

**Inside Wireman's Agreement**  
**Wages and Benefits**  
**Appendix I**  
**Effective with hours worked:**  
**December 27, 2021 thru June 26, 2022**

**Revised: 11/27/21**  
**Supersedes all previous versions.**

	<b>Neca Star Code</b>	<b>WAGE Effective 12/27/21</b>	<b>HEALTH</b>	<b>PENSION D.C.</b>	<b>PENSION D.B.</b>	<b>N.E.B.F. (3% of wages)</b>	<b>L.M.C.C. (employer contribution)</b>	<b>EIAMF</b>	<b>TRAINING (J.A.T.C.)</b>	<b>N.E.C.A. (1% of wages)</b>	<b>Total Wage Package</b>
<b>INSIDE</b>											
Journeyman Wireman	JW I	<b>52.25</b>	10.00	3.56	7.17	1.57	0.10	0.17	0.61	0.52	75.95
Foreman (1.113 x JW rate)	JW I	<b>58.15</b>	10.00	3.56	7.17	1.74	0.10	0.17	0.61	0.58	82.08
General Foreman (1.226 x JW rate)	JW I	<b>64.06</b>	10.00	3.56	7.17	1.92	0.10	0.17	0.61	0.64	88.23
Cablesplicer (1.046 x JW rate)	JW I	<b>54.65</b>	10.00	3.56	7.17	1.64	0.10	0.17	0.61	0.55	78.45
Cablesplicer Foreman (1.113 x CS)	JW I	<b>60.83</b>	10.00	3.56	7.17	1.82	0.10	0.17	0.61	0.61	84.87
<b>INSIDE APPRENTICES, SCHEDULE "N"</b>											
First Year, 35%	35% N	<b>18.29</b>	6.06	1.25	--	0.55	0.10	0.17	0.61	0.18	27.21
First Year, 40%	40% N	<b>20.90</b>	6.06	1.42	--	0.63	0.10	0.17	0.61	0.21	30.10
Second Year, 50%	50% N	<b>26.13</b>	6.06	1.78	--	0.78	0.10	0.17	0.61	0.26	35.89
Third Year, 60%	60% N	<b>31.35</b>	6.06	2.14	--	0.94	0.10	0.17	0.61	0.31	41.68
Fourth Year, 70%	70% N	<b>36.58</b>	6.06	2.49	--	1.10	0.10	0.17	0.61	0.37	47.48
Fifth Year, 80%	80% N	<b>41.80</b>	6.06	2.85	--	1.25	0.10	0.17	0.61	0.42	53.26
Fifth Year, 85%	85% N	<b>44.41</b>	6.06	3.03	--	1.33	0.10	0.17	0.61	0.44	56.15
<b>TRANSPORTATION</b>											
Transportation Journeyman [when cable splicing (TJ+.60)]	JW TR	<b>52.25</b>	10.00	3.56	7.17	1.57	0.10	0.17	0.61	0.52	75.95
Transportation Foreman (1.113xTJ)	JW TR	<b>58.15</b>	10.00	3.56	7.17	1.74	0.10	0.17	0.61	0.58	82.08
Transportation General Foreman (1.226 x TJ)	JW TR	<b>64.06</b>	10.00	3.56	7.17	1.92	0.10	0.17	0.61	0.64	88.23
Transportation Technician (75% of TJ)	TECTR	<b>39.19</b>	10.00	3.56	7.17	1.18	0.10	0.17	0.61	0.39	62.37
<b>TRANSPORTATION APPRENTICES, SCHEDULE "N"</b>											
First Year, 35%	35% TN	<b>18.29</b>	6.06	1.25	--	0.55	0.10	0.17	0.61	0.18	27.21
First Year, 40%	40% TN	<b>20.90</b>	6.06	1.42	--	0.63	0.10	0.17	0.61	0.21	30.10
Second Year, 50%	50% TN	<b>26.13</b>	6.06	1.78	--	0.78	0.10	0.17	0.61	0.26	35.89
Third Year, 60%	60% TN	<b>31.35</b>	6.06	2.14	--	0.94	0.10	0.17	0.61	0.31	41.68
Fourth Year, 70%	70% TN	<b>36.58</b>	6.06	2.49	--	1.10	0.10	0.17	0.61	0.37	47.48
Fifth Year, 80%	80% TN	<b>41.80</b>	6.06	2.85	--	1.25	0.10	0.17	0.61	0.42	53.26
Fifth Year, 85%	85% TN	<b>44.41</b>	6.06	3.03	--	1.33	0.10	0.17	0.61	0.44	56.15
<b>RESIDENTIAL</b>											
Residential Wireman	RW	<b>31.35</b>	6.06	1.55	0.90	0.94	0.10	0.17	0.61	0.31	41.99
Residential Foreman <b>(RW + \$1.00)</b>	RW	<b>32.35</b>	6.06	1.55	0.90	0.97	0.10	0.17	0.61	0.32	43.03
<b>WORKING MEMBER CORPORATION</b>											
	JW C	<b>52.25</b>	10.00	3.56	7.17	1.57	0.10	0.17	0.61	0.52	75.95
<b>WORKING MEMBER, NON-CORPORATION</b>											
	JW NC	<b>52.25</b>	--	--	--	optional	0.10	0.17	0.61	0.52	53.65
<b>MAINTENANCE</b>											
Maintenance Electrician ~	JW MNT	<b>28.59</b>	10.00	3.56	7.17	0.86	0.10	0.17	0.61	0.29	51.35
<b>PART TIME TRADE SHOW JW (PTJW)</b>											
	PTJW	<b>52.25</b>	Per Diem* 10.00	3.56	7.17	1.57	0.10	0.17	0.61	0.52	75.95

**WAGE DEDUCTIONS**

**NEFP 401k** (pre tax) [If authorized]  
**Vacation** [If authorized] 7% of gross  
**Local Union Dues**, [If authorized] 3.25% of gross  
 ~ **Local Union Dues**, [If authorized] 1.25% of gross for Maintenance only  
**IBEW PAC** (formerly IBEW Educational Fund) [If authorized] \$.05 per hour

**PART TIME TRADE SHOW JW (PTJW) PER DIEM\***

Part time workers at convention centers only receive no health contribution. A supplemental travel/subsistence per diem is paid on the basis of hours worked. The per diem is fully taxable to the employee and employer. For benefit reporting purposes, the per diem is not included in gross wages when calculating the NEBF, IBEW working dues deduction, NECA service charge and overtime.

**REMAINING INCREASES, THIS AGREEMENT**

	<b>Date</b>	<b>Wage*</b>	<b>DB Pension</b>	<b>Health</b>	<b>JATC</b>	<b>Apprentice Health</b>
	6/27/2022	\$1.57			\$0.16	
	12/26/2022	\$1.50				
	6/26/2023	\$1.65				
	1/1/2024	\$1.50				
	7/1/2024	\$1.65				
	12/30/2024	\$1.50				
	6/30/2025	\$1.65				
	12/29/2025	\$1.50				

\* Negotiated wage increases will be allocated to Health.

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