



**NORTHEASTERN ILLINOIS CHAPTER
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION, INC.**

2100 Manchester Rd. • Bldg. A Suite 101 • Wheaton, Illinois 60187

Phone: (630) 876-5360 Fax: (630) 876-5364

LABOR INFORMATION

October 31, 2024

To: Active Signatory Contractors to the Voice Data Video Agreement between the Aurora Division, Northeastern Illinois Chapter, NECA and IBEW Local Union 461

From: Giuseppe Muzzupappa

Re: Summary Wage Package Breakdown and Agreement Amendments

The bargaining parties to the Voice Data Video Agreement have reached a settlement in this cycle of negotiations. The Wage Package Breakdown Summary, effective November 4, 2024 through October 31, 2027, is attached. A summary of the agreed upon Agreement amendments are listed below. Once amendments are approved by the International Office of the IBEW, a copy of the updated Voice Data Video Agreement will be available upon request.

Term of Agreement

Three-Year Term: Monday, November 4, 2024 through Sunday, October 31, 2027

Total Package Increase(s)

- Effective November 4, 2024 - **\$4.40** per hour
- Effective November 3, 2025 - **\$4.40** per hour
- Effective November 2, 2026 - **\$4.40** per hour

Foreman and General Foreman Hourly Increases (All above JT hourly rate)

- Effective November 4, 2024:
 - Foreman rate to **\$3.25** per hour
 - General Foreman rate to **\$7.25** per hour
- Effective November 3, 2025:
 - Foreman rate to **\$3.50** per hour
 - General Foreman rate to **\$7.75** per hour
- Effective November 2, 2026:
 - Foreman rate to **\$3.75** per hour
 - General Foreman rate to **\$8.50** per hour

Foreman Ratio

Increase of Foreman to General Foreman Ratio from two (2) to three (3)

A. On all jobs requiring five (5) or more Employees, one (1) shall be appointed Foreman by the Employer and the Foreman shall have no more than fourteen (14) men working for him. Thereafter a new Foreman must be appointed. Of those ~~two (2)~~ three (3) Foremen, one (1) of them must be appointed General Foreman.

New Area General Foreman Classification and Hourly Rate (All above JT hourly rate)

- Effective November 4, 2024: Area General Foreman rate of \$12.25 per hour
- Effective November 3, 2025: Area General Foreman rate to \$13.00 per hour
- Effective November 2, 2026: Area General Foreman rate to \$13.75 per hour
- New Language will be reflected in the updated Agreement.

Grievance Filing

The bargaining parties have agreed to amend the Grievance Filing procedure.

"Any grievance ~~which is~~ not filed in writing within ~~thirty~~ ten (10) working days of the ~~grievant becoming aware of the grievance~~ day of occurrence of the incident shall be deemed to no longer exist."

Transportation

The bargaining parties have agreed to amend Transportation pay and distance for eligible employees who travel outside the jurisdictional boundary.

(b) For any day when employees are ordered to begin or end their workday at a jobsite greater than ~~twenty five (25)~~ fifty (50) miles outside the geographical boundary of the Local Union from which they were referred, the employee shall be paid the gross sum equal to ~~thirty (30%) percent of~~ one hour total package, at straight time Journeyman Technician rate, for each event only if the employee does not utilize an Employer/Company vehicle with gasoline, toll fees, and parking fees financed by the Employer.

Discrimination/Sexual Harassment Policy

The bargaining parties have adopted a new Discrimination/Sexual Harassment Policy, which will be included in the updated agreement.

New Trainee Classification

The bargaining parties have agreed to adopt a new Trainee Classification for the Voice Data Video Agreement under a Memorandum of Understanding (MoU). A copy of the MoU is enclosed with this notice.

All existing Side Letters and Memorandums of Understanding remain in effect.

If you have any questions, please contact the Chapter office.



