

IBEW LOCAL UNION 520 BENEFITS PACKAGE -- EFFECTIVE JANUARY 2, 2023

JIW	JOURNEYMAN		FOREMAN		AREA FOREMAN		GEN. FOREMAN		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.
	100%		110%		120%		130%		
WAGES	\$ 34.00		\$ 37.40		\$ 40.80		\$ 44.20		
MEDICAL	\$ 5.45	Plan A	\$ 5.45	Plan A	\$ 5.45	Plan A	\$ 5.45	Plan A	
ANNUITY	\$ 2.72	8%	\$ 2.99	8%	\$ 3.26	8%	\$ 3.54	8%	
NEBF	\$ 1.02	3%	\$ 1.12	3%	\$ 1.22	3%	\$ 1.33	3%	
JATC	\$ 0.34		\$ 0.34		\$ 0.34		\$ 0.34		
AMF	\$ 0.10		\$ 0.10		\$ 0.10		\$ 0.10		
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		
TOTAL	\$ 43.64		\$ 47.41		\$ 51.18		\$ 54.97		

APPRENTICES	1		1.5		2		3		4		5	
	50%*		55%		60%		70%		75%		80%	
WAGES	\$ 17.00		\$ 18.70		\$ 20.40		\$ 23.80		\$ 25.50		\$ 27.20	
MEDICAL	\$ 3.70	Plan B										
ANNUITY	\$ -		\$ 0.56	3%	\$ 0.61	3%	\$ 1.19	5%	\$ 1.28	5%	\$ 2.18	8%
NEBF	\$ 0.51	3%	\$ 0.56	3%	\$ 0.61	3%	\$ 0.71	3%	\$ 0.77	3%	\$ 0.82	3%
JATC	\$ 0.34		\$ 0.34		\$ 0.34		\$ 0.34		\$ 0.34		\$ 0.34	
AMF	\$ 0.10		\$ 0.10		\$ 0.10		\$ 0.10		\$ 0.10		\$ 0.10	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01		\$ 0.01	
TOTAL	\$ 21.66		\$ 23.97		\$ 25.77		\$ 29.85		\$ 31.70		\$ 34.35	

Percentage	CE1	CE2	CE3	CE4	CE5	CE6
	44%	44%	49%	54%	59%	64%
SBC's	0 - 2,000	2,001 - 4,000	4,001 - 6,000	6,000 - 8,000	8,001 - 10,000	10,001 - 12,000
WAGES	\$ 14.96	\$ 14.96	\$ 16.66	\$ 18.36	\$ 20.06	\$ 21.76
MEDICAL	\$ 2.65	Plan C	\$ 3.70	Plan B	\$ 3.70	Plan B
ANNUITY	\$ -	0%	\$ -	0%	\$ 0.55	3%
NEBF	\$ 0.45	3%	\$ 0.45	3%	\$ 0.55	3%
JATC	\$ -		\$ -		\$ 0.34	
AMF	\$ 0.10		\$ 0.10		\$ 0.10	
NLMCC	\$ 0.01		\$ 0.01		\$ 0.01	
TOTAL	\$ 18.17		\$ 19.22		\$ 20.97	
					\$ 23.61	
					\$ 25.41	
					\$ 27.20	

Percentage	CE7	CE8	CE9	CE10
	68%	73%	78%	85%
SBC's	12,001 - 13,000	13,001 - 14,000	14,001 - 15,000	15,001 or more
WAGES	\$ 23.12	\$ 24.82	\$ 26.52	\$ 28.90
MEDICAL	\$ 3.70	Plan B	\$ 3.70	Plan B
ANNUITY	\$ 1.16	5%	\$ 1.24	5%
NEBF	\$ 0.69	3%	\$ 0.74	3%
JATC	\$ 0.34		\$ 0.34	
AMF	\$ 0.10		\$ 0.10	
NLMCC	\$ 0.01		\$ 0.01	
TOTAL	\$ 29.12		\$ 30.95	
				\$ 32.80
				\$ 35.18



Revised June 10, 2022

* MOU sets the minimum wage for a first-year apprentice at \$15.00