

MAINTENANCE AND RECONSTRUCTION  
AGREEMENT

Entered into the 1st day of July 2022, between School District #1 Helena, Montana, hereinafter called the "Employer", and Local #233 of the International Brotherhood of Electrical Workers, hereinafter called the "Union".

BASIC PRINCIPLES

The employer and the Union have a common and sympathetic interest in the Electrical Industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Employer and the Union, and the Public. Progress in industry demands a mutuality of confidence between the Employer and the Union. All will benefit by continuous peace and by the adjusting of any differences by rational, commonsense methods. Now, therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE I

Effective Date - Termination - Amendments - Disputes

- Sec. 1. This Agreement shall take effect July 1, 2022 and shall remain in effect until June 30, 2024. It shall continue in effect from year to year thereafter, from July 1st through June 30th of each year, unless changed or terminated in the way provided herein.
- Sec. 2. Either party desiring to change or terminate this Agreement must notify the other in writing at least 120 days prior to July 1st of any year. Whenever notice for changes is given, the nature of the changes desired must be specified in the notice, or no later than the first negotiating meeting unless mutually agree otherwise, and until a satisfactory conclusion is reached in the matter of such changes the original provisions shall remain in effect in full force and effect.
- Sec. 3. This Agreement shall be subject to amendments at any time by mutual consent by parties thereto. Any such amendments agreed upon shall be reduced to writing, signed by the parties thereto, approved by the International Office of the Union, the same as this Agreement.
- Sec. 4. There shall be no stoppage of work either by strike or lockout

because of any proposed changes in this Agreement or disputes over matters relating to this Agreement. All such matters must be handled as stated herein.

Sec. 5. There shall be a joint conference committee of 3 representing the Union and 3 representing the Employer. It shall meet regularly at such stated time as it may decide. However, it shall also meet within 48 hours when notice is given by either party. It shall select its own chairman and secretary. All meetings shall take place during the normal work week.

Sec. 6. All questions or disputes which are not adjusted between the Union and the Employer shall be referred to this Committee.

Sec. 7. All matters coming before the Committee shall be decided by a majority vote. Four members of the Committee, 2 from each of the parties hereto shall be quorum for the transaction of business, but each party shall have the right to cast the full vote of its Committee Membership and it shall be counted as though all were present and voting.

Sec. 8. Arbitration.  
It is understood and argued that in the event any question or controversy arising under this Agreement, or any of its terms, cannot be amicably adjusted by the parties hereto, the same shall be settled by arbitration as follows:

An arbitration Committee of not more than 3 nor less than 2 Members shall be elected by the Union to act for them, and a similar committee of not more than three nor less than two representatives, shall be appointed by the Employer to act for it. The Committees so chosen shall attempt to adjust any matters in controversy between the parties hereto, and in the event of failure after 48 hours (Sundays and Holidays excluded), to adjust such matters, an arbitrator shall be chosen.

Arbitrator Selection - The Employer and the Union shall jointly request the Montana Board of Personnel Appeals to furnish, to the Employer and the Union, a list of seven (7) qualified and impartial arbitrators from the northwest region of the United States. Within ten (10) days after receipt of the list, the Employer and the Union shall alternately strike

names from the list until only one name remains. The arbitrator whose name remains shall hear the grievance. The above-referenced arbitrator selection procedure shall be used unless the Employer and the Union mutually agree on a different selection procedure.

The Company and the Union agree to expedite the arbitration process and shall so inform the arbitrator that the parties desire a decision within 60 working days of submission of post hearing briefs.

The arbitrator's authority and decision shall be limited solely to either the interpretation or application of this agreement. All decisions of the arbitrator shall be in writing and signed by the arbitrator. Any such decision by the arbitrator shall be final and binding upon both parties to the Agreement and on any employees whose grievance has been submitted to such arbitration.

Each party shall bear the expense of preparing and presenting its own case and the expense of the representatives on the Arbitration Committee. The expense of the neutral arbitrator shall be born equally by the parties hereto.

Sec. 9. When any matter in dispute has been referred to conciliation or arbitration for adjustment, the provisions and conditions prevailing prior to the time such matter arose shall not be changed or abrogated.

