



IBEW

8 332

**MARVIN KROPKE**  
Business Manager  
Financial Secretary

**International Brotherhood of Electrical Workers • Local Union 11**

"Representing Electrical Construction and Municipal Workers across Los Angeles County"



**ALLOCATION OF NINETY CENT INCREASE  
IN THE INTELLIGENT TRANSPORTATION SYSTEMS AGREEMENT BETWEEN  
IBEW, LOCAL 11  
AND LOS ANGELES COUNTY CHAPTER, NECA – JULY 30, 2007**

The ninety cent increase in the Intelligent Transportation Systems Agreement negotiated by IBEW, Local Union No. 11, and Los Angeles County Chapter of the National Electrical Contractor's Association, effective July 30, 2007 was allocated as follows:

- \$ .75 to Wages (Total Wage \$33.90)
- \$ .10 to Defined Contribution Annuity (Total Annuity \$3.90)
- \$ .05 to Health & Welfare (Total Health & Welfare \$6.64)

(See enclosed Intelligent Transportation Systems Wages and Fringe Benefits)

Signed for:

**LOCAL UNION 11, INTERNATIONAL  
BROTHERHOOD OF ELECTRICAL WORKERS**

\_\_\_\_\_  
Marvin Kropke, Business Manager/Financial Secty.

7/16/07  
\_\_\_\_\_  
Date

Signed For:

**LOS ANGELES COUNTY CHAPTER NATIONAL  
ELECTRICAL CONTRACTOR'S ASSOCIATION**

  
\_\_\_\_\_  
James Willson, Chapter Manager

7/16/07  
\_\_\_\_\_  
Date

## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

<b>1. ELECTRICAL CLASSIFICATIONS:</b>	
Wiremen <input type="checkbox"/>	Linemen <input type="checkbox"/>
Apprentice <input type="checkbox"/>	Cablesplacers <input type="checkbox"/>
Residential Wiremen <input type="checkbox"/>	Residential Trainees <input type="checkbox"/>
Groundmen <input type="checkbox"/>	and Others <input checked="" type="checkbox"/>

<b>2 STATE(S):</b>	California
<b>COUNTY Or AREA:</b>	Los Angeles
Intelligent Transportation Systems, Street Lighting, Traffic Signals, CCTV and Underground Systems in Streets and/or Established Easements	
(PLEASE SEE FOOTNOTE)	

**CREW COMPOSITION - SEE FOOTNOTE (See attached language) 1 Journeyman - 1 Apprentice\*\* or 1 Transportation Tech  
1 Journeyman - 2 Apprentices\*\* - 1 Transportation Systems Tech**

3	4	A	B	C	D	E	F
EFFECTIVE DATES	BASIC HOURLY WAGE	HEALTH & WELFARE	PENSION 3% NEBF	VACATION & PAID HOLIDAYS	APPREN. TRAINING PROGRAM	LABOR MGMT	TOTAL
(a) 7/30/07 Transportation Systems Electrician (Jrnm)	(a) \$33.90	EMPLOYER CONTRIBUTION	\$9.15				
		EMPLOYEE DEDUCTION	\$6.64	1.02 NEBF	46	20	\$51.37
(b) 7/30/07 Transp. Foreman 1.113 x Jrnm. Rate	(b) \$37.73	EMPLOYER CONTRIBUTION	\$9.15				
		EMPLOYEE DEDUCTION	\$6.64	1.13 NEBF	46	20	\$55.31
(c) 7/30/07 Transp. Genl. Foreman 1.226 x Jrnm. Rate	(c) \$41.56	EMPLOYER CONTRIBUTION	\$9.15				
		EMPLOYEE DEDUCTION	\$6.64	1.25 NEBF	46	20	\$59.26
(d)	(d)	EMPLOYER CONTRIBUTION					
		EMPLOYEE DEDUCTION					
<b>5</b>	ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E, & F?	Yes	Yes	Yes	Yes	Yes	
<b>6</b>	ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" for A, B, ETC.?	Yes	Yes	Yes	Yes	Yes	
<b>7</b>	List the AGREEMENT REFERENCE of the fringe benefits cited.	ARTICLE	III, VII	III, VI VII, VII	III, VII	III, V, V	III, VII VII
		SECTION	3.05, 7.30	3.05, 6.01 7.20, 7.45	3.05, 7.40	3.05, 5.10 5.11	3.05, 7.05 7.06
		PARAGRAPH	1, 1 15, 35	1, 1, 1, 1 15, 31, 35	1, 1 15, 36	1, 1, 1 15, 31, 31	1, 1, 1 15, 32, 33
		PAGE		37			
<b>8</b>	ON WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL (4), ABOVE?	33.90 (a) \$	37.73 (b) \$	41.56 (c) \$	and (d) \$		

NOTE: Employer can request an Apprentice in his/her probationary period (1st or 2nd period)  
\*\*Apprentice shall be a Transportation Systems Apprentice

<b>9</b>	National Electrical Contractors Assoc.
Contractor or Association	
By:	Title: Chapter Manager
James Willson	
Date: 7/16/07	

<b>10</b>	IBEW, Local Union No.	<b>11</b>
Contractor or Association		
By:	Title: Business Manager	
Marvin Kropke		
Date: 7.16.07		

PREPARE IN TRIPLICATE. Send original and one copy to the I.O. Attach one (1) copy of your agreement. (FOR INSTRUCTIONS IN PREPARING THIS FORM: SEE OTHER SIDE OF THIS PAGE.)

## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

**1. ELECTRICAL CLASSIFICATIONS:**

Wiremen <input type="checkbox"/>	Linemen <input type="checkbox"/>
Apprentice <input type="checkbox"/>	Cablesplitters <input type="checkbox"/>
Residential Wiremen <input type="checkbox"/>	Residential Trainees <input type="checkbox"/>
Groundmen <input type="checkbox"/>	and Others <input checked="" type="checkbox"/>

**2 STATE(S):** California

**COUNTY Or AREA:** Los Angeles

Intelligent Transportation Systems, Street Lighting, Traffic Signals, CCTV and Underground Systems in Streets and/or Established Easements

(PLEASE SEE FOOTNOTE)

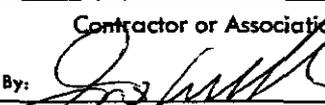
**CREW COMPOSITION - SEE FOOTNOTE (See attached language):** 1 Journeyman - 1 Apprentice\*\* or 1 Transportation Tech Journeyman - 2 Apprentices\*\* 1 Transportation Systems Tech

3	4	A	B	C	D	E	F
EFFECTIVE DATES	BASIC HOURLY WAGE	HEALTH & WELFARE	PENSION 3% NEBF	VACATION & PAID HOLIDAYS	APPREN. TRAINING PROGRAM	LABOR MGMT.	TOTAL
(a) 7/30/07 Transportation Cable Splicer 5% above Jrnm Rate	(a) \$35.60	EMPLOYER CONTRIBUTION \$6.64 EMPLOYEE DEDUCTION	\$9.15 1.07 NEBF \$10.22	10%	.46 .40	.20 .10	\$53.12
(b) 7/30/07 Transportation Welding 5% above Jrnm Rate	(b) \$35.60	EMPLOYER CONTRIBUTION \$6.64 EMPLOYEE DEDUCTION	\$9.15 1.07 NEBF \$10.22	10%	.46 .40	.20 .10	\$53.12
(c) 7/30/07 NETA Certified 5% above Jrnm Rate	(c) \$35.60	EMPLOYER CONTRIBUTION \$6.64 EMPLOYEE DEDUCTION	\$9.15 1.07 NEBF \$10.22	10%	.46 .40	.20 .10	\$53.12
(d) 7/30/07 Transportation Instrumentation 5% above Jrnm Rate	(d) \$35.60	EMPLOYER CONTRIBUTION \$6.64 EMPLOYEE DEDUCTION	\$9.15 1.07 NEBF \$10.22	10%	.46 .40	.20 .10	\$53.12
<b>5</b>	ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E, & F?	Yes	Yes	Yes	Yes	Yes	
<b>6</b>	ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" for A, B, ETC.?	Yes	Yes	Yes	Yes	Yes	
<b>7</b>	List the AGREEMENT REFERENCE of the fringe benefits cited.	ARTICLE III, VII SECTION 3.05, 7.30 PARAGRAPH 1, 1 15, 35 PAGE	III, VI VII, VII 3.05, 6.01 7.20, 7.45 1, 1, 1, 1 15, 31, 35 37	III, VII 3.05, 7.40 1, 1 15, 36	III, V, V 3.05, 5.10 5.11 1, 1, 1 15, 31, 31	III, VII VII 3.05, 7.05 7.06 1, 1, 1 15, 32, 33	
<b>8</b>	ON WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL (4), ABOVE?	(a) \$35.60 , (b) \$ 35.60 , (c) \$35.60 , and (d) \$35.60					

NOTE: Employer can request an Apprentice in his/her probationary period (1st or 2nd period)  
\*\*Apprentice shall be a Transportation Systems Apprentice

**9** National Electrical Contractors Assoc.

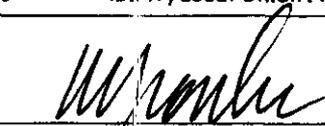
Contractor or Association

By:  Title: Chapter Manager

James Willson

Date: 7/16/07

**10** IBI:W, Local Union No. **11**

By:  Title: Business Manager

Marvin Kropke

Date: 7.16.07

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## "DAVIS-BACON FRINGE BENEFIT SUMMARY"

