



Cindy K. Austin, Chapter Mgr  
 Cascade Chapter, NECA  
 425-258-2644



Randy Curry, Business Mgr  
 IBEW Local 191  
 425-259-3195

# Inside Wire WESTERN DIVISION

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

**Schedule A**

Table for Wages, Benefits, and Other Funds

**Western Division Inside Wire Wage Chart**

Western Division Counties of Island, San Juan, Skagit, Snohomish & Whatcom  
 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.

Employer Contribution	Journeyman Wireman & Technician	Foreman, Jrnyman Cable Splicer & Welder	General & Cable Splicing Foreman	A1	A2	A3	B3	A4	A5	A6	A7	A8
							Phasing Out 3rd Progression 2001-3500 Hrs		Phasing Out 4th Progression 3501-5000 Hrs	Phasing Out 5th Progression 5001-6500 Hrs		Phasing Out 6th Progression 6501-8000 Hrs
				1st Progression 0-1000 Hrs	2nd Progression 1001-2000 Hrs	3rd Progression 2001-3000 Hrs		4th Progression 3001-4000 Hrs	5th Progression 4001-5000 Hrs	6th Progression 5001-6000 Hrs	7th Progression 6001-7000 Hrs	8th Progression 7001-8000 Hrs
Hourly Wage	65.30	71.83	79.01	26.12	32.65	35.92	35.92	39.18	42.45	48.98	52.24	55.51
Health & Welfare*	13.75	13.75	13.75	5.96	6.20	13.25	13.25	13.25	13.25	13.25	13.25	13.25
Money Purchase Annuity Plan	4.19	4.19	4.19	1.45	2.57	3.62	2.30	4.67	2.72	3.14	3.35	3.56
District 9 Pension	10.73	10.73	10.73				5.90		6.97	8.05	8.58	9.12
NEBF Pension (3% of Gross)	1.96	2.15	2.37	0.78	0.98	1.08	1.08	1.18	1.27	1.47	1.57	1.67
Apprenticeship	1.78	1.78	1.78	2.33	2.33	2.33	2.33	2.33	2.33	2.33	2.33	2.33
LMCC & NLMCC	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
Contract Administration Fund	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27
NECA (Members) (0.36% of Gross)	0.24	0.26	0.28	0.09	0.12	0.13	0.13	0.14	0.15	0.18	0.19	0.20
<b>Agreement Package</b>	<b>98.34</b>	<b>105.08</b>	<b>112.50</b>	<b>37.12</b>	<b>45.24</b>	<b>56.72</b>	<b>61.30</b>	<b>61.14</b>	<b>69.53</b>	<b>77.79</b>	<b>81.90</b>	<b>86.03</b>
<b>Withheld from Wages</b>												
***Vacation (8% of Gross)	5.22	5.75	6.32	2.09	2.61	2.87	2.87	3.13	3.40	3.92	4.18	4.44
LMCC (Paid Hourly)	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Working Dues (2% straight time pay)**	1.31	1.44	1.58	0.52	0.65	0.72	0.72	0.78	0.85	0.98	1.04	1.11
Organizing Dues (2% straight time pay)**	1.31	1.44	1.58	0.00	0.00	0.72	0.72	0.78	0.85	0.98	1.04	1.11
<b>Agreement Withholding</b>	<b>7.95</b>	<b>8.74</b>	<b>9.59</b>	<b>2.72</b>	<b>3.37</b>	<b>4.42</b>	<b>4.42</b>	<b>4.80</b>	<b>5.21</b>	<b>5.99</b>	<b>6.37</b>	<b>6.77</b>
<b>Package After Withheld from Wages</b>	<b>90.39</b>	<b>96.34</b>	<b>102.91</b>	<b>34.40</b>	<b>41.87</b>	<b>52.30</b>	<b>56.88</b>	<b>56.34</b>	<b>64.32</b>	<b>71.80</b>	<b>75.53</b>	<b>79.26</b>

\*Includes \$0.85 per hour PCA + \$0.35 per hour Retiree for JW, Foreman & GF classes. Apprentice Classifications include \$0.70 PCA - no Retiree (\$0.50 reduction for Apprentices went into a corresponding \$0.50 increase to the Apprenticeship Contribution). A1 & A2 Apprentices (8 Progression only) receive individual H&W coverage and will need to enroll into full family H&W + PCA at A3 (3rd Progression)

