



LOCAL UNION 180

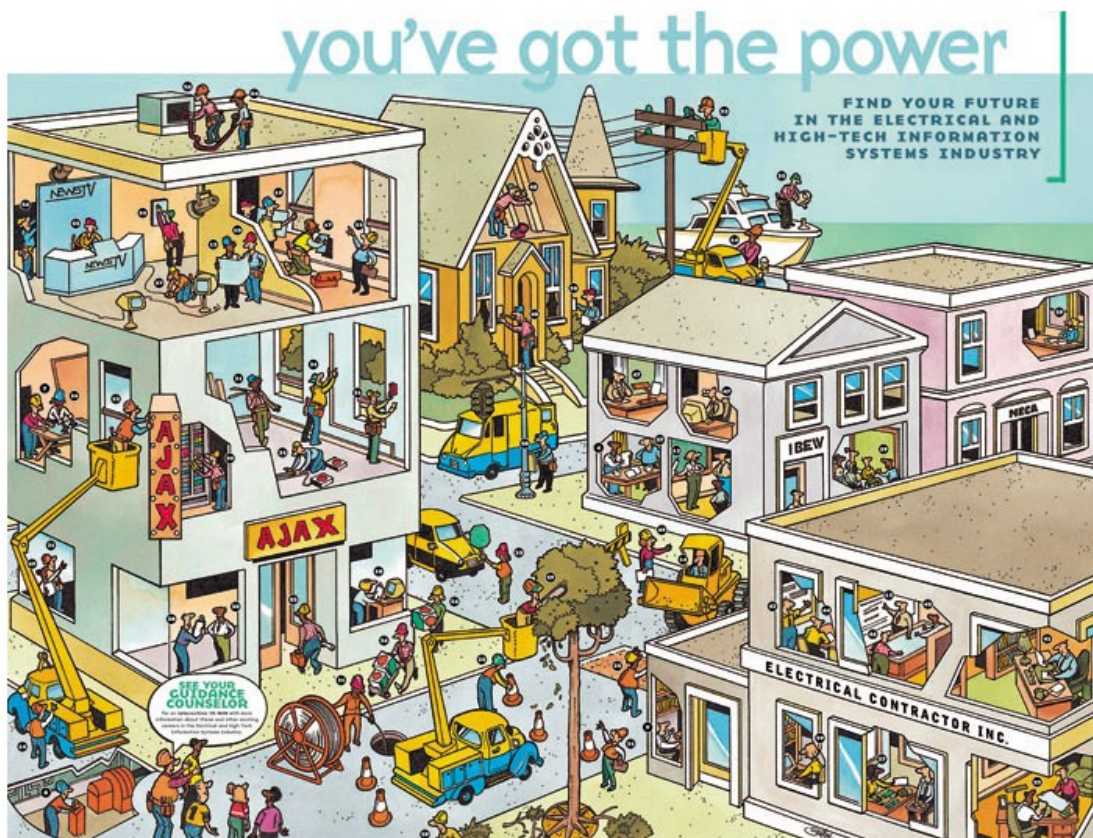
## INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

SERVING NAPA AND SOLANO COUNTIES SINCE 1901

HERB WATTS  
PRESIDENT

KEVIN COLEMAN  
BUSINESS MANAGER

# THE BENEFITS OF BEING AN IBEW LOCAL 180 MEMBER



## Why Do Unions Matter?

### *It's a Jungle out there*

We all know that union-represented employees earn more than non-represented employees (the U.S. union wage premium is the highest of any country). Most people know that unions provide certain protections and rights for employees that can only be supplied by a union. Many people do not know that, without unions, individuals have fewer rights as workers than they do as citizens. The constitution protects citizens' rights of free speech and presumption of innocence from invasion by the government, but not from companies. You can be fired for speaking your mind. You can be terminated even if 'innocent.' The U.S. Constitution supplies individuals no protections in the workplace. You leave your citizenship at the gate when you put on your tool bags.

The workplace is governed by the doctrine of "employment at will." This means that management at any time and without any reason can terminate employees. Yes, there are some laws which prohibit termination of employees for discriminatory reasons (gender, race, disability), but it is perfectly legal to terminate employees for no reason at any time.

