

Agreed Proposal: Eastern Shore Inside & Rommel Agreement Maryland NECA & IBEW Local 24 Eastern Shore Division - Negotiations 2024

1. Section 1.01: Effective Date (Length of Agreement)
 - a. Three-Year Agreement | December 1, 2024 – November 28, 2027

2. Section 2.15(c) – Tool List
 - a. Removal of Plumb Bob from tool list and to be replaced with a Non-Contact Proximity Tester.

3. Section 2.21 – Add Prefabrication Language
 - a. The Employer reserves the right to use cost reduction or labor-saving equipment and further reserves the right to use manufactured, pre-assembled, or prefabricated material which may be obtained through the normal supply sources of the Electrical Industry. All prefab work will be completed in the jurisdiction of the local union for which the project is located.

4. Revise Section 3.01(a): Housekeeping
 - a. The Employer has the right to establish flexible work schedules for the performance of electrical work to satisfy owner and/or customer requirements. Work scheduled between the hours of 6:00 A.M. and 6:00 P.M., with not less than one-half (1/2) hour for an unpaid lunch period between the hours of 12:00 Noon and 1:00 P.M., shall constitute a workday. Forty (40) hours within five days, from Monday through Friday, shall constitute a work week. No overtime shall be paid until forty (40) hours in the workweek or ten (10) hours in the workday have been worked. All hours worked on Saturdays shall be paid time and one half (1½) and Sundays and Holidays shall be paid double the straight time rate regardless of hours worked Monday through Friday.

5. Revise Section 3.05: (Classification/Wages): \$7.50 increase over length of contract
 - i. Effective December 1, 2024, the Journeyman Wireman wage package will increase by \$1.00 per hour.

 - ii. Effective June 1, 2025, the Journeyman Wireman wage will increase by \$1.00 and fringe package will increase by \$.25 per hour. (\$.10 Health, \$.10 Pension, and \$.05 Annuity)

 - iii. Effective November 30, 2025, the Journeyman Wireman wage/fringe package will increase by \$1.25 per hour.

 - iv. Effective May 31, 2026, the Journeyman Wireman wage/fringe package will increase by \$1.25 per hour.

- v. Effective November 29, 2026, the Journeyman Wireman wage/fringe package will increase by \$1.25 per hour.
 - vi. Effective May 30, 2027, the Journeyman Wireman wage/fringe package will increase by \$1.50 per hour.
6. Revise Section 3.05(a): (Foreman & Apprentices – Percentage of Journeyman Rate)
 * Current 3rd Period apprentice with Rommel Agreement to not be affected.

General Foreman	(Journeyman + 6%)	\$34.50
Foreman	(Journeyman + 4%)	\$33.85
Journeyman		\$32.55

<i>Apprentices</i>	<i>Percent of Journeyman Rate</i>	<i>Wages</i>
1 st period	53%	\$17.25
2 nd period	53%	\$17.25
3 rd period	55%	\$17.90
4 th period	60%	\$19.53
5 th period	70%	\$22.79
6 th period	80%	\$26.04

7. Section 3.12 – Amend Language
- a. All conduit, including the flexible type, shall be cut, bent, and threaded on the job or in the jurisdiction of the Local Union ~~by workmen employed under the terms of this Agreement.~~ Where pipe cutting, bending, and threading machines are constantly in use, such shall be supervised by a Journeyman. However, the Union shall not restrict the use of, or interfere with, any labor saving, or cost reduction equipment furnished or used by the contractor within the jurisdiction of the Local Union.
8. Section 6.02(a) – Health and Welfare – Add additional \$.01 into H&W
- a. Effective December 1, 2024, seven dollars and ninety cents (\$7.90) per hour worked, in the jurisdiction of Local 24, IBEW, shall be paid into this Fund as directed by the Trustees.

Effective December 1, 2024, the following schedule of Health Fund payments for apprentices in the years as noted will be in effect:

- 1st Year \$6.05 per hour worked
- 2nd Year \$6.05 per hour worked
- 3rd Year \$6.50 per hour worked

4th Year \$6.50 per hour worked

5th Year \$6.50 per hour worked

- b. Effective June 1, 2025, eight dollars (\$8.00) per hour worked, in the jurisdiction of Local 24, IBEW, shall be paid into this Fund as directed by the Trustees.

Effective June 1, 2025, the following schedule of Health Fund payments for apprentices in the years as noted will be in effect:

1st Year \$6.15 per hour worked

2nd Year \$6.15 per hour worked

3rd Year \$6.60 per hour worked

4th Year \$6.60 per hour worked

5th Year \$6.60 per hour worked

9. Section 6.02(b) – Add Health Reimbursement Account (HRA) enabling language
- a. It is agreed by the parties hereto, to establish the Maryland Electrical Industry Health Reimbursement Account (HRA), with conditions that will be determined by the Joint Board of Trustees, subject to the approval of the Labor Management Committee.

10. Section 6.03 – Pension Fund – House Keeping

- a. Effective December 1, 2024, four dollars and forty cents (\$4.40) per hour worked, in the jurisdiction of Local 24, IBEW shall be paid into this Fund as directed by the Trustees.

Effective December 1, 2024, three dollars and ten cents (\$3.10) per hour worked in the jurisdiction of Local 24, IBEW, by Apprentices shall be paid into this Fund as directed by the Trustees.

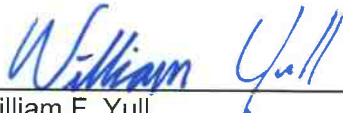
- b. Effective June 1, 2025, four dollars and fifty cents (\$4.50) per hour worked, in the jurisdiction of Local 24, IBEW shall be paid into this Fund as directed by the Trustees.

Effective June 1, 2025, three dollars and twenty cents (\$3.20) per hour worked in the jurisdiction of Local 24, IBEW, by Apprentices shall be paid into this Fund as directed by the Trustees.

11. Section 6.04 – Severance and Annuity Fund – House Keeping

- a. Effective December 1, 2024, two dollar and sixty-five cents (\$2.65) per hour worked, in the jurisdiction of Local 24, IBEW shall be paid into this Fund as directed by the Trustees.
- b. Effective June 1, 2025, two dollar and seventy cents (\$2.70) per hour worked, in the jurisdiction of Local 24, IBEW shall be paid into this Fund as directed by the Trustees.

Michael J. McHale
Business Manager
IBEW Local No. 24



William F. Yull
Executive Director
Maryland NECA

Date: _____