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 National Electrical Contractors Association  
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IMPORTANT: Labor Relations Bulletin

## IBEW Local 40 (Motion Picture Industry Production) Inside Wiremen's Agreement

Rates effective December 30, 2019 through July 26, 2020

The **\$1.70** total increase effective 12/30/19 will be allocated as follows: **\$1.25** to wages, **\$0.25** to health, **\$0.15** to pension and **\$0.05** to training. Of the \$0.25 allocated to health, \$0.05 will be directed to the HRA. Additionally, the employee deduction for training is increased by \$0.05. Accordingly, the wages and fringe benefits for the effective dates above will be:

	Wage	Employer Contributions							Employee Deductions	
		NEBF <sup>(a)</sup>	Local Pension <sup>(b)</sup>	Health <sup>(c)</sup>	Training <sup>(d)</sup>	LMCC	NEIF <sup>(e)</sup> (NECA only)	AMF <sup>(f)</sup> (Non-NECA)	Training <sup>(d)</sup>	LMCC
General Foreman (1.252 x jrmn.)	\$ 64.79	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Foreman (1.126 x jrmn.)	\$ 58.27	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Journeyman	\$ 51.75	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
-- When cable splicing, welding, performing instrumentation work or fiber optic splicing (+\$0.60)	\$ 52.35	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Apprentices: Period 1, 1st Year, 40%	\$ 20.70	3%	\$ -	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 2, 1st Year, 45%	\$ 23.29	3%	\$ -	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 3, 2nd Year, 50%	\$ 25.88	3%	\$ 6.30	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 4, 2nd Year, 55%	\$ 28.46	3%	\$ 6.93	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 5, 3rd Year, 60%	\$ 31.05	3%	\$ 7.56	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 6, 3rd Year, 65%	\$ 33.64	3%	\$ 8.19	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 7, 4th Year, 70%	\$ 36.23	3%	\$ 8.82	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 8, 4th Year, 75%	\$ 38.81	3%	\$ 9.45	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 9, 5th Year, 80%	\$ 41.40	3%	\$ 10.08	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 10, 5th Year, 85%	\$ 43.99	3%	\$ 10.71	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)

- (a) NEBF contribution is an amount equal to 3% of the gross wage.
- (b) No local pension for 40% and 45% apprentices. All others get percentage of **\$12.60** equal to their percentage in the program. For example, 50% apprentice gets **\$6.30** local pension contribution.
- (c) Amount includes **\$3.00** for HRA.
- (d) No **\$0.55** deduction for training on apprentices, employer pays **\$1.15**.
- (e) NEIF contribution is an amount equal to 1% of gross wage and is paid by NECA members only.
- (f) AMF contribution is an amount equal to 0.5% of the gross wage. AMF is paid by non-NECA contractors on all hours worked *and* paid by NECA members on all hours worked in excess of 150,000 in the Chapter's jurisdiction.
- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = wage + 31.4%  
(See Section 3.12 of CBA)

**Future increases:**

Effective Date	To be Allocated	Employer Contribution	Employee Deduction
7/27/20	+ \$1.80	+ \$0.05 for training	---
2/1/21	+ \$1.90	---	---
7/26/21	+ \$2.00	+ \$0.05 for training	---
1/31/22	+ \$2.10	---	(\$0.05) for training
7/31/22	Contract expiration date		

**PLEASE NOTE: Beginning on December 30, 2019, the double time rate will be paid after 10 hours on weekdays and Saturday.**

<b>Swing Shift</b>	Wage	Employer Contributions							Employee Deductions	
		NEBF <sup>(a)</sup>	Local Pension <sup>(b)</sup>	Health <sup>(c)</sup>	Training <sup>(d)</sup>	LMCC	NEIF <sup>(e)</sup> (NECA only)	AMF <sup>(f)</sup> (Non-NECA)	Training <sup>(d)</sup>	LMCC
General Foreman	\$ 76.00	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Foreman	\$ 68.35	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Journeyman	\$ 60.70	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
-- When cable splicing, welding, performing instrumentation work or fiber optic splicing.	\$ 61.41	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Apprentices: Period 1, 1st Year, 40%	\$ 24.28	3%	\$ -	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 2, 1st Year, 45%	\$ 27.32	3%	\$ -	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 3, 2nd Year, 50%	\$ 30.36	3%	\$ 6.30	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 4, 2nd Year, 55%	\$ 33.38	3%	\$ 6.93	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 5, 3rd Year, 60%	\$ 36.42	3%	\$ 7.56	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 6, 3rd Year, 65%	\$ 39.46	3%	\$ 8.19	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 7, 4th Year, 70%	\$ 42.50	3%	\$ 8.82	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 8, 4th Year, 75%	\$ 45.52	3%	\$ 9.45	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 9, 5th Year, 80%	\$ 48.56	3%	\$ 10.08	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 10, 5th Year, 85%	\$ 51.60	3%	\$ 10.71	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)

