

**IBEW LOCAL UNION 520 BENEFITS PACKAGE -- EFFECTIVE JANUARY 4, 2021**

	<b>JOURNEYMAN</b>		<b>FOREMAN</b>		<b>AREA FOREMAN</b>		<b>GEN. FOREMAN</b>	
<b>JIW</b>	<b>100%</b>		<b>110%</b>		<b>120%</b>		<b>130%</b>	
WAGES	\$ 30.60		\$ 33.66		\$ 36.72		\$ 39.78	
MEDICAL	\$ 5.45		\$ 5.45		\$ 5.45		\$ 5.45	
ANNUITY	\$ 2.45	8%	\$ 2.69	8%	\$ 2.94	8%	\$ 3.18	8%
NEBF	\$ 0.92	3%	\$ 1.01	3%	\$ 1.10	3%	\$ 1.19	3%
JATC	\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
<b>TOTAL</b>	<b>\$ 39.71</b>		<b>\$ 43.10</b>		<b>\$ 46.50</b>		<b>\$ 49.89</b>	

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 the Agreement.

	<b>1</b>		<b>1.5</b>		<b>2</b>		<b>3</b>		<b>4</b>		<b>5</b>	
<b>APPRENTICES</b>	<b>50%</b>		<b>55%</b>		<b>60%</b>		<b>70%</b>		<b>75%</b>		<b>80%</b>	
WAGES	\$ 15.30		\$ 16.83		\$ 18.36		\$ 21.42		\$ 22.95		\$ 24.48	
MEDICAL	\$ 2.65		\$ 2.65		\$ 3.70		\$ 3.70		\$ 3.70		\$ 5.45	
ANNUITY	\$ -		\$ 0.50	3%	\$ 0.55	3%	\$ 1.07	5%	\$ 1.15	5%	\$ 1.96	8%
NEBF	\$ 0.46	3%	\$ 0.50	3%	\$ 0.55	3%	\$ 0.64	3%	\$ 0.69	3%	\$ 0.73	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	
<b>TOTAL</b>	<b>\$ 18.70</b>		<b>\$ 20.77</b>		<b>\$ 23.45</b>		<b>\$ 27.12</b>		<b>\$ 28.78</b>		<b>\$ 32.91</b>	

	<b>CW1</b>		<b>CW2</b>		<b>CW3</b>		<b>CW4</b>		<b>CW5</b>		<b>CW6</b>	
<b>Percentage SBC's</b>	<b>45%</b>		<b>45%</b>		<b>50%</b>		<b>55%</b>		<b>60%</b>		<b>65%</b>	
	<b>0 - 2,000</b>		<b>2,001 - 4,000</b>		<b>4,001 - 6,000</b>		<b>6,000 - 8,000</b>		<b>8,001 - 10,000</b>		<b>10,001 - 12,000</b>	
WAGES	\$ 13.77		\$ 13.77		\$ 15.30		\$ 16.83		\$ 18.36		\$ 19.89	
MEDICAL			\$ 2.65		\$ 2.65		\$ 2.65		\$ 3.70		\$ 3.70	
ANNUITY	\$ -	0%	\$ -	0%	\$ -	0%	\$ 0.50	3%	\$ 0.55	3%	\$ 0.60	3%
NEBF	\$ 0.41	3%	\$ 0.41	3%	\$ 0.46	3%	\$ 0.50	3%	\$ 0.55	3%	\$ 0.60	3%
JATC	\$ -		\$ -		\$ -		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
<b>TOTAL</b>	<b>\$ 14.19</b>		<b>\$ 16.84</b>		<b>\$ 18.42</b>		<b>\$ 20.77</b>		<b>\$ 23.45</b>		<b>\$ 25.08</b>	

	<b>CE1</b>		<b>CE2</b>		<b>CE3</b>		<b>CE4</b>	
<b>Percentage SBC's</b>	<b>70%</b>		<b>75%</b>		<b>80%</b>		<b>90%</b>	
	<b>12,001 - 13,000</b>		<b>13,001 - 14,000</b>		<b>14,001 - 15,000</b>		<b>15,001 or more</b>	
WAGES	\$ 21.42		\$ 22.95		\$ 24.48		\$ 27.54	
MEDICAL	\$ 3.70		\$ 3.70		\$ 5.45		\$ 5.45	
ANNUITY	\$ 1.07	5%	\$ 1.15	5%	\$ 1.22	5%	\$ 1.38	5%
NEBF	\$ 0.64	3%	\$ 0.69	3%	\$ 0.73	3%	\$ 0.80	3%
JATC	\$ 0.28		\$ 0.28		\$ 0.28		\$ 0.28	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
<b>TOTAL</b>	<b>\$ 27.12</b>		<b>\$ 28.78</b>		<b>\$ 32.17</b>		<b>\$ 35.46</b>	

