

**All Contractors Signatory to the power Agreement between the  
NW Line Constructors Chapter of the National Electrical Contractors Association  
and the  
International Brotherhood of Electrical Workers  
Local Union's 77, 125, 483, & 659 I.B.E.W.  
WAGE SCHEDULE FOR CONTRACT EFFECTIVE  
February 1, 2024 THROUGH JANUARY 31, 2029  
WAGE INCREASE 6%, 5%, 5%, 6.5%, 6.5%**

<b>POWER CLASSIFICATIONS</b>	<b>Eff: 2/1/23</b>	<b>Eff: 2/1/24</b>	<b>Eff: 2/1/25</b>	<b>Eff: 2/1/26</b>	<b>Eff: 2/1/27</b>	<b>Eff: 2/1/28</b>
GENERAL FOREMAN 120%	\$72.65	\$77.00	\$80.86	\$84.90	\$90.42	\$96.30
CABLE SPLICER FOREMAN, 118%	\$71.44	\$75.72	\$79.51	\$83.49	\$88.91	\$94.70
CABLE SPLICER, 112%	67.80	71.87	75.47	79.24	84.39	89.88
LINE CREW FOREMAN, 115%	69.62	73.80	77.49	81.36	86.65	92.29
CERTIFIED LINEMAN WELDER, 100%	60.54	64.17	67.38	70.75	75.35	80.25
<b>JOURNEYMAN LINEMAN, 100%</b>	60.54	64.17	67.38	70.75	75.35	80.25
<b>APPRENTICE LINEMAN</b>						
7th 6 mos ( <b>90%</b> Jrn Rate)	54.49	57.75	60.64	63.68	67.82	72.23
6th 6 mos ( <b>86%</b> Jrn Rate)	52.06	55.19	57.95	60.85	64.80	69.02
5th 6 mos ( <b>78%</b> Jrn Rate)	47.22	50.05	52.56	55.19	58.77	62.60
4th 6 mos ( <b>72%</b> Jrn Rate)	43.59	46.20	48.51	50.94	54.25	57.78
3rd 6 mos ( <b>67%</b> Jrn Rate)	40.56	42.99	45.14	47.40	50.48	53.77
2nd 6 mos ( <b>63%</b> Jrn Rate)	38.14	40.43	42.45	44.57	47.47	50.56
1st 6 mos ( <b>60%</b> Jrn Rate)	36.32	38.50	40.43	42.45	45.21	48.15
Sustation Foreman 115%	69.62	73.80	77.49	81.36	86.65	92.29
Substation Technician/Journeymen	60.54	64.17	67.38	70.75	75.35	80.25
Substation Trainee	60.54	64.17	67.38	70.75	75.35	80.25
HEAVY LINE EQUIPMENT MAN, 100%	60.54	64.17	67.38	70.75	75.35	80.25
LINE EQUIPMENT MAN, 86%	52.06	55.19	57.95	60.85	64.80	69.02
LEADMAN POLE SPRAYER, 112%	67.80	71.87	75.47	79.24	84.39	89.88
POLE SPRAYER	60.54	64.17	67.38	70.75	75.35	80.25
POLE SPRAYER TRAINEE						
3RD 6 MOS. (92.8% JRN, RATE)	56.18	59.55	62.53	65.66	69.92	74.47
POLE SPRAYER TRAINEE						
2ND 6 MOS. (89.8% JRN. RATE)	54.36	57.62	60.51	63.53	67.66	72.06
POLE SPRAYER TRAINEE						
1ST 6 MOS. (85.7% JRN RATE)	51.88	54.99	57.74	60.63	64.57	68.77
POWDERMAN 75%	45.41	48.13	50.54	53.06	56.51	60.19
METER INSTALLER 2081+ 62%, <b>60% 2/1/24</b>	37.53	38.50	40.43	42.45	45.21	48.15
<b>GROUNDMAN 2080+ 62%, 60% 2/1/24</b>	37.53	38.50	40.43	42.45	45.21	48.15
<b>GROUNDMAN 1041-2080, 50%</b>	30.27	32.09	33.69	35.38	37.68	40.13
<b>GROUNDMAN FIRST 1040, 40%</b>	24.22	25.67	26.95	28.30	30.14	32.10
<b>UNDERGROUND AGREEMENT RATES</b>						
URD General Foreman (112% of JL)	67.80	71.87	75.47	79.24	84.39	89.88
Lineman Foreman, (105% of JL)	63.57	67.38	70.75	74.29	79.12	84.26
URD Operator Foreman	56.50	59.89	62.88	66.02	70.31	74.88
URD Operator	51.12	54.19	56.90	59.75	63.63	67.77
URD Tech I	29.60	31.38	32.95	34.60	36.85	39.25
URD Tech II	24.11	25.56	26.84	28.18	30.01	31.96
Trainee Step 1	29.60	31.38	32.95	34.60	36.85	39.25
Trainee Step 2	35.84	37.99	39.89	41.88	44.60	47.50
Trainee Step 3	43.11	45.70	47.99	50.39	53.67	57.16
Trainee Step 4	47.80	50.67	53.20	55.86	59.49	63.36

**TREE TRIMMER WAGES CLASSIFICATIONS**

TREE TRIMMER FOREMAN	49.54	52.51	55.14	57.90	61.66	65.67
TREE TRIMMER	42.57	45.12	47.38	49.75	52.98	56.42
TREE TRIMMER TRAINEE						
4TH 6 MOS. (90%)	38.31	40.61	42.64	44.78	47.68	50.78
3RD 6 MOS. (85%)	36.18	38.35	40.27	42.29	45.03	51.85
2ND 6 MOS. (80%)	34.06	36.10	37.90	39.80	42.38	45.14
1ST 6 MOS (75%)	31.93	33.84	35.54	37.31	39.74	42.32
TREE TRIMMER GROUNDMAN	22.60	23.96	25.16	26.42	28.14	29.97

**BENEFITS:**

HRA \*\*

NEAP \*\*

NEBF @ 3% OF GROSS WAGES

JATC @ 1.5% OF GROSS WAGES effective 01/01/2019

NLMCC @ \$0.01 PER HOUR WORKED

AMF @ .25% OF GROSS WAGES

LINECO @ Jan. 1, 2023 \$7.00; Jan 1, 2024 \$7.25, Jan 1, 2025 \$7.50; other years unknown

STD/LTD Employee paid - payroll deduction Effective February 1, 2024 \$0.21 cents Per Hour- MANDATORY

\*\*See Classifications for Appropriate Rate On Separate Sheets