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LABOR INFORMATION

AURORA DIVISION - I.B.E.W. LOCAL UNION 461

WAGE PACKAGE BREAKDOWN

VOICE DATA VIDEO AGREEMENT

JOURNEYMAN TECHNICIAN	Effective 11/4/2024 – 11/2/2025
Hourly Wage Rate	\$47.11
Health & Welfare (Per Each Hour Worked)	17.30
D.C. Pension (25% of Gross Wages)	11.78
Variable Benefit Pension Plan (9.55% Gross Wages)*	4.50
Apprenticeship (3.50% Gross Wages)	1.65
N.E.B.F. (3% of Gross Wages)	1.41
L.M.C.C. (Per Each Hour Worked)	0.20
N.L.M.C.C. (Per Each Hour Worked)	0.01
SUBTOTAL	\$83.96
Administrative Maintenance Fund (.40 of 1% Gross Wages)	0.19
* N.E.C.A. Service Charge (.60 of 1% of Gross Wages)	0.28
TOTAL HOURLY PACKAGE	\$84.43

***N.E.C.A. Service Charge applies to N.E.C.A. members only.**

FOREMAN: \$50.36 - (\$3.25 Above Journeyman Tech Rate)

GENERAL FOREMAN: \$54.36 - (\$7.25 Above Journeyman Tech Rate)

AREA GENERAL FOREMAN: \$59.36 - (\$12.25 Above Journeyman Tech Rate)

DEDUCTIONS:

Working Dues – 5 1/2% of Gross Wages

Automatic Enrollment 401K Deduction...5% of Gross (Except for Individuals who have properly opted-out or are not participants in the LU461 Pension Plan)

*Currently the Variable Pension Contribution Basis is Gross Wages – This is an unresolved Issue

Effective November 3, 2025 – The J.T. Wage and Benefit Package will increase by \$4.40 per hour

Effective November 2, 2026 – The J.T. Wage and Benefit Package will increase by \$4.40 per hour

Please Note: There is a Vacation Accrual provision to 10 cents (10¢) per hour.

MEMORANDUM OF UNDERSTANDING
IBEW LOCAL 461 TRAINEE PROGRAM

THIS MEMORANDUM OF UNDERSTANDING (MoU) TRAINEE PROGRAM AS A SIDE LETTER to the Agreement between IBEW Local Union 461, and the Aurora Division of Northeastern Illinois Chapter, NECA, shall take effect November 4, 2024, and shall remain in effect until October 31, 2027. At the end of each year this MoU/Program will be evaluated for its effectiveness and utilization. All other provisions of the VDV Agreement remain applicable unless otherwise noted or modified herein.

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 in the interest of obtaining a larger future workforce and maintaining competitiveness in the electrical and low voltage construction industry, the undersigned have mutually agreed to create this Memorandum of Understanding Trainee Program.

The primary purpose of the Trainee Program is market expansion. Our goal is to increase market share by lowering overall composite rates to make us more competitive, and to improve training opportunities for future apprentices.

IBEW Local Union 461 and the Aurora Division of Northeastern Illinois Chapter, NECA, will provide opportunities to those who may be interested in an apprenticeship in the unionized electrical construction industry. Anyone interested in participating in the Trainee Program must obtain a Letter of Recommendation from a signatory Employers or the Local 461 Business Manager. It is intended that any applicant from a signatory Employer will be referred out to that Employer upon successful completion of all prerequisites. The applicant will then follow the Trainee Application Process as described below. All Trainees must be at least eighteen (18) years old at the time of application and must pass a mandatory drug screen (urine test) before being accepted into the Program.

Trainees may be given the opportunity to work up to two thousand (2,000) hours in this classification. After reaching this threshold, individuals may reapply and re-enter the program.

The Trainee Program begins with an unpaid electrical construction industry orientation. The orientation program includes OSHA 10, CPR, tool and material identification, and information about the Local's Apprenticeship Program. Upon completion of the orientation program, Trainees will be assigned by the Local Union or Apprenticeship to a signatory Employer and begin working on a jobsite.


The Employer shall contribute to the National Electrical Benefit Fund (NEBF) and the Local 461 Apprenticeship and Training Trust on behalf of all Trainees for administrative purposes. Contributions to other benefit plans addressed in other Sections of the VDV Agreement are not applicable to Trainees.

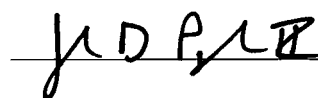
This Letter of Understanding Trainee Program does not cover any project or work that falls under the Davis-Bacon Act, Illinois Prevailing Wage Laws, Project Labor Agreements, and/or work funded or financed by union trust funds.

SIGNED & DATED:

NORTHEASTERN ILLINOIS CHAPTER, NECA

IBEW LOCAL UNION 461

 10/29/2024

 10-29-24

TRAINEE REGISTRATION PROCESS

The IBEW Local 461 JATC will be accepting applications EVERY TUESDAY, from 8:00 A.M. to 12:00 P.M. and from 1:00 P.M. to 4:00 P.M. You must APPLY IN PERSON with a picture ID and your application fee. Our office is located at 591 Sullivan Rd, Unit 100, Aurora, IL 60506

Each applicant must bring the following documentation:

1. A copy of your valid Driver's License.
2. A copy of your U.S. Birth Certificate, U.S. Passport, Certificate of U.S. Citizenship or Naturalization, or Permanent Resident Alien Card. (This information is required to prove eligibility to work in the U.S. and prove minimum age requirement of 17 at the time of registration).

