

Summary of Wages, Fringe Benefits, and Contributions



Telecommunications Agreement
between
Local 531, IBEW & Northern Indiana Chapter, NECA

Effective: 08/25/2024 - 08/31/2025

Classification	Code	Wages	NEBF 3.00%	Health & Welfare	Pension (DB)	MPP (DC)	Fringe Benefits	Package	Apprenticeship	LMCC	NLMCC	BCRC	AMF	Contributions	Total		
Journeyman Installer Technician	4	\$ 35.25	\$ 1.06	\$ 10.00	\$ 2.80	\$ 5.00	\$ 18.86	\$ 54.11	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 54.97		
Second Shift: rate +17.3%	4	\$ 41.35	\$ 1.24	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.04	\$ 60.39	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 61.25		
Third Shift: rate +31.4%	4	\$ 46.30	\$ 1.39	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.19	\$ 65.49	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 66.35		
Foreman (Journeyman Technician +12%)	4-B	\$ 39.50	\$ 1.19	\$ 10.00	\$ 2.80	\$ 5.00	\$ 18.99	\$ 58.49	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 59.35		
Second Shift: rate +17.3%	4-B	\$ 46.35	\$ 1.39	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.19	\$ 65.54	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 66.40		
Third Shift: rate +31.4%	4-B	\$ 51.90	\$ 1.56	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.36	\$ 71.26	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 72.12		
General Foreman (Journeyman Technician + 18%)	4-C	\$ 41.60	\$ 1.25	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.05	\$ 60.65	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 61.51		
Second Shift: rate +17.3%	4-C	\$ 48.80	\$ 1.46	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.26	\$ 68.06	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 68.92		
Third Shift: rate +31.4%	4-C	\$ 54.65	\$ 1.64	\$ 10.00	\$ 2.80	\$ 5.00	\$ 19.44	\$ 74.09	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 74.95		
Apprentices																	
Period	OJT Hours	Wage % JIW															
1	0-1000	55.00%	4-1	\$ 19.40	\$ 0.58	\$ 10.00	\$ -	\$ -	\$ 10.58	\$ 29.98	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 30.84
2	1001-2000	60.00%	4-2	\$ 21.15	\$ 0.63	\$ 10.00	\$ -	\$ -	\$ 10.63	\$ 31.78	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 32.64
3	2001-3000	65.00%	4-3	\$ 22.90	\$ 0.69	\$ 10.00	\$ 2.80	\$ 5.00	\$ 18.49	\$ 41.39	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 42.25
4	3001-4000	70.00%	4-4	\$ 24.70	\$ 0.74	\$ 10.00	\$ 2.80	\$ 5.00	\$ 18.54	\$ 43.24	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 44.10
5	4001-5000	75.00%	4-5	\$ 26.45	\$ 0.79	\$ 10.00	\$ 2.80	\$ 5.00	\$ 18.59	\$ 45.04	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 45.90
6	5001-6000	85.00%	4-6	\$ 29.95	\$ 0.90	\$ 10.00	\$ 2.80	\$ 5.00	\$ 18.70	\$ 48.65	\$ 0.40	\$ 0.12	\$ 0.01	\$ 0.15	\$ 0.18	\$ 0.86	\$ 49.51

Other Considerations

IBEW PAC	\$0.05 per Hour Worked (voluntary)
Dues	3.50% Gross Wages (deduct)
Vacation	4.00 % Gross Wages (deduct)
NECA	0.50% Gross Wages (members)

Bargained Packages

08/28/2023	\$ 51.05
08/26/2024	\$ 54.11
09/01/2025	\$ 56.82

-This wage package summary is for reference only. Please refer to the Collective Bargaining Agreement for payroll and bidding purposes

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

-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 prior 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 prior 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
Jim Clarida
Business Manager, IBEW Local 531

On File
Matthew J LaFree
Executive Director, NECA Northern Indiana