

**WAGE SHEET - INSIDE WIREMAN AGREEMENT**  
**West Michigan Division, Michigan Chapter, N.E.C.A./Local Union #275, I.B.E.W.**  
**Wages, Fringe Benefits & Employer Contributions, and Employee Deductions**  
**June 1, 2026 through May 30, 2027**

**Geographical Area:** Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa and portions of Allegan, Barry, Ionia, Isabella Lake, Mason and Osceola counties

**Wages**                    **Note: Vacation funding is Zero in the allocation for wage year 2026-2027**

<b>JIW TPI = \$3.21</b>	<b>new</b>	<b>\$67.50 Total Package</b>	<b>Foreman</b>	<b>General Foreman</b>
		<b>Journeyman</b>	<b>12.50%</b>	<b>25%</b>
<b>Base Rate</b>		\$42.00	\$47.25	\$52.50
<b>Vacation (Employer Paid)</b>	<b>0%</b>	\$0.00	\$0.00	\$0.00
<b>Health Plan</b>	<b>9.54</b>	9.54	9.54	9.54
<b>MEEPP</b>	<b>25%</b>	10.50	11.81	13.13
<b>NEAP</b>	<b>10%</b>	4.20	4.73	5.25
<b>NEBF</b>	<b>3%</b>	1.26	1.42	1.58
<b>Total Package</b>		<b>\$67.50</b>	<b>\$74.75</b>	<b>\$82.00</b>

**Apprentices:**

		<b>45%</b>	<b>50%</b>	<b>55%</b>	<b>60%</b>	<b>70%</b>	<b>80%</b>	<b>90%</b>
<b>Base Rate</b>		\$18.90	\$21.00	\$23.10	\$25.20	\$29.40	\$33.60	\$37.80
<b>Vacation (Employer Paid)</b>	<b>0%</b>	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
<b>Health Plan</b>	<b>9.04</b>	9.04	9.04	9.04	9.04	9.04	9.04	9.04
<b>MEEPP</b>	<b>5%</b>	0.95	1.05	1.16	1.26	1.47	1.68	1.89
<b>NEAP</b>		0.25	0.25	0.69	0.76	1.76	2.02	2.27
<b>NEBF</b>	<b>3%</b>	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>
<b>90% after 4th period (60%) with State of Michigan Electrical License</b>								

**Benefit & Employer Contributions:**

<b>Vacation</b>	0% of base rate paid by employer (taxable) Added June 3, 2024	<b>Unfunded for this year</b>
<b>Health</b>	9.54 per hour for journeyman, foreman, general foreman 9.04 per hour for Apprentices	
<b>MEEPP</b>	25% of taxable wages for journeyman, foreman, general foreman 5% of taxable wages for apprentices	
<b>NEAP</b>	10% of taxable wages for journeyman, foreman, general foreman	
<b>Apprentices:</b>		
	1st & 2nd period: \$0.25 per hour	
	3rd & 4th period: 3% of taxable wages	
	5th & 6th period: 6% of taxable wages	
	90% Licensed Apprentice: 6% of taxable wages	
<b>NEBF</b>	3% of taxable wages for all employees	
<b>JATC</b>	\$0.95 per hour worked (1.4% of Total JIW Package)	
<b>LMCF</b>	\$0.10 per hour worked	
<b>NLMCF</b>	\$0.01 per hour worked	
<b>NECA</b>	1.00% of taxable wages (NECA Members only)	
<b>AMF</b>	\$0.25 per hour worked (Administrative Maintenance Fund)	

**Employee Deductions:**

**Union Dues**                    5% of taxable wages plus \$.06 per hour worked

**The present agreement expires May 31, 2027**

**WAGE SHEET - CW/CE Addendum**  
**West Michigan Division, Michigan Chapter, N.E.C.A./Local Union #275, I.B.E.W.**  
**Wages, Fringe Benefits & Employer Contributions, and Employee Deductions**  
**June 1, 2026 through May 30, 2027**

**Geographical Area:** Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa and portions of Allegan, Barry, Ionia, Isabella Lake, Mason and Osceola counties