## Article II

### Employer Rights - Union Rights

Sec. 1. Members of the Union, except those meeting the requirements of "Employer", as defined herein shall not contract for any electrical work.

Sec. 2. All employees shall not be required to become and remain members of the Union as a condition of employment during the term of this Agreement. New employees hired after the effective date of the Agreement and former employees who are non-members of the Union returning to work after such date, shall not be required to become members of the Union on the 30th day following such date.

- Sec. 3. It shall be required to employ at least one Journeyman on a yearly basis. The Union shall be notified when/if a new Bargaining Unit employee is hired.
- Sec. 4. For all employees covered by this Agreement, the employer shall carry Workman's Compensation Insurance with a company authorized to do business in this State. Social Security, unemployment compensation and other such protective insurance as may be required by the laws of this state and shall furnish satisfactory proof of such to the Union.
- Sec. 5. The Union reserves the right to discipline members for violation of its laws, rules and agreements.
- Sec. 6. The Agreement does not deny the right of the Union or its representatives to render assistance to other labor organizations by removal of its members from jobs when necessary and when the Union or its proper representatives decide to do so; no removal shall take place until notice is first given the employer involved.
- Sec. 7. When such a removal takes place, the Union or its representative shall direct the workmen on such job to carefully put away all tools, material, equipment or any other property of the Employer in a safe manner. The Union will be financially responsible for any loss to the Employer for neglect in carrying out this provision, but only when a safe place is provided for these by the Employer.
- Sec. 8. Local Union No. 233 is a part of the International Brotherhood of Electrical Workers and any violation or annulment of working rules or agreement of any other local union of the I.B.E.W.; or the subletting, assigning, or the transfer of any work in connection with the Electrical work to any person, firm or corporation not recognizing the I.B.E.W. as the exclusive representative of the employees, or the employment of other than I.B.E.W. members on any electrical work in the jurisdiction of this or any other such local union by the Employer, will be sufficient cause for cancellation of this Agreement, after the facts have been determined by the International Office of the Union.

Sec. 9. The Employer's rights under this contract shall be:

(a) To direct the work of the employees which shall include maintenance and reconstruction in accordance with the current National Electrical Code as adopted by the State of Montana, and any and all State and local Codes.

(b) To hire through the I.B.E.W., local #233 referral system, promote, assign, and retain employees.

(c) To relieve employees from duties.

Sec.10. It is agreed that the employee will receive all vacation, sick leave, public employee retirement and any other benefits as prescribed by Montana Law for School District employees. In addition, the health insurance coverage provided by the Employer shall be available at the employee's option. The Employer will not contribute to the Union Agreement prescribed benefits without a corresponding reduction of the employees' wage.

Sec.11. Each employee shall be allowed full pay for up five (5) days absence from work in any one (1) fiscal year (July 1 through June 30) on account of death in the employee's immediate family. The immediate family shall be defined as father, mother, sister, brother, husband, wife, son, daughter, spouse's father, spouse's mother, grandchildren, grandparents, brother's wife, sister's husband, spouse's sister, spouse's brother.

Under extenuating circumstances the allowance of up to five (5) days absence from work in any one fiscal year may be extended to up to seven (7) full days (at full pay) upon recommendation of the Superintendent of Schools. Verification of this absence may be requested by the employer. Employees may be allowed to use up to five (5) days of accumulated sick leave for each additional occurrence in the employee's immediate family as defined above.

Sec.12. Dues Deduction - Upon receipt of a voluntary written authorization from the Employee, Employer agrees to deduct and forward to the Union, dues from the pay of each IBEW member. Such amount shall be certified to the Employer by the Local Union and remitted to the Union by Employer by the 15<sup>th</sup> of the month following the month that dues were deducted. The Union will provide the dues remittance form to the Employer.

### Article III

Sec. 1. A work week shall be considered from midnight Sunday to midnight of the following Sunday each week. Eight hours between the hours of 8:00 a.m. and 5:00 p.m., with no more than one hour for lunch period, shall constitute a working day, with the exception that scheduled starting and quitting times may be adjusted two hours. Forty hours within five days, Monday through Friday inclusive, shall constitute the work week. Exceptions or changes to the workweek may be made by mutual agreement between the Employee and the Employer. If mutual agreement cannot be reached, the District will establish the work schedule. During the summer break members of this bargaining unit may work a straight-8 (7:00 am - 3:00 pm) workday with a paid twenty (20) minute lunch break.

