



Cindy Austin, Chap Mgr
 Cascade Chapter NECA
 425-258-2644

Material Handler

Effective: 06/01/26 - 05/31/27



Randy Curry, Bus Mgr
 IBEW LU 191
 425-259-3195

Schedule A

Material Handler Wage Chart

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

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

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

<i>Employer Contribution</i>	MHP - LOW	MH1	MH1 - LOW	MH1 - LOW+	MH2	MH2 - LOW	MH2 - LOW+
	<i>Individual</i>	<i>0-4500 Hours</i>	<i>Individual 0-4500 Hours</i>	<i>Indv + child(ren) 0-4500 Hours</i>	<i>4501 + Hours</i>	<i>Individual 4501 + Hours</i>	<i>Indv + child(ren) 4501 + Hours</i>
Hourly Wage	22.86	22.86	31.12	27.48	32.65	40.91	37.27
Health & Welfare*	4.29	12.55	4.29	7.93	12.55	4.29	7.93
Money Purchase Pension	1.00	2.00	2.00	2.00	3.00	3.00	3.00
NEBF Pension (3% of Gross)	0.69	0.69	0.93	0.82	0.98	1.23	1.12
Apprenticeship	4.39	0.44	0.44	0.44	0.44	0.44	0.44
NLMCC	0.01	0.01	0.01	0.01	0.01	0.01	0.01
Contract Administration Fund	0.27	0.27	0.27	0.27	0.27	0.27	0.27
NECA (Members)	0.24	0.24	0.24	0.24	0.24	0.24	0.24
Agreement Package	33.75	39.06	39.30	39.19	50.14	50.39	50.28
Withheld from Wages							
Vacation (8% of Gross)	1.83	1.83	2.49	2.20	2.61	3.27	2.98
Working Assessment (2% straight time pay)**	0.46	0.46	0.62	0.55	0.65	0.82	0.75
Agreement Withholding	2.29	2.29	3.11	2.75	3.26	4.09	3.73
Net Package After Withholding	31.46	36.77	36.19	36.44	46.88	46.30	46.55

*If choosing Individual H&W Coverage @ \$4.29/hr (\$471.70 Premium) the wage increases by \$8.26, If choosing Individual H&W + Child(ren) @ \$7.93/hr (\$872.60 Premium) the wage increases by \$4.62. These H&W options can only be elected during the open enrollment period or upon first employment.

**Hours X Straight Time Wage Classification Rate X 2%

Current Increase (Reflected Above)

Effective 06/01/2026 - Based on Inside Wire. Note: New to chart: Low option H&W rates added.

Future Increases

Effective 06/01/2027 - TBD - Based on Inside Wire