



LOCAL UNION IBEW 48 INSIDE CONSTRUCTION SUPPORT

January 1, 2025 thru December 31, 2025

		Material Handlers						Traffic Tech		Limited Renewal Technician						
		30%	33%	35%	41%	50%	57%	110%	70%	85%	57%	80%	70%	60%	50%	
		Provisional	Support Tech 5	Support Tech 4	Support Tech 3	Support Tech 2	Support Tech 1	Foreman	Traffic Tech 2	Traffic Tech 1	Limited Renewal Technician	LTR Apprentice 4	LTR Apprentice 3	LTR Apprentice 2	LTR Apprentice 1	
BASE WAGES:	Per Hour	\$19.05	\$20.96	\$22.23	\$26.04	\$31.75	\$36.20	\$39.81	\$44.45	\$53.98	\$36.20	\$28.96	\$25.34	\$21.72	\$18.10	
FRINGES:	NEBF - 3%	\$0.57	\$0.63	\$0.67	\$0.78	\$0.95	\$1.09	\$1.19	\$1.33	\$1.62	\$1.09	\$0.87	\$0.76	\$0.65	\$0.54	
	Edison - Per Hour	EXEMPT	EXEMPT	\$3.90	\$4.57	\$5.58	\$6.36	\$6.36	\$7.81	\$9.48	\$6.36	\$5.08	\$4.45	EXEMPT	EXEMPT	
	Dist 9 - Per Hour	EXEMPT	EXEMPT	\$1.88	\$2.20	\$2.69	\$3.06	\$3.06	\$3.76	\$4.56	\$3.06	\$2.45	\$2.14	EXEMPT	EXEMPT	
	H&W - Per Hour	EXEMPT	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	
	Flex Plan - Per Hour	EXEMPT	EXEMPT	\$1.49	\$1.49	\$1.49	\$1.49	\$1.49	\$1.49	\$1.49	EXEMPT	EXEMPT	EXEMPT	EXEMPT	EXEMPT	
	Apprentice Training - Per Hour	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.80	\$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	\$0.20	\$0.20
EMPLOYER COSTS:	Admin Fund - 0.50%	\$0.10	\$0.10	\$0.11	\$0.13	\$0.16	\$0.18	\$0.20	\$0.22	\$0.27	\$0.18	\$0.14	\$0.13	\$0.11	\$0.09	
	NECA Membership Dues (Optional)- 0.55%	\$0.10	\$0.12	\$0.12	\$0.14	\$0.17	\$0.20	\$0.22	\$0.24	\$0.30	\$0.20	\$0.16	\$0.14	\$0.12	\$0.10	
DEDUCTIONS:	Vacation - 4%	\$0.76	\$0.84	\$0.89	\$1.04	\$1.27	\$1.45	\$1.59	\$1.78	\$2.16	\$1.45	\$1.16	\$1.01	\$0.87	\$0.72	
	Working Dues - 1% Appr & 1.75% All Others	\$0.19	\$0.21	\$0.22	\$0.26	\$0.32	\$0.63	\$0.70	\$0.78	\$0.94	\$0.63	\$0.29	\$0.25	\$0.22	\$0.18	
TOTAL COST PER HOUR		\$20.17	\$31.70	\$40.30	\$45.25	\$52.69	\$58.47	\$62.23	\$69.20	\$81.59	\$57.63	\$48.61	\$43.90	\$33.55	\$29.78	

NOTES:

Edison contributions are paid at the appropriate overtime rate on overtime hours worked (Section 6.01.01)