

COMMUNICATION AGREEMENT COST SHEET

Effective

January 1, 2026

Through

June 30, 2026

The minimum hourly rate of wages shall be as follows:

			Fringe Benefits Paid by Employer:
Communications Technicians	\$ 33.78	NEBF	3% of payroll
Foreman (Technician + 10%)	\$ 37.15	Apprentice Training	1.5% of payroll
General Foreman (Technician + 20%)	\$ 40.53	Administration Fund	0.5% of payroll
Apprentices:		NECA Service Charge	1.0% of payroll
1st Period (60% of Tech rate + \$0.80)	\$ 21.07	LMCC	\$ 0.06 per hour
2nd period (66% of Tech rate + \$0.80)	\$ 23.09	DFW Management Fund	\$ 0.05 per hour
3rd period (72% of Tech rate + \$0.80)	\$ 25.12	Health Benefit	\$ 8.70 per hour
4th period (78% of Tech rate + \$0.80)	\$ 27.15	Personal Care Account	\$ 1.00 per hour
5th period (84% of Tech rate + \$0.80)	\$ 29.17		
6th period (90% of Tech rate + \$0.80)	\$ 31.20		
Tower Technicians - Climbers	\$ 37.97	8th District Pension Fund:	
Tower Climber Trainees:		Techs; 3rd - 6th Per. Apprentices/Trainees	\$ 2.90 per hour
1st Period (60% of Climber rate)	\$ 22.78	1st & 2nd Period Apprentices/Trainees	\$ 1.41 per hour
2nd Period (66% of Climber rate)	\$ 25.06		
3rd Period (72% of Climber rate)	\$ 27.34	Annuity Fund:	
4th Period (78% of Climber rate)	\$ 29.61	Techs; 3rd - 6th Per. Apprentices/Trainees	\$ 2.10 per hour
5th Period (84% of Climber rate)	\$ 31.89	1st & 2nd Period Apprentices/Trainees	\$ 0.85 per hour
6th Period (90% of Climber rate)	\$ 34.17		
Tower Technicians - Non-Climbers	\$ 33.18	Communications Trainee Fringe Benefits Paid by Employer:	
Tower Climber Trainees:		NEBF - 3% of Gross	
1st Period (60% of Non-Climber rate)	\$ 19.91	*Health Benefit	\$ 2.30 per hour
2nd Period (66% of Non-Climber rate)	\$ 21.90	DFW Management Fund - \$0.04 per hour	\$ 0.05 per hour
3rd Period (72% of Non-Climber rate)	\$ 23.89	Administration Fund - 0.5% of Payroll	0.5% of payroll
4th Period (78% of Non-Climber rate)	\$ 25.88	NECA Service Charge - 1.0% of Payroll	1.0% of payroll
5th Period (84% of Non-Climber rate)	\$ 27.87		
6th Period (90% of Non-Climber rate)	\$ 29.86		
Communications Trainee	\$ 15.00	Amounts Deducted from 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/FS

Signature:



Steve Woodman

Date:

11/17/2025

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

Intermountain Chapter NECA Manager

Signature:



Klaas DeBoer

Date:

11/17/25