

**RESIDENTIAL NEGOTIATIONS
NECA PACKAGE PROPOSAL #4
Wage/Healthcare Proposal
9-24-24**

HOURS – WAGES – WORKING CONDITIONS

The first forty (40) hours, Monday through Saturday, shall constitute a regular workweek. All time worked after forty (40) hours in a week shall be paid one and one-half (1 ½) times the straight time rate of pay. All time worked on Sundays or Holidays shall be one and one-half (1 ½) times the straight time rate of pay. All work performed on the following Holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day or days celebrated as such shall be paid for at one and one-half (1 ½) times the straight time rate of pay.

Wages shall be paid no later than quitting time on Friday and not more than five (5) days of wages may be withheld at any time. All fringe benefit payments shall be paid to the Trust no later than the fifteenth (15th) day of the following month held.

Nothing in this Agreement prohibits the Employer from implementing a high volume installation incentive plan.

Journeyman Residential Wage Rates:

Wages for Journey level employees shall be based on the employee's skills and ability as determined by the contractor with consultation by the Union. All wages shall comply with state and federal laws and regulations.

When calculating a base wage for apprentices, a Journey Residential Wiremen base rate of ~~\$31.00~~ **36.50** /hr. shall be used as a minimum.

Future Base Wage Rates shall be as follows:

- ~~2/7/2022 \$34.00/hr~~ **2/3/2025 \$39.00**
- ~~2/6/2023 \$35.50/hr~~ **2/2/2026 \$41.50**
- ~~2/5/2024 \$36.50/hr~~ **2/1/2027 \$44.25**

No current Employee shall receive a reduction in pay as a result of this Agreement.

Employers may elect to pay top performing apprentices more than the minimum required by this Agreement.

FOREMAN

Individuals designated as a foreman by employer shall receive 10% above Residential Journeyman base wage listed.

Journey Benefit Rates

Current Rates

| | |
|-------------------|--------------------------|
| Healthcare Plan 1 | \$6.60 \$8.00 |
| Pension | \$3.95 |
| 401K | \$1.80 |
| JATC | \$0.10 |
| NEBF | 3% gross wages |

~~Effective 2/7/2022, fringe increase for Residential Wireman only of \$1.00/hr~~

~~Effective 2/6/2023, fringe increase for Residential Wireman only of \$1.00/hr~~

~~Effective 2/5/2024, fringe increase for Residential Wireman only of \$1.00/hr~~

- Distribution of fringe increases shall be at the discretion of the Union.

When Residential workers are directed to report to the job and are ordered not to start work due to weather conditions, lack of materials, or causes beyond their control, they shall receive not less than two (2) hours pay.

Apprentice Benefit Rates

Effective

| | |
|-------------------|--------------------------|
| Healthcare Plan 2 | \$5.00 \$6.75 |
| Pension | \$0.10 |
| 401K | \$0.10 |
| JATC | \$0.10 |
| NEBF | 3% gross wage |