



*National
Electrical
Contractors
Association*

Southeast Texas Chapter
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IBEW Local Union 278
Inside Construction Wage and Benefit Rates
Effective August 26, 2018
2018 Agreement Effective 8/26/18 - 8/31/2023

	Journeyman (JIW)	Foreman	Area Foreman	General Foreman
Wage	\$25.85	\$27.35	\$28.35	\$29.35
H&W	\$5.60	\$5.60	\$5.60	\$5.60
Annuity	\$1.50	\$1.50	\$1.50	\$1.50
NEBF (3%)	\$0.78	\$0.82	\$0.85	\$0.88
AMF	\$0.10	\$0.10	\$0.10	\$0.10
JATC	\$0.25	\$0.25	\$0.25	\$0.25
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01
TXGCLMP	\$0.03	\$0.03	\$0.03	\$0.03
TOTAL	\$34.12	\$35.66	\$36.69	\$37.72

Apprentice Wage and Benefit Rates

	1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period	8th Period	9th Period	10th Period
	55%	60%	65%	70%	75%	80%	85%	90%	95%	95%
Wage	\$14.22	\$15.51	\$16.80	\$18.10	\$19.39	\$20.68	\$21.97	\$23.27	\$24.56	\$24.56
H&W	\$0.00	\$1.50	\$1.50	\$1.50	\$2.50	\$2.50	\$2.50	\$2.50	\$5.60	\$5.60
Annuity	\$0.00	\$0.00	\$0.98	\$1.05	\$1.13	\$1.20	\$1.28	\$1.35	\$1.43	\$1.43
NEBF (3%)	\$0.43	\$0.47	\$0.50	\$0.54	\$0.58	\$0.62	\$0.66	\$0.70	\$0.74	\$0.74
AMF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
JATC	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TXGCLMP	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
TOTAL	\$15.04	\$17.87	\$20.17	\$21.58	\$23.99	\$25.39	\$26.80	\$28.21	\$32.72	\$32.72

Intermediate Journeyman Wireman Wage and Benefit Rates

	1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period	7th Period
	65%	70%	75%	80%	85%	90%	95%
Wage	\$16.80	\$18.10	\$19.39	\$20.68	\$21.97	\$23.27	\$24.56
H&W	\$1.50	\$1.50	\$2.50	\$2.50	\$2.50	\$2.50	\$5.60
Annuity	\$0.98	\$1.05	\$1.13	\$1.20	\$1.28	\$1.35	\$1.43
NEBF (3%)	\$0.50	\$0.54	\$0.58	\$0.62	\$0.66	\$0.70	\$0.74
AMF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
JATC	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25	\$0.25
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TXGCLMP	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
TOTAL	\$20.17	\$21.58	\$23.99	\$25.39	\$26.80	\$28.21	\$32.72

Journeymen must comply with Continuing Education Program to qualify for wage increases

Journeymen Certification in Red Cross Safety Training shall be a condition of employment

NECA Service Charges - NECA Members remit 1% of gross bargaining payroll (minus total AMF)

NECA Chapter Dues - NECA Members remit one \$520.00 Annual Payment

Union Working Assessments - Mandatory employee wage deduction (4% of individual's gross pay), remitted directly to LU 278

401(k) - Employee elected wage deduction upon written request (individual's gross pay)

Savings Plan - Employee elected wage deduction upon written request (4% of individual's gross pay)

COPE/PAC Fund - Employee elected deduction upon written request (\$.02 per hour worked)

This wage and benefits summary is for informational purposes only. The Southeast Texas Chapter of NECA does not warrant the accuracy of the information contained herein. This information is subject to change without notice. Please consult the Collective Bargaining Agreement, or call the NECA Chapter office or Local Union to verify current wage and benefits rates and reporting and payroll procedures.

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