

STATE OF ILLINOIS – DEPARTMENT OF LABOR  
160 N. LASALLE ST., STE. C-1300  
CHICAGO, ILLINOIS 60601

IN THE MATTER OF: )  
)  
JEFF CAVINS AND BRIAN HUTSON AND )  
DENNIS GLISSON AS MEMBERS OF LOCAL 309 )  
OF THE INTERNATIONAL BROTHERHOOD OF )  
ELECTRICAL WORKERS, AFL-CIO )  
)  
PETITIONER(S), ) STATE FILE NO. 2019-H-PK09-2307  
)  
v. ) DATE OF NOTICE: 10/2/2018  
)  
JOSEPH BEYER, DIRECTOR OF THE ) CERT. MAIL/RETURN RECEIPT:  
ILLINOIS DEPARTMENT OF LABOR, and )  
THE ILLINOIS DEPARTMENT OF LABOR, ) 7017 2620 0001 0467 7093  
)  
RESPONDENTS. )  
)

**NOTICE OF HEARING**

**PLEASE TAKE NOTICE** that Joseph Beyer, Director of the Illinois Department of Labor, and the Illinois Department of Labor [hereinafter, "Respondents"] have received from Local 309 International Brotherhood of Electrical Workers, AFL-CIO and Jeff Cavins and Brian Hutson and Dennis Glisson, as members of Local 309 International Brotherhood of Electrical Workers, AFL-CIO, [hereinafter, "Petitioner(s)"] written objections to the prevailing wage determinations posted by the Department on its website on August 15, 2018, and a request for hearing on those objections pursuant to Section 9 of the Prevailing Wage Act [hereinafter, "IPWA" or "Act"], 820 ILCS 130/0.01 et seq.

Pursuant to the PWA, Article 10 of the Illinois Administrative Procedure Act, 5 ILCS 100/10-5 et seq., and 56 Ill. Admin. Code 120.100 et seq., Respondents will convene a hearing on:

**DATE:** OCTOBER 25, 2018  
**TIME:** 2:00 P.M.  
**PLACE:** ILLINOIS DEPARTMENT OF LABOR  
160 NORTH LASALLE STREET, SUITE C-1300  
CHICAGO, ILLINOIS 60601

**ADMINISTRATIVE LAW JUDGE:**

CLAUDIA MANLEY  
CHIEF ADMINISTRATIVE LAW JUDGE  
ILLINOIS DEPARTMENT OF LABOR  
160 NORTH LASALLE STREET, SUITE C-1300  
CHICAGO, ILLINOIS 60601

The hearing involves the written objections and hearing request filed by Petitioner(s), attached hereto and made a part hereof (Exhibit A).

The parties and their respective representatives must be prepared to proceed at the hearing. The parties must present all information, documents, records or witnesses necessary to substantiate their position(s) at the hearing.

Pursuant to 56 Illinois Administrative Code 120.640, the administrative law judge shall issue a Decision and Order. In the event no timely or proper exceptions are filed, the findings, conclusions, recommendations and order of the administrative law judge shall automatically become the decision and order of the Director of Labor.

The proceedings are subject to judicial review in accordance with the provisions of the Administrative Review Law, 735 ILCS 5/3-101 et seq. The Director of Labor's determination on the objections is final and binding unless a party to this proceeding applies for and obtains judicial review of the final administrative decision in accordance with the provisions of the Administrative Review Law.

A handwritten signature in black ink, appearing to read "Joseph T. Beyer". The signature is written in a cursive style with a large initial "J" and "B".

