

May 10, 2006

To: All employers signatory to the Inside Agreement between the Minneapolis Chapter, N.E.C.A. and Local 292, I.B.E.W.

From: Minneapolis Chapter, N.E.C.A.

WAGE-FRINGE ALLOCATION FOR NEW AGREEMENT

At Local 292's membership meeting last night, the members of the union approved the allocation of the \$2.00 per hour wage-fringe allocation as listed in the remainder of this Alert.

All wage-fringe figures contained in this Alert are effective May 1, 2006. Retroactive pay back to May 1st needs to be made, and we ask that you do so as soon as possible.

Please note the following:

- 1) All fringe benefits for wireman and foreman classifications are still based on a percentage of gross labor payroll.
- 2) Differentials for foreman classifications are now a percentage of the journeyman rate, and the percentages are listed in this Alert.
- 3) Effective May 1, 2006 the Health and Welfare contribution for all apprentices will be based on clock hours (not gross labor payroll).
- 4) There are two (2) sets of apprentice rates – for apprentices indentured into the program prior to May 1, 2006 (10 step program) and for apprentices indentured into the program from May 1, 2006 forward (5 step program).

If you have any questions regarding this Alert, please contact the Chapter office.

INSIDE AGREEMENT
 MINNEAPOLIS CHAPTER, N.E.C.A. – LOCAL 292, I.B.E.W
 WAGE-FRINGE RATES
 EFFECTIVE MAY 1, 2006

<u>Classification</u>		<u>Rate</u>
2 nd General Foreman	13% Over JW rate	36.50
General Foreman	10% Over JW rate	35.53
Foreman	6.5% Over JW rate	34.40
Cable Splicer/Welder		33.30
Journeyman Wireman		32.30
<u>Fringe Benefits</u>	Based on Gross Labor Payroll	
Vacation/Holiday	13.03%	4.21
Health & Welfare	26.44%	8.54
Local Pension	6.56%	2.12
NEBF	3.00%	0.97
Annuity/SUB Plan	11.02%	3.56
LMCC	0.19%	0.06
JATC	1.36%	0.44
Total Package		52.20

INSIDE AGREEMENT
MINNEAPOLIS CHAPTER, N.E.C.A. – LOCAL 292, I.B.E.W.
APPRENTICE WAGE-FRINGE RATES
EFFECTIVE MAY 1, 2006

FOR APPRENTICES INDENTURED PRIOR TO MAY 1, 2006

<u>Period</u>	<u>Rate</u>	<u>V/H</u>	<u>H&W*</u>	<u>Pension</u>	<u>NEBF</u>	<u>Ann/SUB</u>	<u>LMCC</u>	<u>JATC</u>
1 ST -40%	12.92	NO	66.10%	6.56%	3.00%	NO	0.19%	1.36%
2 ND -45%	14.54	NO	58.75%	6.56%	3.00%	NO	0.19%	1.36%
3 RD -50%	16.15	13.03%	52.88%	6.56%	3.00%	11.02%	0.19%	1.36%
4 TH -55%	17.77	13.03%	48.07%	6.56%	3.00%	11.02%	0.19%	1.36%
5 TH -60%	19.38	13.03%	44.07%	6.56%	3.00%	11.02%	0.19%	1.36%
6 TH -65%	21.00	13.03%	40.68%	6.56%	3.00%	11.02%	0.19%	1.36%
7 TH -70%	22.61	13.03%	37.77%	6.56%	3.00%	11.02%	0.19%	1.36%
8 TH -76%	24.55	13.03%	34.79%	6.56%	3.00%	11.02%	0.19%	1.36%
9 TH -83%	26.81	13.03%	31.85%	6.56%	3.00%	11.02%	0.19%	1.36%
10 TH -91%	29.39	13.03%	29.05%	6.56%	3.00%	11.02%	0.19%	1.36%

*Based on clock hours – not gross labor payroll

FOR APPRENTICES INDENTURED FROM MAY 1, 2006 FORWARD

<u>Period</u>	<u>Rate</u>	<u>V/H</u>	<u>H&W*</u>	<u>Pension</u>	<u>NEBF</u>	<u>Ann/SUB</u>	<u>LMCC</u>	<u>JATC</u>
1 ST -40%	12.92	NO	66.10%	6.56%	3.00%	NO	0.19%	1.36%
2 ND -50%	16.15	NO	52.88%	6.56%	3.00%	NO	0.19%	1.36%
3 RD -60%	19.38	13.03%	44.07%	6.56%	3.00%	11.02%	0.19%	1.36%
4 TH -70%	22.61	13.03%	37.77%	6.56%	3.00%	11.02%	0.19%	1.36%
5 TH -83%	26.81	13.03%	31.85%	6.56%	3.00%	11.02%	0.19%	1.36%

*Based on clock hours – not gross labor payroll