



LOCAL UNION IBEW 48 INSIDE AGREEMENT

January 1, 2025 thru December 31, 2025

		120%	110%	100%	120%	110%	100%	110%	85%	70%	60%	50%	45%	40%
		General Foreman	Foreman	Journeyman	PM Estimator Gen Foreman	PM Estimator Foreman	PM Estimator Journeyman	Welder	6th Period	5th Period	4th Period	3rd Period	2nd Period	1st Period
BASE WAGES:	Per Hour	\$76.20	\$69.85	\$63.50	\$76.20	\$69.85	\$63.50	\$69.85	\$53.98	\$44.45	\$38.10	\$31.75	\$28.58	\$25.40
FRINGES:	NEBF - 3%	\$2.29	\$2.10	\$1.91	\$2.29	\$2.10	\$1.91	\$2.10	\$1.62	\$1.33	\$1.14	\$0.95	\$0.86	\$0.76
	Edison - Per Hour	\$11.65	\$11.40	\$11.15	\$11.65	\$11.40	\$11.15	\$11.15	\$9.48	\$7.81	\$6.69	\$5.58	EXEMPT	EXEMPT
	Dist 9 - Per Hour	\$5.91	\$5.64	\$5.37	\$5.91	\$5.64	\$5.37	\$5.37	\$4.56	\$3.76	\$3.22	\$2.69	EXEMPT	EXEMPT
	H&W - Per Hour	\$10.50	\$10.50	\$10.50	\$9.50	\$9.50	\$9.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Flex Plan - Per Hour	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25
	Apprentice Training - Per Hour	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$0.80	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20
	BLMCC - Per Hour	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20
EMPLOYER COSTS:	Admin Fund - 0.50%	\$0.38	\$0.35	\$0.32	\$0.38	\$0.35	\$0.32	\$0.35	\$0.27	\$0.22	\$0.19	\$0.16	\$0.14	\$0.13
	NECA Membership Dues (Optional)- 0.55%	\$0.42	\$0.38	\$0.35	\$0.42	\$0.38	\$0.35	\$0.38	\$0.30	\$0.24	\$0.21	\$0.17	\$0.16	\$0.14
DEDUCTIONS:	Vacation - 4%	\$3.05	\$2.79	\$2.54	\$3.05	\$2.79	\$2.54	\$2.79	\$2.16	\$1.78	\$1.52	\$1.27	\$1.14	\$1.02
	MRP Dues - 2 %	\$1.52	\$1.40	\$1.27	\$1.52	\$1.40	\$1.27	\$1.40	\$1.08	\$0.89	\$0.76	EXEMPT	EXEMPT	EXEMPT
	PAC - Per Hour	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
	Working Dues - 1% Appr & 1.75% All Others	\$1.33	\$1.22	\$1.11	\$1.33	\$1.22	\$1.11	\$1.22	\$0.54	\$0.44	\$0.38	\$0.32	\$0.29	\$0.25
TOTAL COST PER HOUR		\$110.60	\$103.47	\$96.34	\$109.60	\$102.47	\$95.34	\$102.95	\$84.35	\$71.96	\$63.71	\$55.45	\$43.88	\$40.58

NOTES:

Edison contributions are paid at the appropriate overtime rate on overtime hours worked (Section 6.05.a)