### *Unions Make Things Better*

Obviously, unions, through collective action and collective bargaining, provide employees protections from the abuses just listed. Unions provide legal rights and a collective voice to the employees who form them. Unions help employees make things better for themselves and therefore their communities. Wages, benefits, working conditions, training and productivity are certainly not the least of these. This is why unions matter and worker join.

## ABOUT IBEW LOCAL 180

Electrical Workers Local 180 of the International Brotherhood Electrical Workers was granted its Charter on the sixth day of May 1901. The names appearing on the charter are:

**C.A. Thurston, T.W. Broulliet, W.M. Davidson, C.D. Dickey, K.C. Stewart, J.D. Dietz, W.A. Gift, F.N. Killman, W.D. Callen, R.G. Petrie, J.D. Rayes, C. A. Pracht, W.H. Gregory, D. Clyne.**

We are one of the oldest Local Unions in the United States and the third oldest in California. Local 180 represents electrical workers - electricians (industrial, commercial and residential) and sound and communication workers in the Napa and Solano Counties.

There are over one million members of the IBEW in over 1800 local unions spread over all 50 states of the United States, Canada and the Canal Zone.

The IBEW covers all branches of the electrical industry: manufacturing, construction, electric light and power, telephone, radio and TV, railroads and shipyards, government arsenals and atomic installations.



## **THE BENEFITS OF BEING AN IBEW LOCAL 180 MEMBER**

As a member working for open shop contractors you are involved in every aspect of your employment.

This takes away from your primary objective, working hard and securing benefits for you and your family.

### **AS AN OPEN SHOP EMPLOYEE YOU:**

- ↵ SPEND TIME AND EFFORT ANSWERING HELP WANTED ADVERTISEMENTS
- ↵ PROVE YOUR EXPERIENCE
- ↵ NEGOTIATE WITH EACH EMPLOYER INDIVIDUALLY ON WAGES
- ↵ NEGOTIATE WITH EACH EMPLOYER ON REQUIREMENTS FOR TOOLS OR TRUCK
- ↵ PURCHASE HEALTHCARE IN A SMALL GROUP
- ↵ POSSIBLY STARTING RETIREMENT PLANS WITH EACH EMPLOYER AND HAVE NO GUARANTEE ON RETURNS
- ↵ START YOUR VESTING PROCEDURE OVER AND OVER
- ↵ HAVE NO THIRD PARTY MANAGEMENT OF YOUR BENEFITS
- ↵ SEEK AND PAY FOR YOUR OWN SPECIAL TRAINING
- ↵ MUST USE ATTORNEY'S FOR ISSUES BETWEEN YOU AND YOUR EMPLOYER

### **AS AN IBEW LOCAL 180 MEMBER YOU:**

- ↵ SIGN AN OUT OF WORK LIST AND MONITOR THE JOB LINE FOR WORK
- ↵ NO NEED TO MAKE APPLICATIONS TO KEEP UP UNEMPLOYMENT BENEFITS
- ↵ KNOW THAT YOU WILL BE RECEIVED AS A "QUALIFIED ELECTRICIAN"
- ↵ ARE A MEMBER IN A WORKFORCE THAT IS DEDICATED TO THE INDUSTRY
- ↵ RECEIVE ONGOING TRAINING AND SPECIAL TRAINING – FREE OF CHARGE IN MOST CASES
- ↵ WORK UNDER A CONTRACT THAT HAS SET WAGES AND CONDITIONS
- ↵ HAVE THIS OFFICE TO REPRESENT YOU IN ISSUES WITH YOUR EMPLOYER
- ↵ TAKE PART IN A HEALTHCARE PLAN THAT COVERS YOUR FAMILY
- ↵ TAKE PART IN RETIREMENT PLANS WITH FEDERAL INSURANCES
- ↵ HAVE THIRD PARTIES ADMINISTERING YOUR HEALTHCARE AND RETIREMENT PLANS
- ↵ HAVE RETIREMENT PLANS THAT ARE IN YOUR NAME AND FULLY FUNDED