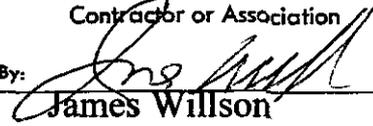
<b>1. ELECTRICAL CLASSIFICATIONS:</b>	
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COUNTY Or AREA: California
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Intelligent Transportation Systems, Street Lighting, Traffic Signals, CCTV and Underground Systems in Streets and/or Established Easements
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1 Journeyman - 2 Apprentice\*\* 1 Transportation Systems Tech**

3	4	A	B	C	D	E	F	
EFFECTIVE DATES	BASIC HOURLY WAGE		HEALTH & WELFARE	PENSION 3% NEBF	VACATION & PAID HOLIDAYS	APPREN. TRAINING PROGRAM	LABOR MGMT.	TOTAL
(a) 7/30/07 Transp.Appr. Year 1-Period 1 40% Jrnm Rate	(a) \$13.56	EMPLOYER CONTRIBUTION	\$6.64	\$3.66 .41 NEBF		.51	.20	\$24.98
		EMPLOYEE DEDUCTION		\$4.07		10%	.10	
(b) 7/30/07 Transp.Appr. Year 1-Period 2 45% Jrnm Rate	(b) \$15.26	EMPLOYER CONTRIBUTION	\$6.64	\$4.12 .46 NEBF		.51	.20	\$27.19
		EMPLOYEE DEDUCTION		\$4.58		10%	.10	
(c) 7/30/07 Transp. Appr. Year 2-Period 3 50% JrnmRate	(c) \$16.95	EMPLOYER CONTRIBUTION	\$6.64	\$4.58 .51 NEBF		.51	.20	\$29.39
		EMPLOYEE DEDUCTION		\$5.09		10%	.10	
(d) 7/30/07 Transp. Appr. Year 2-Period 4 55% JrnmRate	(d) \$18.65	EMPLOYER CONTRIBUTION	\$6.64	\$5.03 .56 NEBF		.51	.20	\$31.59
		EMPLOYEE DEDUCTION		\$5.59		10%	.10	
<b>5</b>	ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E, & F?		Yes	Yes	Yes	Yes	Yes	
<b>6</b>	ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" for A, B, ETC.?		Yes	Yes	Yes	Yes	Yes	
<b>7</b>	List the AGREEMENT REFERENCE of the fringe benefits cited.	ARTICLE	III, VII	III, VI VII, VII	III, VI	III, V, V	III, VII VII	
		SECTION	3.05, 7.30	3.05, 6.01 7.20, 7.45	3.05, 7.30	3.05, 5.10 5.11	3.05, 7.05 7.06	
		PARAGRAPH	1, 1	1, 1, 1, 1	1, 1	1, 1, 1	1, 1, 1	
		PAGE	15, 35	15, 31, 35 37	15, 36	15, 31, 31	15, 32, 33	
<b>8</b>	ON WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL (4), ABOVE?		13.56	15.26	16.95	18.65		
		(a) \$						
		(b) \$						
		(c) \$						
		and (d) \$						

NOTE: Employer can request an Apprentice in his/her probationary period (1st or 2nd period)  
\*\*Apprentice shall be a Transportation Systems Apprentice

<b>9</b> National Electrical Contractors Assoc.
Contractor or Association
By:  Title: Chapter Manager
Date: 7/16/07

<b>10</b> IBEW, Local Union No.	<b>11</b>
By:  Title: Business Manager	
Marvin Kropke	Date: 7.16.07

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<b>COUNTY Or AREA:</b>	Los Angeles
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3	4	A	B	C	D	E	F
EFFECTIVE DATES	BASIC HOURLY WAGE	HEALTH & WELFARE	PENSION 3% NEBF	VACATION & PAID HOLIDAYS	APPREN. TRAINING PROGRAM	LABOR MGMT.	TOTAL
(a) 7/30/07 Transp.Appr. Year 3-Period 5 60% Jmm Rate	(a) \$20.34	EMPLOYER CONTRIBUTION \$6.64	\$5.49 _.61 NEBF		.51	.20	\$33.79
		EMPLOYEE DEDUCTION	\$6.10	10%		.10	
(b) 7/30/07 Transp.Appr. Year3-Period 6 65% Jmm Rate	(b) \$22.04	EMPLOYER CONTRIBUTION \$6.64	\$5.95 _.66 NEBF		.51	.20	\$36.00
		EMPLOYEE DEDUCTION	\$6.61	10%		.10	
(c) 7/30/07 Transp. Appr. Year 4-Period 7 75% JmmRate	(c) \$25.43	EMPLOYER CONTRIBUTION \$6.64	\$9.15 _.76 NEBF		.51	.20	\$42.69
		EMPLOYEE DEDUCTION	\$9.91	10%		.10	
(d) 7/30/07 Transp. Appr. Year 4-Period 8 85% JmmRate	(d) \$28.82	EMPLOYER CONTRIBUTION \$6.64	\$9.15 _.86 NEBF		.51	.20	\$46.18
		EMPLOYEE DEDUCTION	\$10.01	10%		.10	
<b>5</b>	ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E, & F?	Yes	Yes	Yes	Yes	Yes	
<b>6</b>	ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" for A, B, ETC.?	Yes	Yes	Yes	Yes	Yes	
<b>7</b>	List the AGREEMENT REFERENCE of the fringe benefits cited.	ARTICLE SECTION PARAGRAPH PAGE	III, VII 3.05, 7.30 1, 1 15, 35	III, VI VII, VII 3.05, 6.01 7.20, 7.45 1, 1, 1, 1 15, 31, 35 37	III, VII 3.05, 7.40 1, 1 15, 36	III, V, V 3.05, 5.10 5.11 1, 1, 1 15, 31, 31	III, VII VII 3.05, 7.05 7.06 1, 1, 1 15, 32, 33
<b>8</b>	ON WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL (4), ABOVE?	(a) \$ 20.34	(b) \$ 22.04	(c) \$ 25.43	and (d) \$ 28.82		

