

**NECA-IBEW LOCAL 176  
RESIDENTIAL AGREEMENT  
LETTER OF UNDERSTANDING (L.O.U.)  
RATES EFFECTIVE 6/1/2026-5/31/2027**

**Base Wage Package**

**ZONE 1, 2 & 3  
All Zones the Same Rates**

Base Wireman Rate	\$39.96
NEBF Pension (3% of gross)	\$1.20
Health & Welfare (per hour)	\$17.04
NECA-IBEW Pension-Decatur Fund (per hour)	\$5.35
Local 176 Pension (% for Trainees) (per hour)	\$3.67
S.U.B. Plan (per hour)	\$0.70
Employee portion towards apprenticeship	\$0.02
<b>TOTAL WAGE/FRINGE BENEFITS</b>	<b>\$67.94</b>

**Additional Contract Items**

Apprenticeship Fund	0.37 per hour
AMF - Administrative Maintenance Fund	.5% of gross (.005)
LMCC (\$.13/hr Local + \$.01/hr National)	\$.14 per hr
NECA Service Chrg (NECA contrs. only)	.5% of gross (.005)

**Contribution  
Rate**

**DEDUCT ITEMS:** (Deducted directly from hourly rate)

Working Dues - 3.5% of gross  
PAC Fund - \$.05 per hour (voluntary for those authorized employees)

**HOURLY RATES**

General Foreman (16%)	\$46.35
Foreman (9%)	\$43.56
Journeyman	\$39.96

**Trainee Rates**

	Loc 176	
	<u>Pension</u>	
Period 1RT (0 -1000 hrs)-45% RW	\$1.65	\$17.98
Period 2RT (1001-2000 hrs)-50% RW	\$1.84	\$19.98
Period 3RT (2001-3000 hrs)-60% RW	\$2.20	\$23.98
Period 4RT (3001-4000 hrs)-70% RW	\$2.57	\$27.97
Period 5RT (4001-5000 hrs)-80% RW	\$2.94	\$31.97
Period 6RT (5001-6000 hrs)-90% RW	\$3.30	\$35.96

**Overtime-** Monday-Saturday (1 1/2x); Sundays & Holidays (2x)

**Bonding Requirements** - Must participate in LMCC Bonding Program or purchase \$10,000.00 bond for each employee

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