

Summary of Wages, Fringe Benefits, and Contributions



Telecommunications Agreement
between
Local 153, IBEW & Northern Indiana Chapter, NECA

Effective: 08/26/2024 - 12/29/2024

Classification		Code	Wages	NEBF 3.00%	Health & Welfare \$ 12.38	H&W Plan 4 \$ 0.75	Pension (DB) \$ 5.05	MPP (DC) \$ 3.77	Fringe Benefits	Package	Apprenticeship	LMCC	NLMCC	AMF	Contributions	Total		
Journeyman Installer Technician		4	\$ 35.15	\$ 1.05	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.00	\$ 58.15	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 58.76		
	Second Shift: rate +17.3%	4	\$ 41.25	\$ 1.24	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.19	\$ 64.44	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 65.05		
	Third Shift: rate +31.4%	4	\$ 46.20	\$ 1.39	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.34	\$ 69.54	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 70.15		
Foreman (Journeyman Installer +12%)		4-B	\$ 39.35	\$ 1.18	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.13	\$ 62.48	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 63.09		
	Second Shift: rate +17.3%	4-B	\$ 46.15	\$ 1.38	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.33	\$ 69.48	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 70.09		
	Third Shift: rate +31.4%	4-B	\$ 51.70	\$ 1.55	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.50	\$ 75.20	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 75.81		
General Foreman (Journeyman Installer +18%)		4-C	\$ 41.50	\$ 1.25	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.20	\$ 64.70	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 65.31		
	Second Shift: rate +17.3%	4-C	\$ 48.70	\$ 1.46	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.41	\$ 72.11	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 72.72		
	Third Shift: rate +31.4%	4-C	\$ 54.55	\$ 1.64	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 23.59	\$ 78.14	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 78.75		
Apprentices																		
Period	OJT Hours	Related Training	Wage % JIT															
1	0 - 1000	Start Apprenticeship	55.00%	6-1	\$ 19.35	\$ 0.58	\$ 11.15	\$ 0.75		\$ 12.48	\$ 31.83	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 32.44	
2	1001 - 2000	Complete 1st Year	60.00%	6-2	\$ 21.10	\$ 0.63	\$ 12.38	\$ 0.75		\$ 13.76	\$ 34.86	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 35.47	
3	2001 - 3200	Satisfactory Progress	65.00%	4-3	\$ 22.85	\$ 0.69	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 22.64	\$ 45.49	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 46.10
4	3201 - 4000	Complete 2nd Year	75.00%	4-4	\$ 26.35	\$ 0.79	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 22.74	\$ 49.09	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 49.70
5	4001 - 4800	Satisfactory Progress	80.00%	4-5	\$ 28.10	\$ 0.84	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 22.79	\$ 50.89	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 51.50
6	4801 - 6000	Complete 3rd Year	85.00%	4-6	\$ 29.90	\$ 0.90	\$ 12.38	\$ 0.75	\$ 5.05	\$ 3.77	\$ 22.85	\$ 52.75	\$ 0.38	\$ 0.04	\$ 0.01	\$ 0.18	\$ 0.61	\$ 53.36

Other Considerations

COPE	\$0.10 per Hour	(voluntary)
Dues	3.50% Gross Wages	(deduct)
Bldg Dues	1.25% Gross Wages	(deduct)
NECA	0.50% Gross Wages	(members)

Bargained Packages

08/28/2023	\$ 54.86
08/26/2024	\$ 58.15
09/01/2025	\$ 61.06

-All percentage amounts are rounded to the closest multiple of five cents

-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 preceding 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 preceding 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