### **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, 2017 – May 31, 2018

<u>Classification</u>	<u>Rate</u>	<u>Swing</u>	<u>Grave</u>
General Foreman	\$59.14	\$69.39	\$77.72
Foreman/ Cable Splicer	\$53.22	\$62.45	\$69.95
Sub-Foreman	\$50.27	\$58.98	\$66.07
JOURNEYMAN (“A”)*	\$47.31	\$55.51	\$62.18

<u>Apprentices</u>	<u>Step</u>	<u>Hourly Rate</u>
Period 1**	45%	\$21.29
Period 2**	48%	\$22.71
Period 3	51%	\$24.13
Period 4	54%	\$25.55
Period 5	57%	\$26.97
Period 6	60%	\$28.39
Period 7	65%	\$30.75
Period 8	70%	\$33.12
Period 9	75%	\$35.48
Period 10	80%	\$37.85

Electrical Contractors Trust Fund	1%	Gross Mo. Payroll @ “A” Rate
Health & Welfare Trust Fund	\$13.45	Per Hour Worked
Pension Trust Fund ** (D/B Plan)	\$6.60	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 **	\$1.38	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

#### (Employee Deduction)

Dues Check-Off Plan	6% + \$.61	Gross Mo. Payroll @ “A” Rate Per Hour Worked
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**Residential Construction Agreement**  
**June 1, 2016 thru May 31, 2018**

<b><u>Classification</u></b>	<b><u>Rate</u></b>	<b><u>Total</u></b>	<b><u>Hourly Package</u></b>
Foreman	120%	\$35.06	\$49.26
Sub-Foreman	110%	\$32.14	\$46.19
Residential Wireman	100%	\$29.22	\$43.12

<b><u>Apprentices</u></b>	<b><u>Step</u></b>	<b><u>Hourly Rate</u></b>
Period 1	50%	\$14.61
Period 2	58%	\$16.95
Period 3	66%	\$19.29
Period 4	74%	\$21.62
Period 5	82%	\$23.96
Period 6	90%	\$26.30

**Employers Contribution**

LMCC (Local)	\$0.05	Per Hour
LMCC (M2K)	\$0.10	Per Hour
LMCC (National)	\$0.01	Per Hour
Health & Welfare	\$9.85	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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**Ninth District Sound and Communication Agreement:**  
**December 1, 2016 – November 30, 2017**

**Schedule "2-A"**

<b>Classification</b>	<b>Rate</b>	<b>Total Hourly Package</b>
Installer	\$35.07	\$54.33
Technicians	\$39.93	\$59.39
Senior Technicians	\$43.70	\$63.31

<b>Apprentice</b>	<b>Percentage</b>	<b>Rate</b>	<b>Total Hourly Package</b>
	55%	\$19.29	\$37.92
	60%	\$21.04	\$39.74
	65%	\$22.80	\$41.57
	70%	\$24.55	\$43.39
	80%	\$28.06	\$47.04
	90%	\$31.56	\$50.69

Health & Welfare Trust Fund	\$10.55	Per Hour Worked
Retirement	\$5.90	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, 2017 – Dec. 31, 2017

<u>Classification</u>	<u>Rate</u>	<u>Total Hourly Package</u>
Construction Electrician Level 2, (Lead/Foreman) 110%	\$34.63	\$42.18
<b>Construction Electrician Level 2</b> (10,001 and above) 100%	<b>\$31.48</b>	<b>\$38.92</b>
Construction Electrician Level 1 (10,001 and above) 80%	\$25.18	\$32.41
Health & Welfare Trust Fund	\$5.48	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
AMF	.5%	
<b>(Employee Deduction)</b>		
Dues Check-Off Plan	3%	Gross Mo. Payroll

<b>Wireman Rates</b>		
<u>Step</u>	<u>Percentage</u>	<u>Rate</u>
Step 1	50%	\$15.74
Step 2	55%	\$17.31
Step 3	60%	\$18.89
Step 4	65%	\$20.46
Step 5	70%	\$22.04
Step 6	75%	\$23.61



**Health & Welfare** - Healthcare, health insurance 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. Known as **JATC**

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

**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

## UNION DUES

Work Dues are set by the membership of IBEW Local 180 and the International Dues are set at the IBEW National Convention.

