IBEW LOCAL UNION 26 &
WASHINGTON, D.C. CHAPTER NECA
TELEDATA AGREEMENT WAGE/BENEFIT RATES

WASHINGTON, D.C. METROPOLITAN ZONE

WAGES Gross rate/hr.	09/07/09	03/01/10	09/06/10	03/07/11
Journeyman Installer Tech 100%	$ 24.55	$ 24.85	$ 25.20	$ 25.55
Communications Installer	$ 21.35	$ 21.60	$ 21.85	$ 22.10
Cable Puller	$ 12.28	$ 12.43	$ 12.60	$ 12.78
Comm. Apprentices 6TH - 90%	$ 22.10	$ 22.37	$ 22.68	$ 23.00
5TH - 85%	$ 20.87	$ 21.12	$ 21.42	$ 21.72
4TH - 80%	$ 19.64	$ 19.88	$ 20.16	$ 20.44
3RD - 75%	$ 18.41	$ 18.64	$ 18.90	$ 19.16
2ND - 65%	$ 15.96	$ 16.15	$ 16.38	$ 16.61
1ST - 55%	$ 13.50	$ 13.67	$ 13.86	$ 14.05

Note: Apprentice Rates are based upon a percentage of the Journeyman Installer Technician Rate.

SHENANDOAH ZONE

WAGES Gross rate/hr.	09/07/09	03/01/10	09/06/10	03/07/11
Journeyman Installer Tech 100%	$ 20.42	$ 20.66	$ 20.91	$ 21.16
Communications Installer	$ 17.76	$ 17.96	$ 18.11	$ 18.26
Cable Puller	$ 10.21	$ 10.33	$ 10.46	$ 10.58
Comm. Apprentices 6TH-90%	$ 18.38	$ 18.59	$ 18.82	$ 19.04
5TH-85%	$ 17.36	$ 17.56	$ 17.77	$ 17.99
4TH- 80%	$ 16.34	$ 16.53	$ 16.73	$ 16.93
3RD-75%	$ 15.32	$ 15.50	$ 15.68	$ 15.87
2ND-65%	$ 13.27	$ 13.43	$ 13.59	$ 13.75
1ST-55%	$ 11.23	$ 11.36	$ 11.50	$ 11.64

Note: Apprentice Rates are based upon a percentage of the Journeyman Installer Technician (Shenandoah) Rate.

+PLUS BENEFITS

Journeyman Installer Tech 100% and Communications Installer Benefits	09/07/09	03/01/10	09/06/10	03/07/11
H/W	$ 4.95	$ 4.95	$ 5.15	$ 5.15
NEBF*	3%	3%	3%	3%
IAP (Annuity)	$ 0.95	$ 0.95	$ 0.95	$ 0.95
JATC	$ 0.27	$ 0.27	$ 0.32	$ 0.32
Local 26 Pension	$ 1.05	$ 1.05	$ 1.15	$ 1.15
National LMCC	0.01	0.01	0.01	0.01
Local LMCC	0.06	0.06	0.06	0.06
NECA (See Note)	0.75%	0.75%	0.75%	0.75%

Cable Puller Benefits:	09/07/09	03/01/10	09/06/10	03/07/11
H/W	$ 4.95	$ 4.95	$ 5.15	$ 5.15
NEBF*	3%	3%	3%	3%
National LMCC	0.01	0.01	0.01	0.01
Local LMCC	0.06	0.06	0.06	0.06
NECA (See Note)	0.75%	0.75%	0.75%	0.75%
Communications Apprentice Benefits:	09/07/09	03/01/10	09/06/10	03/07/11
H/W	$ 4.95	$ 4.95	$ 5.15	$ 5.15
NEBF*	3%	3%	3%	3%
IAP (Annuity) (For 5th & 6th Periods Apprentices Only)	$ 0.45	$ 0.45	$ 0.45	$ 0.45
JATC (For 3rd through 6th Periods Apprentices Only)	$ 0.27	$ 0.27	$ 0.32	$ 0.32
Local 26 Pension (For 5th & 6th Periods Apprentice Only)	$ 0.40	$ 0.40	$ 0.50	$ 0.50
National LMCC	0.01	0.01	0.01	0.01
Local LMCC	0.06	0.06	0.06	0.06
NECA (See Note)	0.75%	0.75%	0.75%	0.75%

Journeymen in a Supervisory Capacity (Foremen):

Supervising # of Employees:	0 to 2	3 to 5	6 to 10
Hourly Premiums:	$ 0.00	$ 0.50	$ 1.00

* NEBF Contributions are calculated against GROSS EARNINGS (excluding extraordinary bonuses and personal use of employer-provided vehicles).

Note: NECA Service Charge contributions are calculated at 3/4 of 1 percent (.0075) of the gross productive payroll each month for the first 75,000 manhours in a calendar year. Between 75,000 and 150,000 manhours, the Service Charge rate is 3/4 of 3/4 of 1 percent (.005625). After 150,000 manhours, no Service Charges must be paid.

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