

Summary of Wages, Fringe Benefits, and Contributions



Inside Agreement  
between

Local 697, IBEW & Northern Indiana Chapter, NECA

Effective: 05/27/2024 - 05/25/2025

Classification	Code	Wages	NEBF 3.00%	Health & Benefits 21.5177%	H&B Plan P	Pension (DB) 18.1913%	MPP (DC) 16.6320%	SUB Fund	Fringe Benefits	Package	Apprenticeship	LMCC	NLMCC	BCRC	AMF	Contributions	Total			
			\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$			
			gross	per hr paid	per hr worked	per hr paid	per hr paid	per hour			per hour	per hour	per hour	per hour	per hour					
<b>Journeyman Inside Wireman</b>	<b>1</b>	<b>\$ 48.10</b>	<b>\$ 1.44</b>	<b>\$ 10.35</b>	<b>\$ 1.64</b>	<b>\$ 8.75</b>	<b>\$ 8.00</b>	<b>\$ 1.05</b>	<b>\$ 31.23</b>	<b>\$ 79.33</b>	<b>\$ 1.10</b>	<b>\$ 0.24</b>	<b>\$ 0.01</b>	<b>\$ 0.15</b>	<b>\$ 0.18</b>	<b>\$ 1.68</b>	<b>\$ 81.01</b>			
Second Shift: rate +17.3%	1	\$ 56.42	\$ 1.69	\$ 12.14	\$ 1.64	\$ 10.26	\$ 9.38	\$ 1.05	\$ 36.16	\$ 92.58	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 94.26			
Third Shift: rate +31.4%	1	\$ 63.20	\$ 1.90	\$ 13.60	\$ 1.64	\$ 11.50	\$ 10.51	\$ 1.05	\$ 40.20	\$ 103.40	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 105.08			
Tunnel Premium (≥50 ft. Below): 1.5x rate	1	\$ 72.15	\$ 2.16	\$ 15.53	\$ 1.64	\$ 13.13	\$ 12.00	\$ 1.05	\$ 45.51	\$ 117.66	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 119.34			
Tower Premium (>200 ft. Above): 2.0x rate	1	\$ 96.20	\$ 2.89	\$ 20.70	\$ 1.64	\$ 17.50	\$ 16.00	\$ 1.05	\$ 59.78	\$ 155.98	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 157.66			
<b>Working Foreman (Journeyman +10%)</b>	<b>1-B</b>	<b>\$ 52.91</b>	<b>\$ 1.59</b>	<b>\$ 10.35</b>	<b>\$ 1.64</b>	<b>\$ 8.75</b>	<b>\$ 8.80</b>	<b>\$ 1.05</b>	<b>\$ 32.18</b>	<b>\$ 85.09</b>	<b>\$ 1.10</b>	<b>\$ 0.24</b>	<b>\$ 0.01</b>	<b>\$ 0.15</b>	<b>\$ 0.18</b>	<b>\$ 1.68</b>	<b>\$ 86.77</b>			
Second Shift: rate +17.3%	1-B	\$ 62.06	\$ 1.86	\$ 12.14	\$ 1.64	\$ 10.26	\$ 10.32	\$ 1.05	\$ 37.27	\$ 99.33	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 101.01			
Third Shift: rate +31.4%	1-B	\$ 69.52	\$ 2.09	\$ 13.60	\$ 1.64	\$ 11.50	\$ 11.56	\$ 1.05	\$ 41.44	\$ 110.96	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 112.64			
Tunnel Premium (≥50 ft. Below): 1.5x rate	1-B	\$ 79.37	\$ 2.38	\$ 15.53	\$ 1.64	\$ 13.13	\$ 13.20	\$ 1.05	\$ 46.93	\$ 126.30	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 127.98			
Tower Premium (>200 ft. Above): 2.0x rate	1-B	\$ 105.82	\$ 3.17	\$ 20.70	\$ 1.64	\$ 17.50	\$ 17.60	\$ 1.05	\$ 61.66	\$ 167.48	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 169.16			
<b>General Working Foreman (Working Foreman +10%)</b>	<b>1-C</b>	<b>\$ 58.20</b>	<b>\$ 1.75</b>	<b>\$ 10.35</b>	<b>\$ 1.64</b>	<b>\$ 8.75</b>	<b>\$ 8.80</b>	<b>\$ 1.05</b>	<b>\$ 32.34</b>	<b>\$ 90.54</b>	<b>\$ 1.10</b>	<b>\$ 0.24</b>	<b>\$ 0.01</b>	<b>\$ 0.15</b>	<b>\$ 0.18</b>	<b>\$ 1.68</b>	<b>\$ 92.22</b>			
Second Shift: rate +17.3%	1-C	\$ 68.27	\$ 2.05	\$ 12.14	\$ 1.64	\$ 10.26	\$ 10.32	\$ 1.05	\$ 37.46	\$ 105.73	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 107.41			
Third Shift: rate +31.4%	1-C	\$ 76.47	\$ 2.29	\$ 13.60	\$ 1.64	\$ 11.50	\$ 11.56	\$ 1.05	\$ 41.64	\$ 118.11	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 119.79			
Tunnel Premium (≥50 ft. Below): 1.5x rate	1-C	\$ 87.30	\$ 2.62	\$ 15.53	\$ 1.64	\$ 13.13	\$ 13.20	\$ 1.05	\$ 47.17	\$ 134.47	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 136.15			
Tower Premium (>200 ft. Above): 2.0x rate	1-C	\$ 116.40	\$ 3.49	\$ 20.70	\$ 1.64	\$ 17.50	\$ 17.60	\$ 1.05	\$ 61.98	\$ 178.38	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 180.06			
