

## **2016 Sound and Communications Installer (OREGON LEB/NON-LICENSED)**

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Effective Date: January 1, 2016

### **Gross Wages**

\$22.52 per hour

### **Vacation Account** - Diverted

\$.90 per hour or 4% of gross is withheld and diverted into a "Vacation" account in your name at the IBEW United Workers Federal Credit Union. This money is yours to do with what you please, but the original intent was to provide an account to cover days off due to illness, vacation, holidays, etc. The money is deposited and available to you around the 20<sup>th</sup> of each month.

### **Initiation Fee**

A one-time fee of \$79, which covers your first month of Basic Dues (see below) is due within the first eight days of joining Local 48.

### **Membership Dues Paid by Employee**

*These dues are a fixed monthly cost that you must arrange to pay.*

\$.27 per hour (\$46.50/month) for Basic Dues. Active "A" membership in the IBEW qualifies members for participation in the IBEW Pension Benefit Plan. (Note: The "hourly rate" assumes an average 173 hour month.)

### **Working Dues Paid by Employee**

*Your employer withholds the following dues from your weekly paycheck. The hourly costs are figured on a regular 40-hour work-week with no overtime.*

\$.39-\$.51 per hour (1.75%-2.25%) for Working Dues – Covers the day to day cost of running the union hall. Current rate for 2016 is 1.75% \$.39

\$.05 per hour for PAC - This money is used to support legislation and candidates that will work to improve wages, hours, and working conditions. This is a qualifying contribution under the Oregon Political Contribution Tax Credit. There are alternatives that allow redirection of this money to charity.

(Note: Depending on your tax situation, a portion of these costs may be considered business related expenses and may be tax deductible. Talk to a tax professional for more information.)

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**Total Dues = \$0.71 Per Hour**

**Effective "Take-home" Wage: \$21.81**

**"Take-home" Wage after Vacation diversion = \$20.91**

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*The employer will pay benefits for every hour worked in addition to the hourly wage. There is no cost to the employee for any of the following benefits:*

### **Fringe Benefits Paid by the Employer**

\$9.55 per hour is paid to the Harrison Electrical Worker's Trust Fund to pay for full-family medical, dental, and vision insurance. This fund also provides supplemental retiree health-care and pre-Medicare insurance to early retirees. See Trust Plan documents for more info.

\$3.90 per hour for Edison Pension - This is a Defined Benefit Pension with a five-year vesting period. The benefit amount upon retirement is approximately \$41 per month for each full year worked. For example, 25 full years worked times \$41 per month will earn you \$1025.00 per month for life upon retirement.

\$.77 per hour (3% of gross) for NEBF Pension Plan - Currently \$32 for each qualifying year you work. For example, 25 years worked times \$32 per year worked will earn you \$800 per month for life upon retirement. In some cases past service credits can be earned if a former employer becomes union.

\$1.10 per hour for IBEW District No. 9 Pension Plan, a 404(c) Annuity - You are 100% vested from day one. This is Defined Contribution Plan where you may choose from many different investment options.

\$1.20 per hour for Harrison Electrical Workers Trust Fund Flexible Benefit Plan - Supplemental plan designed to provide you with a variety of benefits to meet your individual circumstances. Can be used tax-free for medical expenses or dependent care expenses. May also be used to supplement unemployment but is taxed at regular income levels.

\$.20 per hour for BALMCC (Barnes-Allison Labor Management Cooperation Committee) - Fund used to promote the union electrical industry. This fund is directed by a committee made up of representatives from signatory contractors and Local 48. It is used for promoting our union and the contractors that are signatory with us as well as for contract dispute resolution.

\$.70 per hour for Apprenticeship and Training a fund used to maintain the NECA\IBEW Local 48 Training Center for apprentices and journeyman continued education.

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**Total Wage Package \$39.94**

### **Optional Benefits:**

The Cornell Pension is a voluntary contribution plan available to all LU 48 members. See your employer for application forms to automatically direct up to \$10, or \$12 if you are 50, per hour into the Cornell 401(k).