

APPENDIX B SCHEDULE OF MINIMUM HOURLY WAGE RATES

1-1-2026

2.5% General Wage Increase for
all classifications listed below

Supervising Crew Leader	
Crew Leader	
Cable Splicer	\$27.35
Equip. Operator	\$25.70
Equipment Operator Trainee:	
0 – 1000 hrs.	\$18.54
1001 – 2000 hrs.	\$19.77
2001 – 3000 hrs.	\$21.00
3001 – 4000 hrs.	\$23.48
Cable Splicer:	
0 – 1000 hrs.	\$15.77
1001 – 2000 hrs.	\$17.10
2001 – 3000 hrs.	\$18.40
3001 – 4000 hrs.	\$19.72
4001 – 5000 hrs.	\$21.03
5001 – 6000 hrs.	\$22.36
6001 – 7000 hrs.	\$23.65
7001 – 8000 hrs.	\$24.98
Groundman A	\$20.77
Groundman A Trainee:	
0 – 1000 hrs.	\$15.97
1001 – 2000 hrs.	\$17.98

Hamilton County Construction fringe benefits for 2025 will be the following:

NEBF 3%

NEAP (annuity) Up to 18% -- See Section 6.03 Below

Lineco (Health and Welfare) \$7.50

NATIONAL ELECTRICAL ANNUITY PLAN

Section 6.03 It is agreed that in accord with the IBEW District Ten NECA Individual Equity Retirement Plan Agreement entered into between the National Electrical Contractors Association, Inc., and the International Brotherhood of Electrical Workers on December 11, 1973, as amended, and now delineated as the National Electrical Annuity Plan Agreement and Trust, that unless authorized otherwise by the National Electrical Annuity Plan ("NEAP"), the individual Employer will forward monthly to NEAP's designated collection agent an amount equal to eighteen percent (18%) of the gross monthly labor payroll, together with a completed payroll report prescribed by the NEAP. . The eighteen percent (18%) rate is for all employees hired prior to December 31, 2015. All employees hired after January 1, 2016 will be capped and started at a six percent (6%) contribution rate. New hires will then be allowed to increase by two percent (2%) based on maintaining a consecutive monthly average of 125 hours for 12 months, until the total cap allowed by contract is achieved. The payment shall be made by check or draft and shall constitute a debt due and owing to NEAP on the last day of each calendar month, which may be recovered by suit initiated by NEAP or its assignee. The payment and the payroll report shall be mailed to reach NEAP not later than fifteen (15) calendar days following the end of each calendar month.