

Summary of Wages, Fringe Benefits, and Contributions



Inside Agreement
between

Local 153, IBEW & Northern Indiana Chapter, NECA

Effective: 08/26/2024 - 05/25/2025

Classification	Code	Wages	NEBF 3.00%	Health & Welfare	H&W Plan 4	Pension (DB)	MPP (DC)	Fringe Benefits	Package	JATC	LMCC	NLMCC	AMF	Contributions	Total			
Journeyman Inside Wireman	1	\$ 43.00	\$ 1.29	\$ 12.38	\$ 0.75	\$ 8.25	\$ 4.50	\$ 27.17	\$ 70.17	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 71.20			
Second Shift: rate +17.3%	1	\$ 50.44	\$ 1.51	\$ 12.38	\$ 0.75	\$ 8.25	\$ 4.50	\$ 27.39	\$ 77.83	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 78.86			
Third Shift: rate +31.4%	1	\$ 56.50	\$ 1.70	\$ 12.38	\$ 0.75	\$ 8.25	\$ 4.50	\$ 27.58	\$ 84.08	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 85.11			
High Time (≥40 ft. Above): 1.1x rate	1	\$ 47.30	\$ 1.42	\$ 12.38	\$ 0.75	\$ 8.25	\$ 4.50	\$ 27.30	\$ 74.60	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 75.63			
Working Foreman (Journeyman +10%)	1-B	\$ 47.30	\$ 1.42	\$ 12.38	\$ 0.75	\$ 9.08	\$ 4.95	\$ 28.58	\$ 75.88	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 76.91			
Second Shift: rate +17.3%	1-B	\$ 55.48	\$ 1.66	\$ 12.38	\$ 0.75	\$ 9.08	\$ 4.95	\$ 28.82	\$ 84.30	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 85.33			
Third Shift: rate +31.4%	1-B	\$ 62.15	\$ 1.86	\$ 12.38	\$ 0.75	\$ 9.08	\$ 4.95	\$ 29.02	\$ 91.17	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 92.20			
High Time (≥40 ft. Above): 1.1x rate	1-B	\$ 52.03	\$ 1.56	\$ 12.38	\$ 0.75	\$ 9.08	\$ 4.95	\$ 28.72	\$ 80.75	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 81.78			
General Foreman (Journeyman +17%)	1-C	\$ 50.31	\$ 1.51	\$ 12.38	\$ 0.75	\$ 9.65	\$ 5.27	\$ 29.56	\$ 79.87	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 80.90			
Second Shift: rate +17.3%	1-C	\$ 59.01	\$ 1.77	\$ 12.38	\$ 0.75	\$ 9.65	\$ 5.27	\$ 29.82	\$ 88.83	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 89.86			
Third Shift: rate +31.4%	1-C	\$ 66.11	\$ 1.98	\$ 12.38	\$ 0.75	\$ 9.65	\$ 5.27	\$ 30.03	\$ 96.14	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 97.17			
High Time (≥40 ft. Above): 1.1x rate	1-C	\$ 55.34	\$ 1.66	\$ 12.38	\$ 0.75	\$ 9.65	\$ 5.27	\$ 29.71	\$ 85.05	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 86.08			
Area Foreman (Journeyman +25%)	1-D	\$ 53.75	\$ 1.61	\$ 12.38	\$ 0.75	\$ 10.31	\$ 5.63	\$ 30.68	\$ 84.43	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 85.46			
Second Shift: rate +17.3%	1-D	\$ 63.05	\$ 1.89	\$ 12.38	\$ 0.75	\$ 10.31	\$ 5.63	\$ 30.96	\$ 94.01	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 95.04			
Third Shift: rate +31.4%	1-D	\$ 70.63	\$ 2.12	\$ 12.38	\$ 0.75	\$ 10.31	\$ 5.63	\$ 31.19	\$ 101.82	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 102.85			
High Time (≥40 ft. Above): 1.1x rate	1-D	\$ 59.13	\$ 1.77	\$ 12.38	\$ 0.75	\$ 10.31	\$ 5.63	\$ 30.84	\$ 89.97	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 91.00			
Certified Welder / Crane Operator (Journeyman +5%)		\$ 45.15	\$ 1.35	\$ 12.38	\$ 0.75	\$ 8.25	\$ 4.50	\$ 27.23	\$ 72.38	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 73.41			
Apprentices																		
Period	OJT Hours	Related Training	Wage % JIW															
1	0-1000	Start Apprenticeship	45.00%	6-1	\$ 19.35	\$ 0.58	\$ 11.15	\$ 0.75	\$ -	\$ -	\$ 12.48	\$ 31.83	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 32.86
2	1001-2000	Satisfactory Progress	50.00%	6-2	\$ 21.50	\$ 0.65	\$ 12.38	\$ 0.75	\$ -	\$ -	\$ 13.78	\$ 35.28	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 36.31
2.5	2001-3500	Satisfactory Progress	50.00%	6-2.5	\$ 21.50	\$ 0.65	\$ 12.38	\$ 0.75	\$ -	\$ -	\$ 13.78	\$ 35.28	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 36.31
3	2001-3500	1st Year School Completed	55.00%	6-3	\$ 23.65	\$ 0.71	\$ 12.38	\$ 0.75	\$ -	\$ -	\$ 13.84	\$ 37.49	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 38.52
4	3501-5000	2nd Year School Completed	65.00%	6-4	\$ 27.95	\$ 0.84	\$ 12.38	\$ 0.75	\$ 2.06	\$ 1.13	\$ 17.16	\$ 45.11	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 46.14
5	5001-6500	3rd Year School Completed	75.00%	6-5	\$ 32.25	\$ 0.97	\$ 12.38	\$ 0.75	\$ 4.13	\$ 2.25	\$ 20.48	\$ 52.73	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 53.76
6	6501-8000	4th Year School Completed	85.00%	6-6	\$ 36.55	\$ 1.10	\$ 12.38	\$ 0.75	\$ 6.19	\$ 3.38	\$ 23.80	\$ 60.35	\$ 0.70	\$ 0.14	\$ 0.01	\$ 0.18	\$ 1.03	\$ 61.38

Other Considerations

Bargained Increases

Dues	3.5% Gross Wages (deduct)	06/03/2024	\$ 3.97
Building Dues	1.25% Gross Wages (deduct)	05/26/2025	\$ 4.21
COPE	\$0.10 per Hour Worked (voluntary deduct)	06/01/2026	\$ 4.46
JATC Building	\$0.10 per Hour Worked (temporary contribution)		
NECA	0.50% Gross Wages (members)		

-Wages shall be paid at 2x the regular straight time rate of pay for all hours worked after 12 hours worked on a Saturday

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

-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.

Accepted by: On File
Michael J Leda
Business Manager, IBEW Local 153

On File
Matthew J LaFree
Executive Director, NECA Northern Indiana