

Effective-9/1/2025-Amarillo

6 Period	% JW	Apprentice Minimum Hours	CE Minimum Hours	Base	H&W	Annuity	NEBF	JATC	LMCC	Total Package
1	50%	0	0	\$16.47	\$8.70	\$0.00	\$0.49	\$0.00	\$0.02	\$25.66
2	53%	1000	2000	\$17.45	\$8.70	\$0.00	\$0.52	\$0.00	\$0.02	\$26.68
3	55%	2000	4000	\$18.11	\$8.70	\$2.01	\$0.54	\$0.33	\$0.02	\$29.69
4	65%	3500	7000	\$21.40	\$8.70	\$2.37	\$0.64	\$0.39	\$0.02	\$33.51
5	75%	5000	11500	\$24.70	\$8.70	\$2.74	\$0.74	\$0.45	\$0.02	\$37.33
6	85%	6500	13000	\$27.99	\$8.70	\$3.10	\$0.84	\$0.51	\$0.02	\$41.14
JW	100%	8000	16000	\$32.93	\$8.70	\$3.65	\$0.99	\$0.60	\$0.02	\$46.87
.80 Foreman		N/A	N/A	\$33.73	\$8.70	\$3.65	\$1.01	\$0.60	\$0.02	\$47.69
10% Foreman	110%	N/A	N/A	\$36.22	\$8.70	\$3.65	\$1.09	\$0.60	\$0.02	\$50.26
20% Foreman	120%	N/A	N/A	\$43.48	\$8.70	\$3.65	\$1.30	\$0.60	\$0.02	\$57.73

Effective 9/1/2025-LUB/MID

6 Period	% JW	Apprentice Minimum Hours	CE Minimum Hours	Base	H&W	Annuity	NEBF	JATC	LMCC	Total Package
1	50%	0	0	\$14.05	\$8.70	\$0.00	\$0.42	\$0.00	\$0.02	\$23.17
2	53%	1000	2000	\$14.89	\$8.70	\$0.00	\$0.45	\$0.00	\$0.02	\$24.03
3	55%	2000	4000	\$15.45	\$8.70	\$2.48	\$0.46	\$0.33	\$0.02	\$27.42
4	65%	3500	7000	\$18.26	\$8.70	\$2.93	\$0.55	\$0.39	\$0.02	\$30.82
5	75%	5000	11500	\$21.07	\$8.70	\$3.38	\$0.63	\$0.45	\$0.02	\$34.22
6	85%	6500	13000	\$23.88	\$8.70	\$3.83	\$0.72	\$0.51	\$0.02	\$37.63
JW	100%	8000	16000	\$28.09	\$8.70	\$4.50	\$0.84	\$0.60	\$0.02	\$42.73
.80 Foreman		N/A	N/A	\$28.89	\$8.70	\$4.50	\$0.87	\$0.60	\$0.02	\$43.56
10% Foreman	110%	N/A	N/A	\$30.90	\$8.70	\$4.50	\$0.93	\$0.60	\$0.02	\$45.63
20% Foreman	120%	N/A	N/A	\$37.08	\$8.70	\$4.50	\$1.11	\$0.60	\$0.02	\$51.99

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