NOTE: Employer can request an Apprentice in his/her probationary period (1st or 2nd period)  
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By:	Title: Chapter Manager
James Willson	Date: 7/16/07

<b>10</b> IBEW, Local Union No.	<b>11</b>
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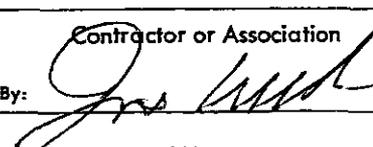
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Residential Wiremen <input type="checkbox"/>	Residential Trainees <input type="checkbox"/>
Groundmen <input type="checkbox"/>	and Others <input type="checkbox"/>

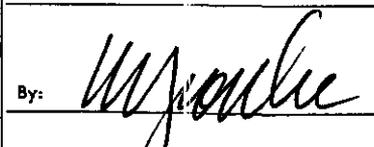
<b>2 STATE(S):</b>	California
<b>COUNTY Or AREA:</b>	Los Angeles
Intelligent Transportation Systems, Street Lighting, Traffic Signals, CCTV and Underground Systems in Streets and/or Established Easements	

CREW COMPOSITION - SEE FOOTNOTE (See attached language) 1 Journeyman - 1 Apprentice\*\* or 1 Transportation Tech

3	4	A	B	C	D	E	F	
EFFECTIVE DATES	BASIC HOURLY WAGE		HEALTH & WELFARE	PENSION 3% NEBF	VACATION & PAID HOLIDAYS	APPREN. TRAINING PROGRAM	LABOR MGMT.	TOTAL
(a) 7/30/07 Transportation Systems Technician 75% Jrmn Rate	(a) \$25.43	EMPLOYER CONTRIBUTION	\$6.64	\$9.15 .76 NEBF		.46	.20	\$42.64
		EMPLOYEE DEDUCTION		\$9.91	10%	.40	.10	
(b)	(b)	EMPLOYER CONTRIBUTION						
		EMPLOYEE DEDUCTION						
(c)	(c)	EMPLOYER CONTRIBUTION						
		EMPLOYEE DEDUCTION						
(d)	(d)	EMPLOYER CONTRIBUTION						
		EMPLOYEE DEDUCTION						
<b>5</b>	ARE FUNDS FORMALLY ESTABLISHED FOR A, B, C, D, E, & F?		Yes	Yes	Yes	Yes	Yes	
<b>6</b>	ARE PLANS REPORTABLE UNDER THE "DISCLOSURE ACT" for A, B, ETC.?		Yes	Yes	Yes	Yes	Yes	
<b>7</b>	List the AGREEMENT REFERENCE of the fringe benefits cited.	ARTICLE	III, VII	III, VI VII, VII	III, VII	III, V, V	III, VII VII	
		SECTION	3.05, 7.30	3.05, 6.01 7.20, 7.45	3.05, 7.40	3.05, 5.10 5.11	3.05, 7.05 7.06	
		PARAGRAPH	1, 1 15, 35	1, 1, 1, 1 15, 31, 35	1, 1 15, 36	1, 1, 1 15, 31, 31	1, 1, 1 15, 32, 33	
		PAGE		37				
<b>8</b>	ON WHAT WAGE WILL THE EMPLOYEE PAY FED. & STATE TAXES IN COL (4), ABOVE?		(a) \$25.43	(b) \$	(c) \$	and (d) \$		

NOTE: Employer can request an Apprentice in his/her probationary period (1st or 2nd period)  
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<b>9</b>	National Electrical Contractors Assoc.
Contractor or Association	
By: 	Title: Chapter Manager
James Willson	Date: 7/16/07

