

**WESTERN OHIO CHAPTER NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
ELECTRICIANS LOCAL #82 IBEW ~ DAYTON, OH
INSIDE AGREEMENT**

Hourly Cost for Electrical Journeymen and Apprentices
Effective December 1, 2025 through December 6, 2026

Revised 11/4/2025

CLASSIFICATION		Hourly Wage	Health & Welfare & HRA	Defined Benefit (Pension)	Defined Contribution (Annuity)	NEBF 3%	JATC 1.70%	LMCC	WOECAP 0.5%	TOTAL LABOR COSTS	Deduct Bldg Fund Assessment
Journeyman	100%	39.40	8.35	9.05	4.30	1.18	0.67	0.16	0.20	63.31	-0.50
Foreman	110%	43.34	8.35	9.05	4.30	1.30	0.74	0.16	0.22	67.46	-0.50
General Foreman	115%	45.31	8.35	9.05	4.30	1.36	0.77	0.16	0.23	69.53	-0.50
Journeyman Tech.	100%	39.40	8.35	9.05	4.30	1.18	0.67	0.16	0.20	63.31	-0.50
APPRENTICES											
1st period	46%	18.12	4.78	0.20	0	0.54	0.31	0	0.09	24.04	-0.23
2nd period	46%	18.12	4.78	0.20	0	0.54	0.31	0	0.09	24.04	-0.23
3rd period	50%	19.70	7.73	4.53	2.15	0.59	0.33	0.16	0.10	35.29	-0.25
4th period	52%	20.49	7.75	4.71	2.24	0.61	0.35	0.16	0.10	36.41	-0.26
5th period	62%	24.43	7.88	5.61	2.67	0.73	0.42	0.16	0.12	42.02	-0.31
6th period	77%	30.34	8.06	6.97	3.31	0.91	0.52	0.16	0.15	50.42	-0.39

All Signatory Employers are required to pay the wages and benefit funds as stated above and below.

1. Defined Benefit (Pension) contributions are based on "hours worked".
2. Health and Welfare contributions are based on "hours paid" and are calculated at 1-1/2x on both time and one half and double time hours.
3. Defined Contribution (Annuity) contributions are based on "hours paid" and are calculated at 1-1/2x on time and one half hours and 2x on double time hours.
4. For Journeyman, the hourly contribution rate to the Health & Welfare plan is \$7.10 and the hourly contribution rate into the Health Reimbursement Arrangement (HRA) is \$1.25.
5. All Apprentices shall receive a prorated HRA using the same percentage factor as used for determining the hourly wage.
7. The Building Fund Assessment is based on hours worked and is deducted from wages after all taxes are deducted.
8. Working Dues for Journeyman Wiremen are deducted at 5.5% of Gross Labor Payroll. Working Dues for 3rd, 4th, 5th and 6th period Apprentices are deducted at 3% of Gross Labor Payroll. There are NO Working Dues for 1st and 2nd period Apprentices.
9. NECA members are required to pay a service charge of 0.4% of Gross Labor Payroll.

Approved By:

IBEW Local No. 82

Western Ohio Chapter, NECA

Date