

COMMUNICATION AGREEMENT COST SHEET

Effective

June 1, 2024

Through

December 31, 2024

The minimum hourly rate of wages shall be as follows:

Fringe Benefits Paid by Employer:

Communications Technicians	\$ 29.83
Foreman (Technician + 10%)	\$ 32.81
General Foreman (Technician + 20%)	\$ 35.80
Apprentices:	
1 st Period (60% of Tech rate + \$0.80)	\$ 18.70
2nd period (66% of Tech rate+ \$0.80)	\$ 20.49
3rd period (72% of Tech rate+ \$0.80)	\$ 22.28
4th period (78% of Tech rate + \$0.80)	\$ 24.07
5th period (84% of Tech rate+ \$0.80)	\$ 25.86
6th period (90% of Tech rate+ \$0.80)	\$ 27.65
Tower Technicians - Climbers	\$ 33.75
Tower Climber Trainees:	
1st Period (60% of Climber rate)	\$ 20.25
2nd Period (66% of Climber rate)	\$ 22.28
3rd Period (72% of Climber rate)	\$ 24.30
4th Period (78% of Climber rate)	\$ 26.33
5th Period (84% of Climber rate)	\$ 28.35
6th Period (90% of Climber rate)	\$ 30.38
Tower Technicians - Non-Climbers	\$ 29.26
Tower Climber Trainees:	
1st Period (60% of Non-Climber rate)	\$ 17.56
2nd Period (66% of Non-Climber rate)	\$ 19.31
3rd Period (72% of Non-Climber rate)	\$ 21.07
4th Period (78% of Non-Climber rate)	\$ 22.82
5th Period (84% of Non-Climber rate)	\$ 24.58
6th Period (90% of Non-Climber rate)	\$ 26.33
Communications Trainee	\$ 15.00

NEBF	3% of payroll
Apprentice Training	1.5% of payroll
Administration Fund	0.5% of payroll
NECA Service Charge	1.0% of payroll
LMCC	\$ 0.06 per hour
DFW Management Fund	\$ 0.05 per hour
Health Benefit	\$ 8.40 per hour
Personal Care Account	\$ 1.00 per hour
*Paid Holidays	8 hours/holiday
8th District Pension Fund:	
Techs; 3 rd – 6 th Per. Apprentices/Trainees	\$ 2.90 per hour
1 st & 2 nd Period Apprentices/Trainees	\$ 1.41 per hour
Annuity Fund:	
Techs; 3 rd – 6 th per. Apprentices/Trainees	\$ 2.10 per hour
1 st & 2 nd Period Apprentices/Trainees	\$ 0.85 per hour
Communications Trainee Fringe Benefits Paid by Employer:	
NEBF – 3% Gross	
*Health Benefit	\$ 2.30 per hour
DFW Management Fund - \$0.04 per hour	\$ 0.05 per hour
Administration Fund – 0.5% of Payroll	0.5% of payroll
NECA Service Charge – 1.0% of Payroll	1.0% of payroll
<i>*8th Dist. Basic Plan; Covers employee only, Communication Trainee's shall have the option to add eligible dependants at his/her own expense.</i>	
*Paid Holidays shall be paid per section 3.12	
Amounts Deducted from the Employee Check:	
Union Assessment	2.0% of payroll
Voluntary Cope Fund	\$.02-\$.25 per hour

IBEW Local Union 354
 3400 West 2100 South
 Salt Lake City, UT 84119
 801-972-9354

Intermountain Chapter, NECA
 2125 West 2300 South
 West Valley City, UT 84119
 801-486-6900

Local 354 Business Manager/FS

Intermountain Chapter NECA Manager

Signature: 
 Steve Woodman

Signature: 
 Class DeBoer

Date: 5/30/2024

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