

CINCINNATI OHIO

LOCAL 212



### Wage Schedule

Classification		Wages		Benefits						Other				Total Package	Deductions	Voluntary		
		Submitted to:		Benefit Office			NECA Office							Benefit Office				
		JW %	Rate per Hour	H & W	Pension	SUB	NEBF 3%	NEAP	NEFP	LMCC	NLMCC	CECAF	JATC	Total Package	Working Dues	Vacation Fund 8%	Cope	
Apprentice Period	1st Period 0-1000 Hours	45%	17.12	8.05			0.51	0.35		0.06	0.01	0.11	0.31	26.52	0.86		0.05	
	2nd Period 1001-2000 Hours	48%	18.26	8.05			0.55	0.35		0.06	0.01	0.11	0.33	27.72	0.91		0.05	
	3rd Period 2001-3500 Hours	50%	19.03	8.05	4.73	0.65	0.57	1.80		0.06	0.01	0.11	0.34	35.35	0.95	1.52	0.05	
	4th Period 3501-5000 Hours	52%	19.79	8.05	4.91	0.65	0.59	1.85		0.06	0.01	0.11	0.36	36.38	0.99	1.58	0.05	
	5th Period 5001-6500 Hours	57%	21.69	8.05	5.39	0.65	0.65	1.90		0.06	0.01	0.11	0.39	38.90	1.08	1.74	0.05	
	6th Period 6501-8000 Hours	68%	25.87	8.05	6.43	0.65	0.78	2.20		0.06	0.01	0.11	0.47	44.63	1.29	2.07	0.05	
Journeyman		100%	38.05	8.05	9.45	0.65	1.14	3.00		0.06	0.01	0.11	0.68	61.20	1.90	3.04	0.05	
Foreman		110%	41.86	8.05	9.45	0.65	1.26	3.00		0.06	0.01	0.11	0.75	65.20	2.09	3.35	0.05	
General Foreman		120%	45.66	8.05	9.45	0.65	1.37	3.00		0.06	0.01	0.11	0.82	69.18	2.28	3.65	0.05	
Benefits and Deductions Explanation																		
H & W		The Employer contributes			\$8.05 per hour worked to the Health & Welfare Fund for employees. Fund administered by the Local 212 Benefit Office.													
Pension		The Employer contributes			\$9.45 per hour for journeymen					See Article 3 of the Inside Agreement for apprentice contribution calculations					Pension is not paid on 1st & 2nd period Apprentices			
SUB		The Employer contributes			\$0.65 per hour worked to the Supplemental Unemployment Benefit Fund										SUB is not paid on 1st & 2nd period apprentices			
NEBF		The Employer contributes			3% of gross payroll to National Electrical Benefit Fund; a retirement benefit based on years of service													
NEAP		The Employer contributes			The agreed amount per hour to National Electrical Annuity Plan; an individual retirement plan.													
NEFP		Voluntary Pre-Taxed Deduction			National Electrical 401k Plan is a <b>voluntary pre-taxed deduction</b> to an individual retirement plan.													
LMCC		The Employer contributes			\$0.06 per hour to the LMCC fund which is used to advance the union electrical industry.													
NLMCC		The Employer contributes			\$0.01 per hour to the NLMCC fund which is used to advance the union electrical industry.													
CECAF		The Employer contributes			\$0.11 per hour to Cincinnati Electrical Contractors Association Fund													
JATC		The Employer contributes			1.8% of gross payroll to the Joint Apprenticeship and Training Committee for apprentices and journeymen training													
Working Dues		The Employer deducts			5% of weekly gross payroll is from union members only.													
Vacation Fund		Voluntary deduction			8% optional deduction from employee's paycheck, deposited into a Vacation Savings Account. Vacation is not deducted from 1st & 2nd period apprentices.													
Cope		Voluntary deduction			\$0.05 per hour worked will be deducted from paycheck to finance the Committee on Political Education.													

Start Date: 6/2/2025  
End Date: 5/31/2026