

# 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:

<b>Communications Technicians</b>	\$ 33.78
Foreman (Technician + 10%)	\$ 37.15
General Foreman (Technician + 20%)	\$ 40.53
<b>Apprentices:</b>	
1st Period (60% of Tech rate + \$0.80)	\$ 21.07
2nd period (66% of Tech rate + \$0.80)	\$ 23.09
3rd period (72% of Tech rate + \$0.80)	\$ 25.12
4th period (78% of Tech rate + \$0.80)	\$ 27.15
5th period (84% of Tech rate + \$0.80)	\$ 29.17
6th period (90% of Tech rate + \$0.80)	\$ 31.20
<b>Tower Technicians - Climbers</b>	\$ 37.97
Tower Climber Trainees:	
1st Period (60% of Climber rate)	\$ 22.78
2nd Period (66% of Climber rate)	\$ 25.06
3rd Period (72% of Climber rate)	\$ 27.34
4th Period (78% of Climber rate)	\$ 29.61
5th Period (84% of Climber rate)	\$ 31.89
6th Period (90% of Climber rate)	\$ 34.17
<b>Tower Technicians - Non-Climbers</b>	\$ 33.18
Tower Climber Trainees:	
1st Period (60% of Non-Climber rate)	\$ 19.91
2nd Period (66% of Non-Climber rate)	\$ 21.90
3rd Period (72% of Non-Climber rate)	\$ 23.89
4th Period (78% of Non-Climber rate)	\$ 25.88
5th Period (84% of Non-Climber rate)	\$ 27.87
6th Period (90% of Non-Climber rate)	\$ 29.86
<b>Communications Trainee</b>	\$ 15.00

NEBF	3% of payroll
Apprentice Training	1.5% of payroll
Administration Fund	0.5% of payroll
NECA Service Charge	1.0% of payroll
LMCC	\$ 0.06 per hour
DFW Management Fund	\$ 0.05 per hour
Health Benefit	\$ 8.70 per hour
Personal Care Account	\$ 1.00 per hour

### 8th District Pension Fund:

Techs; 3rd - 6th Per. Apprentices/Trainees	\$ 2.90 per hour
1st & 2nd Period Apprentices/Trainees	\$ 1.41 per hour

### Annuity Fund:

Techs; 3rd - 6th Per. Apprentices/Trainees	\$ 2.10 per hour
1st & 2nd Period Apprentices/Trainees	\$ 0.85 per hour

### Communications Trainee Fringe Benefits Paid by Employer:

NEBF - 3% of Gross	
*Health Benefit	\$ 2.30 per hour
DFW Management Fund - \$0.04 per hour	\$ 0.05 per hour
Administration Fund - 0.5% of Payroll	0.5% of payroll
NECA Service Charge - 1.0% of Payroll	1.0% of payroll

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

### 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

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

Local 354 Business Manager/FS

Intermountain Chapter NECA Manager

Signature: 

Signature: 

Steve Woodman

Klaas DeBoer

Date: 11/17/2025

Date: 11/17/25