

Del Mar Thoroughbred Club

Agreement **2022-2025**

Local 569

International Brotherhood

Of

Electrical Workers, AFL-CIO

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AGREEMENT

This Agreement, made and entered into by and between Del Mar Thoroughbred Club, hereinafter referred to as the "Employer" and the International Brotherhood of Electrical Workers, Local 569, hereinafter referred to as the "Union."

The provisions of this Agreement shall continue in force and effect for a period from **January 1, 2022 through December 31, 2025** and thereafter from year to year unless and until either party shall give the other party at least thirty (30) days' prior to the anniversary date of this Agreement, written notice of its desire to modify or terminate this Agreement.

ARTICLE I WORK COVERED

This Agreement shall apply to and cover all electrical construction/maintenance work performed or contracted on properties leased or owned by the Employer. This Agreement does not cover work performed by the Employer of a new construction nature.

ARTICLE II HIRING

The Employer recognizes the Union as the exclusive representative of the employees covered by this Agreement, for the purpose of collective bargaining with respect to rates of pay, hours of work, and other conditions of employment.

All employees covered by the terms of this Agreement shall be required to become and remain members of the Union as a condition of employment from and after the thirty-first (31st) day following the date of their employment or the effective date of this Agreement, whichever is later.

ARTICLE III STRIKES AND LOCKOUTS

During the term of this Agreement, neither the Union nor its officers shall assist or engage in any illegal strike, slowdown, or work stoppage, or in any manner restrict or limit the operation of the Employer; and will order their members to perform their normal services for the Employer when required by the Employer to do so.

During the term of this Agreement, the Employer shall not cause or permit any lockout of any employees, nor shall the Employer cause or require any speed-up.

It will not be considered a violation of this Agreement for employees to refuse to cross any lawful labor picket line established against the Employer or a contractor of the Employer except when a reserved gate is established for such contractor.

Should the Employer lease any property to a lessee for the purpose of conducting horse racing, provision shall be made in said lease for the observance of such lessee of the terms of this Agreement.

This Agreement shall be binding upon the successor and assigns of the Company and no provisions, terms or obligations herein contained shall be affected or changed in any respect by the consolidation, merger, sale, transfer or assignment of the Company or affected or changed in any respect by any change in the legal status, ownership, name or management of the Company or by any change in the location of the place of the Company's business within the State of California.

ARTICLE IV HOURS OF WORK

A. Eight (8) consecutive hours per day, exclusive of meal period, shall constitute a standard day between the hours of 6:00 am and 6:00 pm. Forty (40) hours shall constitute a weeks' work, Monday through Sunday, inclusive. Time worked in excess of eight (8) hours per day or forty (40) hours per week or on the sixth day of the work week, shall be paid at time and one-half (1 1/2X) times the regular straight-time rate of pay. Double the straight-time rate of pay shall be paid to all employees who work the seventh (7th) day in the workweek.

B. Under no circumstances shall any work performed on Sunday be paid at less than one and one-half (1 1/2X) times of the regular straight-time rates of pay. There shall be no duplication of the terms of this Section and Article IV, Section A.

C. Shifts and Premium Pay

Work shifts shall be established in accordance with the operating requirements of the Employer and shall commence on the half-hour.

When shifts are established by the Employer, the second and third shifts as defined below shall be paid on the basis of eight (8) hours' straight-time pay for seven and one-half (7 1/2) hours' work, plus eight (8) hours' fringe benefits.

First Shift - Any shift starting between the hours of 6:00 am and 10:00 am.

Second Shift - Any shift starting between the hours of 2:00 pm and 6:00 pm.

Third Shift - Any shift starting between the hours of 11:00 pm and 6:00 am.

D. The employees shall be notified of their required shift starting time at the time of their initial employment or dispatch from the Union.

ARTICLE V

HOLIDAYS

- A. Federally recognized Holidays shall be: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day, regardless of the day of the week on which they may fall. When the Holiday falls on Sunday, the Monday following shall be observed as the Holiday. If any of the above recognized holidays falls on a Saturday, the preceding Friday will be considered the holiday.
- B. Holiday pay shall be defined as eight (8) hours at regular straight-time pay.
- C. Employees required to work on a designated Holiday (as set forth in Section A) shall receive straight-time hourly rates for the hours worked in addition to the Holiday pay.
- D. Employees who have completed a minimum of thirty (30) consecutive work days and who are not required to work on any of the recognized Holidays shall receive Holiday pay as defined in Section B. above.

