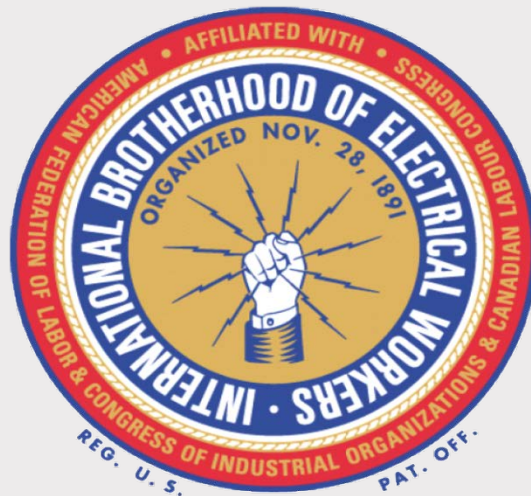


International Brotherhood of Electrical Workers System Council T-3



2016

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Wage Tables- Example

Technicians, Warehouse Workers, and Clerical Employees



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

	Premises Technician Zone B		
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$512.00	\$512.00	\$512.00
7-12 mos.	\$544.00	\$545.50	\$546.50
13-18 mos.	\$577.50	\$581.00	\$583.50
19-24 mos.	\$613.50	\$619.00	\$623.00
25-30 mos.	\$651.50	\$659.50	\$665.00
31-36 mos.	\$692.00	\$702.50	\$710.00
37-42 mos.	\$735.00	\$748.00	\$758.50
43-48 mos.	\$780.50	\$797.00	\$809.50
49-54 mos.	\$829.50	\$849.00	\$864.50
55-60 mos.	\$881.00	\$904.50	\$923.00
61+ mos.	\$935.50	\$963.50	\$985.00

WAGE SCHEDULE EXAMPLE

Under the tentative agreement, effective September 2, 2016, employees will be slotted into the closest wage schedule that results in a wage increase, and then move up on the wage schedule every 6 months until the maximum wage rate is reached. Below is an example:

- Joe currently makes \$620 per week (\$15.50 per hour). He will be initially slotted at the weekly rate of \$651.50.
- In 6 months (March 2017) his wage rate will increase to \$692 per week (\$17.30 per hour).
- In 12 months (Sep 2017) his wage rate will increase to \$748 per week (18.70 per hour) because he will have gotten his 6 month progression increase AND the negotiated annual wage increase.
- In 18 months (March 2018) his wage rate will increase to \$797 per week (\$19.92 per hour).
- In 24 months (September 2018) his wage rate will increase to \$864.50 (\$21.61 per hour), again because he will have gotten his 6 month progression increase AND the negotiated annual wage increase.
- In 30 months, his wage rate will increase to \$923 per week (23.07 per hour).
- In 36 months, his wage rate will increase to \$985 per week (\$24.62 per hour).



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Wage Tables- Example



Zones

Technicians, Warehouse Workers, and Clerical Employees

A	B	C
Denver, CO	Flagstaff, AZ	Yuma, AZ
Gypsum, CO	Peoria, AZ	Le Mars, IA
Littleton, CO	Tempe, AZ	Little Rock, IA
New Castle, CO	Tucson, AZ	Sioux City, IA
Kapolei, HI	Colorado Springs, CO	Walnut, IA
Waipahu, HI	Delta, CO	Cottonwood, ID
Kennewick, WA	Englewood, CO	Franklin, ID
Lacey, WA	Johnstown, CO	Nampa, ID
Lynnwood, WA	Pueblo West, CO	Lismore, MN
Vancouver, WA	Pueblo, CO	Thief River Falls, MN
	Cedar Rapids, IA	Bozeman, MT
	Urbandale, IA	Butte, MT
	Idaho Falls, ID	Helena, MT
	Twin Falls, ID	Missoula, MT
	Billings, MT	Gering, NE
	Kearney, NE	Fargo, ND
	Omaha, NE	Alamogordo, NM
	Bismarck, ND	Clovis, NM
	Lincoln, ND	Portales, NM
	Minot, ND	Rapid City, SD
	Albuquerque, NM	Sioux Falls, SD
	Erie, PA	Tea, SD
	Langhorne, PA	Hurricane, UT
	Union City, PA	St. George, UT
	Salt Lake City, UT	Alpine, WY
	Bear River, WY	Casper, WY
	Cody, WY	Cheyenne, WY
	Evanston, WY	Douglas, WY
	Gillette, WY	Evansville, WY
	Green River, WY	Newcastle, WY
	Laramie, WY	Opal, WY
	Pinedale, WY	Rawlins, WY
	Rock Springs, WY	Riverton, WY
	Spokane Valley, WA	Sheridan, WY
	Yakima, WA	



