

Effective-1/1/2026-Amarillo

6 Period	% JW	Apprentice Minimum Hours	CE Minimum Hours	Base	H&W	Annuity	NEBF	JATC	LMCC	Total Package
1	50%	0	0	\$16.42	\$8.90	\$0.00	\$0.49	\$0.00	\$0.02	\$25.81
2	53%	1000	2000	\$17.40	\$8.90	\$0.00	\$0.52	\$0.00	\$0.02	\$26.82
3	55%	2000	4000	\$18.06	\$8.90	\$2.01	\$0.54	\$0.33	\$0.02	\$29.84
4	65%	3500	7000	\$21.34	\$8.90	\$2.37	\$0.64	\$0.39	\$0.02	\$33.64
5	75%	5000	11500	\$24.62	\$8.90	\$2.74	\$0.74	\$0.45	\$0.02	\$37.45
6	85%	6500	13000	\$27.91	\$8.90	\$3.10	\$0.84	\$0.51	\$0.02	\$41.26
JW	100%	8000	16000	\$32.83	\$8.90	\$3.65	\$0.98	\$0.60	\$0.02	\$46.96
.80 Foreman		N/A	N/A	\$33.63	\$8.90	\$3.65	\$1.01	\$0.60	\$0.02	\$47.79
10% Foreman	110%	N/A	N/A	\$36.11	\$8.90	\$3.65	\$1.08	\$0.60	\$0.02	\$50.35
20% Foreman	120%	N/A	N/A	\$43.35	\$8.90	\$3.65	\$1.30	\$0.60	\$0.02	\$57.80

Effective 1/1/2026-LUB/MID

6 Period	% JW	Apprentice Minimum Hours	CE Minimum Hours	Base	H&W	Annuity	NEBF	JATC	LMCC	Total Package
1	50%	0	0	\$14.00	\$8.90	\$0.00	\$0.42	\$0.00	\$0.02	\$23.31
2	53%	1000	2000	\$14.83	\$8.90	\$0.00	\$0.45	\$0.00	\$0.02	\$24.18
3	55%	2000	4000	\$15.39	\$8.90	\$2.48	\$0.46	\$0.33	\$0.02	\$27.56
4	65%	3500	7000	\$18.19	\$8.90	\$2.93	\$0.55	\$0.39	\$0.02	\$30.95
5	75%	5000	11500	\$20.99	\$8.90	\$3.38	\$0.63	\$0.45	\$0.02	\$34.35
6	85%	6500	13000	\$23.79	\$8.90	\$3.83	\$0.71	\$0.51	\$0.02	\$37.74
JW	100%	8000	16000	\$27.99	\$8.90	\$4.50	\$0.84	\$0.60	\$0.02	\$42.83
.80 Foreman		N/A	N/A	\$28.79	\$8.90	\$4.50	\$0.86	\$0.60	\$0.02	\$43.65
10% Foreman	110%	N/A	N/A	\$30.79	\$8.90	\$4.50	\$0.92	\$0.60	\$0.02	\$45.71
20% Foreman	120%	N/A	N/A	\$36.95	\$8.90	\$4.50	\$1.11	\$0.60	\$0.02	\$52.06

Construction Electricians only receive the base salary and the NEBF contribution.