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

**Current Increase (Reflected Above)**

Effective 06/01/2026 - Total: \$4.25 Breakdown: Wages \$2.92, H&W \$0.50, MPP \$0.19, Dist 9: \$0.48, NEBF \$0.09, JATC \$0.07 (Apprentice JATC Rate: \$0.10)

**Upcoming Increases:**

06/01/2027 - Total: \$4.25: JATC: \$0.08 (Appr \$0.10) Remaining Allocations TBD

Five day week - Five eight (8) hour days Monday through Friday.  
 Four day week - Four ten (10) hour days Monday through Thursday or Tuesday through Friday shall be paid straight time for the first ten (10) hours per day. Straight time not to exceed ten (10) hours per day or forty (40) hours per week.  
**Overtime:** Overtime Calculation-Shift hourly rate(s) times applicable overtime rate(s). In no case shall any combination of conditions result in an hourly rate in excess of double the straight time rate of pay.  
 Five day week - Construction work performed outside the regular scheduled working hours, Monday through Friday and Saturday shall be as follows: The first two (2) hours of overtime Monday through Friday and the first eight (8) regularly scheduled hours on Saturday shall be paid at one and one-half (1-1/2) the regular rate. Work performed outside of these hours shall be paid at double the straight time rate.  
 Four day week - Construction work performed outside the regular scheduled working hours, Mon-Thur or Tue-Fri shall be as follows: The first eight (8) regularly scheduled hours on Friday (or Monday) and Saturday shall be paid at one and one-half (1-1/2) times the regular straight time rate. Work performed outside these hours shall be paid at double the regular straight time rate.  
 Two Shifts of ten (10) hours or more- Shall be paid as follows: The hours falling in the swing (2nd) shift window will be paid at the regular hourly rate of pay plus 17.3%, and the hours falling in the graveyard (3rd) shift window will be paid at the regular hourly rate of pay plus 31.4%. For the purpose of computation, the first shift will be considered as starting with the day shift, Monday.



Cindy K. Austin, Chapter Mgr  
 Cascade Chapter, NECA  
 425-258-2644



Randy Curry, Business Mgr  
 IBEW Local 191  
 425-259-3195

# Inside Wire WESTERN DIVISION

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

**Schedule A**

Table for Wages, Benefits, and Other Funds

**Western Division Inside Wire Wage Chart**

Eastern Division: Counties of Grant, Douglas, Chelan, 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.