ARTICLE VI SAFETY AND HEALTH

- A. The Employer agrees to abide by all the Local, State and Federal Health, Safety and Sanitary regulations, and in the event that there are any conditions which may be or tend to be detrimental to the employees' health or safety it is agreed that the employees shall not be required to work under such conditions.

Safety meetings shall be held monthly or upon special call or as required by law, and written minutes shall be kept by the Employer for at least three years of all such meetings and the Union shall be provided copies of such minutes. It shall not be considered a violation of this Agreement for an employee to refuse to submit himself to an unreasonable risk of harm.

- B. Convenient, safe, and adequate parking shall be provided for all employees.

ARTICLE VII RAINY DAY, SHOW UP AND CALL BACK PROVISIONS

- A. The following schedule shall be adhered to for show-up time, call-back pay and rainy days:

1. Two (2) hours when not put to work. Four (4) hours if worked less than four (4) hours. Actual pay over four (4) hours of work.

2. Show-up pay shall apply unless the employee has been notified before the end of his last preceding shift not to report, or the Employer has notified the employee prior to leaving home not to report. Show-up time shall be paid at the applicable rate of the employee's classification.

3. Employees called back to work after completing their regular day's work, shall be paid four (4) hours' pay at the Craft overtime rate of pay.

ARTICLE VIII
GENERAL SAVINGS CLAUSE

A. It is not the intent of either party hereto to violate any laws or any regulations of any Governmental authority or agency having jurisdiction of the subject matter of this Agreement and the parties hereto agree that in the event any provisions of this Agreement are held or constituted to be void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Agreement shall remain in full force and effect, unless the parts so found to be void are wholly inseparable from the remaining portion of this Agreement.

B. Upon an administrative agency or court final determination that a provision of this Agreement is in violation of the law, either party may declare that provision as void and the Employer and the Union shall meet and negotiate new terms and conditions to be substituted and in the event the Union and the Employer cannot agree upon new terms and conditions concerning such provisions within sixty (60) days, the dispute shall be referred, by joint request, to Arbitration.

ARTICLE IX
GRIEVANCE AND ARBITRATION PROCEDURE

All grievances, complaints and disputes shall be settled in accordance with the following procedure:

STEP ONE: Any employee having a complaint or grievance shall first take up the matter with his supervisor immediately, but in no event later than seven (7) working days following the occurrence giving rise to the grievance or dispute. The seven (7) working day period shall not begin until such time the employee became, or reasonably should have become, aware of the circumstances which may be considered as grounds for said grievance. In no event shall any grievance be filed later than thirty (30) days following the alleged violation on which the grievance is based.

STEP TWO: If the matter is not settled in Step One, within seven (7) working days after its presentation to the designated Company representative, the Union representative and Management representative shall meet and a sincere effort to settle it shall be made by representatives of the Union and the Company. A written decision shall be given to the Union within seven (7) working days of the discussion. The parties may mutually agree to extend the time limits to a later date.

STEP THREE: In the event the parties shall be unable to adjust any grievance or dispute arising under this Agreement, either party may at any time within thirty (30) calendar days after the decision in Step Two of the grievance procedure, elect to refer the matter to arbitration by an impartial arbitrator by notifying the other party in writing by registered mail.

The impartial arbitrator shall be selected by mutual agreement of the Union and the Company. In the event the parties shall not agree upon an impartial arbitrator within seven (7) calendar days after receipt of the Notice of Intention to Arbitrate,

the Federal Mediation and Conciliation Service or any other arbitration service as may be mutually agreed upon between the Company and the Union shall be qualified to act as Arbitrators. If the Union and the Company cannot agree on one of the five to act as Arbitrator, they shall strike names alternately until one name remains and he or she shall be the impartial Arbitrator, whose decisions shall be final and binding upon the parties. Every effort shall be made to secure a decision from the impartial arbitrator within thirty (30) calendar days after submission to him. The Arbitrator shall have no power to establish wage scales or to add to, subtract from or modify any of the terms of this Agreement; nor shall he or she have the power to substitute his or her discretion for discretion of the Company or the Union in those cases where the Company or the Union is invested with discretion.

