

Summary of Wages, Fringe Benefits, and Contributions



Residential Agreement
between

Local 153, IBEW & Northern Indiana Chapter, NECA

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

Classification		Code	Wages	NEBF 3.00%	Health & Welfare \$ 11.91	H&W Plan 4 \$ 0.75	Pension (DB) \$ 3.75	MPP (DC) \$ 1.50	Fringe Benefits	Package	JATC \$0.70	LMCC \$0.09	NLMCC \$0.01	AMF \$0.18	Contributions	Total
Journeyman Residential Wireman		22	\$ 28.50	\$ 0.86	\$ 11.91	\$ 0.75	\$ 3.75	\$ 1.50	\$ 18.77	\$ 47.27	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 48.25
	Second Shift: rate +17.3%	22	\$ 33.43	\$ 1.00	\$ 11.91	\$ 0.75	\$ 3.75	\$ 1.50	\$ 18.91	\$ 52.34	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 53.32
	Third Shift: rate +31.4%	22	\$ 37.45	\$ 1.12	\$ 11.91	\$ 0.75	\$ 3.75	\$ 1.50	\$ 19.03	\$ 56.48	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 57.46
Foreman (Journeyman +10%)		22-B	\$ 31.35	\$ 0.94	\$ 11.91	\$ 0.75	\$ 4.13	\$ 1.65	\$ 19.38	\$ 50.73	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 51.71
	Second Shift: rate +17.3%	22-B	\$ 36.77	\$ 1.10	\$ 11.91	\$ 0.75	\$ 4.13	\$ 1.65	\$ 19.54	\$ 56.31	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 57.29
	Third Shift: rate +31.4%	22-B	\$ 41.19	\$ 1.24	\$ 11.91	\$ 0.75	\$ 4.13	\$ 1.65	\$ 19.68	\$ 60.87	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 61.85
General Foreman (Journeyman +15%)		22-C	\$ 32.78	\$ 0.98	\$ 11.91	\$ 0.75	\$ 4.31	\$ 1.73	\$ 19.68	\$ 52.46	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 53.44
	Second Shift: rate +17.3%	22-C	\$ 38.45	\$ 1.15	\$ 11.91	\$ 0.75	\$ 4.31	\$ 1.73	\$ 19.85	\$ 58.30	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 59.28
	Third Shift: rate +31.4%	22-C	\$ 43.07	\$ 1.29	\$ 11.91	\$ 0.75	\$ 4.31	\$ 1.73	\$ 19.99	\$ 63.06	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98	\$ 64.04
Apprentices																
Period	OJT Hours + Required Training	Wage Calculation														
1*	0 - 1000	45.00%	23-1	\$ 19.35	\$ 0.58	\$ 11.15	\$ 0.75	\$ -	\$ -	\$ 12.48	\$ 31.83	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98 \$ 32.81
2*	1001 - 2000	50.00%	23-2	\$ 21.50	\$ 0.65	\$ 12.38	\$ 0.75	\$ -	\$ -	\$ 13.78	\$ 35.28	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98 \$ 36.26
3*	2001 - 3500	55.00%	23-3	\$ 23.65	\$ 0.71	\$ 12.38	\$ 0.75	\$ -	\$ -	\$ 13.84	\$ 37.49	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98 \$ 38.47
4	3501 - 4800	85.00%	23-4	\$ 24.23	\$ 0.73	\$ 11.91	\$ 0.75	\$ 2.81	\$ 1.13	\$ 17.33	\$ 41.56	\$0.70	\$0.09	\$0.01	\$0.18	\$ 0.98 \$ 42.54

<u>Other Considerations</u>		<u>Future Increases</u>	
Dues	3.5% Gross Wages (deduct)	05/27/24	\$ 2.36
Building Dues	1.25% Gross Wages (deduct)	05/26/25	\$ 2.48
COPE	\$0.10 per Hour Worked (voluntary deduct)		
JATC Building	\$0.10 per Hour Worked (temporary contribution)		
NECA	0.50% Gross Wages (members)		

-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%)
 -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
 -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 Leda
 Business Manager, IBEW Local 153

On File
 Matthew J LaFree
 Executive Director, NECA Northern Indiana

*Wages for apprentice periods 1-3 are based on Inside Journeyman Package