Employer Contribution	Journeyman Wireman & Technician	Foreman, Jrnyman Cable Splicer & Welder	General & Cable Splicing Foreman	A1	A2	A3	B3	A4	A5	A6	A7	A8
							Phasing Out 3rd Progression 2001-3500 Hrs		Phasing Out 4th Progression 3501-5000 Hrs	Phasing Out 5th Progression 5001-6500 Hrs		Phasing Out 6th Progression 6501-8000 Hrs
				1st Progression 0-1000 Hrs	2nd Progression 1001-2000 Hrs	3rd Progression 2001-3000 Hrs		4th Progression 3001-4000 Hrs	5th Progression 4001-5000 Hrs	6th Progression 5001-6000 Hrs	7th Progression 6001-7000 Hrs	8th Progression 7001-8000 Hrs
Hourly Wage	65.30	71.83	79.01	26.12	32.65	35.92	35.92	39.18	42.45	48.98	52.24	55.51
Health & Welfare*	13.75	13.75	13.75	5.96	6.20	13.25	13.25	13.25	13.25	13.25	13.25	13.25
Money Purchase Annuity Plan	4.19	4.19	4.19	1.45	2.57	3.62	2.30	4.67	2.72	3.14	3.35	3.56
District 9 Pension	10.73	10.73	10.73				5.90		6.97	8.05	8.58	9.12
NEBF Pension (3% of Gross)	1.96	2.15	2.37	0.78	0.98	1.08	1.08	1.18	1.27	1.47	1.57	1.67
Apprenticeship	1.78	1.78	1.78	2.33	2.33	2.33	2.33	2.33	2.33	2.33	2.33	2.33
LMCC & NLMCC	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12	0.12
Contract Administration Fund	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27	0.27
NECA (Members) (0.36% of Gross)	0.24	0.26	0.28	0.09	0.12	0.13	0.13	0.14	0.15	0.18	0.19	0.20
<b>Agreement Package</b>	<b>98.34</b>	<b>105.08</b>	<b>112.50</b>	<b>37.12</b>	<b>45.24</b>	<b>56.72</b>	<b>61.30</b>	<b>61.14</b>	<b>69.53</b>	<b>77.79</b>	<b>81.90</b>	<b>86.03</b>
<b>Withheld from Wages</b>												
***Vacation (8% of Gross)	5.22	5.75	6.32	2.09	2.61	2.87	2.87	3.13	3.40	3.92	4.18	4.44
LMCC (Paid Hourly)	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11	0.11
Working Dues (2% straight time pay)**	1.31	1.44	1.58	0.52	0.65	0.72	0.72	0.78	0.85	0.98	1.04	1.11
Organizing Dues (2% straight time pay)**	1.31	1.44	1.58	0.00	0.00	0.72	0.72	0.78	0.85	0.98	1.04	1.11
<b>Agreement Withholding</b>	<b>7.95</b>	<b>8.74</b>	<b>9.59</b>	<b>2.72</b>	<b>3.37</b>	<b>4.42</b>	<b>4.42</b>	<b>4.80</b>	<b>5.21</b>	<b>5.99</b>	<b>6.37</b>	<b>6.77</b>
<b>Package After Withheld from Wages</b>	<b>90.39</b>	<b>96.34</b>	<b>102.91</b>	<b>34.40</b>	<b>41.87</b>	<b>52.30</b>	<b>56.88</b>	<b>56.34</b>	<b>64.32</b>	<b>71.80</b>	<b>75.53</b>	<b>79.26</b>

\*Includes \$0.85 per hour PCA + \$0.35 per hour Retiree for JW, Foreman & GF classes. Apprentice Classifications include \$0.70 PCA - no Retiree (\$0.50 reduction for Apprentices went into a corresponding \$0.50 increase to the Apprenticeship Contribution). A1 & A2 Apprentices (8 Progression only) receive individual H&W coverage and will need to enroll into full family H&W + PCA at A3 (3rd Progression)

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

**Current Increase (Reflected Above)**

Effective 06/01/2026 - Total: \$4.25 Breakdown: Wages \$2.92, H&W \$0.50, MPP \$0.19, Dist 9: \$0.48, NEBF \$0.09, JATC \$0.07 (Apprentice JATC Rate: \$0.10)

**Upcoming Increases:**

06/01/2027 - Total: \$4.25: JATC: \$0.08 (Appr \$0.10) Remaining Allocations TBD

Five day week - Five eight (8) hour days Monday through Friday.

Four day week - Four ten (10) hour days Monday through Thursday or Tuesday through Friday shall be paid straight time for the first ten (10) hours per day. Straight time not to exceed ten (10) hours per day or forty (40) hours per week.

**Overtime:** Overtime Calculation-Shift hourly rate(s) times applicable overtime rate(s). In no case shall any combination of conditions result in an hourly rate in excess of double the straight time rate of pay.

Five day week - Construction work performed outside the regular scheduled working hours, Monday through Friday and Saturday shall be as follows: The first two (2) hours of overtime Monday through Friday and the first eight (8) regularly scheduled hours on Saturday shall be paid at one and one-half (1-1/2) the regular rate. Work performed outside of these hours shall be paid at double the straight time rate.

Four day week - Construction work performed outside the regular scheduled working hours, Mon-Thur or Tue-Fri shall be as follows: The first eight (8) regularly scheduled hours on Friday (or Monday) and Saturday shall be paid at one and one-half (1-1/2) times the regular straight time rate. Work performed outside these hours shall be paid at double the regular straight time rate.

Two Shifts of ten (10) hours or more- Shall be paid as follows: The hours falling in the swing (2nd) shift window will be paid at the regular hourly rate of pay plus 17.3%, and the hours falling in the graveyard (3rd) shift window will be paid at the regular hourly rate of pay plus 31.4%. For the purpose of computation, the first shift will be considered as starting with the day shift, Monday.