

**IBEW Fourth District Southwest Regional Agreement  
Wage Calculation Sheet Effective 1/1/2025 through 12/31/2025  
Attachment "B"**

**This Section for Wage Calculations Only - Fourth District Southwest Agreement**

Local Union	32	82	212	317	369	575	648	683	688	816	1105	1701	Total	Average	Total Package
Journeyman Wireman Base Pay	\$39.17	\$38.00	\$35.43	\$44.55	\$37.88	\$38.00	\$36.00	\$40.50	\$36.80	\$35.67	\$39.60	\$37.10	\$458.70	\$38.23	\$39.57
JATC Contribution	\$1.57	\$0.65	\$0.64	\$0.77	\$0.85	\$1.05	\$0.63	\$1.06	\$0.60	\$1.07	\$1.15	\$1.04	\$11.08	\$0.92	
NLMCC & LMCC Contribution	\$0.19	\$0.16	\$0.07	\$0.17	\$0.11	\$0.13	\$0.09	\$0.21	\$0.16	\$0.19	\$0.20	\$0.13	\$1.81	\$0.15	
NECA Administration	\$0.20	\$0.19	\$0.11	\$0.08	\$0.15	\$0.15	\$0.11	\$0.15	\$0.10	\$0.12	\$0.15	\$0.12	\$1.63	\$0.14	
NECA Service*	\$0.16	\$0.15	\$0.07	\$0.16	\$0.23	\$0.11	\$0.07	\$0.12	\$0.11	\$0.16	\$0.12	\$0.17	\$1.63	\$0.14	

**This Section for Payroll and Fringe Benefit Reporting (1/1/2025 through 12/31/2025)**

	Hourly Rate	NEBF (3%)	H&W	NEAP (3%)	JATC	NLMCC/LMCC	NECA Administration	CCA	NECA Service*	Total
CW-1 0-2,000 Hours 40%	\$15.29	\$0.46	\$6.83	\$0.46	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$24.49
CW-2 2,001-4,000 Hours 42.5%	\$16.25	\$0.49	\$6.83	\$0.49	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$25.51
CW-3 4,001-6,000 Hours 45%	\$17.20	\$0.52	\$6.83	\$0.52	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$26.52
CW-4 6,001-8,000 Hours 50%	\$19.12	\$0.57	\$6.83	\$0.57	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$28.54
CE-1 8,001-9,000 Hours 55%	\$21.03	\$0.63	\$6.83	\$0.63	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$30.57
CE-2 9,001-10,000 Hours 60%	\$22.94	\$0.69	\$6.83	\$0.69	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$32.60
CE-3 10,001-12,000 Hours 75%	\$28.67	\$0.86	\$6.83	\$0.86	\$0.92	\$0.15	\$0.14	\$0.10	\$0.14	\$38.67

\*Paid by NECA Members Only