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Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Premises Technician Zone A			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$563.50	\$563.50	\$563.50
7-12 mos.	\$591.00	\$592.00	\$593.50
13-18 mos.	\$619.50	\$622.50	\$624.50
19-24 mos.	\$649.50	\$654.00	\$657.50
25-30 mos.	\$681.50	\$687.50	\$692.50
31-36 mos.	\$714.50	\$722.50	\$729.00
37-42 mos.	\$749.00	\$759.50	\$767.50
43-48 mos.	\$785.50	\$798.00	\$808.00
49-54 mos.	\$824.00	\$839.00	\$850.50
55-60 mos.	\$864.00	\$881.50	\$895.50
61-66 mos.	\$906.00	\$926.50	\$942.50
67-72 mos.	\$950.00	\$974.00	\$992.50
73-78 mos.	\$996.00	\$1,023.50	\$1,045.00
79+ mos.	\$1,044.50	\$1,076.00	\$1,100.00

Premises Technician Zone B			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$512.00	\$512.00	\$512.00
7-12 mos.	\$544.00	\$545.50	\$546.50
13-18 mos.	\$577.50	\$581.00	\$583.50
19-24 mos.	\$613.50	\$619.00	\$623.00
25-30 mos.	\$651.50	\$659.50	\$665.00
31-36 mos.	\$692.00	\$702.50	\$710.00
37-42 mos.	\$735.00	\$748.00	\$758.50
43-48 mos.	\$780.50	\$797.00	\$809.50
49-54 mos.	\$829.50	\$849.00	\$864.50
55-60 mos.	\$881.00	\$904.50	\$923.00
61+ mos.	\$935.50	\$963.50	\$985.00

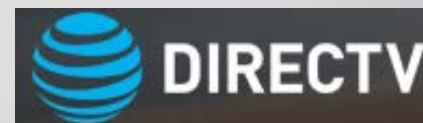
Premises Technician Zone C			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$445.50	\$445.50	\$445.50
7-12 mos.	\$478.50	\$480.00	\$481.00
13-18 mos.	\$514.00	\$517.00	\$519.50
19-24 mos.	\$552.00	\$557.00	\$561.00
25-30 mos.	\$593.00	\$600.50	\$605.50
31-36 mos.	\$637.00	\$646.50	\$654.00
37-42 mos.	\$684.50	\$697.00	\$706.00
43-48 mos.	\$735.50	\$750.50	\$762.50
49-54 mos.	\$790.00	\$809.00	\$823.50
55-60 mos.	\$848.50	\$871.50	\$889.00
61+ mos.	\$911.50	\$939.50	\$960.00



IBEW System Council T-3

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Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Warehouse Assistant Zone A			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$538.50	\$538.50	\$538.50
7-12 mos.	\$553.00	\$554.00	\$555.00
13-18 mos.	\$568.00	\$570.50	\$572.50
19-24 mos.	\$583.00	\$587.00	\$590.00
25-30 mos.	\$598.50	\$604.00	\$608.00
31-36 mos.	\$614.50	\$621.50	\$627.00
37-42 mos.	\$631.00	\$640.00	\$646.50
43-48 mos.	\$648.00	\$658.50	\$666.50
49-54 mos.	\$665.50	\$677.50	\$687.00
55-60 mos.	\$683.00	\$697.50	\$708.00
61-66 mos.	\$701.50	\$717.50	\$730.00
67-72 mos.	\$720.50	\$738.50	\$752.50
73-78 mos.	\$739.50	\$760.00	\$776.00
79+ mos.	\$759.50	\$782.50	\$800.00

