

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

This Section for Wage Calculations Only - Fourth District NORA Agreement

| | 8 | 38 | 64 | 129 | 246 | 306 | 540 | 573 | 673 | Total | Average | Total Package |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|----------|---------|---------------|
| Local Union | | | | | | | | | | | | |
| Journeyman Wireman Base Pay | \$48.40 | \$45.23 | \$39.80 | \$41.00 | \$48.40 | \$42.55 | \$42.76 | \$42.20 | \$39.64 | \$389.98 | \$43.33 | \$44.83 |
| JATC Contribution | \$1.32 | \$0.42 | \$0.60 | \$0.57 | \$1.59 | \$0.96 | \$1.18 | \$0.97 | \$0.70 | \$8.31 | \$0.92 | |
| NLMCC & LMCC Contribution | \$0.44 | \$0.11 | \$0.16 | \$0.07 | \$0.11 | \$0.25 | \$0.14 | \$0.21 | \$0.11 | \$1.60 | \$0.18 | |
| NECA Administration | \$0.19 | \$0.23 | \$0.15 | \$0.20 | \$0.34 | \$0.30 | \$0.30 | \$0.15 | \$0.20 | \$2.06 | \$0.23 | |
| NECA Service* | \$0.19 | \$0.14 | \$0.16 | \$0.12 | \$0.24 | \$0.21 | \$0.21 | \$0.16 | \$0.12 | \$1.55 | \$0.17 | |

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 | \$15.17 | \$0.46 | \$6.83 | \$0.46 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$24.52 |
| CW-2 | \$16.25 | \$0.49 | \$6.83 | \$0.49 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$25.66 |
| CW-3 | \$17.33 | \$0.52 | \$6.83 | \$0.52 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$26.80 |
| CW-4 | \$19.50 | \$0.59 | \$6.83 | \$0.59 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$29.11 |
| CE-1 | \$21.67 | \$0.65 | \$6.83 | \$0.65 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$31.40 |
| CE-2 | \$23.83 | \$0.71 | \$6.83 | \$0.71 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$33.68 |
| CE-3 | \$30.33 | \$0.91 | \$6.83 | \$0.91 | \$0.92 | \$0.18 | \$0.23 | \$0.10 | \$0.17 | \$40.58 |

*Paid by NECA Members Only