

# INSIDE AGREEMENT COST SHEET

## Effective

June 1, 2026

Through

November 30, 2026

### Section 3.06(a) Wages:

The minimum hourly rate of wages shall be as follows:

Journeyman Base Rate	\$ 46.22
Foreman (Journeyman + 10%)	\$ 50.84
General Foreman (Journeyman + 20%)	\$ 55.46

### Apprentices:

1st Period (50% of Journeyman rate + \$1.00)	\$ 24.11
2nd Period (54% of Journeyman rate + \$1.00)	\$ 25.96
3rd Period (58% of Journeyman rate + \$1.00)	\$ 27.81
4th Period (62% of Journeyman rate + \$1.00)	\$ 29.66
5th Period (66% of Journeyman rate + \$1.00)	\$ 31.51
6th Period (70% of Journeyman rate + \$1.00)	\$ 33.35
7th Period (74% of Journeyman rate + \$1.00)	\$ 35.20
8th Period (78% of Journeyman rate + \$1.00)	\$ 37.05
9th Period (82% of Journeyman rate + \$1.00)	\$ 38.90
10th Period (85% of Journeyman rate + \$1.00)	\$ 40.29

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%)	\$ 54.22
3rd Shift Journeyman Base Rate (Journeyman + 31.4%)	\$ 60.73

### 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:

4/8/2026

### 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
Holidays*	8 Hours	per Holiday
8th District Pension Fund:		
Journeyman	\$ 4.88	per hour
Apprentices 1st and 2nd period	\$ -	per hour
Apprentices 3rd period and above	\$ 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

\*Paid Holidays shall be paid per Section 3.03

### Intermountain Chapter, NECA

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

Intermountain Chapter NECA Manager

Signature:

Kl as De Boer

Date:

4/8/2026

# CONSTRUCTION WIREMAN/CONSTRUCTION ELECTRICIAN

## Inside Addendum Rate Calculation

Effective

June 1, 2026

Through

May 31, 2027

The minimum hourly rate of wages shall be as follows:

### Construction Wireman Wages:

1st Period (40% of Journeyman rate)	\$ 18.49
2nd Period (45% of Journeyman rate)	\$ 20.80
3rd Period (50% of Journeyman rate)	\$ 23.11
4th Period (55% of Journeyman rate)	\$ 25.42
5th Period (60% of Journeyman rate)	\$ 27.73

### Construction Electrician Wages:

6th Period (70% of Journeyman rate)	\$ 32.35
7th Period (75% of Journeyman rate)	\$ 34.67
8th Period (80% of Journeyman rate)	\$ 36.98

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:

**\$46.22**

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
Holidays*	8 Hours per Holiday

Amounts Deducted from Employee Check:

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

\*Paid Holidays shall be paid per Section 3.03 of the Inside Agreement

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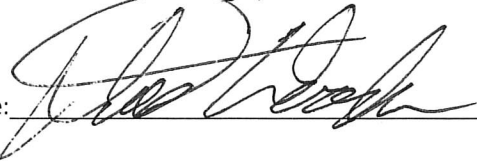
### Intermountain Chapter NECA

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

Local 354 Business Manager/FS

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Signature:



Steve Woodman

Signature:



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Date:

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