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Joseph Beyer  
Director of Labor

STATE OF ILLINOIS — DEPARTMENT OF LABOR  
CONCILIATION/MEDIATION DIVISION  
160 N. LASALLE ST., STE. C-1300  
CHICAGO, IL 606011

IN THE MATTER OF: )  
)  
LOCAL 309 OF THE INTERNATIONAL )  
BROTHERHOOD OF ELECTRICAL )  
WORKERS, AFL-CIO, and )  
JEFF CAVINS as a Member of )  
LOCAL 309 OF THE INTERNATIONAL )  
BROTHERHOOD OF ELECTRICAL )  
WORKERS, AFL-CIO, and )  
BRIAN HUTSON as a Member of )  
LOCAL 309 OF THE INTERNATIONAL )  
BROTHERHOOD OF ELECTRICAL )  
WORKERS, AFL-CIO, and )  
DENNIS GLISSON as a Member of )  
LOCAL 309 OF THE INTERNATIONAL )  
BROTHERHOOD OF ELECTRICAL )  
WORKERS, AFL-CIO, )  
)  
Petitioners, )  
)  
v. )  
)  
JOE BEYER, DIRECTOR OF LABOR )  
and the ILLINOIS DEPARTMENT OF )  
LABOR, )  
)  
)  
Respondents. )

STATE FILE NO.:

2019-H-PR09-2307

**EXHIBIT A**

OBJECTIONS AND REQUEST FOR SECTION 9 HEARING

Petitioners Local 309 of the International Brotherhood of Electrical Workers, AFL-CIO, and Jeff Cavins, as a member of Local 309 of the International Brotherhood of Electrical Workers, and Brian Hutson, as a member of Local 309 of the International Brotherhood of Electrical Workers, and Dennis Glisson, as a member of Local 309 of the International Brotherhood of Electrical Workers, by and through their undersigned attorney, hereby object to the Illinois Department of Labor's ("the Department") August

15, 2018 Prevailing Wage Schedule and request the Department to correct the published rates as set forth herein or, alternatively, request a hearing pursuant to Section 9 of the Prevailing Wage Act. 820 ILCS §130/9. In support of this objection, Petitioners state as follows:

1. Local 309 of the International Brotherhood of Electrical Workers, AFL-CIO (hereinafter "Local 309" or the "Union") is an unincorporated association with its principal office in Collinsville, Illinois and is a labor organization representing individuals performing work as inside and outside electricians and systems technicians in counties in the metro east. Local 309 files these objections on behalf of itself and its members.

2. Local 309's jurisdiction covers the following counties or portions thereof: Bond, Clinton, Greene, Jersey, Macoupin, Madison, Monroe, Montgomery, Randolph, St. Clair, and Washington.

3. Local 309 represents workers in the following trades subject to the prevailing wage rates: Electric Power Equipment Operator, Electric Power Groundman, Electric Power Lineman, Electrician, and Electronic Systems Technician (Communication Technician).

4. Local 309 represents workers in the following trades subject to the prevailing wage rates: Electrician and Electronic Systems Technician.

5. Local 309 is party to collective bargaining agreements ("CBAs") setting forth terms and conditions of employment, including wages and fringe benefits in all of the classifications and in all of the counties covered in these objections.

6. From time to time, Local 309 refers applicants to perform work on public works jobs in the classifications and counties covered by these objections.

7. Jeff Cavins is a member of Local 309 and from time to time performs work on public works projects as a wireman and in a county covered by these objections under Local 309's collective bargaining agreements.

8. Brian Hutson is a member of Local 309 and from time to time performs work on public works projects in outside electrician classifications, including lineman, in a county covered by these objections under Local 309's collective bargaining agreements.

9. Dennis Glisson is a member of Local 309 and from time to time performs work on public works projects in the electronic system tech classification, in a county covered by these objections under Local 309's collective bargaining agreements.

10. For years, in furtherance of the Section 9 process, Local 309 submitted prevailing wage certification forms listing collectively bargained wage rates and fringe benefits for inside and outside electrician and system technician classifications in various Illinois counties to the Department in May or June of each year. The Union filed out a form for each classification of worker, listed by SOC number, and provided the effective dates of the relevant CBA, the number of employees covered, the wage and fringe rates, and noted the applicable counties.

