



LOCAL UNION 180

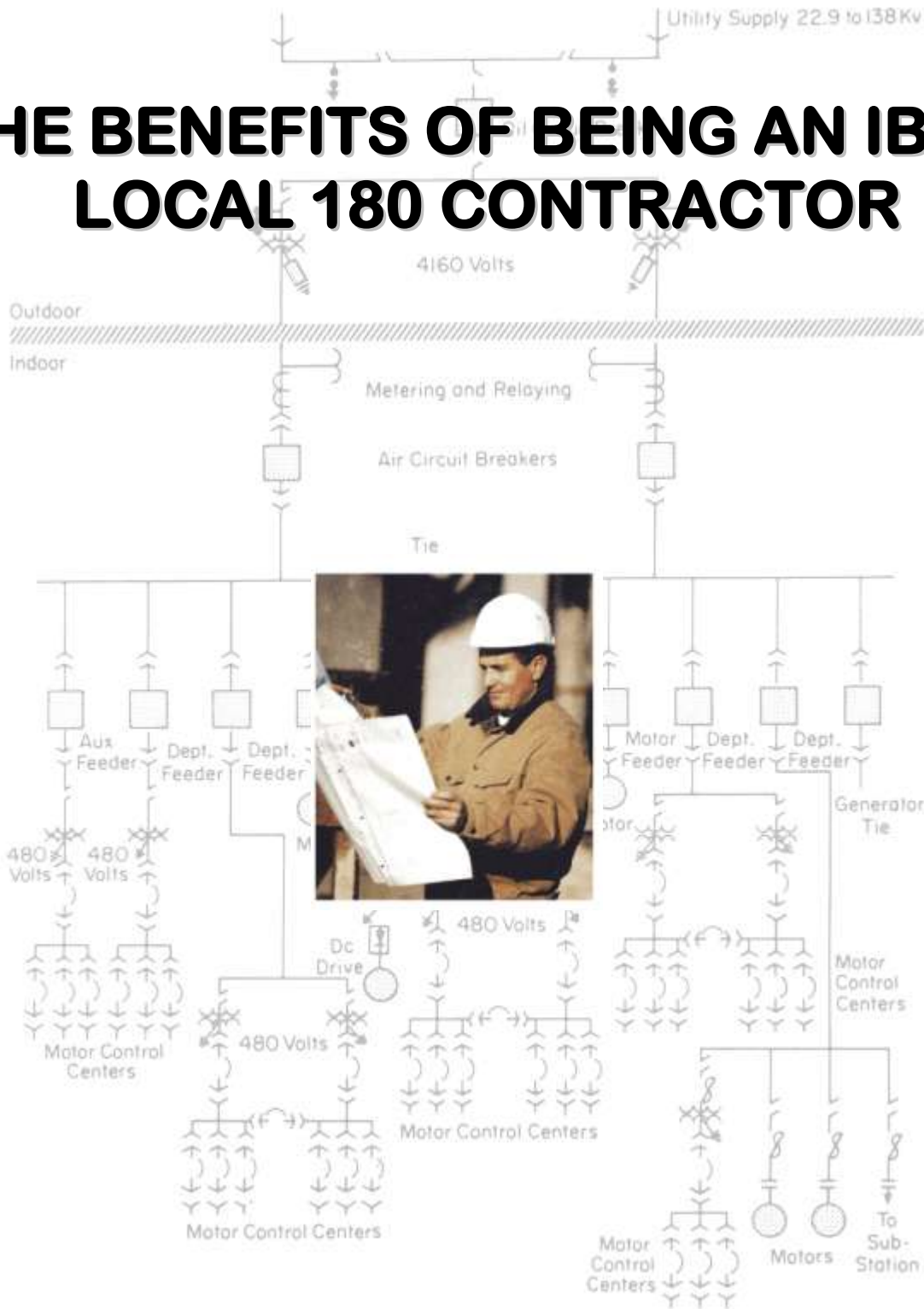
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

SERVING NAPA AND SOLANO COUNTIES SINCE 1901

STAN NELSON
PRESIDENT

DAN BROADWATER
BUSINESS MANAGER

THE BENEFITS OF BEING AN IBEW LOCAL 180 CONTRACTOR



THE BENEFITS OF BEING AN IBEW LOCAL 180 CONTRACTOR

As an open shop contractor you are involved in every aspect of your business.

