

IBEW Fourth District Southwest Regional Agreement
Wage Calculation Sheet Effective 1/1/2026 through 12/31/2026
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	\$41.67	\$39.40	\$38.05	\$47.15	\$40.96	\$40.60	\$38.00	\$43.00	\$39.50	\$36.75	\$42.25	\$38.22	\$485.55	\$40.46	\$41.86
JATC Contribution	\$1.67	\$0.67	\$0.68	\$0.77	\$0.92	\$1.05	\$0.67	\$1.06	\$0.60	\$1.10	\$1.25	\$1.07	\$11.51	\$0.96	
NLMCC & LMCC Contribution	\$0.19	\$0.16	\$0.07	\$0.17	\$0.10	\$0.13	\$0.09	\$0.21	\$0.16	\$0.19	\$0.20	\$0.12	\$1.79	\$0.15	
NECA Administration	\$0.21	\$0.20	\$0.11	\$0.08	\$0.15	\$0.15	\$0.11	\$0.15	\$0.10	\$0.12	\$0.15	\$0.12	\$1.65	\$0.14	
NECA Service*	\$0.17	\$0.16	\$0.08	\$0.17	\$0.26	\$0.12	\$0.07	\$0.13	\$0.12	\$0.17	\$0.13	\$0.17	\$1.75	\$0.15	

This Section for Payroll and Fringe Benefit Reporting (1/1/2026 through 12/31/2026)

			Hourly Rate	NEBF (3%)	H&W	NEAP (3%)	JATC	NLMCC/LMCC	NECA Administration	CCA	NECA Service*	Total
CW-1	40%	0-2,000 Hours	\$16.18	\$0.49	\$6.99	\$0.49	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$25.65
CW-2	42.5%	2,001-4,000 Hours	\$17.20	\$0.52	\$6.99	\$0.52	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$26.73
CW-3	45%	4,001-6,000 Hours	\$18.21	\$0.55	\$6.99	\$0.55	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$27.80
CW-4	50%	6,001-8,000 Hours	\$20.23	\$0.61	\$6.99	\$0.61	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$29.94
CE-1	55%	8,001-9,000 Hours	\$22.25	\$0.67	\$6.99	\$0.67	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$32.08
CE-2	60%	9,001-10,000 Hours	\$24.28	\$0.73	\$6.99	\$0.73	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$34.23
CE-3	75%	10,001-12,000 Hours	\$30.35	\$0.91	\$6.99	\$0.91	\$0.96	\$0.15	\$0.14	\$0.10	\$0.15	\$40.66

*Paid by NECA Members Only