

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



Florida Statewide Overhead Straight Time Wages

09/01/2024- 12/31/2024	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman.JL+115%	\$51.53	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$73.13
ForemanJL+110%	\$49.29	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$70.32
Journeyman Lineman. . .	\$44.81	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$64.70
Heavy Equip Op. 100% of JL	\$44.81	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$64.70
Operator80% of JL	\$35.85	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$53.45
Cable Splicer. JL + 105%	\$47.05	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$67.51
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$25.54	\$7.25	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$38.79
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$21.51	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$23.10
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$26.89	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.72
2nd Period (65%) of JL. . .	\$29.13	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$40.19
3rd Period (70%) of JL. . .	\$31.37	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.67
4th Period (75%) of JL. . .	\$33.61	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$50.19
5th Period (80%) of JL. . .	\$35.85	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.00
6th Period (85%) of JL. . .	\$38.09	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$55.81
7th Period (90%) of JL. . .	\$40.33	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$58.62

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

Florida Statewide Overhead Straight Time Wages

01/01/2025 – 08/31/2025	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman.JL+115%	\$51.53	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$73.38
ForemanJL+110%	\$49.29	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$70.57
Journeyman Lineman. . .	\$44.81	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$64.95
Heavy Equip Op. 100% of JL	\$44.81	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$64.95
Operator80% of JL	\$35.85	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$53.70
Cable Splicer. JL + 105%	\$47.05	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$67.76
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$25.54	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$39.04
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$21.51	\$0.00	\$ 0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$23.10
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$26.89	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.97
2nd Period (65%) of JL. . .	\$29.13	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$40.44
3rd Period (70%) of JL. . .	\$31.37	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.92
4th Period (75%) of JL. . .	\$33.61	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$50.44
5th Period (80%) of JL. . .	\$35.85	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.25
6th Period (85%) of JL. . .	\$38.09	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.06
7th Period (90%) of JL. . .	\$40.33	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$58.87

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



Florida Statewide Overhead Straight Time Wages

09/01/2025- 08/31/2026	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman. JL+115%	\$55.23	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$78.03
Foreman JL+110%	\$52.83	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$75.02
Journeyman Lineman. . .	\$48.03	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$68.99
Heavy Equip Op. 100% of JL	\$48.03	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$68.99
Operator 80% of JL	\$38.42	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$56.93
Cable Splicer. JL + 105%	\$50.43	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.00
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$27.38	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$41.25
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$23.05	\$0.00	\$ 0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$24.73
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$28.82	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$40.10
2nd Period (65%) of JL. . .	\$31.22	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.76
3rd Period (70%) of JL. . .	\$33.62	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.41
4th Period (75%) of JL. . .	\$36.02	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.47
5th Period (80%) of JL. . .	\$38.42	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.48
6th Period (85%) of JL. . .	\$40.83	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.50
7th Period (90%) of JL. . .	\$43.23	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.51

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

Florida Statewide Overhead Straight Time Wages

09/01/2026 – 08/31/2027	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman. JL+115%	\$58.33	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$82.49
Foreman JL+110%	\$55.79	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$79.29
Journeyman Lineman. . .	\$50.72	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.87
Heavy Equip Op. 100% of JL	\$50.72	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.87
Operator 80% of JL	\$40.58	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$60.04
Cable Splicer. JL + 105%	\$53.26	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$76.08
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$28.91	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$43.10
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$24.35	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$26.09
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$30.43	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$41.89
2nd Period (65%) of JL. . .	\$32.97	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$44.69
3rd Period (70%) of JL. . .	\$35.50	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$47.49
4th Period (75%) of JL. . .	\$38.04	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.38
5th Period (80%) of JL. . .	\$40.58	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.59
6th Period (85%) of JL. . .	\$43.11	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.80
7th Period (90%) of JL. . .	\$45.65	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$66.00

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**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

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WAGE SHEETS 09/01/2024 – 08/31/2027