The International dues are \$36.00 per month; a portion of that goes towards your IBEW pension and death benefit. The Local dues are \$5.70 per month; this is then sent to various labor organizations. For each member the Local will pay the following: [Local CLC](#) \$0.30, [Building Trades](#) \$3.00, Statewide LMCC \$3.00, [AFL-CIO](#) \$0.51, for a total of \$6.81 per month. The negative balance of \$1.11 is compensated for by a redirection of “working dues” in the same amount.

Work dues are currently 6% of gross wages plus \$.61 per hour.

3% of that goes toward the expenses of the union hall office and the \$1.11 as shown above.

3% goes directly towards a fund used to expand our market and assist our contractors in securing job for IBEW Local 180 members – marketing and the like.

From the \$.61 per hour, \$.05 is for the PAC, \$.18 for LMCC and \$.28 towards the building fund for the future Local 180 Union Hall and \$.10 for the benevolence fund\* to help members.

\*the members voted to suspend this fund and revisit it once a year.

## ADMISSION FEE

**A one time admission fee (International & Local), three months of dues and pension benefit fund fee are required at initiation. Total amounts are as follows:**

<b>Residential Apprentice .....</b>	<b>\$14.00</b>
<b>Inside Apprentice .....</b>	<b>\$54.00</b>
<b>Sound &amp; Communications .....</b>	<b>\$29.00</b>
<b>Journeyman Residential Wireman .....</b>	<b>\$29.00</b>
<b>Journeyman Inside Wireman .....</b>	<b>\$104.00</b>



## **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. For those working under the CW/CE Agreement, NECA/IBEW Family Medical Care 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 Pan

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

### ***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 (401):***

A defined contribution plan (in addition to the inside Agreement pension plan) is provided under all Agreements. All contributions on your behalf are deposited into an account for you.

### ***NEBF PENSION PLAN:***

A national pension plan for **all** IBEW electrical workers, this is funded by contractor contributions all across the country. On your retirement you will receive a monthly benefit according to years of service. Details can be found at <http://www.nebf.com/nebf/>

### ***IBEW PENSION PLAN:***

This plan is funded through the monthly International's Dues. A little more than half of the monthly dues is for the pension benefit.

### ***Death Benefits:***

International	\$6,250.00 due to natural causes; \$12,500.00 due to accident
Local Union 180	\$1,000.00

### ***Pension Examples:***

The following is in round numbers and subject to an individual's situations. Examples are based on an inside wireman's 30 years of service presented in today's dollars...

NEBF	\$780.00 Month
International	\$105.00 Month
Local (for Inside only)	<u>\$4,320.00 Month</u>
TOTAL (not including your 401(a))	\$5,205.00 Month

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

The joint 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.

## APPRENTICESHIP PROGRAM

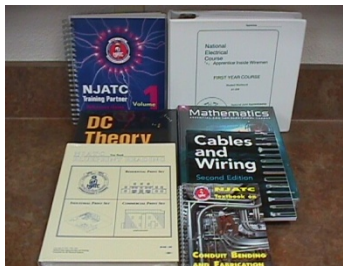
### *Joint Apprenticeship Training Committee (JATC)*

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 provides ongoing Journeymen Training and classes for the State Certification. Most classes are free of charge while specialty classes *could* have a fee.

Contact the JATC at (707) 251-0315

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.



First Year's Books

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

\*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](http://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*

## 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 receive the pay compensable as a qualified skilled electrician? Can you receive free ongoing training? Will your pension plan be fully funded and administrated by a third party? Are you ready to work for set wages and conditions? IBEW Local 180 does all of this, and more, for our members. We train our apprentices to become highly skilled electricians. Our goal is to organize all electricians within our jurisdiction into our Local Union to make sure skilled electricians are available for local jobsites.

As an IBEW Local 180 member you will always know where to turn for assistance, with your employer or to become a contractor. Our Small Business Incubator (SBI) offers assistance to members wishing to become electrical contractors.

We hope that you will join with us and become one of skilled electricians. We look forward to talking with you and answering any questions you may have.



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[www.ibewlu180.org](http://www.ibewlu180.org)

[www.facebook.com/IBEW180](http://www.facebook.com/IBEW180)

<https://twitter.com/IBEWLU180>