

INSIDE AGREEMENT COST SHEET

Effective

December 1, 2025

Through

May 31, 2026

Section 3.06(a) Wages:

The minimum hourly rate of wages shall be as follows:

Journeyman Base Rate	\$ 43.65
Foreman (Journeyman + 10%)	\$ 48.02
General Foreman (Journeyman + 20%)	\$ 52.38

Apprentices:

1st Period (50% of Journeyman rate + \$1.00)	\$ 22.83
2nd Period (54% of Journeyman rate + \$1.00)	\$ 24.57
3rd Period (58% of Journeyman rate + \$1.00)	\$ 26.32
4th Period (62% of Journeyman rate + \$1.00)	\$ 28.06
5th Period (66% of Journeyman rate + \$1.00)	\$ 29.81
6th Period (70% of Journeyman rate + \$1.00)	\$ 31.56
7th Period (74% of Journeyman rate + \$1.00)	\$ 33.30
8th Period (78% of Journeyman rate + \$1.00)	\$ 35.05
9th Period (82% of Journeyman rate + \$1.00)	\$ 36.79
10th Period (85% of Journeyman rate + \$1.00)	\$ 38.10

Zone II pay per day (Section 3.08)

\$ 125.00

Welding pay per hour (Section 3.16)

\$ 2.00

*Shift Differentials are as follows:

2nd Shift Journeyman Base Rate
(Journeyman + 17.3%) \$ 51.20

3rd Shift Journeyman Base Rate
(Journeyman + 31.4%) \$ 57.36

3.06(b) Fringe Benefits Paid by Employer:

NEBF	3% of payroll
Apprentice Training	1.3% 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
Local Retiree Fund	\$ 0.25 per hour
Health Benefit	\$ 8.70 per hour
Personal Care Account - Journeyman	\$ 1.10 per hour
PCA Apprentices (3rd period and above)	\$ 1.10 per hour
8th District Pension Fund:	
Journeyman	\$ 4.88 per hour
1st Year Apprentices	\$ - per hour
All other Apprentices	\$ 3.94 per hour
Annuity Fund:	
Journeyman	\$ 2.50 per hour
All Apprentices	\$ 1.00 per hour

Amounts Deducted from Employee Check:

Union Assessment 4.5% of gross
Voluntary COPE Fund \$.02-\$25 per hour

Fringes shall be paid on unindentured per Section 6.04

IBEW Local Union 354

3400 West 2100 South

Salt Lake City, UT 84119

801-972-9354

Intermountain Chapter, NECA

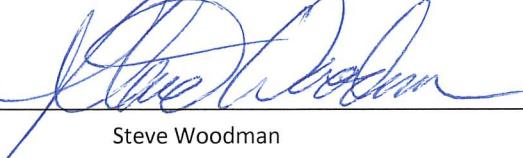
2125 West 2300 South

West Valley City, UT 84119

801-486-6900

Local 354 Business Manager/FS

Signature:



Steve Woodman

Intermountain Chapter NECA Manager

Signature:



Klaas DeBoer

Date:

12/15/2025

Date:

12/15/2025

CONSTRUCTION WIREMAN/CONSTRUCTION ELECTRICIAN

Inside Addendum Rate Calculation

Effective

June 1, 2025

Through

May 31, 2026

The minimum hourly rate of wages shall be as follows:

Construction Wireman Wages:

1st Period (40% of Journeyman rate)	\$ 17.46
2nd Period (45% of Journeyman rate)	\$ 19.64
3rd Period (50% of Journeyman rate)	\$ 21.83
4th Period (55% of Journeyman rate)	\$ 24.01
5th Period (60% of Journeyman rate)	\$ 26.19

Construction Electrician Wages:

6th Period (70% of Journeyman rate)	\$ 30.56
7th Period (75% of Journeyman rate)	\$ 32.74
8th Period (80% of Journeyman rate)	\$ 34.92

Notes:

1. *Labor rates, fringe benefits for Journeyman, Foreman, General Foreman, and Apprentices are as defined in the current Inside Agreement.*
2. *CW / CE rates shown are calculated as a percentage of the current Inside Journeyman base rate. The current base rate is:*

\$43.65

Fringe Benefits Paid by Employer:

NEBF	3% of payroll
Apprentice Training	1.3% of payroll
Administration Fund	0.5% of payroll
NECA Service Charge	1.0% of payroll
LMCC	\$ - per hour
DFW Management Fund	\$ 0.05 per hour
Local Retiree Fund	\$ - per hour
Health Benefit	\$ 2.30 per hour
Personal Care Account	\$ - per hour
8th District Pension Fund	\$ - per hour
Annuity Fund	\$ - per hour

Amounts Deducted from Employee Check:

Union Assessment	4.5% of payroll
Voluntary COPE Fund	\$0.02-\$0.25 per hour

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