

**IBEW Fourth District Northern Ohio Regional Agreement  
Wage Calculation Sheet Effective 1/1/2026 through 12/31/2026  
Attachment "B"**

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

Local Union	8	38	64	129	246	306	540	573	673	Total	Average	Total Package
Journeyman Wireman Base Pay	\$51.04	\$46.63	\$41.49	\$42.95	\$50.05	\$44.25	\$46.27	\$44.00	\$41.00	\$407.68	\$45.30	<b>\$46.85</b>
JATC Contribution	\$1.36	\$0.42	\$0.60	\$0.57	\$1.64	\$1.00	\$1.27	\$1.00	\$0.70	\$8.56	\$0.95	
NLMCC & LMCC Contribution	\$0.44	\$0.11	\$0.16	\$0.07	\$0.11	\$0.25	\$0.15	\$0.21	\$0.11	\$1.61	\$0.18	
NECA Administration	\$0.20	\$0.23	\$0.15	\$0.21	\$0.35	\$0.31	\$0.32	\$0.15	\$0.21	\$2.13	\$0.24	
NECA Service*	\$0.20	\$0.14	\$0.16	\$0.13	\$0.25	\$0.22	\$0.23	\$0.16	\$0.12	\$1.61	\$0.18	

**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	35%	0-2,000 Hours	\$15.86	\$0.48	\$6.99	\$0.48	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$25.46
CW-2	37.5%	2,001-4,000 Hours	\$16.99	\$0.51	\$6.99	\$0.51	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$26.65
CW-3	40%	4,001-6,000 Hours	\$18.12	\$0.54	\$6.99	\$0.54	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$27.84
CW-4	45%	6,001-8,000 Hours	\$20.39	\$0.61	\$6.99	\$0.61	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$30.25
CE-1	50%	8,001-10,000 Hours	\$22.65	\$0.68	\$6.99	\$0.68	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$32.65
CE-2	55%	10,001-12,000 Hours	\$24.92	\$0.75	\$6.99	\$0.75	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$35.06
CE-3	70%	12,001-14,000 Hours	\$31.71	\$0.95	\$6.99	\$0.95	\$0.95	\$0.18	\$0.24	\$0.10	\$0.18	\$42.25

\*Paid by NECA Members Only