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# Inside Wire SPECIAL PROJECTS

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



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**Schedule A**

Table for Wages, Benefits, and Other Funds

**SPECIAL PROJECTS**

Counties of Snohomish, Skagit, Whatcom, San Juan, Island, Chelan, Douglas, Grant & Okanogan  
 Labor Agreement Effective: 06/01/2025 through 05/31/2028

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

**\*\*\*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 Voluntary 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.

Apprentices may be utilized at full scale.

<i>Employer Contribution</i>	JOURNEYMAN WIREMAN - FOREMAN - GENERAL FOREMAN PACKAGES											
	Package A			Package B			Package C			Package D		
	Journeyman Wireman	Foreman	General Foreman	Journeyman Wireman	Foreman	General Foreman	Journeyman Wireman	Foreman	General Foreman	Journeyman Wireman	Foreman	General Foreman
<i>Hourly Wage</i>	32.65	35.92	39.51	43.05	47.36	52.09	52.20	57.42	63.16	41.85	46.04	50.64
<i>Health &amp; Welfare*</i>	13.75	13.75	13.75	13.75	13.75	13.75	4.25	4.25	4.25	4.25	4.25	4.25
<i>Money Purchase Pension</i>	4.19	4.19	4.19	4.19	4.19	4.19	4.19	4.19	4.19	4.19	4.19	4.19
<i>District 9 Pension</i>	10.73	10.73	10.73	0.00	0.00	0.00	0.00	0.00	0.00	10.73	10.73	10.73
<i>NEBF Pension (3% of Gross)</i>	0.98	1.08	1.19	1.29	1.42	1.56	1.57	1.72	1.89	1.26	1.38	1.52
<i>Apprenticeship</i>	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78	1.78
<i>LMCC &amp; NLMCC</i>	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
<i>Contract Administration Fund</i>	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27
<i>NECA (Members) (0.36% of Gross)</i>	0.12	0.13	0.14	0.15	0.17	0.19	0.19	0.21	0.23	0.15	0.17	0.18
<i>Agreement Package</i>	<b>64.59</b>	<b>67.97</b>	<b>71.68</b>	<b>64.60</b>	<b>69.06</b>	<b>73.95</b>	<b>64.57</b>	<b>69.96</b>	<b>75.89</b>	<b>64.60</b>	<b>68.93</b>	<b>73.68</b>
<i>Withheld from Wages</i>												
<b>***Vacation (8% of Gross)</b>	<b>2.61</b>	<b>2.87</b>	<b>3.16</b>	<b>3.44</b>	<b>3.79</b>	<b>4.17</b>	<b>4.18</b>	<b>4.59</b>	<b>5.05</b>	<b>3.35</b>	<b>3.68</b>	<b>4.05</b>
<i>LMCC (Paid Hourly)</i>	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11
<i>Working Dues (2% straight time pay)**</i>	0.65	0.72	0.79	0.86	0.95	1.04	1.04	1.15	1.26	0.84	0.92	1.01
<i>Organizing Dues (2% straight time pay)**</i>	0.65	0.72	0.79	0.86	0.95	1.04	1.04	1.15	1.26	0.84	0.92	1.01
<i>Agreement Withholding</i>	<b>4.02</b>	<b>4.42</b>	<b>4.85</b>	<b>5.27</b>	<b>5.80</b>	<b>6.36</b>	<b>6.37</b>	<b>7.00</b>	<b>7.68</b>	<b>5.14</b>	<b>5.63</b>	<b>6.18</b>
<i>Package After Withheld from Wages</i>	<b>60.57</b>	<b>63.55</b>	<b>66.83</b>	<b>59.33</b>	<b>63.26</b>	<b>67.59</b>	<b>58.20</b>	<b>62.96</b>	<b>68.21</b>	<b>59.46</b>	<b>63.30</b>	<b>67.50</b>

\*Includes \$0.85 per hour for Personal Care Account. Package C & D is not a \$4.25 Healthcare Premium, it is a lesser dollar amount being paid toward the full rate premium

\*\*Straight Time Wage Classification Rate X ALL Hours X Percentage

*Differences in package choices are highlighted above*