11. Historically, and as recently as last year, the Department has accepted Local 309's submissions and have used the information provided by Local 309, including the wage and fringe benefits paid to Local 309 represented employees in the applicable classifications as set forth in Local 309's CBAs, to set the prevailing rate of wages for those classifications in the counties covered by these objections.

12. On or around May 31, 2018, the Department posted an online survey with links to a "Contractor Survey" and a "Union Survey" by which entities and persons could submit information about wages and fringe benefits on public works jobs.

13. The Contractor Survey includes a field to report the number of workers in a trade and county who performed work on public works jobs from 6/1/2017 to 5/31/2018. It also includes a field to report the total hours worked by all employees in a trade and county on public works jobs from 6/1/2017 to 5/31/2018.

14. The Union survey includes a field to report the number of workers in a trade and county who performed work on public works jobs from 6/1/2017 to 5/31/2018. It does not include a field to report the total hours worked by all employees in a trade and county on public works jobs from 6/1/2017 to 5/31/2018.

15. An agent of Local 309 timely completed and submitted to the Department information about the wages and fringe benefits paid to Local 309-represented employees in the classifications and in the counties covered by this objection. Local 309 completed paper forms like those used in the past and mailed them to the Union's District office which then, to the Union's understanding, sent the submission to the Department for filing.

16. Local 309 also believes that a representative or a person acting on Local 309's behalf timely completed and submitted the online Union survey, including information on wages and fringes in the classifications and counties in Local 309's jurisdiction.<sup>1</sup>

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<sup>1</sup> Local 309 has been unable to locate a hard copy of its online Union survey. Local 309 believes that someone filed the online Union survey on its behalf because a spreadsheet on the Department's website includes information on Local 309's wages and benefits during the month of June 2018.

17. The paper form for the electrician classification indicates that the wages and fringe benefits are effective on 9/3/18 and include income security as one of the fringe benefits. The paper form for the electronic system tech classification indicates that the wages and fringe benefits are effective on 9/1/18.

18. On August 15, 2018, the Department published the Current Prevailing Wage Rates on its website.

19. On or around August 21, 2018, the Department posted information on its website providing an explanation of the methodology used by the Department for determining the statewide rates the Department published on August 15, 2018, as well as a spreadsheet listing all survey submissions that were considered in determining the published rates.

20. Among other things, the methodology sets forth criteria upon which the Department based its determination for each "combination," meaning each category of work in each county, stating:

- If the Department received one—and only one—valid response from a contractor for the combination, the Department published the wage and fringe benefit rates contained in that response as the prevailing wage rates for the combination.
- If the Department received more than one valid response from contractors for the combination, the Department published the wage and fringe benefit rates contained in the response submitted by the contractor indicating that it had worked the most hours in the combination between June 1, 2017 and May 31, 2018 as the prevailing wage rates for the combination.
- If the Department received no valid responses from contractors, and a valid response from one—and only one—union, for the combination, the Department published the wage and fringe benefit rates contained in that response as the prevailing wage rates for the combination.
- If the Department received no valid responses from contractors, and a valid response from more than one union, for the combination, the

Department published the wage and fringe benefit rates contained in the response submitted by the union who, Department records indicated, had, in prior years, submitted wage and fringe benefit rates that the Department had published as the prevailing wage rates for the same combination in those years.

- Finally, if the Department received no valid responses at all for the combination, the Department republished the previously published rates for the combination.

21. The methodology changed the process by which the Department investigated and ascertained the prevailing wage rate, and in particular used different criteria than in the past to prioritize responses from contractors and to discount responses from unions and contractor associations.

22. The Department did not notify the Union in advance of this change in methodology.

23. The Department apparently rejected the Union's submission on paper forms, although the Union does not know for certain.

24. A spreadsheet on the Department's website, that provides the full set of responses the Department received in response to the 2018 survey, includes information on Local 309's wages and fringe benefits during the month of June 2018 for all the classifications and counties covered by this objection. It appears the Department accepted this information.