Island Overhead Straight Time Wages

09/01/2024 - 12/31/2024	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman. JL+115%	\$55.52	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$78.14
Foreman JL+110%	\$53.11	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$75.11
Journeyman Lineman. . .	\$48.28	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$69.05
Heavy Equip Op. 100% of JL	\$48.28	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$69.05
Operator 80% of JL	\$38.62	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$56.93
Cable Splicer. JL + 105%	\$50.69	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.08
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$27.52	\$7.25	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$41.17
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$23.17	N/A	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$24.86
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$28.97	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$40.02
2nd Period (65%) of JL. . .	\$31.38	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.69
3rd Period (70%) of JL. . .	\$33.80	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.35
4th Period (75%) of JL. . .	\$36.21	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.45
5th Period (80%) of JL. . .	\$38.62	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.48
6th Period (85%) of JL. . .	\$41.04	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.51
7th Period (90%) of JL. . .	\$43.45	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.54

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

Island Overhead Straight Time Wages

01/01/2025 – 08/31/2025	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman. JL+115%	\$55.52	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$78.39
Foreman JL+110%	\$53.11	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$75.36
Journeyman Lineman. . .	\$48.28	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$69.30
Heavy Equip Op. 100% of JL	\$48.28	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$69.30
Operator 80% of JL	\$38.62	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$57.18
Cable Splicer. JL + 105%	\$50.69	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.33
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$27.52	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$41.42
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$23.17	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$24.86
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$28.97	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$40.27
2nd Period (65%) of JL. . .	\$31.38	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.94
3rd Period (70%) of JL. . .	\$33.80	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.60
4th Period (75%) of JL. . .	\$36.21	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.70
5th Period (80%) of JL. . .	\$38.62	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.73
6th Period (85%) of JL. . .	\$41.04	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.76
7th Period (90%) of JL. . .	\$43.45	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.79

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IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



Island Overhead Straight Time Wages

09/01/2025 - 08/31/2026	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman. JL+115%	\$59.51	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$83.40
Foreman JL+110%	\$56.93	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$80.15
Journeyman Lineman. . .	\$51.75	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$73.66
Heavy Equip Op. 100% of JL	\$51.75	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$73.66
Operator 80% of JL	\$41.40	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$60.67
Cable Splicer. JL + 105%	\$54.34	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$76.90
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$29.50	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$43.80
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$24.84	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$26.62
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$31.05	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.57
2nd Period (65%) of JL. . .	\$33.64	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.43
3rd Period (70%) of JL. . .	\$36.23	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$48.29
4th Period (75%) of JL. . .	\$38.81	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.97
5th Period (80%) of JL. . .	\$41.40	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$60.22
6th Period (85%) of JL. . .	\$43.99	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$63.46
7th Period (90%) of JL. . .	\$46.58	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$66.71

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

Island Overhead Straight Time Wages

09/01/2026 - 08/31/2027	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman. JL+115%	\$62.85	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$88.21
Foreman JL+110%	\$60.12	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$84.76
Journeyman Lineman. . .	\$54.65	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$77.84
Heavy Equip Op. 100% of JL	\$54.65	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$77.84
Operator 80% of JL	\$43.72	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$64.02
Cable Splicer. JL + 105%	\$57.38	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$81.30
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$31.15	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.80
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$26.23	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$28.08
Apprentice Lineman:										
1st Period (60%) of JL. . .	\$32.79	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$44.49
2nd Period (65%) of JL. . .	\$35.52	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$47.51
3rd Period (70%) of JL. . .	\$38.26	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$50.53
4th Period (75%) of JL. . .	\$40.99	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$60.11
5th Period (80%) of JL. . .	\$43.72	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$63.57
6th Period (85%) of JL. . .	\$46.45	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$67.02
7th Period (90%) of JL. . .	\$49.19	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$70.48

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IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



URD Technician Straight Time Wages

09/01/2024 - 12/31/2024	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Cable Splicer URD Tech+135%	\$43.79	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$63.42
URD General Foreman . . URD Tech+115%	\$37.31	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$55.28
URD Foreman URD Tech+110%	\$35.68	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$53.24
URD Technician. . .	\$32.44	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$49.17
Groundman 57% of URD Tech	\$18.49	\$7.25	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$30.29
***Helper 55% of URD Tech	\$17.84	N/A	\$0.25	\$0.15	\$0.01	1%	3%	N/A	1.5%	\$19.23
Apprentice URD Technicians:										
1st Period (60%) of URD Tech. . .	\$19.46	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$29.52
2nd Period (70%) of URD Tech. . .	\$22.71	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$33.10
3rd Period (80%) of URD Tech. . .	\$25.95	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$36.69
4th Period (90%) of URD Tech. . .	\$29.20	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$44.65