This takes away from your primary objective that should be securing projects for your company and allowing your company to grow.

AS AN OPEN SHOP CONTRACTOR YOU:

- SPEND MONEY ON HELP WANTED ADVERTISEMENT
- MUST INTERVIEW EACH PERSPECTIVE EMPLOYEE
- HIRE EMPLOYEES WITH LITTLE OR NO EXPERIENCE
- NEGOTIATE WITH EACH EMPLOYEE INDIVIDUALLY ON WAGES
- PURCHASE HEALTHCARE AS A SMALL GROUP
- START A RETIREMENT PLAN WITH NO GUARANTEE ON RETURNS

AS AN IBEW LOCAL 180 CONTRACTOR YOU:

- HAVE A FLEXIBLE WORKFORCE - MANPOWER WHEN NEEDED
- KNOW THAT YOU WILL RECEIVE QUALIFIED ELECTRICIANS
- A WORKFORCE THAT IS DEDICATED TO THE INDUSTRY
- WORK UNDER A CONTRACT THAT HAS SET WAGES
- PARTICIPATE IN A JOINTLY ADMINSTRATED HEALTHCARE PLAN, PENISION PLAN AND APPRENTICESHIP PROGRAM THAT COVERS ALL MEMBERS
- PARTICIPATE IN RETIREMENT PLANS WITH FEDERAL INSURANCES

UNION CONSTRUCTION WORKERS ARE GOOD FOR PRODUCTIVITY

The average unionized establishment recorded productivity levels 16 percent higher than the baseline firm, whereas average nonunion ones scored 11 percent lower. "Even if a union cannot guarantee job security, she says, it enables workers to negotiate on a more or less equal footing. Especially in manufacturing, she notes, unionized workplaces tend to have lower turnover. Consequently, they also reap more benefit from company-specific on-the-job training. "

From Scientific American (August '98, page 36)

The voice that union members have on the job—sharing in decision-making about promotions and work and production standards—increases productivity and improves management practices. Better training, lower turnover and longer tenure also make union workers more productive. A 17%~34% increase in the construction industry.

Source: Dale Belman, "Unions, the Quality of Labor Relations, and Firm Performance," in Unions and Economic Competitiveness, eds. Lawrence Mishel and Paula B. Voos (Armonk, NY: M.E. Sharpe, Inc.: 1992), pp. 41-107.



WAGE PACKAGE

IBEW Local 180 wages and benefits are competitive with industry standards and comply with State and Federal prevailing wage.

Inside Construction Agreement June 1, 2011 – May 31, 2012

<u>Classification</u>	<u>Rate</u>	<u>Total Hourly Package</u>
General Foreman	\$53.51	\$76.76
Foreman/ Cable Splicer	\$48.16	\$70.80
Sub-Foreman	\$45.49	\$67.98
JOURNEYMAN ("A")*	\$42.81	\$65.16

<u>Apprentices</u>	<u>Step</u>	<u>Hourly Rate</u>
Period 1**	45%	\$19.26
Period 2**	48%	\$20.55
Period 3	51%	\$21.83
Period 4	54%	\$23.12
Period 5	57%	\$24.40
Period 6	60%	\$25.69
Period 7	65%	\$27.83
Period 8	70%	\$29.97
Period 9	75%	\$32.11
Period 10	80%	\$34.25

Electrical Contractors Trust Fund	1%	Gross Mo. Payroll @ "A" Rate
Health & Welfare Trust Fund	\$12.95	Per Hour Worked
Pension Trust Fund ** (D/B Plan)	\$5.85	Per Hour Worked
401-(a) Pension Contribution ** (D/C Plan)	\$.20	Per Hour Worked
National Electrical Benefit Fund	3%	Gross Mo. Payroll @ "A" Rate
JATC Trust Funds **	\$.88	Per Hour Worked
Labor-Management	\$.19	Per Hour Worked
Cooperation Trust Fund (Includes one cent NLMCC)		
Contract Administration Trust Fund (CATF)	1.33%	Gross Mo. Payroll @ "A" Rate