Sec. 2. While school is not in session during the Summer Break, and upon mutual agreement between the employer and the employee, employees may work a 4-10-hour schedule. The employees will be scheduled Monday through Thursday or Tuesday through Friday. The overtime provisions of this agreement will not be in effect unless an employee works over ten (10) hours in one day or over forty (40) hours in one week. The shift will be 6:00 am to 4:00 pm. During the week of the 4<sup>th</sup> of July Holiday, the employee will work Monday through Friday eight hours per day.

Sec. 3. (a) All work performed outside of the regularly scheduled working hours and on Saturdays, Sundays and the following Holidays: New Year's Day, Martin Luther King Day, President's Day, the Friday of Spring Break, Memorial Day, Fourth of July, The day before or after the Fourth of July, Labor Day, Thanksgiving Day, the day following Thanksgiving, Christmas Day, and the day before or after Christmas Day, and a floating personal day (Note: Floating personal day can only be used when students are not in attendance, do not roll-over and are not cashed out.) or days celebrated as such, shall be paid for at one and one-half (1 and 1/2) times the regular straight time rate of pay.  
(b) If requested by the Employee and agreed to by the Employer, overtime hours can be flexed to straight time to accomplish an earlier end to the workweek.

Sec. 4. As long as Vigilante Day continues as an early dismissal for students the full-time Electrician will work at least a four (4) hour day. With the other four (4) hours paid at straight time. Part-time employees, if applicable, will be prorated.

Sec. 5. No work shall be performed on Labor Day except in case of emergency and then only after permission is granted by the Business Manager of the Union.

Sec. 6. A clothing allowance of \$300.00 per year will be paid in July of each year beginning in 2021 for the purchase of boots, shirts, and pants.

Sec. 7. (a) The hourly wage and benefits for any employee will be determined on the basis of the following conditions and shown in Schedule A. Such determination will be made annually on July 1 based on the Journeyman wage and benefit provisions of the current contract between I.B.E.W., local #233, and the Electrical Contractor Association for the Helena area. The rates effective on that date will be used for the calculation. The total hourly rate for wages and benefits prescribed by that Agreement shall be determined. Benefits include, Union Pension Plans, Health and Welfare, Apprenticeship training, National Employees Benefit Agreement, and any other fringe benefits prescribed by the Agreement.

The total hourly cost of the Employer's fringe benefits as mandated by law or provided at the Employer's discretion, shall be determined. Such benefits will include vacation, sick leave (6 days per year), Holidays, the Employer's payment for the employee's health insurance (if the employee chooses to have this coverage), and any other benefits that may be mandated by law or provided by the Employer in the future. The total hourly rate of the Employer's benefits shall be subtracted from the total hourly rate for wages and benefits prescribed by the I.B.E.W., Local #233/Electrical Contractors Association contract to determine the hourly wage rate that the Employer will pay. In addition to the wage rate calculated by this provision, the Employer will provide and pay the benefits described in Article II, Section 10.

In addition to the above calculated amount, the Employer will provide an additional amount for a tax credit if the district

hourly wage rate is less than the Union wage rate. Such amount will be calculated by multiplying the difference between the Union agreement wage rate and the Employer calculated wage rate by 8%. Such calculated amount shall be added to the Employer calculated wage rate for the purpose of wage payments.

The Employer will prepare and provide the employee with a copy of the wage calculations with the July paycheck.

(b) All temporary employees shall receive the prevailing construction scale and benefits in the agreement with contractors and shall receive none of the above benefits.

(c) In the event the Employer must reduce the number of regular employees for any purpose, any employee laid off shall be paid for all vacation time accumulated weekly at the prevailing rate until all accumulated time is used up.

(d) Overtime for all employees shall be paid at the rate of one and one-half (1 and 1/2) times the prevailing scale. If a Holiday falls on a Saturday, either Friday or Monday shall be taken off.

Sec. 8. The ratio of apprentices to Journeymen shall be one to three, or fraction thereof.

Sec. 9. No apprentice shall be allowed to perform any work except under the direct supervision and accompanied by a Journeyman.