Warehouse Assistant Zone B

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$490.50	\$490.50	\$490.50
7-12 mos.	\$507.50	\$509.00	\$510.50
13-18 mos.	\$525.50	\$528.50	\$531.00
19-24 mos.	\$544.00	\$549.00	\$552.50
25-30 mos.	\$563.00	\$570.00	\$575.00
31-36 mos.	\$583.00	\$591.50	\$598.00
37-42 mos.	\$603.50	\$614.00	\$622.50
43-48 mos.	\$624.50	\$637.50	\$647.50
49-54 mos.	\$646.50	\$662.00	\$673.50
55-60 mos.	\$669.00	\$687.00	\$701.00
61+ mos.	\$692.50	\$713.50	\$729.50

Warehouse Assistant Zone C

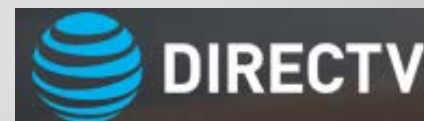
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$420.00	\$420.00	\$420.00
7-12 mos.	\$439.00	\$440.50	\$441.50
13-18 mos.	\$459.00	\$461.50	\$463.50
19-24 mos.	\$479.50	\$484.00	\$487.00
25-30 mos.	\$501.50	\$507.50	\$512.00
31-36 mos.	\$524.00	\$532.00	\$538.00
37-42 mos.	\$548.00	\$557.50	\$565.00
43-48 mos.	\$572.50	\$584.50	\$594.00
49-54 mos.	\$598.50	\$613.00	\$624.00
55-60 mos.	\$625.50	\$642.50	\$655.50
61+ mos.	\$654.00	\$673.50	\$689.00



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Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

Administrative Support Assistant Zone A

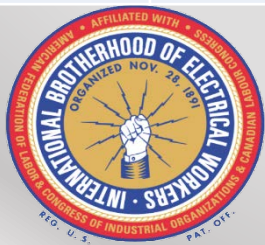
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$490.50	\$490.50	\$490.50
7-12 mos.	\$501.00	\$502.00	\$503.00
13-18 mos.	\$511.50	\$514.00	\$515.50
19-24 mos.	\$522.50	\$526.00	\$528.50
25-30 mos.	\$533.50	\$538.00	\$542.00
31-36 mos.	\$544.50	\$551.00	\$555.50
37-42 mos.	\$556.00	\$564.00	\$569.50
43-48 mos.	\$568.00	\$577.00	\$584.00
49-54 mos.	\$580.00	\$590.50	\$599.00
55-60 mos.	\$592.00	\$604.50	\$614.00
61-66 mos.	\$605.00	\$618.50	\$629.50
67-72 mos.	\$617.50	\$633.00	\$645.50
73-78 mos.	\$630.50	\$648.00	\$661.50
79+ mos.	\$644.00	\$663.50	\$678.00

Administrative Support Assistant Zone B

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$449.50	\$449.50	\$449.50
7-12 mos.	\$461.50	\$463.00	\$464.00
13-18 mos.	\$474.00	\$477.00	\$479.00
19-24 mos.	\$487.00	\$491.00	\$494.50
25-30 mos.	\$500.00	\$506.00	\$510.50
31-36 mos.	\$513.50	\$521.00	\$527.00
37-42 mos.	\$527.50	\$536.50	\$544.00
43-48 mos.	\$541.50	\$553.00	\$561.50
49-54 mos.	\$558.00	\$569.50	\$579.50
55-60 mos.	\$571.00	\$586.50	\$598.50
61 +mos.	\$586.50	\$604.00	\$617.50

