

## **LETTER OF UNDERSTANDING – RESIDENTIAL AGREEMENT**

THIS LETTER OF UNDERSTANDING AS A SIDE LETTER to the Agreement between Local Union #176, IBEW, and the Eastern IL Chapter, NECA, shall take effect June 1, 2020, and shall remain in effect until May 31, 2023. While in effect this Letter of Understanding shall not be considered as an evergreen clause.

THIS LETTER OF UNDERSTANDING AS A SIDE LETTER to the Agreement between Local Union 176, IBEW and the Eastern IL Chapter, NECA, shall expire and become null and void on the day and date first written above. Thereafter, the terms and conditions of the Residential Agreement and the Wage and Fringe Benefits described therein, and contained in Appendix "A", shall prevail.

WHEREAS, the parties have previously entered into the aforesaid Collective Bargaining Agreement; and

WHEREAS, the parties mutually desire to amend certain provisions of the Agreement, as hereinafter set forth;

NOW THEREFORE, in consideration of the mutual promises hereinafter contained, it is agreed by the parties hereto as follows:

BE IT RESOLVED that the undersigned have mutually agreed that it is in the best interest of our collective membership and our industry that this Letter of Understanding be implemented for the residential industry in this area only, and in no way shall be used to negatively impact or leverage any other local Collective Bargaining Agreements that are in place, either through arbitration or negotiation. Furthermore, any infraction of the Scope of Work contained in this Letter of Understanding by an individual Employer shall null and void the terms and conditions of this Letter of Understanding until a resolution can be reached by the Labor-Management Committee.

### **TYPE OF WORK COVERED BY THIS LETTER OF UNDERSTANDING**

It is mutually agreed that the provisions of this Agreement shall apply to all units built primarily for family residence, excluding buildings with commercial and/or health care facilities.

A family residence does not include: Hotels, Motels, Assisted Living Facilities and other like facilities.

This Letter of Understanding does not cover Life Safety Systems which are multi-conductor Low Voltage systems as relating to a Scope of Work contained in other Collective Bargaining Agreements.

**LETTER OF UNDERSTANDING – RESIDENTIAL AGREEMENT**

**WAGE AND FRINGE BENEFIT INFORMATION**

Wage and Fringe Benefit rates for this Letter of Understanding as a Side Letter to the Residential Agreement between Local Union #176, IBEW, and the Eastern IL Chapter, NECA, shall take effect June 1, 2020 and expire on May 31, 2021.

<b>RESIDENTIAL WIREMAN</b>	6/1/20-5/31/21
Hourly Wage Rate	\$32.75
Health & Welfare	\$14.79
Decatur Pension (\$0.80 Admin Fee)	\$4.79
Local Pension	\$3.00
NEBF (3%)	\$.98
LMCC (\$.13/hr Local + \$.01/hr Nat'l)	\$.14
JATC (\$.35 per hr)	\$.35
AMF (.5%)	\$.16
NECA Service Charge (.5%)	\$.16
SUB Fund	\$.30
<b>TOTAL PACKAGE</b>	<b>\$56.61</b>

All Zones the same

**DEDUCTIONS**

Working Dues – 3.5% of gross wages

Political Action Committee (PAC) - \$.05 (five cents) per hour worked

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This Letter of Understanding shall constitute the only Letter of Understanding between the parties covering this type of work and all prior Letters of Understanding or Side Letter, entered into, either written or verbal, are hereby declared to be null and void.