ARTICLE X TERM-TERMINATION AND RENEWAL

A. That the term of this Agreement shall commence on the 1st day of January, 2022 and continue until the 31st day of December, 2025, and thereafter for additional periods of one (1) year, unless thirty (30) days prior to December 31, **2025**, or the end of any subsequent yearly period, the Employer or the Union shall give written notice to the other party to this Agreement, of its intention to open said Agreement to modify, amend, or negotiate changes provided; however, if no agreement is reached on or before December 31, **2025**, or the end of any subsequent yearly period, any party signatory hereto may thereafter give written notice to the other party of its intention to terminate the Agreement not less than fifteen (15) days after the date of said notice. Regardless of the giving of such notice of intention to terminate, the parties shall continue to negotiate until agreement is reached or until the Agreement has been terminated by the giving of a prior written final notice of termination.

B. NOTICES - Except as otherwise expressly provided in this Agreement, notices permitted or required to be served on the EMPLOYERS or UNIONS under the terms of this Agreement, shall be deemed to be sufficiently served when (1) mailed, postage prepaid, registered mail, return receipt requested, via facsimile; or (2) telegraphed (personal delivery) to the EMPLOYERS or the UNION.

C. The parties agree that upon thirty (30) days' written notice prior to the annual anniversary date of December 31, negotiations may commence on the subject of wage and fringe benefits only. If no agreement is reached, the parties agree to submit the unresolved issues to a mutually acceptable third party for the purpose of conducting Interest Arbitration. The decision of the Arbitrator shall be non-binding on the parties.

ARTICLE XI SAN DIEGO JOINT APPRENTICESHIP AND TRAINING FUND

Section 11.01. There shall be a local Joint Apprenticeship and Training Committee (JATC) consisting of a total of either 6 or 8 members who shall also serve as Trustees to the local apprenticeship and training trust. An equal number of members (either 3 or 4) shall be appointed, in writing, by the local chapter of the National Electrical Contractors Association (NECA) and the local union of the International Brotherhood of Electrical Workers (IBEW).

The local apprenticeship standards shall be in conformance with national guideline standards and industry policies to ensure that each apprentice has satisfactorily completed the NJATC required hours and course of study. All apprenticeship standards shall be registered with the NJATC before being submitted to the appropriate registration agency.

The JATC shall be responsible for the training of apprentices, journeymen, installers, technicians, and all others (unindentured, intermediate journeymen, etc.)

Section 11.02. All JATC member appointments, re-appointments and acceptance of appointments shall be in writing. Each member shall be appointed for a 4 year term, unless being appointed for a lesser period of time to complete an unexpired term. The terms shall be staggered, with one (1) term from each side expiring each year. JATC members shall complete their appointed term unless removed for cause by the party they represent or they voluntarily resign. All vacancies shall be filled immediately.

The JATC shall select from its membership, but not both from the same party, a Chairman and a Secretary who shall retain voting privileges. The JATC will maintain one (1) set of minutes for JATC committee meetings and a separate set of minutes for Trust meetings.

The JATC should meet on a monthly basis, and also upon the call of the Chairman.

Section 11.03. Any issue concerning an apprentice or an apprenticeship matter shall be referred to the JATC for its review, evaluation, and resolve; as per standards and policies. If the JATC deadlocks on any issue, the matter shall be referred to the Labor-Management Committee for resolution as outlined in Article I of this agreement; except for trust fund matters, which shall be resolved as stipulated in the local trust instrument.

Section 11.04. There shall be only one (1) JATC and one (1) local apprenticeship and training trust. The JATC may, however, establish joint subcommittees to meet specific needs, such as residential or telecommunication apprenticeship. The JATC may also establish a subcommittee to oversee an apprenticeship program within a specified area of the jurisdiction covered by this agreement.

All subcommittee members shall be appointed, in writing, by the party they represent. A subcommittee member may or may not be a member of the JATC.

