

CINCINNATI OHIO

LOCAL 212



Wage Schedule

| Classification | | Wages | | Benefits | | | | | | Other | | | | Total Package | Deductions | | Voluntary | |
|--|-------------------------------|---------------|--|----------------|---------|------|-------------|------|--|-------|-------|-------|---|---------------|---------------|--------------|------------------|------|
| | | Submitted to: | | Benefit Office | | | NECA Office | | | | | | Benefit Office | | Total Package | Working Dues | Vacation Fund 8% | Cope |
| | | JW % | Rate per Hour | H & W | Pension | SUB | NEBF 3% | NEAP | NEFP | LMCC | NLMCC | CECAF | JATC | | | | | |
| Apprentice Period | 1st Period 0-1000 Hours | 45% | 15.94 | 7.80 | | | 0.48 | 0.35 | | 0.06 | 0.01 | 0.11 | 0.29 | 25.04 | 0.80 | | 0.05 | |
| | 2nd Period 1001-2000 Hours | 48% | 17.01 | 7.80 | | | 0.51 | 0.35 | | 0.06 | 0.01 | 0.11 | 0.31 | 26.16 | 0.85 | | 0.05 | |
| | 3rd Period 2001-3500 Hours | 50% | 17.72 | 7.80 | 4.60 | 0.65 | 0.53 | 1.65 | | 0.06 | 0.01 | 0.11 | 0.32 | 33.45 | 0.89 | 1.42 | 0.05 | |
| | 4th Period 3501-5000 Hours | 52% | 18.42 | 7.80 | 4.78 | 0.65 | 0.55 | 1.70 | | 0.06 | 0.01 | 0.11 | 0.33 | 34.41 | 0.92 | 1.47 | 0.05 | |
| | 5th Period 5001-6500 Hours | 57% | 20.20 | 7.80 | 5.24 | 0.65 | 0.61 | 1.75 | | 0.06 | 0.01 | 0.11 | 0.36 | 36.79 | 1.01 | 1.62 | 0.05 | |
| | 6th Period 6501-8000 Hours | 68% | 24.09 | 7.80 | 6.26 | 0.65 | 0.72 | 2.00 | | 0.06 | 0.01 | 0.11 | 0.43 | 42.13 | 1.20 | 1.93 | 0.05 | |
| Journeyman | | 100% | 35.43 | 7.80 | 9.20 | 0.65 | 1.06 | 2.70 | | 0.06 | 0.01 | 0.11 | 0.64 | 57.66 | 1.77 | 2.83 | 0.05 | |
| Foreman | | 110% | 38.97 | 7.80 | 9.20 | 0.65 | 1.17 | 2.70 | | 0.06 | 0.01 | 0.11 | 0.70 | 61.37 | 1.95 | 3.12 | 0.05 | |
| General Foreman | | 120% | 42.52 | 7.80 | 9.20 | 0.65 | 1.28 | 2.70 | | 0.06 | 0.01 | 0.11 | 0.77 | 65.10 | 2.13 | 3.40 | 0.05 | |
| Benefits and Deductions Explanation | | | | | | | | | | | | | | | | | | |
| H & W | The Employer contributes | | \$7.80 per hour worked to the Health & Welfare Fund for employees. Fund administered by the Local 212 Benefit Office. | | | | | | | | | | | | | | | |
| Pension | The Employer contributes | | \$9.20 per hour for journeymen | | | | | | See Article 3 of the Inside Agreement for apprentice contribution calculations | | | | Pension is not paid on 1st & 2nd period Apprentices | | | | | |
| SUB | The Employer contributes | | \$0.65 per hour worked to the Supplemental Unemployment Benefit Fund | | | | | | | | | | SUB is not paid on 1st & 2nd period apprentices | | | | | |
| NEBF | The Employer contributes | | 3% of gross payroll to National Electrical Benefit Fund; a retirement benefit based on years of service | | | | | | | | | | | | | | | |
| NEAP | The Employer contributes | | The agreed amount per hour to National Electrical Annuity Plan; an individual retirement plan. | | | | | | | | | | | | | | | |
| NEFP | Voluntary Pre-Taxed Deduction | | National Electrical 401k Plan is a voluntary pre-taxed deduction to an individual retirement plan. | | | | | | | | | | | | | | | |
| LMCC | The Employer contributes | | \$0.06 per hour to the LMCC fund which is used to advance the union electrical industry. | | | | | | | | | | | | | | | |
| NLMCC | The Employer contributes | | \$0.01 per hour to the NLMCC fund which is used to advance the union electrical industry. | | | | | | | | | | | | | | | |
| CECAF | The Employer contributes | | \$0.11 per hour to Cincinnati Electrical Contractors Association Fund | | | | | | | | | | | | | | | |
| JATC | The Employer contributes | | 1.8% of gross payroll to the Joint Apprenticeship and Training Committee for apprentices and journeymen training | | | | | | | | | | | | | | | |
| Working Dues | The Employer deducts | | 5% of weekly gross payroll is from union members only. | | | | | | | | | | | | | | | |
| Vacation Fund | Voluntary deduction | | 8% optional deduction from employee's paycheck, deposited into a Vacation Savings Account. Vacation is not deducted from 1st & 2nd period apprentices. | | | | | | | | | | | | | | | |
| Cope | Voluntary deduction | | \$0.05 per hour worked will be deducted from paycheck to finance the Committee on Political Education. | | | | | | | | | | | | | | | |

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| Start Date: | 6/3/2024 |
| End Date: | 6/1/2025 |