



LOCAL UNION IBEW 48 SOUND & COMMUNICATION AGREEMENT

January 1, 2025 thru December 31, 2025

		APPRENTICE CLASS "A"										INSTALLER				
		120%	110%	100%	90%	80%	70%	65%	60%	55%	50%	FOREMAN	INSTALLER	85%	75%	65%
		General Foreman	Foreman	Licensed JW Tech	7th	6th	5th	4th	3rd	2nd	1st	Installer + LEB Prior to 1/1/09	Non-Licensed Work & OR Class "B" After 1/01/09	3rd 6-Month Period & 450 Hrs	2nd 6-month Period & 450 Hrs	1st 6-month Period & 450 Hrs
BASE WAGES:	Per Hour	\$62.54	\$57.33	\$52.12	\$46.91	\$41.70	\$36.48	\$33.88	\$31.27	\$28.67	\$26.06	\$46.70	\$42.68	\$36.28	\$32.01	\$27.74
FRINGES:	NEBF - 3%	\$1.88	\$1.72	\$1.56	\$1.41	\$1.25	\$1.09	\$1.02	\$0.94	\$0.86	\$0.78	\$1.40	\$1.28	\$1.09	\$0.96	\$0.83
	Edison - Per Hour	\$10.69	\$9.80	\$8.91	\$8.02	\$7.13	\$6.24	\$5.79	\$5.35	EXEMPT	EXEMPT	\$8.31	\$8.31	\$7.06	EXEMPT	EXEMPT
	Dist 9 - Per Hour	\$3.18	\$2.92	\$2.65	\$2.39	\$2.12	\$1.86	\$1.72	\$1.59	EXEMPT	EXEMPT	\$2.30	\$2.30	\$1.96	EXEMPT	EXEMPT
	H&W - Per Hour	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50	\$10.50
	Flex Plan - Per Hour	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39	\$2.39
	Apprentice Training - Per Hour	\$0.75	\$0.75	\$0.75	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$1.05	\$0.75	\$0.75	\$0.75	\$0.75
EMPLOYER COSTS:	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
	Admin Fund - 0.50%	\$0.31	\$0.29	\$0.26	\$0.23	\$0.21	\$0.18	\$0.17	\$0.16	\$0.14	\$0.13	\$0.23	\$0.21	\$0.18	\$0.16	\$0.14
DEDUCTIONS:	NECA Membership Dues (Optional)- 0.55%	\$0.34	\$0.32	\$0.29	\$0.26	\$0.23	\$0.20	\$0.19	\$0.17	\$0.16	\$0.14	\$0.26	\$0.23	\$0.20	\$0.18	\$0.15
	Vacation - 4%	\$2.50	\$2.29	\$2.08	\$1.88	\$1.67	\$1.46	\$1.36	\$1.25	\$1.15	\$1.04	\$1.87	\$1.71	\$1.45	\$1.28	\$1.11
	PAC - Per Hour	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
	Working Dues - 1% Appr & 1.75% All Others	\$1.09	\$1.00	\$0.91	\$0.47	\$0.42	\$0.36	\$0.34	\$0.31	\$0.29	\$0.26	\$0.82	\$0.75	\$0.63	\$0.56	\$0.49
TOTAL COST PER HOUR		\$92.79	\$86.21	\$79.63	\$73.35	\$66.77	\$60.19	\$56.90	\$53.61	\$43.97	\$41.26	\$73.04	\$68.86	\$60.61	\$47.15	\$42.71

NOTES:

Edison contributions are paid at the appropriate overtime rate on overtime hours worked