SIGNED:  
EASTERN ILLINOIS CHAPTER, NECA

  
\_\_\_\_\_  
EXECUTIVE DIRECTOR

6.9.2020  
\_\_\_\_\_  
DATE

SIGNED:  
LOCAL UNION 176 IBEW

  
\_\_\_\_\_  
BUSINESS MANAGER

June 1, 2020  
\_\_\_\_\_  
DATE

## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

1. STATE(S): <u>Illinois</u>
COUNTY OR AREA:
Zone I: Includes Will and Grundy Counties SEE ATTACHED

2	3	4		A	B	C	D	E	F					
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE		HEALTH & WELFARE	3% NEBF	APPREN. TRAINING PROGRAM	PENSION	ANNUITY	SUB FUND					
WIRESMEN	(a)	(a)	Employer Contribution											
RESIDENTIAL WIRESMEN	(b) 6/20-5/21	(b) 43.15	Employer Contribution	15.84	1.29	0.47	4.79	7.90	1.85					
TELEDATA TECHNICIAN	(c)	(c)	Employer Contribution											
LINEMEN	(d)	(d)	Employer Contribution											
CABLESPICER	(e)	(e)	Employer Contribution											
GROUND MEN	(f)	(f)	Employer Contribution											
EQUIPMENT OPERATOR	(g)	(g)	Employer Contribution											
TRUCK DRIVER	(h)	(h)	Employer Contribution											
TECHNICIAN	(i)	(i)	Employer Contribution											
SIGN	(j)	(j)	Employer Contribution											
	(k)	(k)	Employer Contribution											
5 ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E & F?				Yes	Yes	Yes	Yes	Yes	Yes					
6 ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" FOR A, B, ETC?				Yes	Yes	Yes	Yes	Yes	Yes					
7 List the AGREEMENT REFERENCE of the fringe benefits cited.			ARTICLE	VI	VI	V	VI	VI	VI					
			SECTION	6.04	6.01	5.14	6.03	6.02	6.06					
			PARAGRAPH											
			PAGE	22	21	20/21	22	21/22	23					
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) <u>43.15</u>	(b) _____	(c) _____	(d) _____	(e) _____	(f) _____	(g) _____	(h) _____	(i) _____	(j) _____	(k) _____

9 <u>Eastern Illinois Chapter, NECA</u>	
Contractor or Association	
By: <u>[Signature]</u>	Title: <u>EX. DIRECTOR</u>
Date: <u>6.9.2020</u>	

10 IBEW Local Union <u>176</u>	
By: <u>[Signature]</u>	Title: <u>Business Manager</u>
Date: <u>6-1-20</u>	

**PREPARE IN TRIPLICATE. Send original and one copy to the I.O. Attach one (1) copy of your agreement. (FOR INSTRUCTIONS IN PREPARING THIS FORM: See page 1)**

## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

1. STATE(S): <u>Illinois</u>
COUNTY OR AREA:
Zone II: Includes Kankakee County and parts of LaSalle County SEE ATTACHED

2	3	4	A	B	C	D	E	F					
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE	HEALTH & WELFARE	3% NEBF	APPREN. TRAINING PROGRAM	PENSION	ANNUITY	SUB FUND					
WIRESMEN	(a)	(a)	Employer Contribution										
RESIDENTIAL WIRESMEN	(b) 6/20-5/21	(b) 42.75	Employer Contribution	15.84	1.28	0.47	4.79	7.90	1.85				
TELEDATA TECHNICIAN	(c)	(c)	Employer Contribution										
LINEMEN	(d)	(d)	Employer Contribution										
CABLESPICER	(e)	(e)	Employer Contribution										
GROUND MEN	(f)	(f)	Employer Contribution										
EQUIPMENT OPERATOR	(g)	(g)	Employer Contribution										
TRUCK DRIVER	(h)	(h)	Employer Contribution										
TECHNICIAN	(i)	(i)	Employer Contribution										
SIGN	(j)	(j)	Employer Contribution										
	(k)	(k)	Employer Contribution										
5 ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E & F?			Yes	Yes	Yes	Yes	Yes	Yes					
6 ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" FOR A, B, ETC?			Yes	Yes	Yes	Yes	Yes	Yes					
7 List the AGREEMENT REFERENCE of the fringe benefits cited.	ARTICLE		VI	VI	V	VI	VI	VI					
	SECTION		6.04	6.01	5.14	6.03	6.02	6.06					
	PARAGRAPH												
	PAGE		22	21	20/21	22	21/22	23					
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?			(a) <u>42.75</u>	(b) _____	(c) _____	(d) _____	(e) _____	(f) _____	(g) _____	(h) _____	(i) _____	(j) _____	(k) _____