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

URD Technician Straight Time Wages

01/01/2025 – 02/28/2025	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Cable Splicer URD Tech+135%	\$43.79	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$63.67
URD General Foreman . . URD Tech+115%	\$37.31	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$55.53
URD Foreman URD Tech+110%	\$35.68	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$53.49
URD Technician. . .	\$32.44	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$49.42
Groundman 57% of URD Tech	\$18.49	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$30.54
***Helper 55% of URD Tech	\$17.84	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$19.23
Apprentice URD Technicians:										
1st Period (60%) of URD Tech. . .	\$19.46	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$29.77
2nd Period (70%) of URD Tech. . .	\$22.71	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$33.35
3rd Period (80%) of URD Tech. . .	\$25.95	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$36.94
4th Period (90%) of URD Tech. . .	\$29.20	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$44.90

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



URD Technician Straight Time Wages

03/01/2025 – 08/31/2025	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Cable SplicerURD Tech+135%	\$45.10	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$65.31
URD General Foreman . .URD Tech+115%	\$38.42	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$56.93
URD ForemanURD Tech+110%	\$36.75	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$54.83
URD Technician. . .	\$33.41	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$50.64
Groundman57% of URD Tech	\$19.04	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$31.21
***Helper55% of URD Tech	\$18.38	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$19.80
Apprentice URD Technicians:										
1st Period (60%) of URD Tech. . .	\$20.05	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$30.41
2nd Period (70%) of URD Tech. . .	\$23.39	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$34.10
3rd Period (80%) of URD Tech. . .	\$26.73	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.79
4th Period (90%) of URD Tech. . .	\$30.07	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$46.00

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

URD Technician Straight Time Wages

09/01/2025 - 08/31/2026	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Cable SplicerURD Tech+135%	\$46.45	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$67.01
URD General Foreman . .URD Tech+115%	\$39.57	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$58.37
URD ForemanURD Tech+110%	\$37.85	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$56.21
URD Technician. . .	\$34.41	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$51.89
Groundman57% of URD Tech	\$19.61	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$31.89
***Helper55% of URD Tech	\$18.93	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$20.38
Apprentice URD Technicians:										
1st Period (60%) of URD Tech. . .	\$20.65	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$31.07
2nd Period (70%) of URD Tech. . .	\$24.09	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$34.88
3rd Period (80%) of URD Tech. . .	\$27.53	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$38.68
4th Period (90%) of URD Tech. . .	\$30.97	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$47.13

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



URD Technician Straight Time Wages

09/01/2026 - 08/31/2027	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Cable SplicerURD Tech+135%	\$47.84	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$69.23
URD General Foreman . .URD Tech+115%	\$40.76	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$60.27
URD ForemanURD Tech+110%	\$38.98	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$58.02
URD Technician. . .	\$35.44	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$53.54
Groundman57% of URD Tech	\$20.20	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$32.60
***Helper55% of URD Tech	\$19.49	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$20.97
Apprentice URD Technicians:										
1st Period (60%) of URD Tech. . .	\$21.26	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$31.76
2nd Period (70%) of URD Tech. . .	\$24.81	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$35.67
3rd Period (80%) of URD Tech. . .	\$28.35	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$39.59
4th Period (90%) of URD Tech. . .	\$31.90	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$48.61

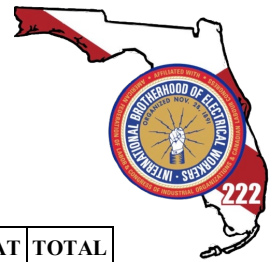
* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



Pipe Cable Straight Time Wages

09/01/2024 - 12/31/2024	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman.JL+115%	\$54.88	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$77.34
ForemanJL+110%	\$52.50	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$74.34
Journeyman Lineman	\$47.72	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$68.35
Heavy Equip Op. 100% of JL	\$47.72	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$68.35
Operator80% of JL	\$38.18	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$56.37
Cable Splicer. JL + 105%	\$50.11	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$71.35
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$27.20	\$7.25	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$40.79
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$22.91	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$24.58
Apprentice Lineman:										
1st Period (60%) of JL. . . .	\$28.63	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$39.65
2nd Period (65%) of JL. . . .	\$31.02	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.29
3rd Period (70%) of JL. . . .	\$33.41	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$44.92
4th Period (75%) of JL. . . .	\$35.79	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$52.93
5th Period (80%) of JL. . . .	\$38.18	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$55.92
6th Period (85%) of JL. . . .	\$40.57	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$58.92
7th Period (90%) of JL. . . .	\$42.95	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$61.91

