

INSIDE		CHANGE-->	(\$0.10)	\$1.63	(\$0.10)	\$1.87	(\$0.10)	\$1.97	(\$0.10)
Wage Rates			1/1/2025	6/29/2025	1/1/2026	6/1/2026	1/1/2027	6/1/2027	1/1/2028
JW	\$0.00		\$32.51	\$34.14	\$34.04	\$35.91	\$35.81	\$37.78	\$37.68
JW Cable Splicer	8% over JW		\$35.11	\$36.87	\$36.76	\$38.78	\$38.67	\$40.80	\$40.69
Foreman	8% over JW		\$35.11	\$36.87	\$36.76	\$38.78	\$38.67	\$40.80	\$40.69
Foreman-Cable Splicer	16% Over CS		\$40.73	\$42.77	\$42.64	\$44.98	\$44.86	\$47.33	\$47.20
General Foreman	16% Over JW		\$37.71	\$39.60	\$39.49	\$41.66	\$41.54	\$43.82	\$43.71
General Foreman-Cable Splicing	8% Over CS Foreman		\$43.99	\$46.19	\$46.05	\$48.58	\$48.45	\$51.12	\$50.98
Apprentice Wage Rate									
1st period	55%		\$17.88	\$18.78	\$18.72	\$19.75	\$19.70	\$20.78	\$20.72
2nd period	60%		\$19.51	\$20.48	\$20.42	\$21.55	\$21.49	\$22.67	\$22.61
3rd period	68%		\$22.11	\$23.22	\$23.15	\$24.42	\$24.35	\$25.69	\$25.62
4th period	76%		\$24.71	\$25.95	\$25.87	\$27.29	\$27.22	\$28.71	\$28.64
5th period	83%		\$26.98	\$28.34	\$28.25	\$29.81	\$29.72	\$31.36	\$31.27
6th period	93%		\$30.23	\$31.75	\$31.66	\$33.40	\$33.30	\$35.14	\$35.04
CE/CW Wage Rate									
CW Level 1	40%		\$13.00	\$13.66	\$13.62	\$14.36	\$14.32	\$15.11	\$15.07
CW Level 2	45%		\$14.63	\$15.36	\$15.32	\$16.16	\$16.11	\$17.00	\$16.96
CW Level 3	50%		\$16.26	\$17.07	\$17.02	\$17.96	\$17.91	\$18.89	\$18.84
CW Level 4	55%		\$17.88	\$18.78	\$18.72	\$19.75	\$19.70	\$20.78	\$20.72
CW Level 5	65%		\$21.13	\$22.19	\$22.13	\$23.34	\$23.28	\$24.56	\$24.49
CE Level 1	70%		\$22.76	\$23.90	\$23.83	\$25.14	\$25.07	\$26.45	\$26.38
CE Level 2	75%		\$24.38	\$25.61	\$25.53	\$26.93	\$26.86	\$28.34	\$28.26
CE Level 3	80%		\$26.01	\$27.31	\$27.23	\$28.73	\$28.65	\$30.22	\$30.14

Benefits/Fringes								
* NEBF		3.0% of gross payroll						
* HEALTH & WELFARE			1/1/2025	6/29/2025	1/1/2026	6/1/2026	1/1/2027	6/1/2027
JW & Apprentices	Per hour		\$8.70	\$8.70	\$8.90	\$8.90	\$9.10	\$9.10
CW2-5, CE1-3	Per hour		\$5.22	\$5.22	\$5.34	\$5.34	\$5.46	\$5.46
* LOCAL PENSION (SERF)			1/1/2025	6/1/2025	1/1/2026	6/1/2026	1/1/2027	6/1/2027
Journeyman and above	Per hour		\$8.53	\$9.53	\$9.53	\$10.53	\$10.53	\$11.53
Apprentices 1st-3rd period	Per hour		\$1.60	\$1.80	\$1.80	\$2.00	\$2.00	\$2.20
Apprentices 4th-6th period	Per hour		\$2.00	\$2.25	\$2.25	\$2.50	\$2.50	\$2.75
CE 1-3	2% of gross payroll		2%	2%	2%	2%	2%	2%
* JATC		2% of gross payroll						
* NECA (members only-includes AMF)		1.0% of gross payroll						
* NLMCC		\$0.01 Per hour						
* Administrative Maintenance Fund (AMF)		0.50% of gross payroll						

*REVISED

6/26/2025