Inside Agreement
Local 481
Effective 6/1/2026 - 5/30/2027

Classification	Base Rate	Hourly Rate (rounded to nearest .05 per hr worked)	NEBF (3% of gross)	HW (per hr worked)	DB Pension (23.90% of gross)	DC Pension (9% of gross)	SUB Fund (per hr worked)	Total Package	JATC (1.50% of gross)	JATC Bldg (per hr worked)	LMCC (per hr worked)	NLMCC (per hr worked)	Total
Journeyman Wireman	**100%**	$ 48.90	$ 1.47	$ 11.20	$ 11.69	$ 4.40	$ 1.05	**$ 78.71**	$ 0.73	0.14	0.36	0.01	**$ 79.95**
Foreman	**112%**	$ 54.75	$ 1.64	$ 11.20	$ 13.09	$ 4.93	$ 1.05	**$ 86.67**	$ 0.82	0.14	0.36	0.01	**$ 88.00**
General Foreman	**118%**	$ 57.70	$ 1.73	$ 11.20	$ 13.79	$ 5.19	$ 1.05	**$ 90.67**	$ 0.87	0.14	0.36	0.01	**$ 92.04**
Apprentices													
1st Period	**46.80%**	$ 22.90	$ 0.69	$ 5.24	$ 0.50	$ -	$ -	**$ 29.31**	$ 0.34	0.14	0.36	0.01	**$ 30.17**
2nd Period	**54.70%**	$ 26.75	$ 0.80	$ 6.13	$ 0.75	$ 0.50	$ -	**$ 34.93**	$ 0.40	0.14	0.36	0.01	**$ 35.84**
3rd Period	**62.80%**	$ 30.70	$ 0.92	$ 7.03	$ 1.00	$ 0.50	$ 1.05	**$ 41.21**	$ 0.46	0.14	0.36	0.01	**$ 42.18**
4th Period	**72.40%**	$ 35.40	$ 1.06	$ 8.11	$ 2.00	$ 1.00	$ 1.05	**$ 48.62**	$ 0.53	0.14	0.36	0.01	**$ 49.67**
5th Period	**82.10%**	$ 40.15	$ 1.20	$ 9.20	$ 2.25	$ 1.25	$ 1.05	**$ 55.10**	$ 0.60	0.14	0.36	0.01	**$ 56.21**
6th Period	**82.10%**	$ 40.15	$ 1.20	$ 9.20	$ 2.25	$ 1.25	$ 1.05	**$ 55.10**	$ 0.60	0.14	0.36	0.01	**$ 56.21**
Market Recovery													
Market Recovery Foreman	**(CE x 110%)**	$ 38.95	$ 1.17	$ 8.11	$ -	$ 1.00	$ -	**$ 49.22**	$ 0.15	$ -	$ 0.08	$ 0.01	**$ 49.46**
Market Recovery Journeyman	**72.40%**	$ 35.40	$ 1.06	$ 8.11	$ 1.75	$ 0.75	$ -	**$ 47.07**	$ 0.53	$ -	$ 0.08	$ 0.01	**$ 47.70**
Construction Electrician	**72.40%**	$ 35.40	$ 1.06	$ 8.11	$ -	$ 1.00	$ -	**$ 45.57**	$ 0.15	$ -	$ 0.08	$ 0.01	**$ 45.81**
Construction Electrician 1	**46.80%**	$ 22.90	$ 0.69	$ 5.24	$ -	$ -	$ -	**$ 28.81**	$ 0.15	$ -	$ 0.08	$ 0.01	**$ 29.05**
Construction Electrician 2	**54.70%**	$ 26.75	$ 0.80	$ 6.13	$ -	$ -	$ -	**$ 33.68**	$ 0.15	$ -	$ 0.08	$ 0.01	**$ 33.92**
Construction Electrician 3	**62.80%**	$ 30.70	$ 0.92	$ 7.03	$ -	$ -	$ -	**$ 38.66**	$ 0.15	$ -	$ 0.08	$ 0.01	**$ 38.90**
Electrical Helper 1/Trainee/Summer Helper		$ 21.90	$ 0.66	$ 3.50	$ -	$ -	$ -	**$ 26.06**	$ 0.33	$ -	$ 0.08	$ 0.01	**$ 26.48**

Other Considerations		
Employee Payroll Deductions	481 Assessments	3.5% gross
	481 401(k)	Voluntary
	PAC (INS)	.10/hr worked
	PAC (MRA)	.05/hr worked
Employer Payroll Contributions	NECA	1% gross
	AMF	.5% gross

Premiums (Refer to CBAs and Addenda for Applicability)	
Time and a Half	1.5 x the straight time wage
Double Time	2 x the straight time wage
2nd Shift	10% based on the Inside Agreement
3rd Shift	20% based on the Inside Agreement

rev.5/15/2026

Approved By: _____
Central Indiana Chapter, NECA

Approved By: _____
IBEW Local 481

*All non-JIW class pensions are paid at rate per hour worked

The Collective Bargaining Agreement shall be the governing document. This wage summary is meant to serve as a quick reference only.
NECA assumes no responsibility for the accuracy or interpretation of this information.
AMF contributions are credited against NECA contribution for NECA members only.