Sec. 10. Any man reporting for work and being laid off, not having been notified the previous day of such layoff shall receive not less than four hours wages in order to gather his tools and personal belongings and shall be paid off in full immediately. In the event the employee is not paid off, waiting time at the regular rate shall be charged until payment is made.

Sec. 11. On all jobs requiring four Journeymen, one shall be designated as Foreman by the Employer.

Sec. 12. When men are directed to report to a job and do not start work due to weather conditions, lack of material, or other causes beyond their control, they shall receive two hours pay unless notified before 7:00 a.m.



Sec. 13. On all jobs requiring five to ten Journeymen and apprentices inclusive, one shall be designated as a non-working Foreman. This Foreman must be a Journeyman Wireman. No Foreman shall supervise more than nine workmen on one project. On all jobs requiring four or more Journeymen, one shall be designated as a working Foreman. Workmen are not to take directions or accept the layout of any job except from the Foreman.

Sec. 14. On all jobs employing four or more Journeymen, if available, every fifth Journeyman shall be 50 years of age or older.

Sec. 15. The following tools shall be furnished by the Journeyman:

Voltage Tester - AC/DC solenoid type	Wiggins or equivalent
Pencil	Hammer
Tape measure	Wood Chisel, small
Pliers, cutting	Knife
Channel locks (2)	Hacksaw Frame
Pliers, long-nose	Screw Drivers
Pliers, diagonal	Torpedo level
18-10 Gauge Wire Stripper	Keyhole Saw w/blades

Sec. 16. Workmen shall install all electrical work in a safe and workman like manner and in accordance with applicable codes and contract specifications.

Sec. 17. The representative of the Union shall be allowed to access to any shop or job at any reasonable time where workmen are employed under the terms of this Agreement.

Sec. 18. Employees under this Agreement will be required to work only in the confines of School District #1, Helena, Montana, with all transportation furnished by the School District.

Sec. 19. On all energized circuits or equipment carrying 440 volts or over, as a safety measure, two or more Journeymen must work together.

Sec. 20. The policy of the Members of the local Union is to promote the use of materials and equipment manufactured, processed or repaired under economically sound wage, hour, and working conditions by their fellow members of the International Brotherhood of Electrical Workers.

Sec. 21. On jobs having a Foreman, workmen are not to take directions or orders, accept the layout of any job from anyone except the Foreman.

#### ARTICLE IV

##### FRINGE BENEFITS-N.E.B.F.

Sec.1. It is agreed that in accord With the Employees Benefit Agreement of 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 N.E.B.F., the individual employer will forward monthly to the N.E.B.F.'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 N.E.B.F.. The payment shall be made by check or draft and shall constitute a debt due and owing to the N.E.B.F. on the last day of each calendar month, which may be recovered by suit initiated by the N.E.B.F. 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 this 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.

##### PENSION FUND

Sec.2.(a). Each Employer shall contribute to the Eighth District Electrical Pension Fund (the "Fund") the sum of \$3.49 effective July 1, 2018, for each hour compensated by each employee of

the Employer performing work covered by this Agreement. Employer contributions and accompanying payroll reports will be forwarded monthly to such depository and on such forms as the Fund shall designate. Employer contributions and reports shall be delinquent if not received by the 15th day of each month.

Employer and Union adopt and agree to be bound by all the terms and provisions of the Second Amended and Restated Agreement and Declaration of Trust of the Eighth District Electrical Pension Fund, as amended (The "Trust Agreement") and all Rules and Regulations of the Pension Plan and other actions adopted or taken by the Board of Trustees by the Trust Agreement.

Employer designates and appoints as its representatives on the Board of Trustees of the Fund, the Employer Trustees appointed in the manner provided in the Trust Agreement. Union designates and appoints as its representatives on the Board of Trustees of the Fund, the Union Trustees appointed in the manner provided in the Trust Agreement.

The failure of any individual Employer to comply with the applicable provisions of the Trust Agreement shall also constitute a breach of this Agreement.

#### ARTICLE V

Sec. 1. In the interest of maintaining an efficient system of production in the industry, providing for an orderly procedure of referral of applicants for employment, preserving the legitimate interests of the employees in their employment because of membership or non-membership in the Union, the parties hereto agree to the following system of referral of applicants for employment.