Section 11.05. The JATC may select and employ a part-time or a full-time Training Director and other support staff, as it deems necessary. In considering the qualification, duties, and responsibilities of the Training Director, the JATC should review the Training Director's Job Description provided by the NJATC. All employees of the JATC shall serve at the pleasure and discretion of the JATC.

Section 11.06. To help ensure diversity of training, provide reasonable continuous employment opportunities, and comply with apprenticeship rules and regulations, the JATC, as the program sponsor, shall have full authority for issuing all job training assignments and for transferring apprentices from one employer to another. The employer shall cooperate in providing apprentices with needed work experiences. The local union referral office shall be notified, in writing, of all job training assignments. If the employer is unable to provide reasonable continuous employment for apprentices, the JATC is to be so notified.

Section 11.07. All apprentices shall enter the program through the JATC as provided for in the registered apprenticeship standards and selection procedures.

An apprentice may have their indenture canceled by the JATC at any time prior to completion as stipulated in the registered standards. Time worked and accumulated in apprenticeship shall not be considered for local union referral purposes until the apprentice has satisfied all conditions of apprenticeship. Individuals terminated from apprenticeship shall not be assigned to any job in any classification, or participate in any related training, unless they are reinstated in apprenticeship as per the standards, or they qualify through means other than apprenticeship, at some time in the future, but no sooner than two years after their class has completed apprenticeship, and they have gained related knowledge and job skills to warrant such classification.

Section 11.08. The JATC shall select and indenture a sufficient number of apprentices to meet local manpower needs. The JATC is authorized to indenture the number of apprentices necessary to meet the job site ratio as per Section 11.12.

Section 11.09. Though the JATC cannot guarantee any number of apprentices; if a qualified employer requests an apprentice, the JATC shall make every effort to honor the request. If unable to fill the request within ten (10) working days, the JATC shall select and indenture the next available person from the active list of qualified applicants. An active list of qualified applicants shall be maintained by the JATC as per the selection procedures.

Section 11.10. To accommodate short-term needs when apprentices are unavailable, the JATC shall assign unindentured workers who meet the basic qualification for apprenticeship. Unindentured workers shall not remain employed if apprentices become available for OJT assignment. Unindentured workers shall be used to meet job site ratios except on wage and hour (prevailing wage) job sites.

Before being employed, the unindentured person must sign a letter of understanding with the JATC and the employer - agreeing that they are not to accumulate more than two thousand (2,000) hours as an unindentured, that they are subject to replacement by indentured apprentices and that they are not to work on wage and hour (prevailing wage) job sites.

Should an unindentured worker be selected for apprenticeship, the JATC will determine, as provided for in the apprenticeship standards, if some credit for hours worked as an unindentured will be applied toward the minimum OJT hours of apprenticeship.

The JATC may elect to offer voluntary related training to unindentured; such as Math Review, English, Safety, Orientation/Awareness, Introduction to OSHA, First-Aid and CPR. Participation shall be voluntary.

Section 11.11. The employer shall contribute to the local health and welfare plans and to the National Electrical Benefit Fund (NEBF) on behalf of all apprentices and unindentured. Contributions to other benefit plans may be addressed in other sections of this agreement.

Section 11.12. Each job site shall be allowed a ratio of two (2) apprentice(s) for every three (3) Journeyman Wiremen(man) .

Number of Journeymen	Maximum Number of Apprentices/ Unindentured
1 to 3	2
4 to 6	4
etc.	etc.

The first person assigned to any job site shall be a Journeyman Wireman.

A job site is considered to be the physical location where employees report for their work assignments. The employer's shop (service center) is considered to be a separate, single job site. All other physical locations where workers report for work are each considered to be a single, separate job site.

Section 11.13. An apprentice is to be under the supervision of a Journeyman Wireman at all times. This does not imply that the apprentice must always be in sight of a Journeyman Wireman. Journeymen are not required to constantly watch the apprentice. Supervision will not be of a nature that prevents the development of responsibility and initiative. Work may be laid out by the employer's designated supervisor or journeyman based on their evaluation of the apprentice's skills and ability to perform the job tasks. Apprentices shall be permitted to perform job tasks in order to develop job skills and trade competencies. Journeymen are permitted to leave the immediate work area without being accompanied by the apprentice.

