



Cindy Austin, Chapter Manager
 Cascade Chapter, NECA
 425-258-2644

Limited Energy

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



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

Schedule A

Table for Wages, Benefits and Other Funds

Limited Energy Wage Chart

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

Labor Agreement Effective: 08/01/2024 - 05/31/2028

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

Journey Level Electronic Technician (EL06) and Apprentices

<i>Employer Contribution</i>	Journey Level Electronic Technician	Foreman	Appr 55% 0-800 Hours	Appr 60% 801-1600 Hours	Appr 65% 1601-2400 Hours	Appr 70% 2401-3200 Hours	Appr 80% 3201-4000 Hours	Appr 85% 4001-4800 Hours	95% Telecom Technician
Hourly Wage	41.90	46.09	23.05	25.14	27.24	29.33	33.52	35.62	39.81
Health & Welfare*	12.78	12.78	12.28	12.28	12.28	12.28	12.28	12.28	12.78
Money Purchase Pension	5.02	5.02	2.76	3.01	3.26	3.51	4.02	4.27	4.77
District 9 Pension	2.37	2.37	1.30	1.42	1.54	1.66	1.90	2.01	2.25
NEBF (3% of Gross)	1.26	1.38	0.69	0.75	0.82	0.88	1.01	1.07	1.19
Apprenticeship	1.51	1.51	2.04	2.04	2.04	2.04	2.04	2.04	1.51
LMCC/NLMCC	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Contract Admin Fund (0.75% of Gross)	0.31	0.35	0.17	0.19	0.20	0.22	0.25	0.27	0.30
NECA (Members) (1% of Gross)	0.42	0.46	0.23	0.25	0.27	0.29	0.34	0.36	0.40
Agreement Package	65.58	69.97	42.53	45.09	47.66	50.22	55.37	57.93	63.02
<i>Withheld from Wages</i>									
Working Dues (cents per hour)	0.63	0.69	0.35	0.38	0.41	0.44	0.50	0.53	0.60
Organizing Dues (cents per hour)	0.63	0.69	0.00	0.00	0.41	0.44	0.50	0.53	0.60
Agreement Withholding	1.26	1.38	0.35	0.38	0.82	0.88	1.00	1.06	1.20
Package After Withheld from Wages	64.32	68.59	42.18	44.71	46.84	49.34	54.37	56.87	61.82

*Eff 08/01/2021 Personal Care Account (PCA) instituted for 95% Telecom Tech, JW & Foreman @ \$0.50

Current Increase (Reflected Above)

Effective 06/01/2026 - Total: \$3.50 (includes NEBF) - Increase Breakdown Below:

JW, Foreman Only - Wages: \$2.40; H&W: \$0.70; Dist 9: \$0.11; MPP: \$0.12, JATC \$0.10; NEBF 3% of Gross, (95% Telecom Tech % of JW for wages, Dist 9 & MMP)

Apprentice Only - Wages: (on % of JW rate); MPP (on % of JW rate); Dist 9 (on % of JW rate); H&W: \$0.70, JATC: \$0.10; NEBF 3% of Gross

Upcoming Increases:

Effective 06/01/2027 - Total: \$3.50 to be allocated