Candidates MUST BRING COPIES of the above-listed documents, original documents will not be copied in our office and any copies provided to the JATC office, will not be returned.

TRAINEE ORIENTATION PROGRAM

Candidates for the Trainee Program will be selected based on the needs of the industry and completion of the orientation program.

All candidates will be required to attend an eight (8) hour Trainee Orientation Program. An administration fee of one hundred dollars (\$100.00) is required prior to the start of orientation.

Candidates must complete the following prior to job placement:

- Agree to and sign the terms of the 'Trainee Program Policy Statement'
- Submit and pass a urine drug screen
- Complete OSHA 10 training
- Complete CPR training
- Complete tool and material identification training

If the candidate successfully completes the orientation process as required, the administration fee will be applied to the tools required for work. Unsuccessful completions forfeit their administration fee.

TRAINEE SELECTION

Those candidates who successfully complete the orientation process will be referred through the JATC Office to signatory contractors with thirty (30) day permits.

- Qualified Trainees may be selected from the current application and ranking list.
- A qualified Trainee may be called off the list by submitting a letter of "intent to sponsor" to the JATC Office from a signatory contractor or the Local 461 Business Manager.

At permit renewal the Trainee must submit an hours-worked report and a completed Trainee evaluation report. The Trainee's attendance, attitude, and performance will be evaluated on a regular basis. In the event that the Trainee is deficient in any one of these areas, the Trainee will be dropped from the Program.

RATIOS

EMPLOYER RATIOS:

One (1) Trainee per shop that has five (5) or less JW's; two (2) Trainees per shop that has six (6) to ten (10) JW's. Shops with over ten (10) JW's will have a ratio of one (1) Trainee to ten (10) JW's. In no instance shall a shop have more than eight (8) Trainees.

<u>Journeyman</u>	<u>Trainees</u>
1-5	1
6-10	2
11-20	3
21-30	4
31-40	5
41-50	6
51-60	7
61-70	8

JOBSITE RATIOS:

Trainees shall be included when calculating jobsite Apprentice Ratios per Article XIV, Section 14.08, of the VDV Agreement.

Trainees must be under the supervision of a Journeyman Technicians at all times.

SCOPE OF WORK

Trainees shall be allowed to perform basic jobsite tasks such as material handling, loading and unloading equipment and tools, assemble fixtures, and jobsite cleanup related to low voltage/data/telecommunication materials only. Trainees shall be permitted to perform a very limited amount of job tasks in order to develop job skills and trade competencies.

The following exceptions will be strictly enforced:

1. Trainees shall never perform any type of work on an energized circuit.
2. Trainees shall never terminate any electrical work.
3. Trainees will not be allowed on any job that falls under the Davis-Bacon Act, Illinois Prevailing Wage Laws, Project Labor Agreements, and/or work funded or financed by Union Trust Funds.

TOOL LIST

Hammer	Various Tip Screwdrivers
Utility Knife	Linesmen Pliers (Klein's)
Canvas Bag	Wire Strippers
Tape Measurer	

Trainees shall not remain employed, and the Employer may not add additional Trainees, if Apprentices become available for OJT assignment unless the Employer is already employing the full complement of Apprentices allowed, or has and is cooperating in the employment and training of Apprentices.

Trainees may work overtime after all other bargaining unit members have been offered such overtime. There is no transferring of Trainees for overtime.

All selected Trainees will be subject to Local 461's random drug testing policy. Ratio and Trainee numbers may be increased at the Business Manager's discretion.

WAGES

Trainee	11/4/24 - 10/31/27
Trainee Hourly Wage Rate	\$18.08
N.E.B.F. (3.00% of gross wages)	\$0.54
Administration (1.75% of gross wages)	\$0.32
TOTAL PACKAGE	\$18.98

The Employer shall contribute to the National Electrical Benefit Fund (NEBF) and the Local 461 Apprenticeship and Training Trust on behalf of all Trainees for administrative purposes. Contributions to other benefit plans addressed in other Sections of this Agreement are not applicable to Unindentured.