<u>(Employee Deduction)</u>		
Dues Check-Off Plan	6% + \$.61	Gross Mo. Payroll @ "A" Rate Per Hour Worked

Revised 4/28/2011 for new allocations



Residential Construction Agreement
December 1, 2010 thru November 30, 2011

<u>Classification</u>	<u>Rate</u>	<u>Total Hourly Package</u>	
Foreman	120%	\$33.86	\$46.01
Sub-Foreman	110%	\$31.04	\$43.04
Residential Wireman	100%	\$28.22	\$40.08

<u>Apprentices</u>	<u>Step</u>	<u>Hourly Rate</u>
Period 1	50%	\$14.11
Period 2	58%	\$16.37
Period 3	66%	\$18.63
Period 4	74%	\$20.88
Period 5	82%	\$23.14
Period 6	90%	\$25.40

Employers Contribution

LMCC (Local)	\$0.05	Per Hour
LMCC (M2K)	\$0.10	Per Hour
LMCC (National)	\$0.01	Per Hour
Health & Welfare	\$7.85	Per Hour
Pension (401(a))	\$1.59	Per Hour
JATC	\$0.85	Per Hour
NEBF	3%	Gross
ECT	1%	Gross
CATF (Contract Administration Trust Fund)*	1%	Gross

Employee Deductions

Working Assessment	6%	Gross +\$.20/HR
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*Revised 8/1/2007 for CATF, Revised 11/9/2007, 6/1/2008 & 12/1/2008 for wage allocation
 Effective December 1, 2009 - Up to \$0.55/hr for fringe Health & Welfare.
 Effective December 1, 2010 - Up to \$0.50/hr for fringe Health & Welfare.
 Effective December 1, 2011 - Up to \$0.50/hr for fringe Health & Welfare.



Ninth District Sound and Communication Agreement:
December 1, 2010 – November 30, 2011

Schedule “2-A”

<u>Classification</u>	<u>Rate</u>
Installer	\$29.87
Technicians	\$34.01
Senior Technicians	\$37.22

Apprentice

Percentage	Rate
55%	\$16.43
60%	\$17.92
65%	\$19.42
70%	\$20.91
80%	\$23.90
90%	\$26.88

Health & Welfare Trust Fund	\$7.85	Per Hour Worked
Retirement	\$4.00	Per Hour Worked
JATC Trust Fund	\$1.10	Per Hour Worked
Labor Compliance Fund (.10/.10)	\$.20	Per Hour Worked

Labor-Management Cooperation Trust Funds:		
National LMCC	\$.01	Per Hour Worked
Local LMCC	\$.10	Per Hour Worked
Administrative Maintenance Fund	.5%	Gross Mo. Payroll
National Electrical Benefit Fund	3%	Gross Mo. Payroll
Local NECA Dues	.5%	Gross Mo. Payroll



SMALL WORKS WAGE PACKAGE

IBEW Local 180 wages and benefits are competitive with small private work.

Construction Electrician And Wireman June 1, 2011 – May 31, 2012

<u>Classification</u>	<u>Rate</u>	<u>Total Hourly Package</u>
Construction Electrician Level 2, (Lead/Foreman) 110%	\$30.80	\$36.58
Construction Electrician Level 2 (10,001 and above) 100%	\$28.00	\$33.70
Construction Electrician Level 1 (10,001 and above) 80%	\$22.40	\$27.93
Health & Welfare Trust Fund	\$4.15	Per Hour Worked
National Electrical Benefit Fund	3%	Gross Mo. Payroll
JATC Trust Funds	\$.85	Per Hour Worked
National Labor-Management Cooperation Trust Fund (NLMCC)	\$.01	Per Hour Worked
(Employee Deduction) Dues Check-Off Plan	3%	Gross Mo. Payroll

Wireman Rates		
<u>Step</u>	<u>Percentage</u>	<u>Rate</u>
Step 1	50%	\$14.00
Step 2	55%	\$15.40
Step 3	60%	\$16.80
Step 4	65%	\$18.20
Step 5	70%	\$19.60
Step 6	75%	\$21.00



Health & Welfare - Healthcare, health insurance, dental for you and your family.

