



May 17, 2019

To: All Contractors Signatory to the RESIDENTIAL 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 Residential Agreement that is to be effective June 3, 2019 to May 31, 2020. The \$2.55 increase to the total package is displayed below.

NEW RESIDENTIAL AGREEMENT PACKAGE EFFECTIVE JUNE 3, 2019

	<u>Current</u>	<u>Change</u>	<u>New</u>
Journeyman Wage	\$48.35	\$1.00	\$49.35
Active Health & Welfare	\$9.99	\$0.15	\$10.14
HRA	\$0.65	\$0.35	\$1.00
Retiree Health & Welfare	\$4.47	\$0.08	\$4.55
Pension Plan #2	\$9.28	\$0.22	\$9.50
Pension #5	\$5.75	\$0.25	\$6.00
Vacation Fund	\$1.25		\$1.25
SUB	\$0.30	\$0.10	\$0.40
Apprentice Training Benefit	\$0.25	\$0.08	\$0.33
Apprenticeship & Training	\$0.63	\$0.12	\$0.75
NEBF	\$1.49	\$0.03	\$1.52
LMCC	\$0.35	\$0.15	\$0.50
AMF	\$0.08	\$0.02	\$0.10
Total	\$82.84	\$2.55	\$85.39

General Foreman Rate: \$49.35 + \$6.00 = \$55.35

Foreman Rate: \$49.35 + \$3.00 = \$52.35

The percentage details for fringe benefits will be mailed to every contractor from the Electrical Insurance Trustees.

Please do not hesitate to call the Electrical Contractors' Association at (708) 531-0022 if you have any questions regarding the Principal Agreement.

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

Section 3.13 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:



Section 3.13 (Continued)

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. Workmen 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.**

If a holiday falls during the week, this third shift would actually celebrate the holiday on the third shift the next morning. If required to work this third shift, double the straight time rate of pay shall apply.

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.

When employees are reassigned to work either the second or third shift, said employees shall be paid at the greater of the two shift rates for a duration of at least five (5) days.

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.

(1) This option can be implemented only after the Employer provides the Business Manager of the local union with a written request from the user or customer or provides a copy of the job specifications verifying the need to change the starting time and permission is granted by the business manager.

(2) When second or third shift starting times are changed the shifts must continue those starting times for at least five (5) days duration.

(3) Employees shall receive the annuity benefit for eight hours on both the second and third shift when a full shift is worked by the employee.

Section 3.14 There shall be no pyramiding of overtime rates and double the straight time rate shall be the maximum compensation for any hour worked.