<b>10</b>	IBEW, Local Union No.	11
By: 		
		Title: Business Manager
Marvin Kropke		Date: 7/16/07

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**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS†**  
**Regular Shift - Effective July 30, 2007**

	<b>Hourly Shift Rate</b>	<b>Health &amp; Welfare*</b>	<b>Pension +3% NEBF*</b>	<b>Vacation &amp; Paid Holidays**</b>	<b>Appren. Training Program*</b>	<b>Labor Management*</b>	<b>Total Package</b>
Transportation Sysys.Elec. (Journeyman)	\$33.90	\$6.64	\$10.17	10%	\$0.46	\$0.20	\$51.37
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$37.73	\$6.64	\$10.28	10%	\$0.46	\$0.20	\$55.31
Transportation Genl.Foreman (1.226 x Trnsp.Jrn.Rate)	\$41.56	\$6.64	\$10.40	10%	\$0.46	\$0.20	\$59.26
Transp. Cable Splicing, Welding, Instrumenttion, NETA Certified (5% above Trnsp.Jrn.Rate)	\$35.60	\$6.64	\$10.22	10%	\$0.46	\$0.20	\$53.12
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$25.43	\$6.64	\$9.91	10%	\$0.46	\$0.20	\$42.64
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$13.56	\$6.64	\$4.07	10%	\$0.51	\$0.20	\$24.98
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$15.26	\$6.64	\$4.58	10%	\$0.51	\$0.20	\$27.19
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$16.95	\$6.64	\$5.09	10%	\$0.51	\$0.20	\$29.39
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$18.65	\$6.64	\$5.59	10%	\$0.51	\$0.20	\$31.59
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$20.34	\$6.64	\$6.10	10%	\$0.51	\$0.20	\$33.79
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$22.04	\$6.64	\$6.61	10%	\$0.51	\$0.20	\$36.00
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$25.43	\$6.64	\$9.91	10%	\$0.51	\$0.20	\$42.69
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$28.82	\$6.64	\$10.01	10%	\$0.51	\$0.20	\$46.18

† Article III Section 3.12 Inside Wireman's Agr.  
 Note: A Regular Shift consists of 8 hours (full fringes)

\* Employer Contributions

\*\* Employee Deduction

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS<sup>†</sup> - OVERTIME**  
**Regular Shift - Effective July 30, 2007– TIME AND A HALF**

	Hourly Shift Rate	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sys.Elec. (Journeyman)	\$50.85	\$6.64	\$10.68	10%	\$0.46	\$0.20	\$66.83
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$56.60	\$6.64	\$10.85	10%	\$0.46	\$0.20	\$74.75
Transportation Gen.Foreman (1.226 x Trnsp.Jrn.Rate)	\$62.34	\$6.64	\$11.02	10%	\$0.46	\$0.20	\$80.66
Transp. Cable Splicing, Welding, Instrumenttion, NETA Certified (5% above Trnsp.Jrn.Rate)	\$53.40	\$6.64	\$10.75	10%	\$0.46	\$0.20	\$71.45
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$38.15	\$6.64	\$10.29	10%	\$0.46	\$0.20	\$55.74
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$20.34	\$6.64	\$4.27	10%	\$0.51	\$0.20	\$31.96
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$22.89	\$6.64	\$4.81	10%	\$0.51	\$0.20	\$35.05
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$25.43	\$6.64	\$5.34	10%	\$0.51	\$0.20	\$38.12
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$27.98	\$6.64	\$5.87	10%	\$0.51	\$0.20	\$41.20
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$30.51	\$6.64	\$6.41	10%	\$0.51	\$0.20	\$44.27
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$33.06	\$6.64	\$6.94	10%	\$0.51	\$0.20	\$47.35
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$38.15	\$6.64	\$10.29	10%	\$0.51	\$0.20	\$55.79
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$43.23	\$6.64	\$10.45	10%	\$0.51	\$0.20	\$61.03

<sup>†</sup> Article III Section 3.12 Inside Wireman's Agr.  
 Note: A Regular Shift consists of 8 hours (full fringes)

\* Employer Contributions

\*\* Employee Deduction

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS<sup>†</sup> - OVERTIME**  
**Regular Shift - Effective July 30, 2007- DOUBLE TIME**

