
|                               |      |               | Working Dues  | Local 212 Building |               |                  | Deca           | H & W | Pension | SUB         | NEBF | NEAP | LMCC | NLMCC     | CECAF | JATC | JATC Building |
|                               |      |               |               |                    |               |                  |                |       |         |             |      |      |      |           |       |      |               |
| Apprentice Period             |      |               |               |                    |               |                  |                |       |         |             |      |      |      |           |       |      |               |
| 1st Period<br>0-1000 Hours    | 40%  | 10.00         |               | 0.05               |               | 9.95             | 4.75           |       |         | 0.30        | 0.35 | 0.06 | 0.01 | 0.11      | 0.10  | 0.10 |               |
| 2nd Period<br>1001-2000 Hours | 43%  | 10.75         |               | 0.05               |               | 10.70            | 4.75           |       |         | 0.32        | 0.35 | 0.06 | 0.01 | 0.11      | 0.11  | 0.10 |               |
| 3rd Period<br>2001-3500 Hours | 48%  | 12.00         | 0.60          | 0.05               | 0.96          | 10.39            | 4.75           | 1.97  | 0.65    | 0.36        | 0.75 | 0.06 | 0.01 | 0.11      | 0.12  | 0.10 |               |
| 4th Period<br>3501-5000 Hours | 53%  | 13.26         | 0.66          | 0.05               | 1.06          | 11.49            | 4.75           | 2.17  | 0.65    | 0.40        | 0.80 | 0.06 | 0.01 | 0.11      | 0.13  | 0.10 |               |
| 5th Period<br>5001-6500 Hours | 58%  | 14.51         | 0.73          | 0.05               | 1.16          | 12.57            | 4.75           | 2.38  | 0.65    | 0.44        | 0.80 | 0.06 | 0.01 | 0.11      | 0.15  | 0.10 |               |
| 6th Period<br>6501-8000 Hours | 73%  | 18.26         | 0.91          | 0.05               | 1.46          | 15.84            | 4.75           | 2.99  | 0.65    | 0.55        | 0.90 | 0.06 | 0.01 | 0.11      | 0.18  | 0.10 |               |
| Journeyman                    | 100% | 25.01         | 1.25          | 0.05               | 2.00          | 21.71            | 4.75           | 4.10  | 0.65    | 0.75        | 1.00 | 0.06 | 0.01 | 0.11      | 0.25  | 0.10 |               |
| Foreman                       | 110% | 27.51         | 1.38          | 0.05               | 2.20          | 23.88            | 4.75           | 4.10  | 0.65    | 0.83        | 1.00 | 0.06 | 0.01 | 0.11      | 0.28  | 0.10 |               |
| General Foreman               | 120% | 30.01         | 1.50          | 0.05               | 2.40          | 26.06            | 4.75           | 4.10  | 0.65    | 0.90        | 1.00 | 0.06 | 0.01 | 0.11      | 0.30  | 0.10 |               |

| Benefits and Deductions Explained |  |
|-----------------------------------|--|
| Working Dues                      | 5% of weekly gross payroll is deducted from union members only. 1st and 2nd period apprentices are not required to join Local 212, but may choose to do so after 30 days of employment.  |
| 212 Building Fund                 | \$0.05 per hour worked is deducted and deposited into a building fund for Local 212. This money will be used to finance the construction of a new building for Local 212.  |
| Vacation Fund                     | 8% deduction from employee's paycheck, deposited into a Vacation Savings Account. Funds may be withdrawn after the fiscal quarter in which they were deposited. Vacation is not deducted from 1st & 2nd period apprentices.                |
| H & W                             | The employer contributes \$4.75 per hour worked to the Health & Welfare Fund for employees. This fund is administered by the Local 212 Benefit Office.   |
| Pension                           | The employer contributes \$4.10 per hour for journeymen and the period percentage of \$4.10 per hour for apprentices to the Local 212 Pension Plan; an individual retirement benefit. Pension is not paid on 1st & 2nd period apprentices. |
| SUB                               | Supplemental Unemployment Benefit - The employer contributes 0.65 per hour worked. In the case of unemployment, this fund may be drawn on as a supplement. SUB is not paid on 1st & 2nd period apprentices.                                |
| NEBF                              | National Electrical Benefit Fund - The employer contributes 3% of gross payroll to NEBF; a retirement benefit based on years of service.   |
| NEAP                              | National Electrical Annuity Plan - The employer contributes the agreed upon amount per hour to NEAP; an individual retirement plan.  |
| LMCC & NLMCC                      | The contractor contributes a total of \$0.07 per hour to these funds which are used for advancement of the union electrical industry.  |
| JATC Building Fund                | The contractor contributes \$0.10 per hour for the JATC Building Fund. This money will be used to finance the construction of a new building for the JATC.   |
| CECAF                             | Cincinnati Electrical Contractors Association Fund - The employer contributes .11 per hour to CECAF for Administration.  |
| JATC                              | Joint Apprenticeship and Training Committee - The employer contributes 1% of gross payroll to the JATC to finance the training of apprentices and journeymen.  |