



LOCAL UNION IBEW 48 PANEL SHOP AGREEMENT

July 1, 2025 thru June 30, 2026

				Electical Panel JW		Metal Fab Tech						
						100%	90%	80%	75%	70%	65%	65%
						6,001+ Hours	5,001 - 6,000 Hours	4,001 - 5,000 Hours	3,001 - 4,000 Hours	2,001 - 3,000 Hours		Provisional (1st 90 Days)
BASE WAGE:	Per Hour	\$32.93	\$30.93	\$29.93	\$26.94	\$23.94	\$22.45	\$20.95	\$19.45	\$19.45		
FRINGES:	NEBF - 3%	\$0.99	\$0.93	\$0.90	\$0.81	\$0.72	\$0.67	\$0.63	\$0.58	\$0.58		
	Dist 9 - 6%	\$1.98	\$1.86	\$1.80	\$1.62	\$1.44	\$1.35	\$1.26	\$1.17	EXEMPT		
	H&W - Per Hour	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55	\$9.55		
	Flex Plan - Per Hour	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	\$1.20	EXEMPT	EXEMPT		
	Admin Fund - 0.50%	\$0.16	\$0.15	\$0.15	\$0.13	\$0.12	\$0.11	\$0.10	\$0.10	\$0.10		
EMPLOYER COSTS:	Apprentice Training - Per Hour	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20	\$0.20		
	NECA Membership Dues (Optional)- 0.55%	\$0.18	\$0.17	\$0.16	\$0.15	\$0.13	\$0.12	\$0.12	\$0.11	\$0.11		
DEDUCTIONS:	Working Dues - 1.25%	\$0.41	\$0.39	\$0.37	\$0.34	\$0.30	\$0.28	\$0.26	\$0.24	\$0.24		
	TOTAL COST PER HOUR	\$47.19	\$44.99	\$43.89	\$40.59	\$37.30	\$35.65	\$34.01	\$31.16	\$29.99		

NOTES:

This agreement includes (7) paid holidays for employees who have worked a minimum of 90 days prior to the holiday (Section 03.02.01)

All employees receive 60 hours PTO per calendar year (Section 03.03.01)

H&W Increases to be paid by management (Section 4.01.04)