



LOCAL UNION IBEW 48 RESIDENTIAL AGREEMENT

January 1, 2025 thru December 31, 2025

				85%	75%	70%	60%	55%
		Master	Journeyman	5th Period	4th Period	3rd Period	2nd Period	1st Period
BASE WAGES:	Per Hour	\$48.73	\$41.67	\$35.42	\$31.25	\$29.17	\$25.00	\$22.92
FRINGES:	NEBF - 3%	\$1.46	\$1.25	\$1.06	\$0.94	\$0.88	\$0.75	\$0.69
	Edison - Per Hour	\$10.75	\$4.31	\$3.66	\$3.23	\$3.02	EXEMPT	EXEMPT
	Dist 9 - Per Hour	\$6.82	\$2.42	\$2.06	\$1.82	\$1.69	EXEMPT	EXEMPT
	H&W - Per Hour	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Flex Plan - Per Hour	\$1.90	\$1.66	\$1.66	\$1.66	\$1.66	\$1.66	\$1.66
	Apprentice Training - Per Hour	\$0.60	\$0.60	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
	BLMCC - Per Hour	\$0.20	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40
EMPLOYER COSTS:	Admin Fund - 0.50%	\$0.24	\$0.21	\$0.18	\$0.16	\$0.15	\$0.13	\$0.11
	NECA Membership Dues (Optional)- 0.55%	\$0.27	\$0.23	\$0.19	\$0.17	\$0.16	\$0.14	\$0.13
DEDUCTIONS:	Vacation - 4%	\$1.95	\$1.67	\$1.42	\$1.25	\$1.17	\$1.00	\$0.92
	MRP Dues - 2 %	\$0.97	\$0.83	\$0.71	EXEMPT	EXEMPT	EXEMPT	EXEMPT
	PAC - Per Hour	\$0.10	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
	Working Dues - 1% Appr & 1.75% All Others	\$0.85	\$0.73	\$0.35	\$0.31	\$0.29	\$0.25	\$0.23
TOTAL COST PER HOUR		\$81.47	\$63.25	\$56.13	\$51.13	\$48.62	\$39.57	\$37.41

Notes:

Effective January 1st, 2025 - For every 1,000 hours worked towards the Master Residential Electrician Classification, a step increase of **89%, 93%, and 96%** of the Master wage will be applied. It is the intention that no worker will go backwards in wages while working towards the Master Residential Electrician Classification.