

**IBEW LOCAL UNION 110 INSIDE CONSTRUCTION AGREEMENT - APPRENTICE & PRE-APPRENTICE WAGE SCALE****EFFECTIVE May 1, 2025 - APRIL 30, 2026****APPRENTICE INDENTURED AFTER 4-1-2015**

YEAR	HOURS	% OF JW	WAGE	NEBF		VAC/HOL		MEDICAL	JATC		RMFP		PENSION		SUP PENS		LMCC	TOT PCKG
1st yr	1560 hrs	45%	\$25.56	3%	\$0.77	10%	\$2.56	\$15.25	0.0000%	\$0.00	0.0391%	\$0.01	Hourly	\$0.51	Hourly	\$0.51	\$0.01	\$45.18
2nd yr	1560 hrs	55%	\$31.24	3%	\$0.94	10%	\$3.12	\$15.25	0.0000%	\$0.00	0.1601%	\$0.05	Hourly	\$2.03	Hourly	\$2.03	\$0.01	\$54.67
3rd yr	1560 hrs	60%	\$34.08	3%	\$1.02	13%	\$4.43	\$15.25	0.3228%	\$0.11	0.4401%	\$0.15	Hourly	\$2.18	Hourly	\$2.18	\$0.01	\$59.41
4th yr	1560 hrs	75%	\$42.60	3%	\$1.28	13%	\$5.54	\$15.25	2.1127%	\$0.90	2.8404%	\$1.21	Hourly	\$3.39	Hourly	\$3.39	\$0.09	\$73.65
5th yr	1560 hrs	85%	\$48.28	3%	\$1.45	13%	\$6.28	\$15.25	1.8641%	\$0.90	3.9147%	\$1.89	Hourly	\$4.50	Hourly	\$4.50	\$0.09	\$83.14

**APPRENTICE INDENTURED BEFORE 4-1-2015**

YEAR	HOURS	% OF JW	WAGE	NEBF		VAC/HOL		MEDICAL	JATC		RMFP		PENSION		SUP PENS		LMCC	TOT PCKG
1st yr	1560 hrs	40%	\$22.72	3%	\$0.68	10%	\$2.27	\$14.17	0.0000%	\$0.00	0.0440%	\$0.01	Hourly	\$0.29	Hourly	\$0.29	\$0.01	\$40.44
2nd yr	1560 hrs	45%	\$25.56	3%	\$0.77	10%	\$2.56	\$15.25	0.0000%	\$0.00	0.0391%	\$0.01	Hourly	\$0.51	Hourly	\$0.51	\$0.01	\$45.18
3rd yr	1560 hrs	60%	\$34.08	3%	\$1.02	13%	\$4.43	\$15.25	0.3228%	\$0.11	0.4401%	\$0.15	Hourly	\$2.18	Hourly	\$2.18	\$0.01	\$59.41
4th yr	1560 hrs	75%	\$42.60	3%	\$1.28	13%	\$5.54	\$15.25	2.1127%	\$0.90	2.8404%	\$1.21	Hourly	\$3.39	Hourly	\$3.39	\$0.09	\$73.65
5th yr	1600 hrs	90%	\$51.12	3%	\$1.53	13%	\$6.65	\$15.25	1.7606%	\$0.90	3.6776%	\$1.88	Hourly	\$5.23	Hourly	\$5.23	\$0.09	\$87.88

**Working Dues are 3.75% of Gross Wages. (Gross Wages = Wages plus Vacation & Holiday pay)****No Working Dues on Pre-Apprentices****PRE-APPRENTICE**

HOURS	WAGE	NEBF		LMCC	TOT PCKG
2000	\$25.56	3%	\$0.77	\$0.01	\$26.34

**JW HOURLY WAGE RATE: \$56.80****JW HOURLY TOTAL PACKAGE: \$94.89**