Wages	CW1		CW2	CW3	CW4	CE1	CE2	CE3
	45%	50%	55%	60%	65%	Unlicensed 70%	Licensed 80%	Licensed 90%
<b>Base Rate</b>	18.90	21.00	23.10	25.20	27.30	29.40	33.60	37.80
<b>Vacation</b> (Employer Paid) <b>0%</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Health Plan</b> 6.69	6.69	6.69	6.69	6.69	6.69	6.69	6.69	6.69
<b>MEEPP</b> <b>5%</b>	0.95	1.05	1.16	1.26	1.37	1.47	1.68	1.89
<b>NEAP</b>	0.25	0.25	0.25	0.76	0.82	1.47	1.68	1.89
<b>NEBF</b> <b>3%</b>	0.57	0.63	0.69	0.76	0.82	0.88	1.01	1.13
<b>Total Package</b>	27.36	29.62	31.89	34.67	37.00	39.91	44.66	49.40

**Benefit & Employer Contributions:**

<b>Health</b>	6.69 per hour (\$6.44 base; \$0.25 Special Fund)	
<b>Vacation</b>	0% of base rate paid by employer (taxable)	<b>Unfunded for this year</b>
<b>MEEPP</b>	5%	
<b>NEAP</b>	0.25 per hour for CW1, CW2 3% of taxable wages for CW3, CW 4 5% of taxable wages for CE1, CE2, CE3	
<b>NEBF</b>	3% of taxable wages for all classifications	
<b>JATC</b>	0.95 per hour worked	
<b>LMCF</b>	0.10 per hour worked	
<b>NLMCF</b>	0.01 per hour worked	
<b>NECA</b>	1.0% of taxable wages (NECA Members only)	
<b>AMF</b>	0.25 per hour worked (Administrative Maintenance Fund)	

**Employee Deductions:**

**Union Dues** 5% of taxable wages plus \$.06 per hour worked

Note: Under the CW/CE Addendum, these classifications **cannot** be employed on certain types of projects. Prior to utilizing these rates in your bids, Employers should contact the Michigan Chapter NECA or Local 275 office to assure the classifications can be utilized on the specific project being bid.

**WAGE SHEET - RESIDENTIAL WIREMAN AGREEMENT**  
**West Michigan Division, Michigan Chapter, N.E.C.A./Local Union #275, I.B.E.W.**  
**Wages, Fringe Benefits & Employer Contributions, and Employee Deductions**  
**June 1, 2026 through May 30, 2027**

**Geographical Area:** Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa and portions of Allegan, Barry, Ionia, Isabella Lake, Mason and Osceola counties

**Note:** **Taxable wages equal Base Rate plus Vacation**  
**Taxable wages are used to calculate MEEP, NEAP, NEBF, Work Assessment, and NECA**

Wages	Journeyman		Foreman		General Foreman	
			12.50%		25%	
Base Rate		\$ 33.60		\$ 37.80		\$ 42.00
Vacation (Employer Paid)	0%	\$ -		\$ -		\$ -
Health Plan	9.04	\$ 9.04		\$ 9.04		\$ 9.04
MEEP*	19.34%	\$ 6.50		\$ 7.31		\$ 8.12
NEAP	3%	\$ 1.01		\$ 1.13		\$ 1.26
NEBF	3%	\$ 1.01		\$ 1.13		\$ 1.26
<b>Total Package</b>		<b>\$ 51.16</b>		<b>\$ 56.41</b>		<b>\$ 61.68</b>

**Apprentices:**

	55%		60%		65%		70%		80%		85%	
Base Rate	\$ 18.48	\$ 20.16	\$ 21.84	\$ 23.52	\$ 26.88	\$ 28.56						
Vacation (Employer Paid)	0%	\$ -	\$ -	\$ -	\$ -	\$ -						
Health Plan	4.59	\$ 4.59	\$ 4.59	\$ 4.59	\$ 4.59	\$ 4.59						
MEEP		\$ -	\$ -	\$ -	\$ 1.91	\$ 2.18	\$ 3.68					
NEAP	3%	\$ 0.55	\$ 0.60	\$ 0.66	\$ 0.71	\$ 0.81	\$ 0.86					
NEBF	3%	\$ 0.55	\$ 0.60	\$ 0.66	\$ 0.71	\$ 0.81	\$ 0.86					
<b>Total Package</b>		<b>\$ 24.17</b>	<b>\$ 25.95</b>	<b>\$ 27.75</b>	<b>\$ 31.44</b>	<b>\$ 35.27</b>	<b>\$ 38.55</b>					

