

**Memorandum of Agreement
Between the IBEW LU 1289
and
The Borough of Madison**

- All members of the IBEW LU1298 will receive 2% per year increase on the entire step scale, effective January 1st of each year, with 2014 increase retroactive to January 1st. Please see proposed step scale below.
- 4 year contract term.
- New meal allowance of \$13/\$15/\$18 (was \$10/\$10/\$15)
- Expansion of step program for new hires. The current guide has increments every 12 months for all steps. The proposed guide would have step increments as follows:
 - o Apprentice, every 12 months
 - o Lineman 2, every 18 months
 - o Lineman 1, every 24 months
- All employees hired after final ratification of this agreement will receive Worker's Compensation as follows:
 - o 100% of base pay for first 6 months,
 - o 70% of base pay beyond the first 6 months.

New Step Scale for term of contract

	2014 steps with 2% increase			
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
apprentice	\$53,966	\$56,995	\$60,124	
lineman 2	\$62,920	\$66,178	\$69,620	\$74,156
lineman 1	\$75,895	\$79,964	\$93,173	
Chief Lnmn				\$99,807
General Forman				\$106,317

2015 steps with 2% increase

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
apprentice	\$55,045	\$58,134	\$61,326	
lineman 2	\$64,178	\$67,501	\$71,013	\$75,639
lineman 1	\$77,413	\$81,563	\$95,036	
Chief Lnmn				\$101,803
General Forman				\$108,443

2016 steps with 2% increase

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
apprentice	\$56,146	\$59,297	\$62,553	
lineman 2	\$65,462	\$68,851	\$72,433	\$77,152
lineman 1	\$78,961	\$83,194	\$96,937	
Chief Lnmn				\$103,839
General Forman				\$110,612

2017 steps with 2% increase

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>
apprentice	\$57,269	\$60,483	\$63,804	
lineman 2	\$66,771	\$70,228	\$73,881	\$78,695
lineman 1	\$80,541	\$84,858	\$98,876	
Chief Lnmn				\$105,916
General Forman				\$112,824

The agreement is subject to ratification by the IBEW and a formal affirmative vote of the Borough of Madison Governing Body.

Ed Stroup
President IBEW LU 1289

Jim Burnet
Asst Administrator, Borough of Madison

_____ date

_____ date