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 Cascade Chapter, NECA
 425-258-2644

Residential Wire

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



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Schedule A

Residential Wire Wage Chart

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

Labor Agreement Effective: 06/01/2024 - 05/31/2028

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

<i>Employer Contribution</i>	RW <i>Residential Wireman</i>	RW LOW <i>Individual Residential Wireman</i>	RW LOW+ <i>Indiv+ Child(ren) Residential Wireman</i>	RF <i>Residential Foreman</i>	RF LOW <i>Individual Residential Foreman</i>	RF LOW+ <i>Indiv+ child(ren) Residential Foreman</i>	R1 <i>0-1000 hrs</i>	R2 <i>1001-2000 hrs</i>	R3 <i>2001-3000 hrs</i>	R3 LOW <i>Individual 2001-3000 hrs</i>	R3 LOW+ <i>Indiv+ child(ren) 2001-3000 hrs</i>	R4 <i>3001-4000 hrs</i>	R4 LOW <i>Individual 3001-4000 hrs</i>	R4 LOW+ <i>Indiv+ child(ren) 3001-4000 hrs</i>
Hourly Wage	34.07	40.47	36.95	37.48	43.88	40.36	24.00	24.20	23.85	30.25	26.73	28.96	35.36	31.84
Health & Welfare*	10.90	4.29	7.93	10.90	4.29	7.93	5.96	6.20	10.90	4.29	7.93	10.90	4.29	7.93
District 9 IBEW Pension Plan	3.00	3.00	3.00	3.00	3.00	3.00	1.00	2.00	3.00	3.00	3.00	3.00	3.00	3.00
NEBF Pension (3% of gross)	1.02	1.21	1.11	1.12	1.32	1.21	0.72	0.73	0.72	0.91	0.80	0.87	1.06	0.96
Apprenticeship	0.60	0.60	0.60	0.60	0.60	0.60	1.10	1.10	1.10	1.10	1.10	1.10	1.10	1.10
Contract Administration Fund	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25	0.25
LMCC/NLMCC	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
NECA (Members) (0.36% of Gross)	0.12	0.15	0.13	0.13	0.16	0.15	0.09	0.09	0.09	0.11	0.10	0.10	0.13	0.11
Wage Package Hourly Cost	49.97	49.98	49.98	53.49	53.51	53.51	33.13	34.58	39.92	39.92	39.92	45.19	45.20	45.20
<i>Withheld from Wages</i>														
Working Dues - 2%**	0.68	0.68	0.68	0.75	0.75	0.75	0.48	0.48	0.48	0.48	0.48	0.58	0.58	0.58
Organizing Dues (1.5% Gross)	0.51	0.61	0.55	0.56	0.66	0.61	0.36	0.36	0.36	0.45	0.40	0.43	0.53	0.48
Agreement Withholding	1.19	1.29	1.23	1.31	1.41	1.36	0.84	0.84	0.84	0.93	0.88	1.01	1.11	1.06
Net Package After Withholding	48.78	48.69	48.75	52.18	52.10	52.15	32.29	33.74	39.08	38.99	39.04	44.18	44.09	44.14

*If choosing Individual H&W Coverage @ \$4.29/hr (\$471.70 Premium) the wage increases by \$6.40, If choosing Individual H&W + Child(ren) @ \$7.93/hr (872.60 Premium) the wage increases by \$2.88. TRUST H&W SUBSIDY - All Residential Classes also receive a H&W Trust Subsidy of \$0.75 per hour through 05/31/2028.

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

Current Increase (Reflected Above)

Effective 06/01/2026 - Total: \$1.35 + NEBF - Increase Breakdown:

JW & Foreman: Wage \$1.00 NEBF: \$0.03 (3% of wage), JATC: \$0.10, H&W \$0.25

Apprentice: Wage % of JW; NEBF: 3% of Straight Time Wage, H&W \$0.25

Future Increases

Effective 06/01/2027 - Wage Opener