**Benefit & Employer Contributions:**

<b>Vacation</b>	0% of base rate paid by employer (taxable) New June 3, 2024	<b>Unfunded for this year</b>
<b>Health</b>	\$9.04 per hour for journeyman, foreman, general foreman \$4.59 per hour for all apprentices	
<b>MEEPP</b>	19.34% of taxable wages for journeyman, foreman, general foreman 12.88% of taxable wages for 6th period 8.11% of taxable wages for 4th and 5th period apprentices 0% no contribution for 1st thru 3rd period apprentices	
<b>NEAP</b>	3% of taxable wages for all classifications	
<b>NEBF</b>	3% of taxable wages for all employees	
<b>JATC</b>	\$0.95 per hour worked	
<b>LMCF</b>	\$0.10 per hour worked	
<b>NLMCF</b>	\$0.01 per hour worked	
<b>NECA</b>	1.0% of taxable wages (NECA Members only)	
<b>AMF</b>	\$0.25 per hour worked (Administrative Maintenance Fund)	

**Employee Deductions:**

**Union Dues** 5% of **taxable wages** plus \$.06 per hour worked

(Effective May 30, 2011, the residential journeyman rate was set at 80% of the journeyman inside wireman rate)

**WAGE SHEET - VIDEO - DATA - VOICE AGREEMENT**  
**West Michigan Division, Michigan Chapter, N.E.C.A./Local Union #275, I.B.E.W.**  
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**June 1, 2026 through May 30, 2027**

**Geographical Area:** Kent, Mecosta, Montcalm, Muskegon, Newaygo, Oceana, Ottawa and portions of Allegan, Barry, Ionia, Isabella Lake, Mason and Osceola counties

**Wages**

		<b>Journeyman Installer Technician</b>	<b>Foreman 12.50%</b>	<b>General Foreman 25%</b>
<b>Base Rate</b>		\$30.99	\$34.86	\$38.74
<b>Health Plan</b>	<b>\$9.54</b>	9.54	9.54	9.54
<b>MEEPP</b>	<b>18.13%</b>	5.62	6.32	7.02
<b>NEAP</b>	<b>10.1%</b>	3.13	3.52	3.91
<b>NEBF</b>	<b>3%</b>	0.93	1.05	1.16
<b>Total Package</b>		\$50.21	\$55.29	\$60.37

**Apprentices:**

		<b>Data Wireman 60%</b>	<b>1st 65%</b>	<b>2nd 75%</b>	<b>3rd 85%</b>
<b>Base Rate</b>		\$18.59	\$20.14	\$23.24	\$26.34
<b>Health Plan</b>	<b>\$5.09</b>	5.09	5.09	5.09	5.09
<b>MEEPP</b>	<b>18%</b>	<b>0.00</b>	3.65	4.21	4.78
<b>NEAP</b>	<b>10%</b>	<b>0.25</b>	2.03	2.35	2.66
<b>NEBF</b>	<b>3%</b>	0.56	0.60	0.70	0.79
<b>Total Package</b>		\$24.49	\$31.51	\$35.59	\$39.66

**Benefit & Employer Contributions:**

<b>Health</b>	<b>\$9.54</b> per hour for journeyman, foreman, general foreman <b>\$5.09</b> per hour for all apprentices
<b>MEEPP</b>	<b>18.13%</b> of gross wages for all classifications except Data Wireman - Data Wireman no contribution
<b>NEAP</b>	<b>10.1%</b> of gross wages for all classifications except Data Wireman <b>\$0.25</b> Data Wireman
<b>NEBF</b>	<b>3%</b> of gross wages for all employees
<b>JATC</b>	<b>\$0.95</b> per hour worked
<b>LMCF</b>	<b>\$0.10</b> per hour worked
<b>NLMCF</b>	<b>\$0.01</b> per hour worked
<b>NECA</b>	<b>1%</b> of gross wages (NECA Members only)
<b>AMF</b>	<b>\$0.25</b> per hour worked (Administrative Maintenance Fund)

**Employee Deductions:**

**Union Dues** **5% of gross wages plus \$0.06 per hour worked**