<b>Graveyard Shift</b>	Wage	Employer Contributions							Employee Deductions	
		NEBF <sup>(a)</sup>	Local Pension <sup>(b)</sup>	Health <sup>(c)</sup>	Training <sup>(d)</sup>	LMCC	NEIF <sup>(e)</sup> (NECA only)	AMF <sup>(f)</sup> (Non-NECA)	Training <sup>(d)</sup>	LMCC
General Foreman	\$ 85.13	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Foreman	\$ 76.57	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Journeyman	\$ 68.00	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
-- When cable splicing, welding, performing instrumentation work or fiber optic splicing (+\$0.60)	\$ 68.79	3%	\$ 12.60	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ (0.55)	\$ (0.25)
Apprentices: Period 1, 1st Year, 40%	\$ 27.20	3%	\$ -	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 2, 1st Year, 45%	\$ 30.60	3%	\$ -	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 3, 2nd Year, 50%	\$ 34.01	3%	\$ 6.30	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 4, 2nd Year, 55%	\$ 37.40	3%	\$ 6.93	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 5, 3rd Year, 60%	\$ 40.80	3%	\$ 7.56	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 6, 3rd Year, 65%	\$ 44.20	3%	\$ 8.19	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 7, 4th Year, 70%	\$ 47.61	3%	\$ 8.82	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 8, 4th Year, 75%	\$ 51.00	3%	\$ 9.45	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 9, 5th Year, 80%	\$ 54.40	3%	\$ 10.08	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)
Period 10, 5th Year, 85%	\$ 57.80	3%	\$ 10.71	\$ 10.96	\$ 1.15	\$ 0.35	1%	0.5%	\$ -	\$ (0.25)

**Information regarding shifts:**

1. Working a day shift only is not considered a "shift" under the terms of the agreement.
2. The day shift is the first shift, the swing shift is the second shift and the graveyard shift is the third shift. Thus, the regular work week begins Monday morning with the first shift and ends Saturday morning with the third shift. The graveyard shift for Friday ends on Saturday morning, therefore Saturday's overtime rate does not apply. This is also true for shifts that end on Sundays and holidays.
3. One (1) employee constitutes the establishment of a "shift."
4. Where shifts are worked overtime, after the regular shift the applicable overtime rate (1½ times up to 10 hours worked)\*\* shall apply in the addition to the designated shift differential pay. However, the shift differential is not paid on overtime days -- which includes Saturdays, Sundays, holidays and overtime days on approved four ten-hour day workweeks. Double the straight time rate of pay is the maximum amount paid for any work.
5. Shifts must be a minimum of five (5) days duration, which may include Saturday, Sunday and holidays. (This requirement applies to the scheduling and performance of work, not the uninterrupted presence of a particular individual or individuals on the job.)
6. Either the swing or graveyard shifts may be worked alone without the requirement of a day shift.
7. Where an employee does not complete a full shift due to his own choice, he will be paid for actual hours worked. Where it is the choice of the employer, the "4-8 Rule" as shown in Article III, Section 3.17, will apply in addition to the shift differential.
8. While the shift must last for a minimum of five days duration, it is not necessary for each employee to work the five days in order to fall under the shift work provisions of the agreement.
9. Per Section 3.12 of the agreement, the shift rate of pay is determined by the start time of the shift (see chart below).

<b>First Shift (Day Shift):</b> Start time between 5:00 AM and 9:30 AM (Straight Time Rate)
<b>Second Shift (Swing):</b> Start time between 9:31 AM and 8:00 PM (Straight Time Rate +17.3% )
<b>Third Shift (Graveyard):</b> Start time between 8:01 PM and 4:59 AM (Straight Time Rate +31.4% )

\*\* Beginning on December 30, 2019, the double time rate will be paid after 10 hours on weekdays and Saturday.