

**IBEW Fourth District Southwest Regional Agreement  
Wage Calculation Sheet Effective 1/1/2024 Through 12/31/2024  
Attachment "B"**

**This Section for Wage Calculations Only - 4th District Southwest Agreement**

Local Union	32	82	212	317	369	575	648	683	688	816	1105	1701	Average	Total Package
Journeyman Wireman Base Pay	\$35.17	\$36.00	\$34.41	\$42.15	\$35.37	\$37.00	\$34.00	\$37.75	\$33.90	\$34.94	\$36.45	\$35.60	\$36.06	<b>\$37.34</b>
JATC Contribution	\$1.41	\$0.61	\$0.62	\$0.77	\$0.80	\$1.05	\$0.51	\$1.06	\$0.60	\$1.05	\$1.00	\$1.00	\$0.87	
NLMCC & LLMCC Contribution	\$0.20	\$0.17	\$0.07	\$0.17	\$0.15	\$0.13	\$0.09	\$0.21	\$0.16	\$0.18	\$0.20	\$0.12	\$0.15	
NECA Administration	\$0.18	\$0.18	\$0.11	\$0.08	\$0.15	\$0.15	\$0.11	\$0.15	\$0.10	\$0.12	\$0.15	\$0.12	\$0.13	
NECA Service*	\$0.14	\$0.14	\$0.07	\$0.17	\$0.20	\$0.11	\$0.07	\$0.11	\$0.10	\$0.16	\$0.11	\$0.16	\$0.13	

**This Section for Payroll and Fringe Benefit Reporting 1/1/2024 Through 12/31/2024**

			Hourly Rate	NEBF	H&W	NEAP	JATC	NLMCC/LMCC	NECA Admin.	CCA	NECA Service*	Total
CW-1	40%	0-2,000 Hours	\$14.42	\$0.43	\$6.67	\$0.43	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$23.35
CW-2	42.5%	2,001-4,000 Hours	\$15.33	\$0.46	\$6.67	\$0.46	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$24.31
CW-3	45%	4,001-6,000 Hours	\$16.23	\$0.49	\$6.67	\$0.49	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$25.27
CW-4	50%	6,001-8,000 Hours	\$18.03	\$0.54	\$6.67	\$0.54	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$27.17
CE-1	55%	8,001-9,000 Hours	\$19.83	\$0.59	\$6.67	\$0.59	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$29.07
CE-2	60%	9,001-10,000 Hours	\$21.64	\$0.65	\$6.67	\$0.65	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$31.00
CE-3	75%	10,001-12,000 Hours	\$27.05	\$0.81	\$6.67	\$0.81	\$0.88	\$0.15	\$0.13	\$0.10	\$0.13	\$36.73

\*Paid by NECA Members Only