Pension - Local pension administered by local union trust fund office and overseen by jointly administered trustees.

Pension Trust Fund - A defined contribution plan overseen by jointly administered trustees.

401-a Pension - Deferred Income plan overseen by jointly administered trustees.

Apprentice Training Trust Fund - Joint apprentice training fund, joint committee between employers and employees that oversees the training of our apprentices.

Apprentice Facility Trust Fund - Joint apprentice training center fund, joint committee between employers and employees that oversees the training facility.

NEBF - National Electrical Benefit Fund, A national pension plan jointly administered by the **IBEW** and National Electrical Contractors Association (NECA).

LMCC - Labor Management Cooperation Committee used to help promote the IBEW and its contractors in the industry.

Jointly administered trustees – members from Labor (IBEW) and Management (NECA) chair the trusts

*PAYROLL TAXES ARE PAID ON WAGES ONLY NOT BENEFITS

BENEFITS

For those working under the Inside Construction Agreement, IBEW Local 180 healthcare plan covers you and your family. For those working under the S&C and Residential Agreements, UA healthcare plan covers you and your family. All questions concerning Health Insurance can be answered by the Health and Benefit Trust Fund Offices. Contact info will be provided by IBEW LU 180's Office.

HEALTHCARE PLANS COVERS:

Inside Agreement: Kaiser family coverage, Self Funded Dental Plan

Other Agreements: Various providers family coverage, Self Funded Dental Plan

INSIDE AGREEMENT LOCAL PENSION PLAN:

All money paid on your behalf goes towards your benefit. Upon your retirement you will have a number of options; you choose the one that best fits your retirement needs.

DEFERRED INCOME PLAN:

A defined contribution plan that is in addition to the pension plan. All contributions on your behalf are deposited into an account for you.

NEBF PENSION PLAN:

A national pension plan for all IBEW technicians and electricians, this is funded by contractor contributions all across the country. On your retirement you will receive a monthly benefit according to years of service.

IBEW PENSION PLAN:

This plan is funded through the monthly International's Dues. A portion of the monthly dues goes towards a monthly benefit.

ALL QUESTIONS REGARDING HEALTH CARE AND PENSION BENEFITS CAN BE ANSWERED AT THE UNION HALL IN OUR BENEFITS DEPARTMENT.

The jointly administration of all the local funds is the responsibility of the board of trustees. This consists of three management and three union trustees. They are responsible for the management of the local funds. The fund administrator, hired by the board of trustees, is a member of local 180.

www.ibew180benefitfunds.org

APPRENTICESHIP PROGRAM

Joint Apprenticeship Training Committee

This Committee is made up from members of Local 180 (labor) and NECA (management) to oversee the training of apprentices. Local 180 currently provides apprenticeship programs for Inside Wireman, Residential Wireman and Sound & Communication.

The JATC will provide the Inside Apprentices 5 years and 1000 hours of classroom instruction so they may perform the duties of an Inside Wireman as listed below:

- Installing New Wiring and Repairing Old Wiring
- Installing Receptacles, Lighting Systems and Fixtures
- Planning and Installing Raceway Systems
- Troubleshooting and Repairing Electrical Systems
- Planning and Initiating Project
- Supervising Journeymen and Apprentices
- Establishing Temporary Power During Construction
- Establishing Power Distribution within Project
- Establishing Grounding System
- Installing Service to Buildings and Other Structures
- Providing Power and Controls to Motors, HVAC, and Other Equipment
- Installing Fire Alarm Systems
- Installing and Repairing Traffic Signals, Outdoor Lighting, and Outdoor Power Feeders
- Establishing OSHA and Customer Safety Requirements
- Installing Instrumentation and Process Control Systems, Including Energy Management Systems
- Erecting and Assembling Power Generation Equipment
- Installing Security Systems
- Installing, Maintaining and Repairing Lightning Protection Systems
- Applying the National Electrical Code
- How to Work With Energized Circuits
- Reading Blueprints and Electrical Schematic Diagrams
- Providing First Aid