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

Pipe Cable Straight Time Wages

01/01/2025 – 08/31/2025	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman.JL+115%	\$54.88	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$77.58
ForemanJL+110%	\$52.49	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$74.59
Journeyman Lineman	\$47.72	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$68.60
Heavy Equip Op. 100% of JL	\$47.72	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$68.60
Operator80% of JL	\$38.18	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$56.62
Cable Splicer. JL + 105%	\$50.11	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$71.59
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$27.20	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$41.04
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$22.91	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$24.58
Apprentice Lineman:										
1st Period (60%) of JL. . . .	\$28.63	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$39.90
2nd Period (65%) of JL. . . .	\$31.02	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.53
3rd Period (70%) of JL. . . .	\$33.40	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.17
4th Period (75%) of JL. . . .	\$35.79	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.18
5th Period (80%) of JL. . . .	\$38.18	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.17
6th Period (85%) of JL. . . .	\$40.56	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.17
7th Period (90%) of JL. . . .	\$42.95	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.16

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



Pipe Cable Straight Time Wages

09/01/2025 – 08/31/2026	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman.JL+115%	\$58.82	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$82.53
ForemanJL+110%	\$56.26	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$79.32
Journeyman Lineman	\$51.15	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.90
Heavy Equip Op. 100% of JL	\$51.15	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$72.90
Operator80% of JL	\$40.92	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$60.06
Cable Splicer.JL + 105%	\$53.70	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$76.11
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$29.15	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$43.39
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$24.55	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$26.31
Apprentice Lineman:										
1st Period (60%) of JL. . . .	\$30.69	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$42.17
2nd Period (65%) of JL. . . .	\$33.25	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.00
3rd Period (70%) of JL. . . .	\$35.80	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$47.82
4th Period (75%) of JL. . . .	\$38.36	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.40
5th Period (80%) of JL. . . .	\$40.92	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.61
6th Period (85%) of JL. . . .	\$43.47	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.82
7th Period (90%) of JL. . . .	\$46.03	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$66.03

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

Pipe Cable Straight Time Wages

09/01/2026 – 08/31/2027	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
General Foreman.JL+115%	\$62.11	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$87.28
ForemanJL+110%	\$59.41	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$83.87
Journeyman Lineman	\$54.01	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$77.03
Heavy Equip Op. 100% of JL	\$54.01	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$77.03
Operator80% of JL	\$43.21	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$63.37
Cable Splicer.JL + 105%	\$56.71	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$80.45
Groundman/Truck Driver >1000< hrs @ 57% of JL	\$30.79	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.36
***Groundman/Truck Driver <1000> hrs @ 48% of JL	\$25.93	\$0.00	\$0.25	\$0.15	\$0.01	1%	3%	\$0.00	1.5%	\$27.76
Apprentice Lineman:										
1st Period (60%) of JL. . . .	\$32.41	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$44.07
2nd Period (65%) of JL. . . .	\$35.11	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$47.05
3rd Period (70%) of JL. . . .	\$37.81	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$50.04
4th Period (75%) of JL. . . .	\$40.51	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$59.50
5th Period (80%) of JL. . . .	\$43.21	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$62.92
6th Period (85%) of JL. . . .	\$45.91	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$66.33
7th Period (90%) of JL. . . .	\$48.61	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$69.75

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Groundman exemption less than 1,000 hours shall mean less than 1,000 hours in the industry

IBEW LOCAL UNION 222

WAGE SHEETS 09/01/2024 – 08/31/2027



Substation Technician Straight Time Wages

09/01/2024 - 12/31/2024	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Substation General Foreman. . . . ST+115%	\$43.16	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$62.63
Substation Foreman ST+110%	\$41.28	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$60.27
Substation Technician.	\$37.53	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$55.56
Groundman 57% of ST	\$21.39	\$7.25	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$33.79
Apprentice Lineman:										
1st Period (60%) of Substation Tech. . . .	\$22.52	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$32.89
2nd Period (65%) of Substation Tech. . . .	\$24.39	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$34.97
3rd Period (70%) of Substation Tech. . . .	\$26.27	\$7.25	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.04
4th Period (75%) of Substation Tech. . . .	\$28.15	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$43.34
5th Period (80%) of Substation Tech. . . .	\$30.02	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.69
6th Period (85%) of Substation Tech. . . .	\$31.90	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$48.05
7th Period (90%) of Substation Tech. . . .	\$33.78	\$7.25	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$50.40

