



**National
Electrical
Contractors
Association**

Southeast Texas Chapter
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IBEW Local Union 716
Inside Construction Wage and Benefit Rates
Effective August 27 - September 30, 2018 - REVISED (EMT)
2018 Agreement Effective 8/27/18 - 8/30/20

	Journeyman	Foreman (3 or Less)	Foreman (4 or More)	General Foreman
Wage	\$32.25	\$33.86	\$34.83	\$37.09
NEBF (3%)	\$0.97	\$1.02	\$1.05	\$1.11
Health & Welfare (EMT)*	\$5.70	\$5.70	\$5.70	\$5.70
Pension	\$1.32	\$1.32	\$1.32	\$1.32
Annuity (401(a))	\$1.00	\$1.00	\$1.00	\$1.00
JATC	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01
TEAMS	\$0.02	\$0.02	\$0.02	\$0.02
AMF	\$0.10	\$0.10	\$0.10	\$0.10
Total	\$41.52	\$43.18	\$44.18	\$46.50

Apprentice Wage and Benefit Rates

	1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period
	50%	55%	60%	70%	80%	90%
Wage	\$16.13	\$17.74	\$19.35	\$22.58	\$25.80	\$29.03
NEBF (3%)	\$0.48	\$0.53	\$0.58	\$0.68	\$0.77	\$0.87
Health & Welfare (EMT)*	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70
Pension	\$0.66	\$0.73	\$0.79	\$0.92	\$1.06	\$1.19
Annuity (401(a))	\$0.50	\$0.55	\$0.60	\$0.70	\$0.80	\$0.90
JATC	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TEAMS	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
AMF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total	\$23.75	\$25.53	\$27.30	\$30.86	\$34.41	\$37.97

Intermediate Journeyman Wage and Benefit Rates

	IJ(A)	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
	40%	50%	55%	60%	65%	70%	75%	80%	90%
Wage	\$12.90	\$16.13	\$17.74	\$19.35	\$20.96	\$22.58	\$24.19	\$25.80	\$29.03
NEBF (3%)	\$0.39	\$0.48	\$0.53	\$0.58	\$0.63	\$0.68	\$0.73	\$0.77	\$0.87
Health & Welfare (EMT)*	\$0.00	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70
Pension	\$0.00	\$0.66	\$0.73	\$0.79	\$0.86	\$0.92	\$0.99	\$1.06	\$1.19
Annuity (401(a))	\$0.00	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.80	\$0.90
JATC	\$0.00	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TEAMS	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
AMF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total	\$13.42	\$23.75	\$25.53	\$27.30	\$29.08	\$30.86	\$32.64	\$34.41	\$37.97

IJ(A) - contributions required for NEBF, NECA, NLMCC, TEAMS, and AMF

*Health & Welfare (EMT) - Employee Wage Deductions: Kelsey ACO (\$0.00), Memorial Health ACO (\$0.50/hr.), Aetna PPO (\$1.25/hr.)

JATC & TEAMS - contributions are due on straight-time hours worked only.

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 (5% x S. T. wage rate x total hours worked)

Retirement Savings Plan (401(a)) - contributions on all hours worked (Apprentices and IJW's based on % of the JW Annuity rate)

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

Vacation Plan - Employee elected wage deduction upon written request (individual's gross pay)

COPE/PAC Fund - Employee elected deduction upon written request (\$.10 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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**Rates Below Apply to Apprentices Indentured after 8/27/18, and IJ's starting after 8/27/18 **

	Journeyman	Foreman (3 or Less)	Foreman (4 or More)	General Foreman
Wage	\$32.25	\$33.86	\$34.83	\$37.09
NEBF (3%)	\$0.97	\$1.02	\$1.05	\$1.11
Health & Welfare (EMT)*	\$5.70	\$5.70	\$5.70	\$5.70
Pension	\$1.32	\$1.32	\$1.32	\$1.32
Annuity (401(a))	\$1.00	\$1.00	\$1.00	\$1.00
JATC	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01
TEAMS	\$0.02	\$0.02	\$0.02	\$0.02
AMF	\$0.10	\$0.10	\$0.10	\$0.10
Total	\$41.52	\$43.18	\$44.18	\$46.50

Apprentice Wage and Benefit Rates (Indentured after 8/27/18)

	1st Period	2nd Period	3rd Period	4th Period	5th Period	6th Period
	45%	50%	55%	65%	75%	85%
Wage	\$14.51	\$16.13	\$17.74	\$20.96	\$24.19	\$27.41
NEBF (3%)	\$0.44	\$0.48	\$0.53	\$0.63	\$0.73	\$0.82
Health & Welfare (EMT)*	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70
Pension	\$0.59	\$0.66	\$0.73	\$0.86	\$0.99	\$1.12
Annuity (401(a))	\$0.45	\$0.50	\$0.55	\$0.65	\$0.75	\$0.85
JATC	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TEAMS	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
AMF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total	\$21.97	\$23.75	\$25.53	\$29.08	\$32.64	\$36.18

Intermediate Journeyman Wage and Benefit Rates (Started after 8/27/18)

	IJ(A)	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8
	35%	45%	50%	55%	60%	65%	70%	75%	85%
Wage	\$11.29	\$14.51	\$16.13	\$17.74	\$19.35	\$20.96	\$22.58	\$24.19	\$27.41
NEBF (3%)	\$0.34	\$0.44	\$0.48	\$0.53	\$0.58	\$0.63	\$0.68	\$0.73	\$0.82
Health & Welfare (EMT)*	\$0.00	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70	\$5.70
Pension	\$0.00	\$0.59	\$0.66	\$0.73	\$0.79	\$0.86	\$0.92	\$0.99	\$1.12
Annuity (401(a))	\$0.00	\$0.45	\$0.50	\$0.55	\$0.60	\$0.65	\$0.70	\$0.75	\$0.85
JATC	\$0.00	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
TEAMS	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02	\$0.02
AMF	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Total	\$11.76	\$21.97	\$23.75	\$25.53	\$27.30	\$29.08	\$30.86	\$32.64	\$36.18

IJ(A) - contributions required for NEBF, NECA, NLMCC, TEAMS, and AMF

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