

**I.B.E.W. Local Union #890**  
**Janesville-Beloit Division, Wisconsin Chapter, N.E.C.A., Inc.**  
**VOICE-DATA-VIDEO (V.D.V.) WAGE RATES**  
**Effective 5/26/24 - 5/24/25**

	<b>Installer Technician</b>	<b>Foreman +10%</b>	<b>1-1/2 Time IT</b>
Base Rate	33.59	36.95	50.39
Vacation (0, 3% deduct option)	(- -)	(- -)	(- -)
C.O.P.E (\$ .10 voluntary deduct)	(- -)	(- -)	(- -)
Health & Welfare*	9.40	9.40	9.40
Local Pension (17%)	5.71	6.28	8.57
NEBF (3%)	1.01	1.11	1.51
<b>Total Wage/Fringe</b>	<b>\$49.71</b>	<b>\$53.74</b>	<b>\$69.87</b>
Appren. & Train. (.5%)	0.17	0.18	0.25
Appren. Coord. (.5%)	0.17	0.18	0.25
Admin. Fund (.4%)	0.13	0.15	0.20
Local LMCC (.075%)	0.03	0.03	0.04
NLMCC (\$.01)	0.01	0.01	0.01
NATL NECA (.2%)**	0.07	0.07	0.10
NEIF (.5%)**	0.17	0.18	0.25
<b>Total Cost</b>	<b>\$50.46</b>	<b>\$54.54</b>	<b>\$70.97</b>

NOTES: \* Health & Welfare \$9.40 contribution includes: \$.80 fund reserve, \$.50 flex account  
 \*\* National NECA (NATL NECA) and National Electrical Industry Fund (NEIF) applies to NECA members only  
 ~ Union dues: 4% deduct for all classifications

**Future IT Total Wage/Fringe Package Increases:**

5/25/2025 ~ Increase the total wage/fringe benefit package by \$2.00 per hour  
 6/1/2026 ~ Contract open

	<b>1st Period 55%</b>	<b>2nd 60%</b>	<b>3rd 65%</b>	<b>4th 70%</b>	<b>5th 75%</b>	<b>6th 85%</b>
Base Rate	18.47	20.15	21.83	23.51	25.19	28.55
Vacation (0, 3% deduct option)	(- -)	(- -)	(- -)	(- -)	(- -)	(- -)
C.O.P.E (\$ .10 voluntary deduct)	(- -)	(- -)	(- -)	(- -)	(- -)	(- -)
Health & Welfare	9.40	9.40	9.40	9.40	9.40	9.40
Local Pension (17%)	3.14	3.43	3.71	4.00	4.28	4.85
NEBF (3%)	0.55	0.60	0.65	0.71	0.76	0.86
<b>Total Wage/Fringe</b>	<b>\$31.56</b>	<b>\$33.58</b>	<b>\$35.59</b>	<b>\$37.62</b>	<b>\$39.63</b>	<b>\$43.66</b>

NOTES: ~ Apprenticeship, Administrative, LMCC, NLMCC, NATL NECA and NEIF contributions also apply to Apprentices

**Installer Trainee Wage Rates**  
(Hired after 6/1/2010)

Hours	% of Tech	Base Rate	NEBF 3%	H & W	Pension	Total Wage/Fringe
0 - 900	45%	15.12	0.45	--	--	\$15.57
901 - 2,000	45%	15.12	0.45	9.40	--	\$24.97
2,001 - 4,000	50%	16.80	0.50	9.40	4%	\$27.37
4,001 - 6,000	60%	20.15	0.60	9.40	6%	\$31.36
6,001 - 8,000	70%	23.51	0.71	9.40	8%	\$35.50
8,001 +	80%	26.87	0.81	9.40	10%	\$39.77

NOTES: ~ Vacation: 0 or 3% deduct option

~ C.O.P.E.: \$.10 voluntary deduct

~ Health & Welfare: Major Medical, Comprehensive Dental and Vision for 901 - 8,001 + hours

~ Apprenticeship, Administrative, LMCC, NLMCC, NATL NECA and NEIF contributions apply at all program levels