

CINCINNATI OHIO

LOCAL 212



### Wage Schedule

Classification		Wages		Benefits									Other			Total Package	Deductions		Voluntary
		Submitted to:		Benefit Office			NECA Office						Benefit Office			Total Package	Working Dues	Vacation Fund 8%	Cope
		JW %	Rate per Hour	H & W	Pension	SUB	NEBF 3%	NEAP	NEFP	LMCC	NLMCC	CECAF	JATC						
Apprentice Period	1st Period 0-1000 Hours	45%	<b>18.13</b>	8.45			0.54	0.35		0.06	0.01	0.11	0.33	<b>27.98</b>	0.91		0.05		
	2nd Period 1001-2000 Hours	48%	<b>19.33</b>	8.45			0.58	0.35		0.06	0.01	0.11	0.35	<b>29.24</b>	0.97		0.05		
	3rd Period 2001-3500 Hours	50%	<b>20.14</b>	8.45	4.88	0.65	0.60	2.05		0.06	0.01	0.11	0.36	<b>37.31</b>	1.01	1.61	0.05		
	4th Period 3501-5000 Hours	52%	<b>20.95</b>	8.45	5.07	0.65	0.63	2.10		0.06	0.01	0.11	0.38	<b>38.41</b>	1.05	1.68	0.05		
	5th Period 5001-6500 Hours	57%	<b>22.96</b>	8.45	5.56	0.65	0.69	2.20		0.06	0.01	0.11	0.41	<b>41.10</b>	1.15	1.84	0.05		
	6th Period 6501-8000 Hours	68%	<b>27.39</b>	8.45	6.63	0.65	0.82	2.55		0.06	0.01	0.11	0.49	<b>47.16</b>	1.37	2.19	0.05		
Journeyman		100%	<b>40.28</b>	8.45	9.75	0.65	1.21	3.50		0.06	0.01	0.11	0.73	<b>64.75</b>	2.01	3.22	0.05		
Foreman		110%	<b>44.31</b>	8.45	9.75	0.65	1.33	3.50		0.06	0.01	0.11	0.80	<b>68.97</b>	2.22	3.54	0.05		
General Foreman		120%	<b>48.34</b>	8.45	9.75	0.65	1.45	3.50		0.06	0.01	0.11	0.87	<b>73.19</b>	2.42	3.87	0.05		

#### Benefits and Deductions Explanation

H & W	The Employer contributes	\$8.45 per hour worked to the Health & Welfare Fund for employees. Fund administered by the Local 212 Benefit Office.
Pension	The Employer contributes	\$9.75 per hour for journeymen <span style="float: right;">See Article 3 of the Inside Agreement for apprentice contribution calculations</span> Pension is not paid on 1st & 2nd period Apprentices
SUB	The Employer contributes	\$0.65 per hour worked to the Supplemental Unemployment Benefit Fund <span style="float: right;">SUB is not paid on 1st &amp; 2nd period apprentices</span>
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:	6/1/2026
End Date:	6/6/2027