

**I.B.E.W. Local Union #127**  
**Kenosha Division, Wisconsin Chapter, N.E.C.A., Inc.**  
**LIMITED ENERGY WAGE RATES**  
**Effective 5/31/26 - 5/29/27**

|                                   | <b>Installer<br/>Technician</b> | <b>Foreman<br/>+10%</b> | <b>1-1/2 Time<br/>IT</b> |
|-----------------------------------|---------------------------------|-------------------------|--------------------------|
| Base Rate                         | 38.25                           | 42.08                   | 57.38                    |
| Vacation (0, 3% deduct option)    | (---)                           | (---)                   | (---)                    |
| C.O.P.E (\$ .10 voluntary deduct) | (---)                           | (---)                   | (---)                    |
| Health & Welfare*                 | 10.79                           | 10.79                   | 10.79                    |
| Local Pension (19%)               | 7.27                            | 8.00                    | 10.90                    |
| NEBF (3%)                         | 1.15                            | 1.26                    | 1.72                     |
| <b>Total Wage/Fringe</b>          | <b>\$57.46</b>                  | <b>\$62.13</b>          | <b>\$80.79</b>           |
| Appren. & Train. (.5%)            | 0.19                            | 0.21                    | 0.29                     |
| Appren. Coord. (.5%)              | 0.19                            | 0.21                    | 0.29                     |
| Admin. Fund (.4%)                 | 0.15                            | 0.17                    | 0.23                     |
| Local LMCC (0.075%)               | 0.03                            | 0.03                    | 0.04                     |
| NLMCC (\$.01)                     | 0.01                            | 0.01                    | 0.01                     |
| NATL NECA (.2%)**                 | 0.08                            | 0.08                    | 0.11                     |
| NEIF (.5%)**                      | 0.19                            | 0.21                    | 0.29                     |
| <b>Total Cost</b>                 | <b>\$58.30</b>                  | <b>\$63.05</b>          | <b>\$82.05</b>           |

NOTES: \* Health & Welfare \$10.79 contribution includes: \$8.77 premium, \$1.15 fund reserve, \$.87 flex account

\*\* National NECA (NATL NECA) and National Electrical Industry Fund (NEIF) applies to NECA members only

~ Union dues: 4.25% deduct for all classifications

**Future IT Total Wage/Fringe Package Increases:**

5/30/2027 ~ Increase the total wage/fringe benefit package by \$2.60 per hour

5/28/2028 ~ Increase the total wage/fringe benefit package by \$3.30 per hour

6/1/2029 ~ Contract open

**Apprentice Wage Rates**

|                                   | <b>1st Period<br/>55%</b> | <b>2nd<br/>60%</b> | <b>3rd<br/>65%</b> | <b>4th<br/>70%</b> | <b>5th<br/>75%</b> | <b>6th<br/>85%</b> |
|-----------------------------------|---------------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Base Rate                         | 21.04                     | 22.95              | 24.86              | 26.78              | 28.69              | 32.51              |
| Vacation (0, 3% deduct option)    | (---)                     | (---)              | (---)              | (---)              | (---)              | (---)              |
| C.O.P.E (\$ .10 voluntary deduct) | (---)                     | (---)              | (---)              | (---)              | (---)              | (---)              |
| Health & Welfare                  | 10.79                     | 10.79              | 10.79              | 10.79              | 10.79              | 10.79              |
| Local Pension (19%)               | 4.00                      | 4.36               | 4.72               | 5.09               | 5.45               | 6.18               |
| NEBF (3%)                         | 0.63                      | 0.69               | 0.75               | 0.80               | 0.86               | 0.98               |
| <b>Total Wage/Fringe</b>          | <b>\$36.46</b>            | <b>\$38.79</b>     | <b>\$41.12</b>     | <b>\$43.46</b>     | <b>\$45.79</b>     | <b>\$50.46</b>     |

NOTES: ~ Apprenticeship, Administrative, LMCC, NLMCC, NATL NECA and NEIF contributions also apply to Apprentices

**Installer Trainee Wage Rates**  
(Hired after 6/1/2010)

| <b>Class</b> | <b>Hours</b>  | <b>% of Tech</b> | <b>Base Rate</b> | <b>NEBF 3%</b> | <b>H &amp; W</b> | <b>Pension</b> | <b>Total<br/>Wage/Fringe</b> |
|--------------|---------------|------------------|------------------|----------------|------------------|----------------|------------------------------|
| Installer 1  | 0 - 900       | 60%              | 22.95            | 0.69           | --               | --             | <b>\$23.64</b>               |
| Installer 2  | 901 - 2,000   | 60%              | 22.95            | 0.69           | 10.79            | --             | <b>\$34.43</b>               |
| Installer 3  | 2,001 - 4,000 | 65%              | 24.86            | 0.75           | 10.79            | 0.99           | <b>\$37.39</b>               |
| Installer 4  | 4,001 - 6,000 | 70%              | 26.78            | 0.80           | 10.79            | 1.61           | <b>\$39.98</b>               |
| Installer 5  | 6,001 - 8,000 | 80%              | 30.60            | 0.92           | 10.79            | 2.45           | <b>\$44.76</b>               |
| Installer 6  | 8,001 +       | 90%              | 34.43            | 1.03           | 10.79            | 3.44           | <b>\$49.69</b>               |

NOTES: ~ Vacation: 0 or 3% deduct option

~ C.O.P.E.: \$.10 voluntary deduct

~ Health & Welfare: Major Medical, Comprehensive Dental and Vision for 901 - 8,001 + hours

(Note: H&W contribution begins at 901 hours and coverage begins at 1,200 hours)

~ Pension contribution:

- 4% for 2,001 - 4,000 hours
- 6% for 4,001 - 6,000 hours
- 8% for 6,001 - 8,000 hours
- 10% for 8,001 + hours

~ Apprenticeship, Administrative, LMCC, NLMCC, NATL NECA and NEIF contributions apply at all program levels