Sec. 2. The Union shall be the sole and exclusive source of referral of applicants for employment.

Sec. 3. The Employer shall have the right to reject any applicant for employment.

Sec. 4. The Union shall select and refer applicants for employment without discrimination against such applicants by reason of membership or non-membership in the Union and such selection

and referral shall not be affected in any way by rules, regulations, by-laws, constitutional provisions or any other aspect or obligation of Union Membership policies or requirements. All such selection and referral shall be in accord with the following two procedures; Sections 5 & 6.

Sec. 5. For hiring full-time maintenance electricians, the School District shall inform IBEW 233, in writing, as to how many positions need to be filled. IBEW 233 shall deliver the resumes of interested applicants to the Helena School District for maintenance electricians. The School District shall interview these applicants and make a selection from the applicant pool and notify IBEW 233, in writing, as to who was hired for the position. The School District shall have the right to reject any applicant for employment.

Sec. 6. The Union shall maintain a register of applicants for employment established on the basis of the Groups listed below. Each applicant for employment shall be registered in the highest priority Group for which he qualifies.

#### JOURNEYMAN WIREMAN

Group I. All applicants for employment who have four or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or have been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee and who have been employed for a period of at least one year in the last four years under a collective bargaining agreement between the parties to this Agreement.

Group II. All applicants for employment who have four or more years' experience in the trade and who have passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or have been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee.

Group III. All applicants for employment who have two or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market and who have

been employed for at least six months in the last three years in the trade under a collective bargaining agreement between the parties to this Agreement.

Group IV. All applicants for employment who have worked at the trade for more than one year.

Sec. 7. (a) If the registration list is exhausted and the Local Union is unable to refer applicants for employment to the Employer within forty-eight (48) hours from the time of receiving the Employer's request, Saturdays, Sundays, and Holidays excepted, the Employer shall be free to secure applicants without using the Referral Procedure, but such applicants, if hired, shall have the status of "temporary employees".

(b) The Employer shall notify the Business Manager promptly of the names and Social Security numbers of such "temporary employees" as soon as registered applicants for employment are available under the Referral Procedure.

Sec. 8. "Normal construction labor market" is defined to mean the following geographical area plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured: Broadwater, Lewis and Clark, Meagher Counties.

The above geographical area is agreed upon by the parties to include the area defined by the Secretary of Labor to be the appropriate prevailing wage areas under the Davis-Bacon Act to which the Agreement applies.

Sec. 9. "Resident" means a person who has maintained his permanent home in the above defined geographical area for a period of not less than one year or who, having had a permanent home in this area, has temporarily left with the intention of returning to this area as his permanent home.

Sec. 10. "Examinations" -- an "Examination" shall include experience rating tests, if such examination shall have been given prior to the effective date of this procedure, but from and after the date of this procedure, shall include only written and/or practical examinations given by a duly constituted Inside Construction local Union of the I.B.E.W.. Reasonable intervals

of time for examinations are specified as ninety (90) days. An applicant shall be eligible for an examination if he has four years' experience in the trade.

Sec.11. The Union shall maintain an "Out of Work list" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

Sec.12. An applicant who has registered on the "Out of Work List" must renew his application every thirty days or his name will be removed from the list.

Sec.13. An applicant who is hired and who receives, through no fault of his own, work of forty hours or less, shall, upon registration, be restored to his appropriate place within his Group.

Sec.14. Employers shall advise the Business Manager of the Local Union of the number of applicants needed. The Business Manager shall refer applicants to the Employer by first referring applicants in Group I in the order of their place on the "Out of Work List" and then referring applicants in the same manner successively from the "Out of Work List" in Group II then Group III, and then Group IV.

Any applicant who is rejected by the employer shall be returned to his appropriate place within the Group and shall be referred to then employment in accordance with the position of his Group and his place within the Group.

Sec.15. The only exceptions which shall be allowed in this order of referral are as follows:

(a) When the Employer states bonafide requirements for special skills and abilities in his request for applicants, the Business Manager shall refer the first applicant on the register possessing such skills and abilities.

(b) The age ratio clause in the Agreement calls for the employment of an additional employee or employees on the basis of age. Therefore, the Business Manager shall refer the first applicant on the register satisfying the applicable age requirements provided, however, that all names in higher

priority Groups, if any, shall first be exhausted before such coverage reference can be made.