Apprentices who have satisfactorily completed the first four years of related classroom training using the NJATC curriculum and accumulated a minimum of 6,500 hours of OJT with satisfactory performance, shall be permitted to work alone on any job site and receive work assignments in the same manner as a Journeyman Wireman.

An apprentice shall not be the first person assigned to a job site and apprentices shall not supervise the work of others.

Section 11.14. Upon satisfactory completion of apprenticeship, the JATC shall issue all graduating apprentices an appropriate diploma from the NJATC. The JATC shall encourage each graduating apprentice to apply for college credit through the NJATC. The JATC may also require each apprentice to acquire any electrical license required for journeymen to work in the jurisdiction covered by this Agreement.

Section 11.15. The parties to this Agreement shall be bound by the Local Joint Apprenticeship Training Trust Fund Agreement which shall conform to Section 302 of the Labor-Management Relations Act of 1947 as amended, ERISA, and other applicable regulations.

The Trustees authorized under this Trust Agreement are hereby empowered to determine the reasonable value of any facilities, materials, or services furnished by either party. All funds shall be handled and disbursed in accordance with the Trust Agreement.

Section 11.16. All Employers subject to the terms of this Agreement shall contribute the amount of funds specified by the parties signatory to the local apprenticeship and training trust agreement. The current rate of contribution is: **twenty-five (\$.25)** cents per hour. This sum shall be due the Trust Fund by the same date as is their payment to the NEBF under the terms of the Restated Employees Benefit Agreement and Trust.

ARTICLE XII WAGES AND FRINGE BENEFITS

Section 1.

<u>Classification</u>	1-1-22	1-1-23	1-1-24	1-1-25
General Foreman	\$36.68	\$37.41	\$38.16	\$38.92
Chris Boyer	40.39	41.60	43.05	44.57
Foreman	33.90	34.58	35.27	35.98
Journeyman Wireman	31.13	31.75	32.39	33.04
Maintenance Electrician	26.33	26.86	27.40	27.95

Section 2. Fringe Benefits:

	1-1-22	1-1-23	1-1-24	1-1-25
Health & Welfare	\$7.16 per hour	\$7.16	\$7.16	\$7.16
Pension	\$5.35 per hour	\$5.60	\$5.85	\$6.10
Apprenticeship Training	\$0.25 per hour	\$0.25	\$0.25	\$0.25
NEBF	3% of gross	3%	3%	3%

Any increase in the fringe benefit programs in excess of those listed above shall be deducted from the employees hourly wage rate. Such increases shall be effective on the date indicated by the Union, but shall not involve any request for retroactive adjustments.

Any portion of the scheduled wage increase(s) can be allocated to any of the existing fringe benefits fund(s) at the option of the Local Union upon 90 days notice.

Section 3.

It is agreed that one member of the crew shall be designated as a Construction Electrician and paid the appropriate rate during his or her period of employment.

All other employees shall be employed as Maintenance Electricians and shall be paid accordingly. However, any employee performing work deemed to be construction will receive the Construction Electrician hourly rate of pay.

Section 4.

For the purpose of defining the racing season, the time frame shall be the third Monday of July through the third Friday of September. During this period the Employer will normally conduct a seven (7) week racing meet which will require some set up and breakdown time, thus requiring time in front and after the race meeting.

ARTICLE XIII
ANNUITY

The Employer shall provide payroll deduction services to its employees covered under the Agreement to permit voluntary employee contributions to a qualified 401K Plan adopted by the Board of Trustees appointed by the parties signatory to this Agreement.

The Employer shall not be obliged to make any contributions to such Plan and shall only be obliged to facilitate provisions to effect payroll deductions as may, from time to time, be set forth in the provisions of the Plan.

The San Diego Chapter, NECA and Local Union 569, IBEW agree to serve as sponsors of the Plan and to forthwith appoint Trustees, who, in turn, shall adopt a Declaration of Trust and a Plan with provisions which qualify for tax treatment under the provisions of Section 401K of the Internal Revenue Code.

ARTICLE XIV
FRINGE BENEFITS

The Employer adopts by reference the terms and conditions of the San Diego Electrical Pension and Health and Welfare Trusts; and the National Electrical Benefit Fund.