	Hourly Shift Rate	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sys.Elec. (Journeyman)	\$67.80	\$6.64	\$11.18	10%	\$0.46	\$0.20	\$86.28
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$75.46	\$6.64	\$11.41	10%	\$0.46	\$0.20	\$94.17
Transportation Genl.Foreman (1.226 x Trnsp.Jrn.Rate)	\$83.12	\$6.64	\$11.64	10%	\$0.46	\$0.20	\$102.06
Transp. Cable Splicing, Welding, Instrumentation, NETA Certified (5% above Trnsp.Jrn.Rate)	\$71.20	\$6.64	\$11.29	10%	\$0.46	\$0.20	\$89.79
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$50.86	\$6.64	\$10.68	10%	\$0.46	\$0.20	\$68.84
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$27.12	\$6.64	\$4.47	10%	\$0.51	\$0.20	\$38.94
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$30.52	\$6.64	\$5.04	10%	\$0.51	\$0.20	\$42.91
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$33.90	\$6.64	\$5.60	10%	\$0.51	\$0.20	\$46.85
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$37.30	\$6.64	\$6.15	10%	\$0.51	\$0.20	\$50.80
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$40.68	\$6.64	\$6.71	10%	\$0.51	\$0.20	\$54.74
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$44.08	\$6.64	\$7.27	10%	\$0.51	\$0.20	\$58.70
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$50.86	\$6.64	\$10.68	10%	\$0.51	\$0.20	\$68.89
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$57.64	\$6.64	\$10.88	10%	\$0.51	\$0.20	\$75.87

<sup>†</sup> Article III Section 3.12 Inside Wireman's Agr.

\* Employer Contributions

\*\* Employee Deduction

\*\*\*Double the straight Journeyman Wireman time shall be the maximum compensation for any hour worked.

Note: A Regular Shift consists of 8 hours (full fringes)

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS SHIFT PAY<sup>†\*</sup>**  
**Shift 2 (Swing Shift) - Effective July 30, 2007**

	Hourly Shift Rate*	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sys.Elec. (Journeyman)	\$39.76	\$6.64	\$10.34	10%	\$0.46	\$0.20	\$57.40
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$44.26	\$6.64	\$10.48	10%	\$0.46	\$0.20	\$62.04
Transportation Genl.Foreman (1.226 x Trnsp.Jrn.Rate)	\$48.75	\$6.64	\$10.61	10%	\$0.46	\$0.20	\$66.66
Transp. Cable Splicing, Welding Instrumentation, NETA Certified (5% above Trnsp.Jrn.Rate)	\$41.76	\$6.64	\$10.40	10%	\$0.46	\$0.20	\$59.46
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$29.83	\$6.64	\$10.04	10%	\$0.46	\$0.20	\$47.17
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$15.91	\$6.64	\$4.14	10%	\$0.51	\$0.20	\$27.40
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$17.90	\$6.64	\$4.66	10%	\$0.51	\$0.20	\$29.91
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$19.88	\$6.64	\$5.18	10%	\$0.51	\$0.20	\$32.41
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$21.88	\$6.64	\$5.69	10%	\$0.51	\$0.20	\$34.92
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$23.85	\$6.64	\$6.21	10%	\$0.51	\$0.20	\$37.42
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$25.85	\$6.64	\$6.73	10%	\$0.51	\$0.20	\$39.93
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$29.83	\$6.64	\$10.04	10%	\$0.51	\$0.20	\$47.22
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$33.81	\$6.64	\$10.16	10%	\$0.51	\$0.20	\$51.32

<sup>†</sup>Article III, Section 3.12, Intelligent Transportation Systems Agr.

\*Employer Contributions

\*\*Employee Deductions

Note: Swing Shift consists of 8 hours (full fringes)

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS<sup>†</sup> - OVERTIME  
Shift 2 (Swing Shift) - Effective July 30, 2007 – TIME AND A HALF**

	Hourly Shift Rate	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sys.Elec. (Journeyman)	\$59.64	\$6.64	\$10.94	10%	\$0.46	\$0.20	\$77.88
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$66.39	\$6.64	\$11.14	10%	\$0.46	\$0.20	\$84.83
Transportation Genl.Foreman (1.226 x Trnsp.Jrn.Rate)	\$73.13	\$6.64	\$11.34	10%	\$0.46	\$0.20	\$91.77
Transp. Cable Splicing, Welding, Instrumentation, NETA Certified (5% above Trnsp.Jrn.Rate)	\$62.64	\$6.64	\$11.03	10%	\$0.46	\$0.20	\$80.97
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$44.75	\$6.64	\$10.49	10%	\$0.46	\$0.20	\$62.54
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$23.87	\$6.64	\$4.38	10%	\$0.51	\$0.20	\$35.60
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$26.85	\$6.64	\$4.93	10%	\$0.51	\$0.20	\$39.13
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$29.82	\$6.64	\$5.47	10%	\$0.51	\$0.20	\$42.64
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$32.82	\$6.64	\$6.01	10%	\$0.51	\$0.20	\$46.18
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$35.79	\$6.64	\$6.56	10%	\$0.51	\$0.20	\$49.70
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$38.78	\$6.64	\$7.11	10%	\$0.51	\$0.20	\$53.24
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$44.75	\$6.64	\$10.49	10%	\$0.51	\$0.20	\$62.59
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$50.72	\$6.64	\$10.67	10%	\$0.51	\$0.20	\$68.74

<sup>†</sup>Article III Section 3.12 Inside Wireman's Agr.

