

Summary of Wages, Fringe Benefits, and Contributions



Residential Agreement
between
Local 697, IBEW & Northern Indiana Chapter, NECA

Classification	Code	Wages	NEBF	Health & Benefit	H&B Plan P	Annuity (DC)	Fringe Benefits	Package	Apprenticeship	LMCC	NLMCC	BCRC	AMF	Contributions	Total		
			3.00% gross wage	29.43% \$ 8.83 per hr paid	\$ 0.25 per hr worked	15.33% \$ 4.60 per hr paid										\$ 0.20 per hour	\$ 0.10 per hour
Journeyman Residential Wireman	22	\$ 30.00	\$ 0.90	\$ 8.83	\$ 0.25	\$ 4.60	\$ 14.58	\$ 44.58	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 45.22		
Second Shift: rate +17.3%	22	\$ 35.19	\$ 1.06	\$ 10.36	\$ 0.25	\$ 5.39	\$ 17.06	\$ 52.25	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 52.89		
Third Shift: rate +31.4%	22	\$ 39.42	\$ 1.18	\$ 11.60	\$ 0.25	\$ 6.04	\$ 19.07	\$ 58.49	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 59.13		
Sub Foreman (Journeyman + \$0.75)	22-A	\$ 30.75	\$ 0.92	\$ 9.05	\$ 0.25	\$ 4.71	\$ 14.93	\$ 45.68	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 46.32		
Second Shift: rate +17.3%	22-A	\$ 36.07	\$ 1.08	\$ 10.62	\$ 0.25	\$ 5.53	\$ 17.48	\$ 53.55	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 54.19		
Third Shift: rate +31.4%	22-A	\$ 40.41	\$ 1.21	\$ 11.89	\$ 0.25	\$ 6.19	\$ 19.54	\$ 59.95	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 60.59		
Foreman (Journeyman + \$1.50)	22-B	\$ 31.50	\$ 0.95	\$ 9.27	\$ 0.25	\$ 4.83	\$ 15.30	\$ 46.80	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 47.44		
Second Shift: rate +17.3%	22-B	\$ 36.95	\$ 1.11	\$ 10.87	\$ 0.25	\$ 5.66	\$ 17.89	\$ 54.84	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 55.48		
Third Shift: rate +31.4%	22-B	\$ 41.39	\$ 1.24	\$ 12.18	\$ 0.25	\$ 6.35	\$ 20.02	\$ 61.41	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 62.05		
Apprentices																	
Period	Related Training	Wage % JRW															
1	Satisfactory Progress	45.00%	23-1	\$ 13.50	\$ 0.41	\$ 3.97	\$ 0.25	\$ 2.07	\$ 6.70	\$ 20.20	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 20.84
2	Satisfactory Progress	50.00%	23-2	\$ 15.00	\$ 0.45	\$ 4.42	\$ 0.25	\$ 2.30	\$ 7.42	\$ 22.42	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 23.06
3	Satisfactory Progress	60.00%	23-3	\$ 18.00	\$ 0.54	\$ 5.30	\$ 0.25	\$ 2.76	\$ 8.85	\$ 26.85	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 27.49
4	Satisfactory Progress	70.00%	23-4	\$ 21.00	\$ 0.63	\$ 6.18	\$ 0.25	\$ 3.22	\$ 10.28	\$ 31.28	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 31.92
5	Satisfactory Progress	80.00%	23-5	\$ 24.00	\$ 0.72	\$ 7.06	\$ 0.25	\$ 3.68	\$ 11.71	\$ 35.71	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 36.35
6	Satisfactory Progress	90.00%	23-6	\$ 27.00	\$ 0.81	\$ 7.95	\$ 0.25	\$ 4.14	\$ 13.15	\$ 40.15	\$ 0.20	\$ 0.10	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.64	\$ 40.79

Other Considerations		Expected Increases	
Dues	2.50% Gross Wages (deduct)	5/31/21-5/29/22	\$ 1.05
Vacation	5.00% Gross Wages (deduct)	5/30/22-5/28/23	\$ 1.10
NECA	0.50% Gross Wages (members)	5/29/23-5/26/24	\$ 1.15
		5/27/24-5/25/25	\$ 1.20

- This wage package summary is for reference only. Please refer to the Residential Collective Bargaining Agreement for payroll and bidding purposes
- If a monthly payroll report and payment does not arrive at NECA's Michigan City office before the close of business on the 15th of the month following the month the work was performed, it will be declared delinquent and will require a separate check for ten (10%) percent liquidated damages plus twenty five (\$25.00) dollars processing fee as late charges.
- If the 15th falls on a Saturday, Sunday, or Holiday the payment and report will be due by the close of business on the next business day.
- If a delinquent payment is not received by the NECA office before the close of business on the 27th of the same month, twenty (20%) percent liquidated damages plus twenty five (\$25.00) dollars processing fee as late charges, will be charged and the account will be turned over to the attorney for collection. Additional attorney fees and cost will be assessed.
- If the 27th falls on a Saturday, Sunday, or Holiday the payment and report will be due by the close of business on the next business day.
- Current business hours are 7:00 a.m. to 4:00 p.m. central time, Monday thru Friday. Mail slot drop-offs after 4:00 p.m. are processed on the next business day.

- Area Served: Lake & Newton Counties, Indiana
- Settlement of Disputes: Standard C.I.R.
- Scope of Work: All projects involving the construction, alteration, or repair of single-family homes or apartment buildings of no more than four (4) stories in height. This includes all incidental items such as site work, parking areas, streets, and sidewalks
- Memorandum of Understanding: An applicant who is hired and who receives, through no fault of his own, work of fourteen (14) days or less shall, upon re-registration, be restored to his appropriate place within his Group. During times of unemployment reaching ten percent (10%) or more, they shall be restored to their appropriate place within his Group after seven (7) days.

Effective: 05/29/2023 - 05/26/2024

Accepted by: On File
Felipe Hernandez
Business Manager, IBEW Local 697

On File
Matthew J LaFree
Executive Manager, NECA Northern Indiana