



LOCAL UNION IBEW 48 PANEL SHOP AGREEMENT

July 1, 2024 thru June 30, 2025

				Electical Panel JW	Metal Fab Tech						
				100%	90%	80%	75%	70%	65%	65%	
		Foreman	Lead	6,001+ Hours	5,001 - 6,000 Hours	4,001 - 5,000 Hours	3,001 - 4,000 Hours	2,001 - 3,000 Hours	Start	Provisional (1st 90 Days)	
BASE WAGE:	Per Hour	\$31.28	\$29.28	\$28.28	\$25.45	\$22.62	\$21.21	\$19.80	\$18.38	\$18.38	
FRINGES:	NEBF - 3%	\$0.94	\$0.88	\$0.85	\$0.76	\$0.68	\$0.64	\$0.59	\$0.55	\$0.55	
	Dist 9 - 6%	\$1.88	\$1.76	\$1.70	\$1.53	\$1.36	\$1.27	\$1.19	\$1.10	EXEMPT	
	H&W - Per Hour	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	
	Flex Plan - Per Hour	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	EXEMPT	EXEMPT
	Admin Fund - 0.50%	\$0.16	\$0.15	\$0.14	\$0.13	\$0.11	\$0.11	\$0.10	\$0.10	\$0.09	\$0.09
EMPLOYER COSTS:	Apprentice Training - Per Hour	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10	
	NECA Membership Dues (Optional)- 0.55%	\$0.17	\$0.16	\$0.16	\$0.14	\$0.12	\$0.12	\$0.11	\$0.10	\$0.10	
DEDUCTIONS:	Working Dues - 1.25%	\$0.39	\$0.37	\$0.35	\$0.32	\$0.28	\$0.27	\$0.25	\$0.23	\$0.23	
TOTAL COST PER HOUR		\$45.27	\$43.07	\$41.97	\$38.86	\$35.75	\$34.19	\$32.64	\$29.88	\$28.78	

NOTES:

This agreement includes (7) paid holidays for employees who have worked a minimum of 90 days prior to the holiday (Section 03.02.01)

All employees receive 60 hours PTO per calendar year (Section 03.03.01)

H&W Increases to be paid by management (Section 4.01.04)