

APPENDIX A

Construction Electrician Addendum Janesville-Beloit Division, Wisconsin Chapter NECA & IBEW Local Union #890

Wage & Benefit Package

Class	Hours	% of IJW Base Rate	H & W*	NEBF	Local Pension
CE 1	0 – 1000 hrs (prob. period)	40%	-	3%	-
	1001-2000 hrs (union member)	42%	-	3%	-
CE 2	2001-4000 hrs	45%	\$6.43	3%	3%
	4001-6000 hrs	50%	\$7.03	3%	3%
	6001-8000 hrs	55%	\$7.03	3%	5%
	8001-10,000 hrs	65%	\$7.21	3%	5%
	10,001-12,000 hrs	75%	\$7.21	3%	8%
	12,001-14,000 hrs	80%	\$8.21	3%	8%

- **Advancement is contingent upon successful completion of training and hours.**

Wages – Wage rates are based on the applicable percentage of the Inside Journeyman Wireman base wage rate of pay.

Health & Welfare – Major Medical upon completion of 2,000 hours of documented work experience.

*Major Medical and Dental from 4001 to 8000 hours, Major Medical, Dental and Vision from 8001 to 12,000 hours, and Major Medical, Dental, Vision, \$.50 to Flex and \$.50 to dollar bank for 12,001-14,000 hours. These rates will be based on the actual cost for services as set by the Wisconsin Electrical Employees Benefit Fund.

Local Pension – Upon completion of 2,000 hours of documented work experience and successful completion of training requirements as established by the local JATC.

NEBF – Required at all program levels.

Employer contributions to the following funds are required at all program levels:

Apprenticeship & Training	.45%
Apprenticeship Coordinator	.5%
Administrative Fund	.4%
LMCC Fund	.15%

Employee Contribution

Working Dues	4%
Vacation	0,5,10% Deduct

Scope of Work – Construction Electricians may work on all commercial, institutional, industrial and residential projects except where specialty agreements are in place such as Project Labor Agreements, National Maintenance Agreements or where work is traditionally or customarily performed under the terms of the Inside Agreement. The Local Union may target any and all projects with CEs at their discretion.

Ratios – A minimum of one (1) Inside Wireman to one (1) Construction Electrician or Apprentice per shop.

Shop Ratio

Journeyman	Apprentices	CE
1 to 3	2	2
4 to 6	4	3
etc.	etc.	etc.

The first person assigned to any job site shall be a Journeyman Wireman, except that a CE 2 in the final period (who has successfully completed training and 12,000 hours) can work alone. A job site is considered to be the physical location where employees report for their work assignments. The Employer’s shop (service center) is considered to be a separate, single job site. All other physical locations where workers report for work are each considered to be a single, separate job site.

Unemployment – New Construction Electricians will not be added to the program when 20% or more of Indentured Apprentices are continually unemployed and available for referral for a period of 30 days. NOTE: In defining the term continually unemployed for Indentured Apprentices it will mean 20% of the total five year program of Indentured Apprentices.

Unindentured Workers – The parties agree that the CE 1 classification will replace the Unindentured Workers classification, as referred to in Article V of the Inside Agreement.