25. Petitioners object to the prevailing wages rates published on August 15, 2018.

26. Attached hereto as Exhibit 1, and incorporated herein, is a summary of Petitioners' objections, showing the rates of each classification, in each county, to which the Union objects and also showing the correct prevailing wage rate for that



classification as of June 2018. (Exhibit 1 does not reflect any increases in wages and fringes that occurred after June 2018. Petitioners attach a separate Exhibit 2 for rates that changed after June 2018.)

27. Some of the rates to which the Petitioners object are incorrect either due to errors made in responses submitted by Local 309 contractors or possibly errors by the Department in transcribing data. These errors include but are not limited to:

- a. Rates do not reflect increases;
- b. Rates include the wrong rate or no rate for foreman;
- c. Rates are for the wrong quadrant or portion of a county or the 2017 rates were used because data was ascribed to the wrong quadrant or portion of a county;
- d. Rates for overtime are omitted or are incorrect;
- e. Rates show the wrong amount for a fringe benefit, do not include certain fringe benefits, or include amounts that should not be included as a fringe benefit.

28. In addition, the fringe benefits for the electrician classification do not include income security. The rate for that benefit during the month of June 2018 was \$2.39 per hour. Income security is employee welfare benefit under IRS and ERISA rules, which employees can access in times of unemployment or can use to cover disability, spousal or retiree medical, or use as a death benefit. For purposes of clarity, Exhibit 1 lists this fringe benefit under "Other" although it could be included under "health & welfare" or "pension."

29. The Union is in the process of contacting signatory contractors to request that they contact the Department with the appropriate corrections to the extent a contractor submitted incorrect information. But, even if a contractor fails to provide this information, the Department should make the requested corrections.

30. The other rates to which the Petitioners object are based on information submitted by non-signatory contractors. Petitioners object to these rates as being the "prevailing rate" for a variety of reasons including but not limited to:

- a. The Department deviated from past practice and the *status quo* by not using the wage and fringe benefits paid to Local 309 represented employees, as set forth in Local 309's CBAs, to determine the prevailing rate of hourly wages for the classifications in the counties.
- b. The Department failed to give notice to Local 309 that it had changed its methodology.
- c. The Department failed to engage in required rule-making to change its methodology.
- d. The Department arbitrarily and unreasonably determined to favor responses from one - and only one - contractor over responses from a union or a contractor association.
- e. The Department rejected the Union's submission on paper forms.
- f. The Department apparently relied on rates paid by the non-signatory contractor at the time of the work in question rather than consider any increases since that time.

- g. The Department failed to properly consider or ignored information submitted by Local 309 and a contractor association about the number of workers in a trade and county who performed work on public works jobs.
- h. The Department failed to give Local 309 the opportunity to submit information about the total hours worked by all employees in a trade and county on public works jobs.

31. In some instances, the Department accepted wage and fringe data submitted by a single contractor, showing only a few hours of work, to set the prevailing rate of wages for a particular classification in a particular county.

32. In addition, the Department, in relying on rates reportedly paid by the contractor at the time of the work in question, is effectively freezing the prevailing wage at last year's rate, when the Department should consider any increases as of the month of June 2018.

33. Petitioners also object to all the rates in all the classifications and counties in the Union's jurisdiction if they do not require overtime at time and one-half after eight hours on Monday through Friday. The Union's CBAs require time and one-half after eight hours. (Exhibit 1 does not include this correction for every classification in every county.)

34. Based on the Act, as confirmed by past practice, the wage and fringe benefits paid to Local 309-represented employees, as set forth in Local 309's CBAs, determine the prevailing rate of hourly wages for the classifications in the counties.

35. Furthermore, and in fact, the wage and fringe benefits paid to Local 309 represented employees, as set forth in Local 309's CBA's are the most frequently paid wage and benefit rates to employees on public works in the classifications and counties covered by this objection.

