

NECA-IBEW LOCAL #176
Low Voltage Technician Agreement (VDV)
RATES EFFECTIVE 6/1/2026 - 5/31/2027

ZONE 1
All Counties

Base Wage Package

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|--|-----------------|
| Sound Technician/TOP CATV Installer | \$ 48.00 |
| NEBF (3% of gross) | \$ 1.44 |
| Health & Welfare (per hour) | \$ 18.59 |
| NECA-IBEW Pension-Decatur (per hour) | \$ 6.83 |
| Local 176 Pension (per hour) | \$ 11.25 |
| S.U.B. Plan (per hour) | <u>\$ 2.42</u> |
| Sub Total Wage & Fringe Benefits | \$ 88.53 |
| Employee portion towards apprenticeship | <u>\$0.03</u> |
| TOTAL WAGE & FRINGE BENEFITS | \$ 88.56 |
| | |
| General Foreman | \$ 52.80 |
| Foreman | \$ 54.30 |
| **Advanced Technician (90% of JW wage & pension rates) | \$ 54.90 |
| **Master Technician (100% of JW wage & pension rates) | \$ 61.00 |

Additional Contract Items

Apprenticeship Fund
AMF - Administrative Maintenance Fund
LMCC (\$.11/hr. local + \$.01/hr. Nat'l)
NECA Service Charge (NECA Contrs. only)

Contribution Rate

\$0.78 per hour
.4% of gross (.004)
\$0.12 per hour
.5% of gross (.005)

Deduct Items

Working Dues - 3.5% of gross
PAC Fund - \$.04 per hour (voluntary for those authorized)

Paid Holidays - 8 hours pay (NEBF only benefit due) MUST BE SUBMITTED ON SEPARATE REPORT
New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, the Day after Thanksgiving and Christmas Day

Trainee Sound Technicians 4 Year Program:

| | |
|---|----------|
| 1st Period: 0-800 hours - 45% of Tech Rate | \$ 21.60 |
| 2nd Period: 801-1600 hours - 50% of Tech Rate | \$ 24.00 |
| 3rd Period: 6 Months-2400 hours - 55% of Tech Rate | \$ 26.40 |
| 4th Period: 6 Months-3200 hours - 60% of Tech Rate | \$ 28.80 |
| 5th Period: 6 Months-4000 hours - 65% of Tech Rate | \$ 31.20 |
| 6th Period: 6 Months-4800 hours - 70% of Tech Rate | \$ 33.60 |
| 7th Period: 6 Months-5600 hours - 80% Tech Rate | \$ 38.40 |
| 8th Period: 6 Months-6400 hours - 90% of Tech Rate | \$ 43.20 |

Overtime - 1 1/2X (Monday-Saturday); 2X (Sundays and holidays)

Bonding Requirements: Must participate in LMCC bonding program or acquire a \$10,000 bond for every four employees or fraction thereof.