



140 N. 64<sup>th</sup> Ave. Coopersville, MI 49404 / 616-826-3376 / www.wmejatc.org

Pay and Fringe Benefit  
Construction Wireman  
Summary and Explanation

The Journeyman scale is currently \$42.00. Apprentices earn a percentage of that.

- CW 1 – 0000-1000 hours is 45%
- CW 1 – 1001-2000 hours is 50%
- CW 2 – 2001-4000 hours is 55%
- CW 3 – 4001-6000 hours is 60%
- CW 4 – 6001-8000 hours is 65%
- CE 1 – Unlicensed 70%
- CE 2 – Licensed 80%
- CE 3 - Licensed 90%

*Pay rate equation: (Journeyman Rate X Percentage = Hour Pay)*

**Wages:**

		<b>CW1</b>	<b>CW1</b>	<b>CW2</b>	<b>CW3</b>	<b>CW4</b>	CE1 Unlicensed	CE2 Licensed	CE3 Licensed
		<b>45%</b>	<b>50%</b>	<b>55%</b>	<b>60%</b>	<b>65%</b>	<b>70%</b>	<b>80%</b>	<b>90%</b>
Base Rate		\$18.90	\$21.00	\$23.10	\$25.20	\$27.30	\$29.40	\$33.60	\$37.80
VAC (Employer Paid)	0%	-	-	-	-	-	-	-	-
Health Plan	\$6.69	\$6.69	\$6.69	\$6.69	\$6.69	\$6.6	\$6.69	\$6.69	\$6.69
MEEPP	5%	\$0.95	\$1.05	\$1.16	\$1.26	\$1.37	\$1.47	\$1.68	\$1.89
NEAP		\$0.25	\$0.25	\$0.25	\$0.76	\$0.82	\$1.47	\$1.68	\$1.89
NEBF	3%	\$0.57	\$0.63	\$0.69	\$0.76	\$0.82	\$0.88	\$1.01	\$1.13
<b>Total Package</b>		<b>\$27.36</b>	<b>\$29.62</b>	<b>\$31.89</b>	<b>\$34.67</b>	<b>\$37.00</b>	<b>\$39.91</b>	<b>\$42.66</b>	<b>\$49.40</b>

Health Care: Employer paid, includes 25 cents into flex fund that can be used for copays, etc.  
Covers employee and all dependents (spouse/children)  
Michigan Electrical Workers Health Plan through Blue Cross/Blue Shield

Pensions: Employer Paid.

Dues: The only payroll deduction will be the working dues set by the members of IBEW Local 275. This is currently 5% + \$0.06 per hour worked.

Vacations / Holidays / Sick Days: Vacation fund is not funded this year. Each employer will have a vacation/time off policy that will be explained by them during onboarding. You will **NOT** get paid time off, just approved time off by your contractor.



**Pay and Fringe Benefit  
Inside Wireman  
Summary and Explanation**

The Journeyman scale is currently \$42.00. Apprentices earn a percentage of that.

0000-1000 hours is 45% 1<sup>st</sup> Year

1001-2000 hours is 50% 1<sup>st</sup> Year

2001-3500 hours is 55% 2<sup>nd</sup> Year

3501-5000 hours is 60% 3<sup>rd</sup> Year

5001-6500 hours is 70% 4<sup>th</sup> Year

6501-8000 hours is 80% 4<sup>th</sup> Year+

A licensed 4<sup>th</sup> or 4<sup>th</sup>+ Year can qualify for 90%

Your pay can be ahead of the school year if you maintain an 83% average or higher.

*Pay rate equation: (Journeyman Rate X Percentage = Hour Pay)*

**Apprentices:**

		<b>45%</b>	<b>50%</b>	<b>55%</b>	<b>60%</b>	<b>70%</b>	<b>80%</b>	<b>90%</b>
Base Rate		\$18.90	\$21.00	\$23.10	\$25.20	\$29.40	\$33.60	\$37.80
VAC (Employer Paid)	0%	-	-	-	-	-	-	-
Health Plan	\$9.04	\$9.04	\$9.04	\$9.04	\$9.04	\$9.04	\$9.04	\$9.04
MEEPP	5%	\$0.95	\$1.05	\$1.16	\$1.26	\$1.47	\$1.68	\$1.89
NEAP		\$0.25	\$0.25	\$0.69	\$0.76	\$1.76	\$2.02	\$2.27
NEBF	3%	\$0.57	\$0.63	\$0.69	\$0.76	\$0.88	\$1.01	\$1.13
<b>Total Package</b>		<b>\$29.71</b>	<b>\$31.97</b>	<b>\$34.68</b>	<b>\$37.02</b>	<b>\$42.55</b>	<b>\$47.35</b>	<b>\$52.13</b>

**Health Care:** Employer paid, includes 50 cents into flex fund that can be used for copays, etc.

Covers employee and all dependents (spouse/children)

Michigan Electrical Workers Health Plan through Blue Cross/Blue Shield

**Pensions:** Employer Paid.

**Dues:** The only payroll deduction will be the working dues set by the members of IBEW Local 275. This is currently 5% + \$0.06 per hour worked.

**Vacations / Holidays / Sick Days:** Vacation fund is not funded this year. Each employer will have a vacation/time off policy that will be explained by them during onboarding. You will **NOT** get paid time off, just approved time off by your contractor.