36. Finally, on September 1, 2018, the wage and fringe rates for the electronic system tech classification increased, and on September 3, 2018, the wage and fringe rates, including income security, for the electrician classification increased. Petitioners seek these increases in all counties in Local 309's jurisdiction. Attached hereto as Exhibit 2 are charts showing these increased wage and fringe rates.

37. Under Section 9 of the Act, the Department may correct the rates and publish corrected rates following a hearing.

38. Under Section 9 of the Act, "[n]othing prohibits the Department from publishing prevailing wage rates more than once per year."

39. Local 309 signatory contractors are at a competitive disadvantage resulting from the Department's published prevailing wage rates.

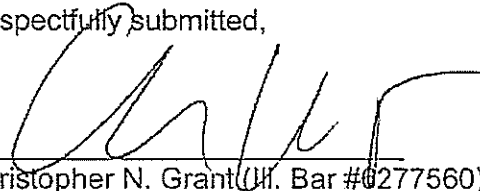
40. Local 309 and its members are harmed by the Department's published prevailing wage rates, in that they could lose work opportunities on public works jobs, and in the form of downward pressure placed on their wages and benefits due to the Department's determinations.

41. Petitioners request that the Department correct the existing Prevailing Wage Schedule to reflect the correct prevailing wage rates as set forth herein and Exhibits 1 & 2.

42. Alternatively, Petitioners request a hearing on these objections and a ruling that that rates as set forth herein and Exhibits 1 & 2 are the prevailing wage rates for the classifications and counties covered by this objection.

For the reasons set forth above, Petitioners object to the prevailing wage rates as described herein, and for the reasons set forth herein. Petitioners request that the Department correct the published rates or, alternatively, request a hearing on these objections pursuant to Section 9 of the Prevailing Wage Act (820 ILCS 130/9).

Respectfully submitted,



Christopher N. Grant (Ill. Bar #0277560)  
Schuchat, Cook & Werner  
1221 Locust Street, 2<sup>nd</sup> Floor  
St. Louis, Missouri 63103  
(314) 621-2626  
(314) 621-2378 (fax)  
[cnq@schuchatcw.com](mailto:cnq@schuchatcw.com)

September 14, 2018

cc: Tim Evans, via e-mail  
Paul Noble, via e-mail

752749-1.docx

### Local 309's Corrections to Prevailing Wage Rates

County	Trade	Geographic Division	Class Type	Class	Organization Name	Hourly Wage	Foreman Hourly Wage	Overtime Type	Monday through Friday OT Rate	Saturday OT Rate	Sunday OT Rate	Holiday OT Rate	Health Insurance Hourly Fringe	Pension/Retirement Hourly Fringe	Vacation Hourly Fringe	Training Hourly Fringe	Other Hourly Fringe		
Band	ELECTRICIAN	W	ALL		IDOL Rate	\$39.79	\$51.15	[OMITTED]	1.5	1.5	2	2	\$7.99	\$11.04	\$0.00	\$1.00	\$0.00		
					Correct Rate	\$42.18	[OMITTED]	1.5	1.5	2	2	\$3.65	\$9.24	\$0.00	\$0.40	\$0.00	\$2.39		
Clinton	ELECTRONIC SYS TECH	W	BLD		IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$2.39	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$3.65	\$9.24	\$0.00	\$0.40	\$0.00	\$2.39	
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$2.39	\$0.00	\$0.00	\$0.00	\$0.00
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$3.65	\$9.24	\$0.00	\$0.40	\$0.00	\$2.39	
Macoupin	ELECTRICIAN	S	ALL		IDOL Rate	\$39.79	\$42.18	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$41.05	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.85	\$0.00	\$0.30	\$0.00	\$0.00		
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.85	\$0.00	\$0.40	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.85	\$0.00	\$0.40	\$0.00	\$0.00	
Madison	ELECTRONIC SYS TECH	SE	BLD		IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$33.52	\$35.52	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
Monroe	ELECTRICIAN	All	ALL		IDOL Rate	\$39.79	\$42.18	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00		
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
Montgomery	ELECTRICIAN	All	BLD		IDOL Rate	\$39.79	\$42.18	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00		
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
Randolph	ELECTRICIAN	NW	ALL		IDOL Rate	\$39.79	\$42.18	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00		
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
St. Clair	ELECTRONIC SYS TECH	All	ALL		IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$33.52	\$35.52	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
Washington	ELECTRICIAN	NW	ALL		IDOL Rate	\$39.79	\$42.18	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.76	\$0.00	\$0.00	\$0.00	\$0.00	
					Correct Rate	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00		
					IDOL Rate	\$33.52	\$35.52	After 8 hours in a day	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	
					Correct Rate	\$39.79	\$42.18	[OMITTED]	1.5	1.5	2	2	\$7.99	\$9.24	\$0.00	\$0.40	\$0.00	\$0.00	



