IBEW Fourth District Northern Ohio Regional Agreement
Wage Calculation Sheet Effective 1/1/2026 through 12/31/2026
Attachment "B"

This Section for Wage Calculations Only - Fourth District NORA Agreement

Local Union	8	38	64	129	246	306	540	573	673	Total	Average	Total Package
Journeyman Wireman Base Pay	$51.04	$46.63	$41.49	$42.95	$50.05	$44.25	$46.27	$44.00	$41.00	**$407.68**	**$45.30**	
JATC Contribution	$1.36	$0.42	$0.60	$0.57	$1.64	$1.00	$1.27	$1.00	$0.70	**$8.56**	**$0.95**	
NLMCC & LMCC Contribution	$0.44	$0.11	$0.16	$0.07	$0.11	$0.25	$0.15	$0.21	$0.11	**$1.61**	**$0.18**	**$46.85**
NECA Administration	$0.20	$0.23	$0.15	$0.21	$0.35	$0.31	$0.32	$0.15	$0.21	**$2.13**	**$0.24**	
NECA Service*	$0.20	$0.14	$0.16	$0.13	$0.25	$0.22	$0.23	$0.16	$0.12	**$1.61**	**$0.18**	

This Section for Payroll and Fringe Benefit Reporting (1/1/2026 through 12/31/2026)

			Hourly Rate	NEBF (3%)	H&W	NEAP (3%)	JATC	NLMCC/LMCC	NECA Administration	CCA	NECA Service*	Total
CW-1	35%	0-2,000 Hours	$15.86	$0.48	$6.99	$0.48	$0.95	$0.18	$0.24	$0.10	$0.18	**$25.46**
CW-2	37.5%	2,001-4,000 Hours	$16.99	$0.51	$6.99	$0.51	$0.95	$0.18	$0.24	$0.10	$0.18	**$26.65**
CW-3	40%	4,001-6,000 Hours	$18.12	$0.54	$6.99	$0.54	$0.95	$0.18	$0.24	$0.10	$0.18	**$27.84**
CW-4	45%	6,001-8,000 Hours	$20.39	$0.61	$6.99	$0.61	$0.95	$0.18	$0.24	$0.10	$0.18	**$30.25**
CE-1	50%	8,001-10,000 Hours	$22.65	$0.68	$6.99	$0.68	$0.95	$0.18	$0.24	$0.10	$0.18	**$32.65**
CE-2	55%	10,001-12,000 Hours	$24.92	$0.75	$6.99	$0.75	$0.95	$0.18	$0.24	$0.10	$0.18	**$35.06**
CE-3	70%	12,001-14,000 Hours	$31.71	$0.95	$6.99	$0.95	$0.95	$0.18	$0.24	$0.10	$0.18	**$42.25**

***Paid by NECA Members Only**