

**Inside Wireman's Agreement**  
**Wages and Benefits**  
**Appendix I**  
**Effective With Hours Worked**  
**December 30, 2024 Thru June 29, 2025**

Revised: 12/30/24  
Supercedes all previous versions

	Class Code	WAGE Effective 12/30/24	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
<b>INSIDE:</b>											
Journeyman Wireman	JW I	60.22	11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80
Foreman (1.113 X JW Rate)	JW I	67.02	11.40	3.56	7.17	2.01	0.10	0.17	0.77	0.67	92.87
General Foreman (1.226 X JW Rate)	JW I	73.83	11.40	3.56	7.17	2.21	0.10	0.17	0.77	0.74	99.95
Cablesplicer (1.046 X JW Rate)	JW I	62.99	11.40	3.56	7.17	1.89	0.10	0.17	0.77	0.63	88.68
Cablesplicer Foreman (1.113 X CS Rate)	JW I	70.11	11.40	3.56	7.17	2.10	0.10	0.17	0.77	0.70	96.08
<b>INSIDE APPRENTICES: (SCHEDULE "N")</b>											
First Year - 35%	35% N	21.08	6.78	1.25	~	0.63	0.10	0.17	0.77	0.21	30.99
First Year - 40%	40% N	24.09	6.78	1.42	~	0.72	0.10	0.17	0.77	0.24	34.29
Second Year - 50%	50% N	30.11	6.78	1.78	~	0.90	0.10	0.17	0.77	0.30	40.91
Third Year - 60%	60% N	36.13	6.78	2.14	~	1.08	0.10	0.17	0.77	0.36	47.53
Fourth Year - 70%	70% N	42.15	6.78	2.49	~	1.26	0.10	0.17	0.77	0.42	54.14
Fifth Year - 80%	80% N	48.18	6.78	2.85	~	1.45	0.10	0.17	0.77	0.48	60.78
Fifth Year - 85%	85% N	51.19	6.78	3.03	~	1.54	0.10	0.17	0.77	0.51	64.09
<b>TRANSPORTATION:</b>											
Transportation Journeyman (When Cable Splicing - JWTR + .60)	JWTR	60.22	11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80
Transportation Foreman (1.113 X JWTR)	JWTR	67.02	11.40	3.56	7.17	2.01	0.10	0.17	0.77	0.67	92.87
Transportation General Foreman (1.226 X JWTR)	JWTR	73.83	11.40	3.56	7.17	2.21	0.10	0.17	0.77	0.74	99.95
Transportation Technician (75% X JWTR)	TECTR	45.17	11.40	3.56	7.17	1.36	0.10	0.17	0.77	0.45	70.15
<b>TRANSPORTATION APPRENTICES: (SCHEDULE "N")</b>											
First Year - 35%	35% TN	21.08	6.78	1.25	~	0.63	0.10	0.17	0.77	0.21	30.99
First Year - 40%	40% TN	24.09	6.78	1.42	~	0.72	0.10	0.17	0.77	0.24	34.29
Second Year - 50%	50% TN	30.11	6.78	1.78	~	0.90	0.10	0.17	0.77	0.30	40.91
Third Year - 60%	60% TN	36.13	6.78	2.14	~	1.08	0.10	0.17	0.77	0.36	47.53
Fourth Year - 70%	70% TN	42.15	6.78	2.49	~	1.26	0.10	0.17	0.77	0.42	54.14
Fifth Year - 80%	80% TN	48.18	6.78	2.85	~	1.45	0.10	0.17	0.77	0.48	60.78
Fifth Year - 85%	85% TN	51.19	6.78	3.03	~	1.54	0.10	0.17	0.77	0.51	64.09
<b>RESIDENTIAL:</b>											
Residential Wireman	RW	36.13	6.78	1.55	0.90	1.08	0.10	0.17	0.77	0.36	47.84
Residential Foreman (RW + \$1.00)	RW	37.13	6.78	1.55	0.90	1.11	0.10	0.17	0.77	0.37	48.88
<b>WORKING MEMBER - CORPORATE</b>											
	JWC	60.22	11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80
<b>WORKING MEMBER - NON-CORPORATE</b>											
	JWNC	60.22	~	~	~	Optional	0.10	0.17	0.77	0.60	61.86
<b>MAINTENANCE:</b>											
Maintenance Electrician	JWMNT	32.93	11.40	3.56	7.17	0.99	0.10	0.17	0.77	0.33	57.42
<b>PART-TIME TRADE SHOW JW</b>											
	PTJW	60.22	Per Diem* 11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80

**WAGE DEDUCTIONS:**

NEFP 401k - If Authorized (Pre-Tax)  
 Vacation - If Authorized (7% Of Gross Wages)  
 Local Union Dues - If Authorized (3.25% Of Gross Wages)  
 Local Union Dues (Maintenance Electrician Only) - If Authorized (1.25% Of Gross Wages)  
 IBEW PAC - If Authorized (\$.05 Per Hour)

**REMAINING INCREASES - INSIDE AGREEMENT:**

Date	Wage*	DB Pension	Health	JATC	Apprentice Health
6/30/25	1.65				
12/29/25	1.50				

**\*PER DIEM PART-TIME TRADE SHOW JW:**

Part-time workers (PTJW) at convention centers receive no health contribution instead a supplemental travel/subsistence per diem is paid on the basis of hours worked. The per diem is fully taxable. When reporting fringe benefits, do not include the per diem in gross wages. The per diem is not subject to overtime premiums.

\* Negotiated wage increases will be allocated to Health

For any questions, please contact the OC NECA office at (714) 634-8777