\* Employer Contributions

\*\* Employee Deduction

\*\*\*Double the straight Journeyman Wireman time shall be the maximum compensation for any hour worked.

Note: Swing Shift consists of 8 hours (full fringes)

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS<sup>†</sup> - OVERTIME**  
**Shift 2 (Swing Shift) - Effective July 30, 2007– DOUBLE TIME\*\*\***

	Hourly Shift Rate	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sys.Elec. (Journeyman)	\$67.80	\$6.64	\$11.18	10%	\$0.46	\$0.20	\$86.28
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$75.46	\$6.64	\$11.41	10%	\$0.46	\$0.20	\$94.17
Transportation Gen.Foreman (1.226 x Trnsp.Jrn.Rate)	\$83.12	\$6.64	\$11.64	10%	\$0.46	\$0.20	\$102.06
Transp. Cable Splicing, Welding, Instrumentation, NETA Certified (5% above Trnsp.Jrn.Rate)	\$71.19	\$6.64	\$11.29	10%	\$0.46	\$0.20	\$89.78
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$50.85	\$6.64	\$10.68	10%	\$0.46	\$0.20	\$68.84
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$27.12	\$6.64	\$4.47	10%	\$0.51	\$0.20	\$38.94
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$30.51	\$6.64	\$5.04	10%	\$0.51	\$0.20	\$42.90
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$33.90	\$6.64	\$5.60	10%	\$0.51	\$0.20	\$46.85
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$37.29	\$6.64	\$6.15	10%	\$0.51	\$0.20	\$50.79
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$40.68	\$6.64	\$6.71	10%	\$0.51	\$0.20	\$54.74
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$44.07	\$6.64	\$7.27	10%	\$0.51	\$0.20	\$58.69
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$50.85	\$6.64	\$10.68	10%	\$0.51	\$0.20	\$68.88
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$57.63	\$6.64	\$10.88	10%	\$0.51	\$0.20	\$75.86

<sup>†</sup> Article III Section 3.12 Inside Wireman's Agr.

\* Employer Contributions

\*\* Employee Deduction

\*\*\*Double the straight Journeyman Wireman time shall be the maximum compensation for any hour worked.

Note: Swing Shift consists of 8 hours (full fringes)

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS SHIFT PAY†\***  
**Shift 3(Graveyard Shift) - Effective July 30, 2007**

	Hourly Shift Rate	Health & Welfare	Pension +3% NEBF	Vacation & Paid Holidays**	Appren. Training Program	Labor Management	Total Package
Transportation Sysys.Elec. (Journeyman)	\$44.54	\$6.64	\$10.49	10%	\$0.46	\$0.20	\$62.33
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$49.58	\$6.64	\$10.64	10%	\$0.46	\$0.20	\$67.52
Transportation Genl.Foreman (1.226 x Trnsp.Jrn.Rate)	\$54.61	\$6.64	\$10.79	10%	\$0.46	\$0.20	\$72.70
Transp. Cable Splicing, Welding, Instrumentation, NETA Certified (5% above Trnsp.Jrn.Rate)	\$46.78	\$6.64	\$10.55	10%	\$0.46	\$0.20	\$64.63
Transp. Duty Specific Tech. (75% Trnsp.Jrn. Rate)	\$33.42	\$6.64	\$10.15	10%	\$0.46	\$0.20	\$50.87
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$17.82	\$6.64	\$4.19	10%	\$0.51	\$0.20	\$29.36
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$20.05	\$6.64	\$4.72	10%	\$0.51	\$0.20	\$32.12
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$22.27	\$6.64	\$5.25	10%	\$0.51	\$0.20	\$34.87
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$24.51	\$6.64	\$5.77	10%	\$0.51	\$0.20	\$37.63
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$26.73	\$6.64	\$6.29	10%	\$0.51	\$0.20	\$40.37
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$28.96	\$6.64	\$6.82	10%	\$0.51	\$0.20	\$43.13
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$33.42	\$6.64	\$10.15	10%	\$0.51	\$0.20	\$50.92
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$37.87	\$6.64	\$10.29	10%	\$0.51	\$0.20	\$55.51

† Article III, Section 3.12, Intelligent Transportation Systems Agr.  
 Note: Graveyard Shift is 8 hours (full fringes)

\*Employer Contributions

\*\*Employee Deductions

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS SHIFT PAY<sup>†</sup> -- OVERTIME  
Shift 3(Graveyard Shift) - Effective July 30, 2007– TIME AND A HALF**