WAGE RATES FORM - LOCAL #309

Mr. Billy J. Serbousek  
 Chapter Manager  
 Illinois Chapter, NECA  
 3701 S. 6th St. Road  
 Springfield, Illinois 62703  
 (217) 585-9500

Inside Labor Agreement

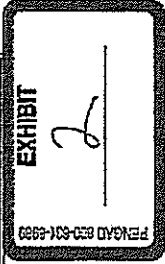
Mr. Tim Evans  
 Business Manager  
 Local Union #309, IBEW  
 2000A Mall Street  
 Collinsville, IL 62234  
 (618) 345-5112

**Effective September 3, 2018 through September 1, 2019**

Classification	Amount As Per JW	Base Wage	Health & Welfare (19.63%)	Local Pension (26.16%)	NEBF (3%)	Income Security 6%	JATC (1.75%)	Sub-Total	JATC (.75%)	N(LMCC) (11¢)	AMF (20¢)	NECA (0.4%)	Total Package
Journeyman Wireman	100%	40.70	7.99	10.65	1.22	2.44	0.71	63.71	0.31	0.11	0.20	0.16	64.49
Foreman	JW + 106%	43.14	8.47	11.29	1.29	2.59	0.75	67.53	0.32	0.11	0.20	0.17	68.33
General Foreman	JW + 110%	44.77	8.79	11.71	1.34	2.69	0.78	70.08	0.34	0.11	0.20	0.18	70.91
Project General Foreman	JW + 115%	46.81	9.19	12.25	1.40	2.81	0.82	73.28	0.35	0.11	0.20	0.19	74.13
<b>Apprentices (Advancement requires minimum of 1600 on-the-job hours plus completion of that year of school):</b>													
1st Period 800 Hours	50%	20.35	3.99		0.61	1.22	0.36	26.53	0.15	0.11	0.20	0.08	27.07
2nd Period 0-1600 Hours + Sat. Prog.	50%	20.35	3.99		0.61	1.22	0.36	26.53	0.15	0.11	0.20	0.08	27.07
3rd Period Min. 1600 Hours + Completion of 1st Year	55%	22.39	4.40	5.86	0.67	1.34	0.39	35.05	0.17	0.11	0.20	0.09	35.62
4th Period Min. 1600 Hours + Completion of 2nd Year	60%	24.42	4.79	6.39	0.73	1.47	0.43	38.23	0.18	0.11	0.20	0.10	38.82
5th Period Min. 1600 Hours + Completion of 3rd Year	80%	32.56	6.39	8.52	0.98	1.95	0.57	50.97	0.24	0.11	0.20	0.13	51.65
6th Period Min. 1600 Hours + Completion of 4th year	90%	36.63	7.19	9.58	1.10	2.20	0.64	57.34	0.27	0.11	0.20	0.15	58.07

Working Assessment 3.5% Deduction  
 Vacation 7% Deduction

Note: Totals column may be off due to rounding.