The Employer agrees to abide by such rules as may be established by the Trustees of said trust funds to facilitate the determination of days worked for which contributions are due, the prompt and orderly collection of such amounts, and the accurate reporting and recording of such days and such

amounts paid on account of each member of the bargaining unit. Failure to make all payments herein provided for, within the time specified, shall be a breach of this Agreement.

NATIONAL ELECTRICAL BENEFIT FUND

It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund (NEBF), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF, the individual employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The individual Employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

An individual Employer who fails to remit as provided above shall be additionally subject to having his Agreement terminated upon seventy-two (72) hours' notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

The failure of an individual Employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of his labor agreement.

HEALTH AND WELFARE

The Employer agrees to pay **seven dollars and sixteen (\$7.16)** cents per hour for each hour worked by each employee covered by the terms and conditions of this Agreement to the San Diego Electrical Health and Welfare Trust. This contribution shall become effective upon ratification.

PENSION

The Employer agrees to pay **five dollars and thirty-five (\$5.35)** cents per hour for each hour worked by each employee covered by the terms and conditions of this Agreement to the San Diego Electrical Pension Trust. This contribution shall become effective upon ratification. (**See Article XII Section 2 Fringe Benefits**).

DUES DEDUCTION

The Employer agrees to deduct, from the Employee's wages, any working dues, which have been established by the Local Union 569 Bylaws.

The amount is to be remitted on the same report form as the Health and Welfare and Pension. The Trust Office shall remit the amount to Local Union 569 as soon as practical but in no case later than the 30th day of the month in which it was received. Said deduction shall only be made with written authorization by the employee.

IN WITNESS WHEREOF the parties hereunto set their hand and seals.

Dated: _____

INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL UNION 569

DEL MAR THOROUGHBRED CLUB

Jeremy Abrams

Business Manager

Sue Walls

Vice President, Facilities

Jennifer Wilson
Business Representative

ATTACHMENT A – WAGES/BENEFITS SCHEDULE

Effective 1/1/2022					
CLASSIFICATION	General Foreman	Chris Boyer	Foreman	Journeyman Wireman	Maintenance Electrician
WAGE	36.68	40.39	33.90	31.13	26.33
H&W	7.16	7.16	7.16	7.16	7.16
PENSION	5.35	5.35	5.35	5.35	5.35
APPR TRAINING	0.25	0.25	0.25	0.25	0.25
NEBF	1.10	1.21	1.02	0.93	0.79
TOTAL	50.54	54.36	47.68	44.82	39.88

Effective 1/1/2023					
CLASSIFICATION	General Foreman	Chris Boyer	Foreman	Journeyman Wireman	Maintenance Electrician
WAGE	37.41	41.60	34.58	31.75	26.86
H&W	7.16	7.16	7.16	7.16	7.16
PENSION	5.60	5.60	5.60	5.60	5.60
APPR TRAINING	0.25	0.25	0.25	0.25	0.25
NEBF	1.12	1.25	1.04	0.95	0.81
TOTAL	51.54	55.86	48.63	45.71	40.68

Effective 1/1/2024					
CLASSIFICATION	General Foreman	Chris Boyer	Foreman	Journeyman Wireman	Maintenance Electrician
WAGE	38.16	43.05	35.27	32.39	27.40
H&W	7.16	7.16	7.16	7.16	7.16
PENSION					

	5.85	5.85	5.85	5.85	5.85
APPR TRAINING	0.25	0.25	0.25	0.25	0.25
NEBF	1.14	1.29	1.06	0.97	0.82
TOTAL	52.56	57.60	49.59	46.62	41.48

Effective 1/1/2025					
CLASSIFICATION	General Foreman	Chris Boyer	Foreman	Journeyman Wireman	Maintenance Electrician
WAGE	38.92	44.57	35.98	33.04	27.95
H&W	7.16	7.16	7.16	7.16	7.16
PENSION	6.10	6.10	6.10	6.10	6.10
APPR TRAINING	0.25	0.25	0.25	0.25	0.25
NEBF	1.17	1.34	1.08	0.99	0.84
TOTAL	53.60	59.42	50.57	47.54	42.30