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

Substation Technician Straight Time Wages

01/01/2025 – 08/31/2025	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Substation General Foreman. . . . ST+115%	\$43.16	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$62.88
Substation Foreman ST+110%	\$41.28	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$60.52
Substation Technician.	\$37.53	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$55.81
Groundman 57% of ST	\$21.39	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$34.04
Apprentice Lineman:										
1st Period (60%) of Substation Tech. . . .	\$22.52	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$33.14
2nd Period (65%) of Substation Tech. . . .	\$24.39	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$35.22
3rd Period (70%) of Substation Tech. . . .	\$26.27	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.29
4th Period (75%) of Substation Tech. . . .	\$28.15	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$43.59
5th Period (80%) of Substation Tech. . . .	\$30.02	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$45.94
6th Period (85%) of Substation Tech. . . .	\$31.90	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$48.30
7th Period (90%) of Substation Tech. . . .	\$33.78	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$50.65

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

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WAGE SHEETS 09/01/2024 – 08/31/2027



Substation Technician Straight Time Wages

09/01/2025 – 08/31/2026	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Substation General Foreman. . . . ST+115%	\$46.25	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$66.76
Substation Foreman ST+110%	\$44.24	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$64.23
Substation Technician.	\$40.22	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$59.19
Groundman 57% of ST	\$22.93	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$35.89
Apprentice Lineman:										
1st Period (60%) of Substation Tech. . . .	\$24.13	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$34.93
2nd Period (65%) of Substation Tech. . . .	\$26.14	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.15
3rd Period (70%) of Substation Tech. . . .	\$28.15	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$39.37
4th Period (75%) of Substation Tech. . . .	\$30.17	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$46.12
5th Period (80%) of Substation Tech. . . .	\$32.18	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$48.64
6th Period (85%) of Substation Tech. . . .	\$34.19	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$51.16
7th Period (90%) of Substation Tech. . . .	\$36.20	\$7.50	20%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.69

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

Substation Technician Straight Time Wages

09/01/2026 - 08/31/2027	WAGE	LINECO*	NEAP**	AMF	NLMCC	NEIF	NEBF	HRA	SELCAT	TOTAL
Substation General Foreman. . . . ST+115%	\$48.84	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$70.49
Substation Foreman ST+110%	\$46.72	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$67.81
Substation Technician.	\$42.47	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$1.05	1.5%	\$62.43
Groundman 57% of ST	\$24.21	\$7.50	15%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$37.43
Apprentice Lineman:										
1st Period (60%) of Substation Tech. . . .	\$25.48	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$36.42
2nd Period (65%) of Substation Tech. . . .	\$27.61	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$38.76
3rd Period (70%) of Substation Tech. . . .	\$29.73	\$7.50	5%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$41.11
4th Period (75%) of Substation Tech. . . .	\$31.85	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$48.55
5th Period (80%) of Substation Tech. . . .	\$33.98	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$51.24
6th Period (85%) of Substation Tech. . . .	\$36.10	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$53.93
7th Period (90%) of Substation Tech. . . .	\$38.22	\$7.50	21%	\$0.15	\$0.01	1%	3%	\$0.60	1.5%	\$56.61

*Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

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WAGE SHEETS 09/01/2024 – 08/31/2027



Transportation & Communication Straight Time Wages

09/01/2024 – 12/31/2024	WAGE	LINECO*	HRA	NEBF	NEAP**	AMF	SELCAT	TOTAL
General Foreman	\$27.68	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$39.67
Foreman	\$25.25	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$36.91
Journeyman	\$22.82	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$34.15
Heavy Equip Operator	\$21.60	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$32.77
Trans Comm Tech 1	\$20.37	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$31.37
Equip Operator	\$17.94	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$28.61
Groundman	\$14.05	\$7.25	\$0.85	3%	15%	\$0.15	1.5%	\$25.04
***Helper	\$11.85	\$0.00	\$0.00	3%	9%	\$0.15	1.5%	\$13.60
Apprentice Technician								
1 st Period 60%	\$13.70	\$7.25	\$0.85	3%	5%	\$0.15	1.5%	\$23.25
2 nd Period 65%	\$14.84	\$7.25	\$0.85	3%	5%	\$0.15	1.5%	\$24.50
3 rd Period 70%	\$15.97	\$7.25	\$0.85	3%	5%	\$0.15	1.5%	\$25.74
4 th Period 75%	\$17.11	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$27.67
5 th Period 80%	\$18.25	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$28.96
6 th Period 90%	\$20.53	\$7.25	\$0.85	3%	9%	\$0.15	1.5%	\$31.56