First Year's Books

The JATC will provide the Residential Apprentices 3 years and 600 hours of classroom instruction so they may perform the duties of a Residential Wireman as listed below:

- Installing New Wiring and Repairing Old Wiring
- Installing Receptacles, Lighting Systems and Fixtures
- Plan and Initiate Projects
- Performing Load, Service and Feeder Calculations
- Supervising Journeymen and Apprentices
- Install Underground Power Circuit and Telephone Feeders to Entrance Facilities
- Provide or Connect to the Grounding Electrode System
- Install Pathways and Spaces for Installation of Low Voltage Wiring
- Install Pathways and Circuit Conductors for Power Distribution
- Test, Certify and Troubleshoot All System Wiring Installations
- Install and Verify Operation of Security, Fire Alarm and Access Control Systems
- Install Sound and Cable TV Distribution Systems
- Install Local Area Network Systems
- Install and Work on other subsystems such as Heating / Air Conditioning, Solar Voltaic Generation and Energy Management Systems
- Applying the National Electrical Code
- How to Work With Energized Circuits
- Reading Blueprints and Electrical Schematic Diagrams
- Providing First Aid

THE COST TO TRAIN OUR APPRENTICES IS PAID FOR THROUGH THE JATC FUND DEDUCTION IN THE BENEFIT PACKAGE. THE COST FOR THE TRAINING FACILITY IS PAID FOR THROUGH THE JATF FUND DEDUCTION IN THE BENEFIT PACKAGE.

www.jatclu180.org

COMMITMENT TO EXCELLENCE

Our standards are higher than most we want to ensure that our members work in an environment where jobs are:

- DONE WITH QUALITY WORKMANSHIP IN MIND
- SAFE AND WORKERS FOLLOW ALL SAFETY PROCEDURES
- ON TIME AND ON BUDGET
- DONE RIGHT THE FIRST TIME
- DONE WITH CUSTOMER SATISFACTION IN MIND

COMMUNITY INVOLVEMENT

IBEW Local 180 members are part of the community for which we work in. We involve ourselves in projects and events that help promote the communities that we live in.

IBEW Local 180 members and contractors, individually and as part of our LMCC, have taken part in*:

- ↵ Aldea Inc.
- ↵ Dixon Boys & Girls Club
- ↵ Dixon Education Foundation
- ↵ Dixon Sober Grad Night
- ↵ Child Start
- ↵ Christmas Gifts for Children (Christian Help Center)
- ↵ City of Vacaville (Local Charities)
- ↵ City of Vallejo
- ↵ Heather House
- ↵ Healing Filed (Vacaville)
- ↵ Fighting Back Partnership
- ↵ Foster a Dream Foundation
- ↵ Napa Babe Ruth Baseball League
- ↵ Napa Emergency Women's Services
- ↵ Official Program Sponsor for Valero Energy Foundation
- ↵ Playground "Fantastico" (Napa)
- ↵ Vacaville Pony Association
- ↵ Vacaville Boys & Girls Club
- ↵ Platinum Sponsorship California Outlaw Racing Association for Children
- ↵ Vallejo High School Baseball (Banner)
- ↵ Vallejo PAL
- ↵ Vallejo Symphony
- ↵ Vallejo's Times Herald Christmas Card
- ↵ Vichy Parents Club (Napa)

*Partial list

Recently, we have been replacing, or providing new scoreboards at sports facilities within Napa & Solano Counties.

- ↵ Vacaville High School - Zunino Stadium Football Field
- ↵ Will C Wood Football Field
- ↵ Will C Wood Basket Ball Gym
- ↵ American Canyon Youth Football Field
- ↵ Yountville Veterans' Home Baseball Field
- ↵ Napa High School Basket Ball Gym
- ↵ Vintage High School Basket Ball Gym
- ↵ Vintage High School Baseball Field
- ↵ Vacaville Christian School Football Field
- ↵ Justin Sienna Baseball Field
- ↵ Solano Community College Soccer Field



Visit www.ibewlu180.org and select LMCC from the menu for complete details.

