



Cindy Austin, Chapter Manager
 Cascade Chapter, NECA
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Instrumentation Technician

Effective: 06/01/2026 - 05/31/2027



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 IBEW Local 191
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*****NEW - Effective 06/01/2025: Voluntary Vacation Deduction** - Vacation deductions are no longer mandatory. Bargaining members must OPT OUT if they do not wish to continue the 8% vacation deduction. Payroll must have signed IBEW Local 191 Vacation Deduction Form on file which will be attached with dispatch. NECAStar Bargaining Fringe Benefit classifications must also be edited for those OPTING OUT accordingly.

Schedule A

Table for Wages, Benefits, and Other Funds

Instrumentation Technicians Wage Chart

Counties of Snohomish, Skagit, Whatcom, San Juan, Island, Grant, Douglas, Chelan, Okanogan

Labor Agreement Effective: 06/01/2025 - 05/31/2028

Current Wage Sheet Effective: 06/01/2026 - 05/31/2027

<i>Employer Contribution</i>	Technician 75% 0-1999 hours	Technician 80% 2000-3999 hours	Technician 4000+ hours	Foreman	General Foreman
Hourly Wage	48.98	52.24	65.30	71.83	79.01
Health & Welfare*	13.75	13.75	13.75	13.75	13.75
Money Purchase Annuity Plan	4.19	4.19	4.19	4.19	4.19
District 9 Pension	10.73	10.73	10.73	10.73	10.73
NEBF Pension (3% of Gross)	1.47	1.57	1.96	2.15	2.37
Apprenticeship	1.78	1.78	1.78	1.78	1.78
LMCC & NLMCC	0.12	0.12	0.12	0.12	0.12
Contract Administration Fund	0.27	0.27	0.27	0.27	0.27
NECA (Members) (0.36% of Gross)	0.18	0.19	0.24	0.26	0.28
<i>Agreement Package</i>	81.47	84.84	98.34	105.08	112.50
<i>Withheld from Wages</i>					
***Vacation (8% of Gross)	3.92	4.18	5.22	5.75	6.32
LMCC (Paid Hourly)	0.11	0.11	0.11	0.11	0.11
Working Dues (2% straight time pay)**	0.98	1.04	1.31	1.44	1.58
Organizing Dues (2% straight time pay)**	0.98	1.04	1.31	1.44	1.58
<i>Agreement Withholding</i>	5.99	6.37	7.95	8.74	9.59
<i>Package After Withheld from Wages</i>	75.48	78.47	90.39	96.34	102.91

*Includes \$0.85 per hour for Personal Care Account

**Hours X Straight Time Wage Classification Rate X Percentage

Current Increase (Reflected Above)

Effective 06/01/2026 - Total: \$4.25 Breakdown: Wages \$2.92; H&W \$0.50, MMP \$0.19; Dist 9 \$0.48; NEBF \$0.09; JATC \$0.07

General Foreman = 100% JW IW General FM Rate + Benefits

Foreman = 100% JW IW FM Rate + Benefits

Tech w/4000+ = 100% JW IW Rate + Benefits

Tech w/2000-3999 hrs = 80% JW IW Rate + Benefits

Tech w/0-1999 hrs = 75% JW IW Rate + Benefits

Upcoming Increases:

6/1/2027-\$4.25-\$0.08 JATC-Remaining allocations TBD