**WAGE RATE FORM - LOCAL #309**  
**SOUTHWESTERN ILLINOIS DIVISION - COLLINSVILLE, ILLINOIS**

Mr. Billy J. Serbousek  
 Chapter Manager  
 Illinois Chapter, NECA  
 3701 S. 6th St. Road  
 Springfield, Illinois 62703  
 (217) 585-9500

Mr. Tim Evans  
 Business Manager  
 Local Union #309, IBEW  
 2000A Mall Street  
 Collinsville, IL 62234  
 (618) 345-5112

South-Central Telecommunications Labor Agreement

Effective September 1, 2018 thru August 31, 2019											
Classification	Base Wage	Health & Welfare	Local Pension	NEBF 3%	Market Recovery 2%	JATC	NLMCC	AMF (20¢)	Sub-total	NECA (0.5%) Package	Total
Installer Technician	34.57	3.65	8.75	1.04	0.69	0.40	0.01	0.20	49.31	0.17	49.48
Foreman + \$2.00	36.57	3.65	8.75	1.10	0.73	0.40	0.01	0.20	51.41	0.18	51.59
<b>Apprentices:</b>											
0-800 Hours / 45%	15.56	3.65		0.47	0.31	0.40	0.01	0.20	20.60	0.08	20.68
801-1600 Hours / 50%	17.29	3.65	8.75	0.52	0.35	0.40	0.01	0.20	31.17	0.09	31.26
1601 - 2400 Hours / 60%	20.74	3.65	8.75	0.62	0.41	0.40	0.01	0.20	34.78	0.10	34.88
2401-3200 Hours / 65%	22.47	3.65	8.75	0.67	0.45	0.40	0.01	0.20	36.60	0.11	36.71
3201-4000 Hours / 75%	25.93	3.65	8.75	0.78	0.52	0.40	0.01	0.20	40.24	0.13	40.37
4001-4800 Hours / 80%	27.66	3.65	8.75	0.83	0.55	0.40	0.01	0.20	42.05	0.14	42.19
Working Assessment 2% Deduction											

NOTE: Totals may be off due to rounding



CERTIFICATE OF SERVICE

Under penalties as provided by law, including pursuant to Section 1-109 of the Code of Civil Procedure, I C.Y. Jackson, a non-attorney, affirm, certify or on oath state, that I served notice of the attached Notice of Hearing upon all parties to this case, or their agents appointed to receive service of process, by enclosing a copy of the Notice of Hearing in Case No. 2019-H-PK09-2307 and a copy of the Certificate of Service in an envelope addressed to each party or party's agent at the respective address shown on the Certificate of Service, having caused each envelope to be served by U.S. mail certified mail return receipt requested and at 100 W. Randolph Street, Chicago, Illinois on the 2nd day of October, 2018 prior to 4:30 p.m. and placed on the Illinois Department of Labor's official website at and placed on the Illinois Department of Labor's official website at www.state.il.us/agency/idol/

Jeff Cavins and Brian Hutson and Dennis Glisson/  
Local 309 IBEW, AFL-CIO  
c/o Christopher N. Gant, Esq.  
Schuchat, Cook & Werner  
1221 Locust Street, 2<sup>nd</sup> Floor  
St. Louis, Missouri 63103  
cng@schuchatcw.com

Via messenger:

Joseph Beyer  
Director of Labor  
Illinois Department of Labor  
160 N. LaSalle St., Ste. C-1300  
Chicago, IL 60601

Illinois Department of Labor  
c/o Benno Weisberg  
General Counsel  
Illinois Department of Labor  
160 N. LaSalle St., Ste. C-1300  
Chicago, IL 60601

C.Y. Jackson

Subscribed and Sworn to this 1<sup>st</sup> day of Oct., 2018

Laura Kotelman  
Notary Public