9 <u>Eastern Illinois Chapter, NECA</u>	
Contractor or Association	
By: <u>[Signature]</u>	Title: <u>EX. DIRECTOR</u>
Date: <u>6-9-2020</u>	

10 IBEW Local Union <u>176</u>	
By: <u>[Signature]</u>	
Title: <u>Business Manager</u>	Date: <u>6-1-20</u>

**PREPARE IN TRIPLICATE. Send original and one copy to the I.O. Attach one (1) copy of your agreement. (FOR INSTRUCTIONS IN PREPARING THIS FORM: See page 1)**

## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

1. STATE(S): <u>Illinois</u>
COUNTY OR AREA:
Zone III: Includes Bureau County and parts of Ford, Henry, Iroquois, Putnam and Stark Counties SEE ATTACHED

2	3	4		A	B	C	D	E	F					
CLASSIFICATION	EFFECTIVE DATES	BASIC HOURLY WAGE		HEALTH & WELFARE	3% NEBF	APPREN. TRAINING PROGRAM	PENSION	ANNUITY	SUB FUND					
WIRESMEN	(a)	(a)	Employer Contribution											
RESIDENTIAL WIRESMEN	(b) 6/20-5/21	(b) 41.60	Employer Contribution	15.84	1.25	0.47	4.79	7.90	1.85					
TELEDATA TECHNICIAN	(c)	(c)	Employer Contribution											
LINEMEN	(d)	(d)	Employer Contribution											
CABLESPICER	(e)	(e)	Employer Contribution											
GROUNDMEN	(f)	(f)	Employer Contribution											
EQUIPMENT OPERATOR	(g)	(g)	Employer Contribution											
TRUCK DRIVER	(h)	(h)	Employer Contribution											
TECHNICIAN	(i)	(i)	Employer Contribution											
SIGN	(j)	(j)	Employer Contribution											
	(k)	(k)	Employer Contribution											
5 ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E & F?				Yes	Yes	Yes	Yes	Yes	Yes					
6 ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" FOR A, B, ETC?				Yes	Yes	Yes	Yes	Yes	Yes					
7 List the AGREEMENT REFERENCE of the fringe benefits cited.			ARTICLE	VI	VI	V	VI	VI	VI					
			SECTION	6.04	6.01	5.14	6.03	6.02	6.06					
			PARAGRAPH											
			PAGE	22	21	20/21	22	21/22	23					
8 WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL 4 ABOVE?				(a) <u>41.60</u>	(b) _____	(c) _____	(d) _____	(e) _____	(f) _____	(g) _____	(h) _____	(i) _____	(j) _____	(k) _____

9 <u>Eastern Illinois Chapter, NECA</u>	
Contractor or Association	
By: <u>[Signature]</u>	Title: <u>EX. DIRECTOR</u>
	Date: <u>6-9-2020</u>

10 <u>IBEW Local Union 176</u>	
Contractor or Association	
By: <u>[Signature]</u>	Title: <u>Business Manager</u>
	Date: <u>6-1-20</u>

**PREPARE IN TRIPLICATE. Send original and one copy to the I.O. Attach one (1) copy of your agreement. (FOR INSTRUCTIONS IN PREPARING THIS FORM: See page 1)**

June 1, 2020

Re: Residential Agreement Extension  
June 1, 2020 through May 31, 2023

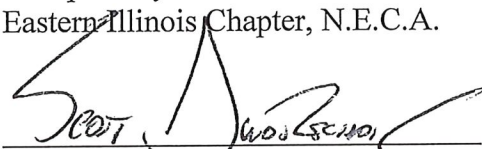
This shall memorialize our understanding regarding Extension of the Residential Agreement between IBEW Local 176 and the Eastern Illinois Chapter of NECA for the period of June 1, 2020 through May 31, 2023 as the agreed upon expiration of the Residential Agreement.

