



NECA/IBEW LOCAL 212 INSIDE WIREMAN WAGE SCHEDULE Effective 6/5/2023 thru 6/2/2024



Classification	34.41		7.60	9.00	0.65	3%	2.65	0.06	0.01	0.11	1.8%	5% 8% 0.05				
			Benefits					Other					Deductions	Voluntary		
	Submitted to:		Benefit Office			NECA Office					Local 212	Local 212				
	JW %	Rate per Hour	H & W	Pension	SUB	NEBF	NEAP	LMCC	NLMCC	CECAF	JATC	Total	Working Dues	Vacation Fund	Cope	
Apprentice Period	1st Period 0-1000 Hours	45%	15.48	7.60		0.46	0.35	0.06	0.01	0.11	0.28	24.35	0.77	-	0.05	
	2nd Period 1001-2000 Hours	48%	16.52	7.60		0.50	0.35	0.06	0.01	0.11	0.30	25.45	0.83	-	0.05	
	3rd Period 2001-3500 Hours	50%	17.21	7.60	4.50	0.65	0.52	1.60	0.06	0.01	0.11	0.31	32.57	0.86	1.38	0.05
	4th Period 3501-5000 Hours	52%	17.89	7.60	4.68	0.65	0.54	1.65	0.06	0.01	0.11	0.32	33.51	0.89	1.43	0.05
	5th Period 5001-6500 Hours	57%	19.61	7.60	5.13	0.65	0.59	1.70	0.06	0.01	0.11	0.35	35.81	0.98	1.57	0.05
	6th Period 6501-8000 Hours	68%	23.40	7.60	6.12	0.65	0.70	1.95	0.06	0.01	0.11	0.42	41.02	1.17	1.87	0.05
Journeyman	100%	34.41	7.60	9.00	0.65	1.03	2.65	0.06	0.01	0.11	0.62	56.14	1.72	2.75	0.05	
Foreman	110%	37.85	7.60	9.00	0.65	1.14	2.65	0.06	0.01	0.11	0.68	59.75	1.89	3.03	0.05	
General Foreman	120%	41.29	7.60	9.00	0.65	1.24	2.65	0.06	0.01	0.11	0.74	63.35	2.06	3.30	0.05	

Benefits and Deductions Explained	
H & W	The employer contributes \$7.60 per hour worked to the Health & Welfare Fund for employees. This fund is administered by the Local 212 Benefit Office.
Pension	The employer contributes \$9.00 per hour for journeymen and the period percentage of \$9.00 per hour for apprentices to the Local 212 Pension Plan; an individual retirement benefit. Pension is not paid on 1st & 2nd period apprentices.
SUB	Supplemental Unemployment Benefit - The employer contributes \$0.65 per hour worked. In the case of unemployment, this fund may be drawn on as a supplement. SUB is not paid on 1st & 2nd period apprentices.
NEBF	National Electrical Benefit Fund - The employer contributes 3% of gross payroll to NEBF; a retirement benefit based on years of service.
NEAP	National Electrical Annuity Plan - The employer contributes \$2.65 for Journeyman to NEAP; an individual retirement plan.
LMCC	The contractor contributes a total of \$0.06 per hour to these funds which are used for advancement of the union electrical industry.
NLMCC	The contractor contributes a total of \$0.01 per hour to these funds which are used for advancement of the union electrical industry.
CECAF	Cincinnati Electrical Contractors Association Fund - The employer contributes \$0.11 per hour to CECAF for Administration.
JATC	Joint Apprenticeship and Training Committee - The employer contributes 1.8% of gross payroll to the JATC to finance the training of apprentices and journeymen.
Working Dues	5% of weekly gross payroll is deducted from union members only.
Vacation Fund	8% deduction from employee's paycheck, deposited into a Vacation Savings Account. Funds may be withdrawn monthly in which they were deposited. Vacation is not deducted from 1st & 2nd period apprentices.
Cope	A voluntary deduction \$0.05 per hour worked will be deducted from paycheck to finance the committee on Political Education.
NEFP	Voluntary pre-taxed deduction. The employer shall allow payroll deduction to National Electrical 401k Plan in any amount as long as the deduction is in 50 cent increments (example: \$0.50, \$1.00, \$1.50, \$2.00, etc) per hour worked.