

# COMMUNICATION AGREEMENT COST SHEET

## Effective

June 1, 2025

Through

December 31, 2025

The minimum hourly rate of wages shall be as follows:

Fringe Benefits Paid by Employer:

<b>Communications Technicians</b>	\$ 31.71	NEBF	3% of payroll
Foreman (Technician + 10%)	\$ 34.88	Apprentice Training	1.5% of payroll
General Foreman (Technician + 20%)	\$ 38.05	Administration Fund	0.5% of payroll
<b>Apprentices:</b>		NECA Service Charge	1.0% of payroll
1 <sup>st</sup> Period (60% of Tech rate + \$0.80)	\$ 19.83	LMCC	\$ 0.06 per hour
2 <sup>nd</sup> Period (66% of Tech rate+ \$0.80)	\$ 21.73	DFW Management Fund	\$ 0.05 per hour
3 <sup>rd</sup> Period (72% of Tech rate+ \$0.80)	\$ 23.63	Health Benefit	\$ 8.70 per hour
4 <sup>th</sup> Period (78% of Tech rate + \$0.80)	\$ 25.53	Personal Care Account	\$ 1.00 per hour
5 <sup>th</sup> Period (84% of Tech rate+ \$0.80)	\$ 27.44	*Paid Holidays	8 hours/holiday
6 <sup>th</sup> Period (90% of Tech rate+ \$0.80)	\$ 29.34	<b>8<sup>th</sup> District Pension Fund:</b>	
<b>Tower Technicians - Climbers</b>	\$ 35.90	Techs; 3 <sup>rd</sup> – 6 <sup>th</sup> Per. Apprentices/Trainees	\$ 2.90 per hour
Tower Climber Trainees:		1 <sup>st</sup> & 2 <sup>nd</sup> Period Apprentices/Trainees	\$ 1.41 per hour
1 <sup>st</sup> Period (60% of Climber rate)	\$ 21.54	<b>Annuity Fund:</b>	
2 <sup>nd</sup> Period (66% of Climber rate)	\$ 23.69	Techs; 3 <sup>rd</sup> – 6 <sup>th</sup> per. Apprentices/Trainees	\$ 2.10 per hour
3 <sup>rd</sup> Period (72% of Climber rate)	\$ 25.85	1 <sup>st</sup> & 2 <sup>nd</sup> Period Apprentices/Trainees	\$ 0.85 per hour
4 <sup>th</sup> Period (78% of Climber rate)	\$ 28.00	<b>Communications Trainee Fringe Benefits Paid by Employer:</b>	
5 <sup>th</sup> Period (84% of Climber rate)	\$ 30.16	NEBF – 3% Gross	
6 <sup>th</sup> Period (90% of Climber rate)	\$ 32.31	*Health Benefit	\$ 2.30 per hour
<b>Tower Technicians - Non-Climbers</b>	\$ 31.11	DFW Management Fund - \$0.04 per hour	\$ 0.05 per hour
Tower Climber Trainees:		Administration Fund – 0.5% of Payroll	0.5% of payroll
1 <sup>st</sup> Period (60% of Non-Climber rate)	\$ 18.67	NECA Service Charge – 1.0% of Payroll	1.0% of payroll
2 <sup>nd</sup> Period (66% of Non-Climber rate)	\$ 20.53		
3 <sup>rd</sup> Period (72% of Non-Climber rate)	\$ 22.40		
4 <sup>th</sup> Period (78% of Non-Climber rate)	\$ 24.27		
5 <sup>th</sup> Period (84% of Non-Climber rate)	\$ 26.13		
6 <sup>th</sup> Period (90% of Non-Climber rate)	\$ 28.00		
<b>Communications Trainee</b>	\$ 14.85		

*\*8<sup>th</sup> Dist. Basic Plan; Covers employee only, Communication Trainee's shall have the option to add eligible dependants at his/her own expense.*

\*Paid Holidays shall be paid per section 3.12

Amounts Deducted from the Employee Check:

Union Assessment 2.0% of payroll  
Voluntary Cope Fund \$.02-\$.25 per hour

### IBEW Local Union 354

3400 West 2100 South  
Salt Lake City, UT 84119  
801-972-9354

Local 354 Business Manager/PS

Signature: 

Steve Woodman

Date: 6/1/2025

### Intermountain Chapter, NECA

2125 West 2300 South  
West Valley City, UT 84119  
801-486-6900

Intermountain Chapter NECA Manager

Signature: 

Klass DeBoer

Date: 6/1/2025