During the above period the Letter of Understanding as a Side Letter to the Residential Agreement effective June 1, 2020 shall be extended and remain in effect through May 31, 2023. All other terms and conditions of the June 1, 2020 through May 31, 2023 Residential Agreement shall continue in effect through May 31, 2023 except as modified by the Side Letter.

This letter shall further serve as written notice pursuant to Section 1.02 (a) and (b) of the Residential Agreement giving at least 90 days written notice prior to the May 31, 2023 of the Union's intent to negotiate changes to the successor agreement commencing June 1, 2023 regarding wages, benefits and contract duration.

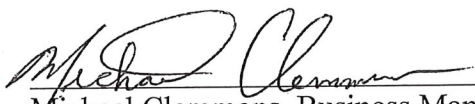
Please signify your acceptance of the terms extending the Residential Agreement and Side Letter through May 31, 2023 by signing below.

Accepted By  
Eastern Illinois Chapter, N.E.C.A.

  
\_\_\_\_\_  
Scott Dworschak, Executive Director

Date: 6.9.2020

IBEW Local 176

  
\_\_\_\_\_  
Michael Clemmons, Business Manager

Date: 6-1-20

**I.B.E.W. LOCAL UNION #176**  
**RESIDENTIAL AGREEMENT WAGES (L.O.U.)**  
**Effective 6/1/2020 to 05/31/2021**

	<b><u>ZONE I</u></b>	<b><u>ZONE II</u></b>	<b><u>ZONE III</u></b>
	<b>WILL &amp; GRUNDY</b>	<b>KANKAKEE &amp; LASALLE</b>	<b>ALL OTHERS</b>
Residential Wireman	\$32.75	\$32.75	\$32.75
Foreman (9%)	\$35.70	\$35.70	\$35.70
Gen. Foreman (16%)	\$37.99	\$37.99	\$37.99

**BENEFITS**

National Pension (3%)	\$0.98	\$0.98	\$0.98
Health & Welfare	\$14.79	\$14.79	\$14.79
Decatur Pension (\$ .60 Admin Fee)	\$4.79	\$4.79	\$4.79
Local Pensions	\$3.00	\$3.00	\$3.00
S.U.B. Fund	\$0.30	\$0.30	\$0.30
<b>Total R.W. Package</b>	<b>\$56.61</b>	<b>\$56.61</b>	<b>\$56.61</b>
LMCC	\$0.14	\$0.14	\$0.14
Apprenticeship Fund (\$.35) per hr	\$0.35	\$0.35	\$0.35
AMF (Admin. Man. Fund) (.5%)	0.5%	0.5%	0.5%
NECA Service Charge (.5%)	0.5%	0.5%	0.5%

**DEDUCTION FROM WAGES**

Working Dues (as of 1/1/2011)	3.5%	3.5%	3.5%
P.A.C. (Voluntary)	\$0.05	\$0.05	\$0.05

**RESIDENTIAL TRAINEES**

**LOCAL**

**PENSION**

\$1.35 1st period (0-1000 hours) 45%	\$14.74	\$14.74	\$14.74
\$1.50 2nd period (1001-2000 hours) 50%	\$16.38	\$16.38	\$16.38
\$1.80 3rd period (2001-3000 hours) 60%	\$19.65	\$19.65	\$19.65
\$2.10 4th period (3001-4000 hours) 70%	\$22.93	\$22.93	\$22.93
\$2.40 5th period (4001-5000 hours) 80%	\$26.20	\$26.20	\$26.20
\$2.70 6th period (5001-6000 hours) 90%	\$29.48	\$29.48	\$29.48

**BONDING REQUIREMENTS**

MUST PARTICIPATE IN LMCC BONDING PROGRAM OR  
PURCHASE \$10,000.00 BOND FOR EACH EMPLOYEE