IBEW Local 180 members are, or have been, members of the follow:

- ↵ School District Bond Oversight Committee
- ↵ Planning Commission
- ↵ Local Government

POLITICAL INVOLVEMENT

IBEW Local 180 works with elected officials that helps promote our issues in the electrical and construction industry. We work with every elected official from the local level up to and including Governor, Congress, and Senate.

We work with the Building Trades, County Labor Council and United Workers for Local Government to interview and endorse local candidates for school board, city council, mayor and supervisor.

Our commitment includes:

- ↔ Financial Support
- ↔ Endorsements
- ↔ GOTV - Get Out The Vote
- ↔ Personnel Support
- ↔ Candidate Training



We have been highly successful in electing our endorsements to office

COMMITMENT TO OUR CONTRACTORS

For newly organized contractors you have access to the same resources plus we support you through the new tasks to your business. Assistance in manpower calls, transmittals and special training for you and your manpower.

The membership of IBEW Local 180 recognizes that we have to partner up with our contractors and recapture the work that has been going to contractors that pay little or no benefits. The open shop contractor usually does not provide health insurance, or pension plans to their employees. Our contractors, who provide benefits, have to add those costs in their bids.

Therefore, we are committed to ensure that our contractors have a level playing field during the bidding process. IBEW Local 180 and our contractors association have teamed up with other area Locals and associations to form the Mission 2000 committee. Under this committee we perform prevailing wage compliance and file claims on behalf of the workers.

IBEW Local 180 monitors upcoming jobs in the area and lists for all of our contractors. This motivates our political efforts to elect officials that are interested in preserving the local economics by way of PLA's.

To grow our contractor base we mentor new contractors formed from our rank and file members. They are supported via our Small Business Incubator (SBI) that provides information from getting your license to landing your first account.

IBEW LOCAL 180 GOALS

We are currently organizing electricians, technicians and electrical contractors within our jurisdiction into our local union. Our goal is to ensure labor harmony between employers and employees. We want to see all electrical work completed with our standards, the highest in the industry. We want to provide our contractors with the highest skilled electrician as an employee. This will allow our contractors to stay competitive and will allow them to grow.

WHAT GREAT MEN THINK ABOUT UNIONS

“Only a fool would try to deprive workingmen and workingwomen of the right to join the union of their choice”

-Dwight D. Eisenhower

“If I went to work in a factory, the first thing I’d do would be to join a union”

-Franklin D. Roosevelt

“If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool”

-Abraham Lincoln

“The mass of mankind has not been born with saddles on their backs, nor a favored few (born) to ride them...”

-Thomas Jefferson

“The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America”

-John F. Kennedy

THE FUTURE

The Napa Solano region is under major developmental changes. We want to ensure that our contractors and members have an opportunity to reap the benefits of these projects. We want to make sure that our contractors have qualified skilled electricians. We want to have a skilled labor force ready to complete projects on time and on budget. IBEW Local 180 members and contractors want to make sure that all of this work will be completed with the local workforce.

Now is the time to start planning for your future. Do you have enough qualified skilled electricians? Can you make a phone call and receive highly trained electricians the next day? Will you be able to interview perspective employees and manage your jobsites at the same time? IBEW Local 180 does all of this for our contractors. We train our apprentices to become highly skilled electricians. Our goal is to organize all electricians and technician within our jurisdiction into our Local Union to make sure a skilled electrician and technician is available for your jobsite.

As an IBEW Local 180 contractor you will always know that when you need manpower you can be sure that you will receive qualified electricians and technicians whenever you need them.

We look forward to having a great working relationship with all of the Electrical and Telecommunications Contractors in Napa Solano Counties that we do business with. We hope that you will partner up with us and become one of our contractors. We look forward to working with you on the upcoming projects in the area, supplying the labor force that you will need.

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