



May 17, 2019

To: All Contractors Signatory to the COMMUNICATION AGREEMENT
 From: Electrical Contractors' Association of City of Chicago
 Re: New Wage & Fringe Benefit Allocation

We are pleased to inform you that the Electrical Joint Arbitration Board has reached an agreement on the wage and fringe benefit allocations for the Communication Agreement that is to be effective June 3, 2019 to May 31, 2020. The \$2.14 increase to the total package is displayed below.

NEW COMMUNICATION AGREEMENT PACKAGE EFFECTIVE JUNE 3, 2019

	<u>Current</u>	<u>Change</u>	<u>New</u>
Journeyman Wage	\$43.96	\$0.90	\$44.86
Health & Welfare	\$9.15	\$0.23	\$9.38
HRA	\$0.70	\$0.14	\$0.84
Annuity	\$11.90	\$0.20	\$12.10
Vacation Fund	\$1.25		\$1.25
SUB	\$0.04	\$0.03	\$0.07
Apprentice Training Benefit	\$0.05	\$0.20	\$0.25
Apprenticeship & Training	\$0.80	\$0.10	\$0.90
NEBF	\$1.36	\$0.02	\$1.38
LMCC	\$0.20	\$0.30	\$0.50
AMF	\$0.08	\$0.02	\$0.10
Total	\$69.49	\$2.14	\$71.63

General Foreman Rate: $\$44.86 + \$4.45 = \$49.31$
 Foreman Rate: $\$44.86 + \$2.80 = \$47.66$

Vacation Fund

The Vacation Fund is a per hour contribution, will be the same for Journeymen, Foremen, and General Foremen, and will be prorated for Apprentices based on their current percent pay schedule. The Vacation Fund contribution is taxable as a wage and is subject to NEBF. The Vacation Fund contribution will be sent each month to the Great Lakes Credit Union on behalf of all employees currently working for the company.

National Electrical Benefit Fund

All classifications 3% of Gross Productive Payroll.



The Electrical Joint Arbitration Board has also clarified the Shift language due to a typographical error in previous correspondence as follows:

Section 8.02 When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked:

The first shift (day shift) shall be worked between the hours of 7:00/8:00 a.m. and 3:30/4:30 p.m. Employees on the day shift shall receive eight (8) hours' pay at the regular hourly rate for eight (8) hours work.

The second shift (swing shift) shall be worked between the hours of 3:30/4:30 p.m. and **12:00 a.m. /1:00 a.m.** Workmen on the swing shift shall receive eight (8) hours' pay at the regular hourly rate for **eight (8) hours work plus 17.3% for all hours worked.**

The third shift (graveyard shift) shall be worked between the hours of 11:30 p.m./**12:30 a.m.** and **8:00/9:00 a.m.** Workmen on the graveyard shift shall receive eight (8) hours' pay at the regular hourly rate for **eight (8) hours work plus 31.4% for all hours worked.**

An unpaid lunch period of thirty (30) minutes shall be allowed on each shift.

All overtime work required after the completion of a regular shift shall be paid at one and one-half times the "shift" hourly rate. There shall be no pyramiding of overtime rates and double the straight time rate shall be the maximum compensation for any hour worked.

There shall be no requirement for a day shift when either the second or third shift is worked.

The Employer has the option of changing the starting time of the second **shift one hour earlier or three hours later** and third shift will remain the same, one hour earlier or two hours later than the shift starting times.

Employees shall receive the annuity and Vacation Fund benefits for eight hours on both the second and third shift when a full shift is worked by the employee.