

Inside Wireman's Agreement
Wages and Benefits
Appendix I
Effective With Hours Worked
December 29, 2025 Thru May 31,2026

Agreement Effective Dates
September 1, 2021 Thru May 31, 2026

Revised: 12/29/25
Supercedes all previous versions

	Class Code	WAGE Effective 12/29/25	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
INSIDE:											
Journeyman Wireman	JW I	61.10	12.02	3.56	8.82	1.83	0.10	0.17	0.77	0.61	88.98
Foreman (1.113 X JW Rate)	JW I	68.00	12.02	3.56	8.82	2.04	0.10	0.17	0.77	0.68	96.16
General Foreman (1.226 X JW Rate)	JW I	74.91	12.02	3.56	8.82	2.25	0.10	0.17	0.77	0.75	103.35
Cablesplicer (1.046 X JW Rate)	JW I	63.91	12.02	3.56	8.82	1.92	0.10	0.17	0.77	0.64	91.91
Cablesplicer Foreman (1.113 X CS Rate)	JW I	71.13	12.02	3.56	8.82	2.13	0.10	0.17	0.77	0.71	99.41
INSIDE APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% N	21.39	6.94	1.25	~~	0.64	0.10	0.17	0.77	0.21	31.47
First Year - 40%	40% N	24.44	6.94	1.42	~~	0.73	0.10	0.17	0.77	0.24	34.81
Second Year - 50%	50% N	30.55	6.94	1.78	~~	0.92	0.10	0.17	0.77	0.31	41.54
Third Year - 60%	60% N	36.66	6.94	2.14	~~	1.10	0.10	0.17	0.77	0.37	48.25
Fourth Year - 70%	70% N	42.77	6.94	2.49	~~	1.28	0.10	0.17	0.77	0.43	54.95
Fifth Year - 80%	80% N	48.88	6.94	2.85	~~	1.47	0.10	0.17	0.77	0.49	61.67
Fifth Year - 85%	85% N	51.94	6.94	3.03	~~	1.56	0.10	0.17	0.77	0.52	65.03
TRANSPORTATION:											
Transportation Journeyman (When Cable Splicing - JWTR + .60)	JWTR	61.10	12.02	3.56	8.82	1.83	0.10	0.17	0.77	0.61	88.98
Transportation Foreman (1.113 X JWTR)	JWTR	68.00	12.02	3.56	8.82	2.04	0.10	0.17	0.77	0.68	96.16
Transportation General Foreman (1.226 X JWTR)	JWTR	74.91	12.02	3.56	8.82	2.25	0.10	0.17	0.77	0.75	103.35
Transportation Technician (75% X JWTR)	TECTR	45.83	12.02	3.56	8.82	1.37	0.10	0.17	0.77	0.46	73.10
TRANSPORTATION APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% TN	21.39	6.94	1.25	~~	0.64	0.10	0.17	0.77	0.21	31.47
First Year - 40%	40% TN	24.44	6.94	1.42	~~	0.73	0.10	0.17	0.77	0.24	34.81
Second Year - 50%	50% TN	30.55	6.94	1.78	~~	0.92	0.10	0.17	0.77	0.31	41.54
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Fifth Year - 80%	80% TN	48.88	6.94	2.85	~~	1.47	0.10	0.17	0.77	0.49	61.67
Fifth Year - 85%	85% TN	51.94	6.94	3.03	~~	1.56	0.10	0.17	0.77	0.52	65.03
RESIDENTIAL:											
Residential Wireman	RW	36.66	6.94	1.55	0.90	1.10	0.10	0.17	0.77	0.37	48.56
Residential Foreman (RW + \$1.00)	RW	37.66	6.94	1.55	0.90	1.13	0.10	0.17	0.77	0.38	49.60
WORKING MEMBER - CORPORATE	JWC	61.10	12.02	3.56	8.82	1.83	0.10	0.17	0.77	0.61	88.98
WORKING MEMBER - NON-CORPORATE	JWNC	61.10	~~	~ ~	~ ~	Optional	0.10	0.17	0.77	0.61	62.75
MAINTENANCE:											
Maintenance Electrician	JWMNT	33.41	12.02	3.56	8.82	1.00	0.10	0.17	0.77	0.33	60.18
PART-TIME TRADE SHOW JW	PTJW	61.10	Per Diem* 12.02	3.56	8.82	1.83	0.10	0.17	0.77	0.61	88.98

WAGE DEDUCTIONS:

NEFP 401k - If Authorized (Pre-Tax)
Vacation - If Authorized (7% Of Gross Wages)
Local Union Dues - If Authorized (3.25% Of Gross Wages)
Local Union Dues (Maintenance Electrician Only) - If Authorized (1.25% Of Gross Wages)
IBEW PAC - If Authorized (\$.05 Per Hour)

REMAINING INCREASES - INSIDE AGREEMENT:

Date	Wage*	DB Pension	Health	JATC	Apprentice Health
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***PER DIEM PART-TIME TRADE SHOW JW:**

Part-time workers (PTJW) at convention centers receive no health contribution instead a supplemental travel/subsistence per diem is paid on the basis of hours worked. The per diem is fully taxable. When reporting fringe benefits, do not include the per diem in gross wages. The per diem is not subject to overtime premiums.

** Negotiated wage increases will be allocated to Health*

For any questions, please contact the OC NECA office at (714) 634-8777