<b>Area Working Foreman (Working General +10%)</b>	<b>1-D</b>	<b>\$ 64.02</b>	<b>\$ 1.92</b>	<b>\$ 10.35</b>	<b>\$ 1.64</b>	<b>\$ 8.75</b>	<b>\$ 8.80</b>	<b>\$ 1.05</b>	<b>\$ 32.51</b>	<b>\$ 96.53</b>	<b>\$ 1.10</b>	<b>\$ 0.24</b>	<b>\$ 0.01</b>	<b>\$ 0.15</b>	<b>\$ 0.18</b>	<b>\$ 1.68</b>	<b>\$ 98.21</b>			
Second Shift: rate +17.3%	1-D	\$ 75.10	\$ 2.25	\$ 12.14	\$ 1.64	\$ 10.26	\$ 10.32	\$ 1.05	\$ 37.66	\$ 112.76	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 114.44			
Third Shift: rate +31.4%	1-D	\$ 84.12	\$ 2.52	\$ 13.60	\$ 1.64	\$ 11.50	\$ 11.56	\$ 1.05	\$ 41.87	\$ 125.99	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 127.67			
Tunnel Premium (≥50 ft. Below): 1.5x rate	1-D	\$ 96.03	\$ 2.88	\$ 15.53	\$ 1.64	\$ 13.13	\$ 13.20	\$ 1.05	\$ 47.43	\$ 143.46	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 145.14			
Tower Premium (>200 ft. Above): 2.0x rate	1-D	\$ 128.04	\$ 3.84	\$ 20.70	\$ 1.64	\$ 17.50	\$ 17.60	\$ 1.05	\$ 62.33	\$ 190.37	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 192.05			
<b>Apprentices</b>																				
Period	Max OJT Hours	Related Training	Wage % JIW																	
1	1000	Probationary Period	30.00%	6-1	\$ 14.43	\$ 0.43	\$ 3.11	\$ -	\$ -	\$ -	\$ 3.54	\$ 17.97	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 19.65	
2	2000	Satisfactory Progress	32.50%	6-2	\$ 15.63	\$ 0.47	\$ 3.36	\$ -	\$ -	\$ -	\$ 3.83	\$ 19.46	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 21.14	
3	3000	Satisfactory Progress	35.00%	6-3	\$ 16.84	\$ 0.51	\$ 3.62	\$ -	\$ -	\$ -	\$ 4.13	\$ 20.97	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 22.65	
4	4000	Satisfactory Progress	40.00%	6-4	\$ 19.24	\$ 0.58	\$ 4.14	\$ -	\$ -	\$ -	\$ 4.72	\$ 23.96	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 25.64	
5	5000	Satisfactory Progress	45.00%	6-5	\$ 21.65	\$ 0.65	\$ 4.66	\$ -	\$ -	\$ -	\$ 5.31	\$ 26.96	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 28.64	
6	6000	Satisfactory Progress	50.00%	6-6	\$ 24.05	\$ 0.72	\$ 5.18	\$ 1.14	\$ 4.38	\$ 4.00	\$ 1.05	\$ 16.47	\$ 40.52	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 42.20
7	7000	Satisfactory Progress	55.00%	6-7	\$ 26.46	\$ 0.79	\$ 5.69	\$ 1.14	\$ 4.81	\$ 4.40	\$ 1.05	\$ 17.88	\$ 44.34	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 46.02
8	8000	Satisfactory Progress	65.00%	6-8	\$ 31.27	\$ 0.94	\$ 6.73	\$ 1.14	\$ 5.69	\$ 5.20	\$ 1.05	\$ 20.75	\$ 52.02	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 53.70
9	9000	Satisfactory Progress	75.00%	6-9	\$ 36.08	\$ 1.08	\$ 7.76	\$ 1.14	\$ 6.56	\$ 6.00	\$ 1.05	\$ 23.59	\$ 59.67	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 61.35
10	10000	Satisfactory Progress	85.00%	6-10	\$ 40.89	\$ 1.23	\$ 8.80	\$ 1.14	\$ 7.44	\$ 6.80	\$ 1.05	\$ 26.46	\$ 67.35	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 69.03
<b>Other Considerations</b>																				
Dues	2.50% Gross Wages (deduct)				5/31/21-5/29/22		\$ 1.75													
Vacation	5.00% Gross Wages (deduct)				5/30/22-5/28/23		\$ 2.00													
NECA	0.50% Gross Wages (members)				5/29/23-5/26/24		\$ 2.00													
					5/27/24-5/25/25		\$ 2.00													

-This wage package summary is for reference only. Please refer to the Inside 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.

-Contributions to Health & Benefits as well as Pension (DB) are capped at Journeyman rate; MPP (DC) at Foreman rate.

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

On File  
Matthew J LaFree  
Executive Director, NECA Northern Indiana