	Hourly Shift Rate	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sysys.Elec. (Journeyman)	\$66.82	\$6.64	\$11.15	10%	\$0.46	\$0.20	\$85.27
Transportation Foreman (1.113 x Trnsp.Jrnm.Rate)	\$74.37	\$6.64	\$11.38	10%	\$0.46	\$0.20	\$93.05
Transportation Genl.Foreman (1.226 x Trnsp.Jrnm.Rate)	\$81.91	\$6.64	\$11.61	10%	\$0.46	\$0.20	\$100.82
Transp. Cable Splicing, Welding, Instrumentation, NETA Certified (5% above Trnsp.Jrnm.Rate)	\$70.17	\$6.64	\$11.26	10%	\$0.46	\$0.20	\$88.73
Transp. Duty Specific Tech. (75% Trnsp.Jrnm. Rate)	\$50.12	\$6.64	\$10.65	10%	\$0.46	\$0.20	\$68.07
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$26.73	\$6.64	\$4.46	10%	\$0.51	\$0.20	\$38.54
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$30.08	\$6.64	\$5.02	10%	\$0.51	\$0.20	\$42.45
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$33.41	\$6.64	\$5.58	10%	\$0.51	\$0.20	\$46.34
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$36.76	\$6.64	\$6.13	10%	\$0.51	\$0.20	\$50.24
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$40.09	\$6.64	\$6.69	10%	\$0.51	\$0.20	\$54.13
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$43.44	\$6.64	\$7.25	10%	\$0.51	\$0.20	\$58.04
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$50.12	\$6.64	\$10.65	10%	\$0.51	\$0.20	\$68.12
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$56.80	\$6.64	\$10.85	10%	\$0.51	\$0.20	\$75.00

<sup>†</sup> Article III Section 3.12 Inside Wireman's Agr.  
Note: Graveyard Shift consists of 8 hours (full fringes)

\* Employer Contributions

\*\* Employee Deduction

**IBEW LOCAL 11 – INTELLIGENT TRANSPORTATION SYSTEMS† - OVERTIME  
Shift 3 (Graveyard Shift) - Effective July 30, 2007– DOUBLE TIME\*\*\***

	Hourly Shift Rate	Health & Welfare*	Pension +3% NEBF*	Vacation & Paid Holidays**	Appren. Training Program*	Labor Management*	Total Package
Transportation Sys'ts.Elec. (Journeyman)	\$67.80	\$6.64	\$11.18	10%	\$0.46	\$0.20	\$86.28
Transportation Foreman (1.113 x Trnsp.Jrn.Rate)	\$75.46	\$6.64	\$11.41	10%	\$0.46	\$0.20	\$94.17
Transportation Genl.Foreman (1.226 x Trnsp.Jrn.Rate)	\$83.12	\$6.64	\$11.64	10%	\$0.46	\$0.20	\$102.06
Transp. Cable Splicing, Welding, Instrumentation, NETA Certified (5% above Trnsp.Jrn.Rate)	\$71.20	\$6.64	\$11.29	10%	\$0.46	\$0.20	\$89.79
Transp. Duty Specific Tech. (75% Trnsp.Jrn.Rate)	\$50.86	\$6.64	\$10.68	10%	\$0.46	\$0.20	\$68.84
Transp. Apprentice – Year 1 (Period 1-40% Trnsp.Jrn.Rate)	\$27.12	\$6.64	\$4.47	10%	\$0.51	\$0.20	\$38.94
Transp. Apprentice – Year 1 (Period 2-45% Trnsp.Jrn.Rate)	\$30.52	\$6.64	\$5.04	10%	\$0.51	\$0.20	\$42.91
Transp. Apprentice – Year 2 (Period 3-50% Trnsp.Jrn.Rate)	\$33.90	\$6.64	\$5.60	10%	\$0.51	\$0.20	\$46.85
Transp. Apprentice – Year 2 (Period 4-55% Trnsp.Jrn.Rate)	\$37.30	\$6.64	\$6.15	10%	\$0.51	\$0.20	\$50.80
Transp Apprentice – Year 3 (Period 5-60% Trnsp.Jrn.Rate)	\$40.68	\$6.64	\$6.71	10%	\$0.51	\$0.20	\$54.74
Transp. Apprentice – Year 3 (Period 6-65% Trnsp.Jrn.Rate)	\$44.08	\$6.64	\$7.27	10%	\$0.51	\$0.20	\$58.70
Transp. Apprentice – Year 4 (Period 7-75% Trnsp.Jrn.Rate)	\$50.86	\$6.64	\$10.68	10%	\$0.51	\$0.20	\$68.89
Transp. Apprentice – Year 4 (Period 8-85% Trnsp.Jrn.Rate)	\$57.64	\$6.64	\$10.88	10%	\$0.51	\$0.20	\$75.87

† Article III Section 3.12 Inside Wireman's Agr.

\* Employer Contributions

\*\*Employee Deduction

\*\*\*Double the straight Journeyman Wireman time shall be the maximum compensation for any hour worked.

Note: Graveyard Shift consists of 8 hours (full fringes)