

**IBEW Fourth District Northern Ohio Regional Agreement
Wage Calculation Sheet Effective 1/1/2024 Through 12/31/2024
Attachment "B"**

This Section for Wage Calculations Only - 4th District NORA Agreement

Local Union	8	38	64	129	246	306	540	573	673	Average	Total Package
Journeyman Wireman Base Pay	\$46.38	\$43.13	\$37.90	\$39.30	\$46.75	\$40.15	\$39.91	\$40.40	\$37.55	\$41.27	\$42.71
JATC Contribution	\$1.29	\$0.42	\$0.50	\$0.57	\$1.49	\$0.90	\$1.12	\$0.93	\$0.70	\$0.88	
NLMCC & LLMCC Contribution	\$0.44	\$0.11	\$0.16	\$0.07	\$0.11	\$0.25	\$0.11	\$0.21	\$0.11	\$0.17	
NECA Administration	\$0.19	\$0.22	\$0.15	\$0.20	\$0.33	\$0.28	\$0.28	\$0.15	\$0.19	\$0.22	
NECA Service*	\$0.19	\$0.13	\$0.15	\$0.12	\$0.23	\$0.20	\$0.20	\$0.16	\$0.11	\$0.17	

This Section for Payroll and Fringe Benefit Reporting 1/1/2024 Through 12/31/2024

			Hourly Rate	NEBF	H&W	NEAP	JATC	NLMCC/LMCC	NECA Admin.	CCA	NECA Service*	Total
CW-1	35%	0-2,000 Hours	\$14.44	\$0.43	\$6.67	\$0.43	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$23.51
CW-2	37.5%	2,001-4,000 Hours	\$15.48	\$0.46	\$6.67	\$0.46	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$24.61
CW-3	40%	4,001-6,000 Hours	\$16.51	\$0.50	\$6.67	\$0.50	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$25.72
CW-4	45%	6,001-8,000 Hours	\$18.57	\$0.56	\$6.67	\$0.56	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$27.90
CE-1	50%	8,001-10,000 Hours	\$20.64	\$0.62	\$6.67	\$0.62	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$30.09
CE-2	55%	10,001-12,000 Hours	\$22.70	\$0.68	\$6.67	\$0.68	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$32.27
CE-3	70%	12,001-14,000 Hours	\$28.89	\$0.87	\$6.67	\$0.87	\$0.88	\$0.17	\$0.22	\$0.10	\$0.17	\$38.84

*Paid by NECA Members Only