

**Inside Wireman's Agreement**  
**Wages and Benefits**  
**Appendix I**  
**Effective With Hours Worked**  
**June 01, 2026 Thru Dec 27, 2026**

Revised: 06/01/26  
Supercedes all previous versions

	Class Code	WAGE Effective 6/1/2026	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA .83% Of Gross Wages	TOTAL WAGE PACKAGE
<b>INSIDE:</b>											
Journeyman Wireman	JW I	62.76	12.02	3.56	8.82	1.88	0.10	0.17	0.95	0.52	90.78
Foreman (1.126 X JW Rate)	JW I	70.67	12.02	3.56	8.82	2.12	0.10	0.17	0.95	0.59	99.00
General Foreman (1.252 X JW Rate)	JW I	78.58	12.02	3.56	8.82	2.36	0.10	0.17	0.95	0.65	107.21
Cablesplicer (1.046 X JW Rate)	JW I	65.65	12.02	3.56	8.82	1.97	0.10	0.17	0.95	0.54	93.78
Cablesplicer Foreman (1.126 X CS Rate)	JW I	73.92	12.02	3.56	8.82	2.22	0.10	0.17	0.95	0.61	102.37
<b>INSIDE APPRENTICES: (SCHEDULE "N")</b>											
First Year - 40%	40% N	25.10	7.15	1.42	~~	0.75	0.10	0.17	0.95	0.21	35.85
First Year - 45%	45% N	28.24	7.15	1.60	~~	0.85	0.10	0.17	0.95	0.23	39.29
Second Year - 50%	50% N	31.38	7.15	1.78	~~	0.94	0.10	0.17	0.95	0.26	42.73
Third Year - 60%	60% N	37.66	7.15	2.14	~~	1.13	0.10	0.17	0.95	0.31	49.61
Fourth Year - 70%	70% N	43.93	7.15	2.49	~~	1.32	0.10	0.17	0.95	0.36	56.47
Fifth Year - 80%	80% N	50.21	7.15	2.85	~~	1.51	0.10	0.17	0.95	0.42	63.36
Fifth Year - 85%	85% N	53.35	7.15	3.03	~~	1.60	0.10	0.17	0.95	0.44	66.79
<b>TRANSPORTATION:</b>											
Transportation Journeyman (When Cable Splicing - JWTR + .60)	JWTR	62.76	12.02	3.56	8.82	1.88	0.10	0.17	0.95	0.52	90.78
Transportation Foreman (1.126 X JWTR)	JWTR	70.67	12.02	3.56	8.82	2.12	0.10	0.17	0.95	0.59	99.00
Transportation General Foreman (1.252 X JWTR)	JWTR	78.58	12.02	3.56	8.82	2.36	0.10	0.17	0.95	0.65	107.21
Transportation Technician (75% X JWTR)	TECTR	47.07	12.02	3.56	8.82	1.41	0.10	0.17	0.95	0.39	74.49
<b>TRANSPORTATION APPRENTICES: (SCHEDULE "N")</b>											
First Year - 40%	40% TN	25.10	7.15	1.42	~~	0.75	0.10	0.17	0.95	0.21	35.85
First Year - 45%	45% TN	28.24	7.15	1.60	~~	0.85	0.10	0.17	0.95	0.23	39.29
Second Year - 50%	50% TN	31.38	7.15	1.78	~~	0.94	0.10	0.17	0.95	0.26	42.73
Third Year - 60%	60% TN	37.66	7.15	2.14	~~	1.13	0.10	0.17	0.95	0.31	49.61
Fourth Year - 70%	70% TN	43.93	7.15	2.49	~~	1.32	0.10	0.17	0.95	0.36	56.47
Fifth Year - 80%	80% TN	50.21	7.15	2.85	~~	1.51	0.10	0.17	0.95	0.42	63.36
Fifth Year - 85%	85% TN	53.35	7.15	3.03	~~	1.60	0.10	0.17	0.95	0.44	66.79
<b>RESIDENTIAL:</b>											
Residential Wireman	RW	37.66	7.15	1.55	0.90	1.13	0.10	0.17	0.95	0.31	49.92
Residential Foreman (RW + \$1.00)	RW	38.66	7.15	1.55	0.90	1.16	0.10	0.17	0.95	0.32	50.96
<b>WORKING MEMBER - CORPORATE</b>											
	JWC	62.76	12.02	3.56	8.82	1.88	0.10	0.17	0.95	0.52	90.78
<b>WORKING MEMBER - NON-CORPORATE</b>											
	JWNC	62.76	~~	~~	~~	Optional	0.10	0.17	0.95	0.52	64.50
<b>MAINTENANCE:</b>											
Maintenance Electrician	JWMNT	34.44	12.02	3.56	8.82	1.03	0.10	0.17	0.95	0.29	61.38
<b>PART-TIME TRADE SHOW JW</b>											
	PTJW	62.76	Per Diem* 12.02	3.56	8.82	1.88	0.10	0.17	0.95	0.52	90.78

**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
12/28/2026	\$ 2.35				
5/31/2027	\$ 1.81			\$ 0.18	
12/27/2027	\$ 2.30				
5/29/2028	\$ 2.20 **				
1/1/2029	\$ 2.50				

**\*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 may be allocated to Health, DB Pension, JATC, and Apprentice Health by IBEW vote at time of the increase unless already scheduled. All allocations will be reflected on the updated wage sheet.

\*\*Of the \$2.20/hour increase, \$1.96/hour shall be applied to the Journeyman wage rate. The remaining \$0.24/hour shall be used to offset the cost of restoring the Defined Benefit contribution for the 5th Year Apprentice.

**STATE MINIMUM WAGE/CBA COMPLIANCE**

Effective January 1, 2026, the minimum wage will increase to 16.90 per hour. The new threshold minimum wage for the PAGA exemption will be \$21.97 per hour (16.90 x 1.30). Refer to Sections 7.8, in the Inside Wireman's Agreement.

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