

VDV Labor Rates, Local Union #364, Greater Rockford, Illinois Area, 6/1/26 - 5/30/27

	Technician	Foreman	General Foreman	Area General Foreman	A1 0-800 hours	A2 801-1600 hours	A3 1601-2000 hours	A3 2001-2500 hours	A4 2501-3400 hours	A5 3401-4300 hours	A6 4301-5200 hours	A7 5201-6100 hours	A8 6101-7000 hours
Base Rate	100%	110%	116%	125%	40%	45%	50%	50%	55%	60%	65%	75%	85%
Base Wage	\$52.49	\$57.74	\$60.89	\$65.61	\$21.00	\$23.62	\$26.25	\$26.25	\$28.87	\$31.49	\$34.12	\$39.37	\$44.62
Health & Welfare*	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12
Defined Contribution MPP*	\$21.04	\$21.04	\$21.04	\$21.04	n/a	n/a	n/a	\$10.52	\$11.57	\$12.62	\$13.68	\$15.78	\$17.88
NEBF (3%)	\$1.57	\$1.73	\$1.83	\$1.97	\$0.63	\$0.71	\$0.79	\$0.79	\$0.87	\$0.94	\$1.02	\$1.18	\$1.34
Total Package	\$95.22	\$100.63	\$103.88	\$108.74	\$41.75	\$44.45	\$47.16	\$57.68	\$61.43	\$65.17	\$68.94	\$76.45	\$83.96
JATC (2%)	\$1.05	\$1.15	\$1.22	\$1.31	\$0.42	\$0.47	\$0.53	\$0.53	\$0.58	\$0.63	\$0.68	\$0.79	\$0.89
JATC Certification	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
LMCC	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Safety	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Substance Testing	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
NECA (.50%) (members only)	\$0.26	\$0.29	\$0.30	\$0.33	\$0.11	\$0.12	\$0.13	\$0.13	\$0.14	\$0.16	\$0.17	\$0.20	\$0.22
AMF (.75%)	\$0.39	\$0.43	\$0.46	\$0.49	\$0.16	\$0.18	\$0.20	\$0.20	\$0.22	\$0.24	\$0.26	\$0.30	\$0.33
Total Contractual Labor Cost	\$97.17	\$102.75	\$106.11	\$111.12	\$42.69	\$45.47	\$48.27	\$58.79	\$62.62	\$66.45	\$70.30	\$77.99	\$85.65
Est. Taxes (FICA, FUTA, SUTA, Liability Ins, & Worker's Comp)	\$14.39	\$15.83	\$16.68	\$17.98	\$5.76	\$6.47	\$7.19	\$7.19	\$7.91	\$8.62	\$9.35	\$10.78	\$12.23
Total Estimated Hourly Labor Cost	\$111.56	\$118.58	\$122.79	\$129.10	\$48.45	\$51.94	\$55.46	\$65.98	\$70.53	\$75.07	\$79.65	\$88.77	\$97.88
Deduction: Local 364 Working Assessments (4%)	\$2.10	\$2.31	\$2.44	\$2.62	\$0.84	\$0.94	\$1.05	\$1.05	\$1.15	\$1.26	\$1.36	\$1.57	\$1.78
Employee Electable Deduction: Vacation Account (0, 5 or 10%)	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%

*Health and Welfare and 401(a) Defined Contribution Money Purchase Plan on overtime hours are calculated using the appropriate overtime multiplier of either 1.5 or 2 times the straight-time contribution rate, the same rate as the overtime wage multiplier of either 1.5 or 2 times the straight time wage rate.

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