



**Labor-Management Committee**  
- FOR THE -  
**Electrical Construction Industry**

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June 24, 2010

**TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN**

**SUBJECT: YEAR 2010 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE**

**Terms of Agreement: 4 years; June 1, 2010 thru May 31, 2014**

**Wage package is based on the Journeyman rate and is to be implemented December 1<sup>st</sup>.**

**Increase hourly increment as follows:**

December 1, 2010	\$1.00 (Added to Retirement Savings Plan)
June 1, 2011	\$1.75
June 1, 2012	\$2.60
June 1, 2013	\$3.65

**Other Changes: Add Elective Deferral (401k) Classifications VIII (\$6.00/hr) and IX (\$7.00/hr) effective with the January 1, 2011 open enrollment period.**

**Effective June 1, 2010** (See attached schedule for details on wages/pension rates by "Classification")

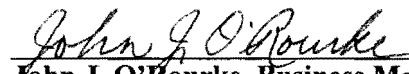
**Wages:**

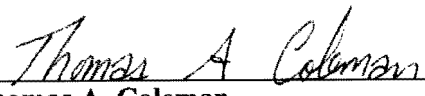
Journeyman.....	\$53.05 per hour
Foreman, Shop Foreman.....	\$59.68 per hour
General Foreman.....	\$66.31 per hour

**Fringes:**

Health & Welfare.....	\$10.88 per hour
Total Pension.....	\$8.42 per hour (Defined Benefit: \$8.42; Retirement Savings \$0.00)
Apprenticeship/EISB/LMCC.....	\$1.115 per hour
N.E.B.F.....	3% gross earnings
IBEW-COPE.....	\$0.05 per hour (an after tax "assignment of wages" per voluntary checkoff.)

	Apprentices	Wages	Pension
1 <sup>st</sup> 12 months	40%	\$21.22	\$0.00
3 <sup>rd</sup> 6 months	45%	\$23.87	\$3.79
4 <sup>th</sup> 6 months	50%	\$26.53	\$4.21
5 <sup>th</sup> 6 months	55%	\$29.18	\$4.63
6 <sup>th</sup> 6 months	60%	\$31.83	\$5.05
7 <sup>th</sup> 6 months	65%	\$34.48	\$5.48
8 <sup>th</sup> 6 months	70%	\$37.14	\$5.90
9 <sup>th</sup> 6 months	75%	\$39.79	\$6.32
10 <sup>th</sup> 6 months	80%	\$42.44	\$6.73

  
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John J. O'Rourke, Business Manager/  
Financial Secretary  
IBEW Local Union 6

  
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Thomas A. Coleman  
Executive Manager  
San Francisco Electrical Contractors Assn., Inc.