Sec.16. (a) An appeals Committee is hereby established composed of one member appointed by the Union, one member appointed by the employer or by the Association, as the case may be, and a Public Member appointed by both these members.

(b) It shall be the function of the Appeals Committee to consider any complaint of any employee or applicant for employment arising out of the administration by the Local Union of Article V, Section 4 through Article V, Section 15 of this Agreement. The appeals committee shall have the power to make a final and binding decision on any such complaint which shall be complied with by the Local Union. The appeals committee is authorized to issue procedural rules for the conduct of its business, but it is not authorized to add to, subtract from, or modify any of the provisions of this Agreement and its decisions shall be in accord with this Agreement.

Sec.17. A representative of the Employer or of the Association, as the case may be, designated to the Union, in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Sec.18. A copy of the Referral Procedure set forth in this Agreement shall be posted on the bulletin board in the offices of the Local Union and in the offices of the Employers who are parties to this Agreement.

Sec.19. Apprentices shall be hired and transferred in accordance with the apprenticeship provisions of the Agreement between the parties.

#### ARTICLE VI APPRENTICESHIP

Sec. 1. "The current approved Inside Area Training Agreement between the I.B.E.W. Employer's Section, Montana Chapter, N.E.C.A. and several I.B.E.W. local Unions in Montana, shall govern all matters of apprenticeship and training and the financing thereof."

It is mutually agreed that the wage calculation specified in Article III, Section 7, Subsection (a) will not be used during the term of the 2022-2024 agreement for hourly wages; therefore, some calculations in Column B are used for a reference only. Amounts based on gross pay shall be calculated on the correct hourly wage. The hourly wage rate will be:

Effective July 1, 2022, the Electrician hourly rate will be \$34.43

The wage rate for 2023-2024 the Electrician hourly rate will be \$35.12.

Effective July 1, 2022, the following Salary Schedule/Longevity will be in effect:

\$0.30 per hour additional for an Electrician employed 5+ to 10 years  
 \$0.50 per hour additional for an Electrician employed 10+ to 15 years  
 \$0.75 per hour additional for an Electrician employed 15+ to 20 years  
 \$1.00 per hour additional for an Electrician employed 20+ years

**Schedule A**  
**IBEW, Local #233 and Helena Public Schools**  
**Negotiated Agreement**  
**Wage and Benefit Calculation**  
**Effective - July 1, 2023 through June 30, 2024**

	<b>A</b>	<b>B</b>	<b>C</b>
<b>1</b>	<b>DESCRIPTION</b>	<b>UNION</b>	<b>DISTRICT</b>
<b>2</b>			
<b>3</b>	Taxable Wage*	35.56	35.12
<b>4</b>	Public Employee Retirement (8.0% of Gross)	0.00	3.19
<b>5</b>	Union Pension	4.08	0.00
<b>6</b>	Health & Welfare , PCA ,Short term Disability	8.48	5.59
<b>7</b>	Life & Disability	0.00	0.00
<b>8</b>	Vacation (15 days)	0.00	1.99
<b>9</b>	Sick Leave (12 days)	0.00	1.59
<b>10</b>	Holidays (13.5 days)	0.00	1.79



<b>11</b>	Apprenticeship Training (2.5% of Gross)+ JUTF	0.90	0.00
<b>12</b>			
<b>13</b>	<b>Sub Totals</b>	49.02	48.58
<b>14</b>	NEBF Pension (3% of Gross)	1.02	1.05
<b>15</b>		AMF 0.26	
<b>16</b>	Total Hourly Rate	50.30	49.61
<b>17</b>	Less Tax Credit (Difference of Union & School Scale x 8%)		0.09
<b>18</b>	<b>Net Hourly Rate</b>	50.30	50.23

\*Note: The taxable wage for the Union includes the 8<sup>th</sup> District Annuity contribution amount of the current contract between I.B.E.W., local #233, and the Electrical Contractor Association for the Helena area.

For: The Helena Public Schools

For: International Brotherhood of  
Electrical Workers, Local # 233

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Date: \_\_\_\_\_

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Date: \_\_\_\_\_