

IBEW LOCAL UNION 520 BENEFITS PACKAGE -- EFFECTIVE JANUARY 6, 2020

	JOURNEYMAN		FOREMAN		AREA FOREMAN		GEN. FOREMAN	
JIW	100%		110%		120%		130%	
WAGES	\$ 29.44		\$ 32.38		\$ 35.33		\$ 38.27	
MEDICAL	\$ 5.45		\$ 5.45		\$ 5.45		\$ 5.45	
ANNUITY	\$ 2.36	8%	\$ 2.59	8%	\$ 2.83	8%	\$ 3.06	8%
NEBF	\$ 0.88	3%	\$ 0.97	3%	\$ 1.06	3%	\$ 1.15	3%
JATC	\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
TOTAL	\$ 38.42		\$ 41.68		\$ 44.96		\$ 48.22	

Vacation Fund is voluntary at 6%. The employee shall notify the employer, in writing of any modifications to their participation status for the voluntary payroll deduction in the month of January or July. The Employer monthly shall forward the amount of individual deductions from each employee as shown on the monthly payroll to Velocity Credit Union, ATTN: Teller Operations, P.O. Box 1089, Austin, TX 78767, for the deposit to that employee's velocity Credit Union vacation account. It is the responsibility of the employee to establish an account with the Credit Union prior to establishing the vacation deduction with the employer. See Section 7 of

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APPRENTICES	50%*		55%		60%		70%		75%		80%	
WAGES	\$ 15.00		\$ 16.19		\$ 17.66		\$ 20.61		\$ 22.08		\$ 23.55	
MEDICAL	\$ 2.65		\$ 2.65		\$ 3.70		\$ 3.70		\$ 3.70		\$ 5.45	
ANNUITY	\$ -		\$ 0.49	3%	\$ 0.53	3%	\$ 1.03	5%	\$ 1.10	5%	\$ 1.88	8%
NEBF	\$ 0.45	3%	\$ 0.49	3%	\$ 0.53	3%	\$ 0.62	3%	\$ 0.66	3%	\$ 0.71	3%
JATC	\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
TOTAL	\$ 18.39		\$ 20.11		\$ 22.71		\$ 26.25		\$ 27.83		\$ 31.88	

	CW1		CW2		CW3		CW4		CW5		CW6	
CW	45%		45%		50%		55%		60%		65%	
WAGES	\$ 13.25		\$ 13.25		\$ 14.72		\$ 16.19		\$ 17.66		\$ 19.14	
MEDICAL			\$ 2.65		\$ 2.65		\$ 2.65		\$ 3.70		\$ 3.70	
ANNUITY	\$ -	0%	\$ -	0%	\$ -	0%	\$ 0.49	3%	\$ 0.53	3%	\$ 0.57	3%
NEBF	\$ 0.40	3%	\$ 0.40	3%	\$ 0.44	3%	\$ 0.49	3%	\$ 0.53	3%	\$ 0.57	3%
JATC	\$ -		\$ -		\$ -		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
TOTAL	\$ 13.66		\$ 16.31		\$ 17.82		\$ 20.11		\$ 22.71		\$ 24.27	

	CE1		CE2		CE3		CE4	
CE	70%		75%		80%		90%	
WAGES	\$ 20.61		\$ 22.08		\$ 23.55		\$ 26.50	
MEDICAL	\$ 3.70		\$ 3.70		\$ 5.45		\$ 5.45	
ANNUITY	\$ 1.03	5%	\$ 1.10	5%	\$ 1.18	5%	\$ 1.33	5%
NEBF	\$ 0.62	3%	\$ 0.66	3%	\$ 0.71	3%	\$ 0.80	3%
JATC	\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
TOTAL	\$ 26.25		\$ 27.83		\$ 31.18		\$ 34.37	



Revised December 10, 2019

* MOU sets the minimum wage for a first-year apprentice at \$15.00