

**NECA-IBEW LOCAL 176**  
**RESIDENTIAL AGREEMENT**  
**LETTER OF UNDERSTANDING (L.O.U.)**  
**RATES EFFECTIVE 6/1/2024-5/31/2025**

**Base Wage Package**

**ZONE 1, 2 & 3**  
**All Zones the Same Rates**

Base Wireman Rate	\$37.79
NEBF Pension (3% of gross)	\$1.13
Health & Welfare (per hour)	\$15.94
NECA-IBEW Pension-Decatur Fund (per hour)	\$4.79
Local 176 Pension (% for Trainees) (per hour)	\$3.17
S.U.B. Plan (per hour)	<u>\$0.30</u>
<b>TOTAL WAGEFRINGE BENEFITS</b>	<b>\$63.12</b>

**Additional Contract Items**

Apprenticeship Fund	<b><u>Rate</u></b> \$0.35
AMF - Administrative Maintenance Fund	.5% of gross (.005)
LMCC (\$.13/hr Local + \$.01/hr National)	\$.14 per hr
NECA Service Chrg (NECA contrs. only)	.5% of gross (.005)

**DEDUCT ITEMS:** (Deducted directly from hourly rate)

Working Dues - 3.5% of gross  
PAC Fund - \$.05 per hour (voluntary for those authorized employees)

**HOURLY RATES**

General Foreman (16%)	\$43.84
Foreman (9%)	\$41.19
Journeyman	\$37.79

**Trainee Rates**

	Loc 176	
	<u>Pension</u>	
Period 1RT (0 -1000 hrs)-45% RW	\$1.43	\$17.01
Period 2RT (1001-2000 hrs)-50% RW	\$1.59	\$18.90
Period 3RT (2001-3000 hrs)-60% RW	\$1.90	\$22.67
Period 4RT (3001-4000 hrs)-70% RW	\$2.22	\$26.45
Period 5RT (4001-5000 hrs)-80% RW	\$2.54	\$30.23
Period 6RT (5001-6000 hrs)-90% RW	\$2.85	\$34.01

**Overtime-** Monday-Saturday (1 1/2x); Sundays & Holidays (2x)

**Bonding Requirements** - Must participate in LMCC Bonding Program or purchase \$10,000.00 bond for each employee

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