Administrative Support Assistant Zone C

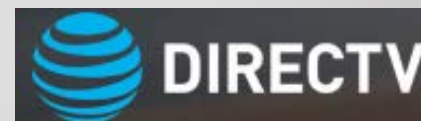
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$420.00	\$420.00	\$420.00
7-12 mos.	\$431.50	\$432.50	\$433.50
13-18 mos.	\$443.00	\$445.50	\$447.50
19-24 mos.	\$455.00	\$459.00	\$462.00
25-30 mos.	\$467.00	\$472.50	\$477.00
31-36 mos.	\$479.50	\$487.00	\$492.50
37-42 mos.	\$492.50	\$501.50	\$508.00
43-48 mos.	\$506.00	\$516.50	\$524.50
49-54 mos.	\$519.50	\$532.00	\$541.50
55-60 mos.	\$533.50	\$548.00	\$559.00
61 +mos.	\$548.00	\$564.50	\$577.00



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Wage Tables- Example



Wage Tables

Technicians, Warehouse Workers, and Clerical Employees

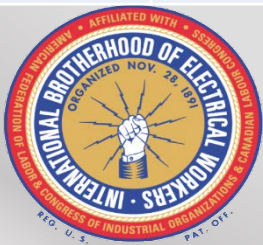
Office Coordinator Zone A			
	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$538.50	\$538.50	\$538.50
7-12 mos.	\$553.50	\$554.50	\$555.50
13-18 mos.	\$569.00	\$571.50	\$573.50
19-24 mos.	\$584.50	\$588.50	\$591.50
25-30 mos.	\$601.00	\$606.50	\$610.50
31-36 mos.	\$617.50	\$624.50	\$630.00
37-42 mos.	\$635.00	\$643.50	\$650.00
43-48 mos.	\$652.50	\$663.00	\$671.00
49-54 mos.	\$670.50	\$683.00	\$692.00
55-60 mos.	\$689.00	\$703.50	\$714.50
61-66 mos.	\$708.50	\$724.50	\$737.00
67-72 mos.	\$728.00	\$746.50	\$760.50
73-78 mos.	\$748.00	\$769.00	\$785.00
79+ mos.	\$769.00	\$792.00	\$810.00

Office Coordinator Zone B

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$500.00	\$500.00	\$500.00
7-12 mos.	\$516.50	\$518.00	\$519.00
13-18 mos.	\$533.50	\$537.00	\$539.00
19-24 mos.	\$551.50	\$556.00	\$560.00
25-30 mos.	\$569.50	\$576.50	\$581.50
31-36 mos.	\$588.50	\$597.00	\$604.00
37-42 mos.	\$608.00	\$619.00	\$627.00
43-48 mos.	\$628.00	\$641.00	\$651.00
49-54 mos.	\$649.00	\$664.50	\$678.50
55-60 mos.	\$670.50	\$688.50	\$702.50
61+ mos.	\$692.50	\$713.50	\$729.50

Office Coordinator Zone C

	Effective 9-3-16	Effective 9-3-17	Effective 9-2-18
Start 0-6	\$420.00	\$420.00	\$420.00
7-12 mos.	\$439.00	\$440.50	\$441.50
13-18 mos.	\$459.00	\$461.50	\$463.50
19-24 mos.	\$479.50	\$484.00	\$487.00
25-30 mos.	\$501.50	\$507.50	\$512.00
31-36 mos.	\$524.00	\$532.00	\$538.00
37-42 mos.	\$548.00	\$557.50	\$565.00
43-48 mos.	\$572.50	\$584.50	\$594.00
49-54 mos.	\$598.50	\$613.00	\$624.00
55-60 mos.	\$625.50	\$642.50	\$655.50
61+ mos.	\$654.00	\$673.50	\$689.00



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Wage Tables- Example

