

Summary of Wages, Fringe Benefits, and Contributions



Telecommunications Agreement
between

Local 697, IBEW & Northern Indiana Chapter, NECA

Effective: 08/26/2024 - 08/31/2025

Classification	Code	Wages	NEBF 3.00%	Health & Benefit 26.2025%	H&B Plan P 4.1519%	Pension (DB) 22.2785%	MPP (DC) 20.6076%	SUB Fund	Fringe Benefits	Package	Apprenticeship	LMCC	NLMCC	BCRC	AMF	Contributions	Total
				\$ 10.35	\$ 1.64	\$ 8.80	\$ 8.14	\$ 1.05			\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18		
			gross	per hr paid	per hr paid	per hr paid	per hr paid	per hr worked			per hr worked	per hr worked	per hr worked	per hr worked	per hr worked		
Journeyman Technician	4	\$ 39.50	\$ 1.19	\$ 10.35	\$ 1.64	\$ 8.80	\$ 8.14	\$ 1.05	\$ 31.17	\$ 70.67	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 72.35
Second Shift: rate +17.3%	4	\$ 46.33	\$ 1.39	\$ 12.14	\$ 1.92	\$ 10.32	\$ 9.55	\$ 1.05	\$ 36.37	\$ 82.70	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 84.38
Third Shift: rate +31.4%	4	\$ 51.90	\$ 1.56	\$ 13.60	\$ 2.15	\$ 11.56	\$ 10.70	\$ 1.05	\$ 40.62	\$ 92.52	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 94.20
Tunnel Premium (≥50 ft. Below): 1.5x rate	4	\$ 59.25	\$ 1.78	\$ 15.52	\$ 2.46	\$ 13.20	\$ 12.21	\$ 1.05	\$ 46.22	\$ 105.47	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 107.15
Tower Premium (≥200 ft. Above): 2.0x rate	4	\$ 79.00	\$ 2.37	\$ 20.70	\$ 3.28	\$ 17.60	\$ 16.28	\$ 1.05	\$ 61.28	\$ 140.28	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 141.96
Working Foreman (Journeyman + 10%)	4-B	\$ 43.45	\$ 1.30	\$ 10.35	\$ 1.64	\$ 8.80	\$ 8.14	\$ 1.05	\$ 31.28	\$ 74.73	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 76.41
Second Shift: rate +17.3%	4-B	\$ 50.97	\$ 1.53	\$ 12.14	\$ 1.92	\$ 10.32	\$ 9.55	\$ 1.05	\$ 36.51	\$ 87.48	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 89.16
Third Shift: rate +31.4%	4-B	\$ 57.09	\$ 1.71	\$ 13.60	\$ 2.15	\$ 11.56	\$ 10.70	\$ 1.05	\$ 40.77	\$ 97.86	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 99.54
Tunnel Premium (≥50 ft. Below): 1.5x rate	4-B	\$ 65.18	\$ 1.96	\$ 15.52	\$ 2.46	\$ 13.20	\$ 12.21	\$ 1.05	\$ 46.40	\$ 111.58	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 113.26
Tower Premium (≥200 ft. Above): 2.0x rate	4-B	\$ 86.90	\$ 2.61	\$ 20.70	\$ 3.28	\$ 17.60	\$ 16.28	\$ 1.05	\$ 61.52	\$ 148.42	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 150.10
Apprentices																	
Period	Max OJT Hours	Wage % JIW															
1	1000	40.00%	4-1	\$ 15.80	\$ 0.47	\$ 4.14			\$ 4.61	\$ 20.41	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 22.09
2	2000	45.00%	4-2	\$ 17.78	\$ 0.53	\$ 4.66			\$ 5.19	\$ 22.97	\$ 1.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 24.65
3	3000	50.00%	4-3	\$ 19.75	\$ 0.59	\$ 5.17	\$ 0.82	\$ 4.40	\$ 4.07	\$ 1.05	\$ 16.10	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 37.53
4	4000	60.00%	4-4	\$ 23.70	\$ 0.71	\$ 6.21	\$ 0.98	\$ 5.28	\$ 4.88	\$ 1.05	\$ 19.11	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 44.49
5	5000	70.00%	4-5	\$ 27.65	\$ 0.83	\$ 7.24	\$ 1.15	\$ 6.16	\$ 5.70	\$ 1.05	\$ 22.13	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 51.46
6	6000	80.00%	4-6	\$ 31.60	\$ 0.95	\$ 8.28	\$ 1.31	\$ 7.04	\$ 6.51	\$ 1.05	\$ 25.14	\$ 0.24	\$ 0.01	\$ 0.15	\$ 0.18	\$ 1.68	\$ 58.42

Other Considerations

Union Dues	2.5% Gross Wages (deduct)
Vacation	5.0% Gross Wages (deduct)
NECA	0.5% Gross Wages (members)

Expected Increases

08/26/2024	\$ 2.35
08/31/2025	TBD

-This wage package summary is for reference only. Please refer to the Inside Collective Bargaining Agreement (CBA) 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

-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.

-In cases of overtime work and work performed at least fifty (50) feet below the ground or water level the straight time rate of pay shall be one and one-half times (1 ½) the listed wage

-In cases of work performed on Sundays and holidays per Section 3.02 of the Telecommunications CBA or on towers and stacks of any type over two hundred (200) feet above ground level the hourly straight time rate of pay shall be double the listed wage

Accepted by:

On File

Felipe Hernandez
Business Manager, IBEW Local 697

On File

Matthew J LaFree
Executive Director, NECA Northern Indiana