* Employer will cover all LINECO increases

**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

Transportation & Communication Straight Time Wages

01/01/2025 – 08/31/2025	WAGE	LINECO*	HRA	NEBF	NEAP**	AMF	SELCAT	TOTAL
General Foreman	\$27.68	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$39.92
Foreman	\$25.25	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$37.16
Journeyman	\$22.82	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$34.40
Heavy Equip Operator	\$21.60	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$33.02
Trans Comm Tech 1	\$20.37	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$31.62
Equip Operator	\$17.94	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$28.86
Groundman	\$14.05	\$7.50	\$0.85	3%	15%	\$0.15	1.5%	\$25.29
Helper	\$11.85	\$0.00	\$0.00	3%	9%	\$0.15	1.5%	\$13.60
Apprentice Technician								
1 st Period 60%	\$13.70	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$23.50
2 nd Period 65%	\$14.84	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$24.75
3 rd Period 70%	\$15.97	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$25.99
4 th Period 75%	\$17.11	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$27.92
5 th Period 80%	\$18.25	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$29.21
6 th Period 90%	\$20.53	\$7.50	\$0.85	3%	9%	\$0.15	1.5%	\$31.80

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***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

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WAGE SHEETS 09/01/2024 – 08/31/2027



Transportation & Communication Straight Time Wages

09/01/2025 – 08/31/2026	WAGE	LINECO*	HRA	NEBF	NEAP**	AMF	SELCAT	TOTAL
General Foreman	\$27.96	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$40.79
Foreman	\$25.50	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$37.96
Journeyman	\$23.05	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$35.12
Heavy Equip Operator	\$21.82	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$33.70
Trans Comm Tech 1	\$20.57	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$32.26
Equip Operator	\$18.12	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$29.43
Groundman	\$14.19	\$7.50	\$0.85	3%	15%	\$0.15	1.5%	\$25.46
Helper	\$11.97	\$0.00	\$0.00	3%	11%	\$0.15	1.5%	\$13.97
Apprentice Technician								
1 st Period60%	\$13.84	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$23.65
2 nd Period65%	\$14.99	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$24.91
3 rd Period70%	\$16.13	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$26.16
4 th Period75%	\$17.28	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$28.46
5 th Period80%	\$18.43	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$29.79
6 th Period90%	\$20.74	\$7.50	\$0.85	3%	11%	\$0.15	1.5%	\$32.45

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***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry

Transportation & Communication Straight Time Wages

09/01/2026 – 08/31/2027	WAGE	LINECO*	HRA	NEBF	NEAP**	AMF	SELCAT	TOTAL
General Foreman	\$28.52	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$41.72
Foreman	\$26.01	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$38.80
Journeyman	\$23.51	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$35.89
Heavy Equip Operator	\$22.25	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$34.42
Trans Comm Tech 1	\$20.99	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$32.95
Equip Operator	\$18.48	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$30.03
Groundman	\$14.47	\$7.50	\$0.85	3%	15%	\$0.15	1.5%	\$25.80
Helper	\$12.21	\$0.00	\$0.00	3%	12%	\$0.15	1.5%	\$14.37
Apprentice Technician								
1 st Period60%	\$14.11	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$23.95
2 nd Period65%	\$15.29	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$25.24
3 rd Period70%	\$16.45	\$7.50	\$0.85	3%	5%	\$0.15	1.5%	\$26.52
4 th Period75%	\$17.63	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$29.04
5 th Period80%	\$18.80	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$30.40
6 th Period90%	\$21.15	\$7.50	\$0.85	3%	12%	\$0.15	1.5%	\$33.14

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**NEAP will convert from a percentage of gross payroll calculation to a percentage of the straight time hourly rate per hour worked

***Helper exemption less than 2,000 hours shall mean less than 2,000 hours in the industry