



**NORTHEASTERN ILLINOIS CHAPTER
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION, INC.**

2100 Manchester Rd., Bldg. A • Suite 101 • Wheaton, Illinois 60184
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LABOR INFORMATION

October 24, 2025

To: Active Signatory Contractors to the Voice Data Video Agreement between the Elgin Division, Northeastern Illinois Chapter, NECA and IBEW Local Union 117

From: Giuseppe Muzzupappa

Re: Summary Wage Package Breakdown and Agreement Amendments

The bargaining parties to the Voice Data Video Agreement have reached a settlement in this cycle of negotiations. The Wage Package Breakdown Summary, effective November 3, 2025, through November 29, 2026, is attached. A summary of the agreed-upon Agreement amendments are listed below. Once amendments are approved by the International Office of the IBEW, a copy of the updated Voice Data Video Agreement will be available on our [NECA website](#).

Term of Agreement (Article I, Section 1.01)

Three-Year, One-Month term: Monday, November 3, 2025 through Sunday, December 3, 2028

Total Package Increase(s) (Article VII, Section 7.01)

Effective November 3, 2025 - **\$3.70** per hour*

Effective November 30, 2026 - **\$3.80** per hour*

Effective November 29, 2027 - **\$3.90** per hour*

*Allocation of no less than \$0.60/hour/year to the Pension Fund based on actuarial recommendation and \$0.50/hour/year to newly adopted NEIB Pension Fund each of the next 3 years of agreement. NEIB contribution to total \$1.50/hour by effective date of year three.

Foreman Wage Rates (Article VII, Section 7.01)

Increase Foreman wage from \$2.40 to **\$3.00 per hour** above the base rate for Journeyman Technicians.

Appendix A (Article VII, Section 7.01)

Increase Apprenticeship Contribution Rate from 2% to **2.25%** of Gross Wages to support Article VII, Section 7.03

Continuing Education Reimbursement (Article VII, Section 7.03)

Revise to clarify that reimbursement shall be approved and facilitated by the Local 117 JATC. Course selection shall be in collaboration between the bargaining parties and the JATC.

Grievance Filing (Article 1, Section 1.11)

Amend from 30 working days to **10 working days of the day of occurrence of the incident**

Worker Recall (Article III, Section 3.23)

Increase worker recall from fifty-five (55) days to **seventy-five (75) days**

Transportation Milage (Article IV, Section 4.05)

Increase outside geographical boundary from 25 miles to **30 miles**

Journeyman Technician-to-Apprentice Ratio (Article V, Section 5.17)

A new provision will allow the Employer and the Union, by mutual agreement, to assign Apprentices in excess of the maximum **JW-to-Apprentice ratio** established in the Agreement. The new provision will be available in the Agreement once approved.

Adopt NEIB Pension Fund language (Article XII, Section 12.01)

A new pension benefit through NEBF called the **National Electrical Individual Benefit (NEIB)** has been adopted. The parties agreed to a 50-cent/hour allocation from the total package, each year of this settlement. More information for employers can be found below. The new provision will be available in the Agreement once approved.

Adoption of a Trainee Classification under a Memorandum of Understanding

The bargaining parties agreed to adopt a new **Trainee Program** under a Memorandum of Understanding (enclosed with this letter).

All Side Letters and Memorandums of Understanding remain in effect.

NATIONAL ELECTRICAL INDIVIDUAL BENEFIT (NEIB)

Effective November 3, 2025, a new pension benefit at the rate of 50 cents per hour will be adopted and implemented. The NEIB is an additional benefit derived from NEBF. The 50 cents per hour is allocated from the total package and as an Employer contribution in addition to the 3% NEBF pension contribution. To learn more about the NEIB, please refer to [this notice](#) or visit www.nebf.com.

Employers are required to send NEIB contributions with NEBF reports and checks to the Northeastern Illinois EBB#141 (Northeastern Illinois NECA Chapter office) in Wheaton, IL. **However, please be sure to include the NEIB contributions in the participant detail line of your report, keeping them separate from NEBF contributions.**

ONE CHECK: When preparing remittance, you may combine NEBF and NEIB contributions into one payment. Please make checks payable to NEBF and mail them to the Northeastern Illinois EBB#141 office as you have in the past.

EPR LIVE USERS: If you report and pay your NEBF via EFT (electronic funds transfer) using EPR Live, you will submit as usual. A separate NEIB calculation will automatically calculate the 50 cents per hour worked. As noted above, remittance via check or EFT may be combined.

If you should have further questions regarding payment of NEBF and NEIB benefits, please contact the NEBF Coordinator at 630-876-5363.

If you have any questions, please contact the Chapter office.



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LABOR INFORMATION

ELGIN DIVISION, I.B.E.W. LOCAL UNION 117

WAGE PACKAGE BREAKDOWN

VOICE DATA VIDEO AGREEMENT

JW TECH	Effective 11/3/2025 – 11/29/2026
Hourly Wage Rate	\$48.71
Health & Welfare (Per Each Hour Worked)	14.96
Pension (37.67% of Gross)	18.35
N.E.B.F. (3% of Gross)	1.46
N.E.I.B (.50¢ Per Each Hour Worked)	0.50
Apprenticeship (2.25% of Gross)	1.10
L.M.C.C. (.20¢ Per Each Hour Worked)	0.20
N.L.M.C.C. (.01¢ Per Each Hour Worked)	0.01
SUBTOTAL	\$85.29
Administrative Maintenance Fund (0.4% of Gross Wages)	0.19
* N.E.C.A. Service Charge (0.6% of Gross Wages)	0.29
TOTAL HOURLY PACKAGE	\$ 85.77

*N.E.C.A. Service Charge applies to N.E.C.A. members only.

DEDUCTIONS:

Working Dues: 4.25% of Gross Wages (Effective 7/7/25)
 Personal Funds: 8.5% of Gross Wages

SUPERVISORY:

Foreman \$3.00 Above Journeyman Tech Rate – \$51.71

MEMORANDUM OF UNDERSTANDING
IBEW LOCAL 117 TRAINEE PROGRAM

THIS MEMORANDUM OF UNDERSTANDING (MoU) TRAINEE PROGRAM AS A SIDE LETTER to the Agreement between IBEW Local Union 117, and the Elgin Division of Northeastern Illinois Chapter, NECA, shall take effect November 3, 2025, and shall remain in effect until December 3, 2028. At the end of each year this MoU/Program will be evaluated for its effectiveness and utilization. All other provisions of the Voice Data Video Agreement remain applicable unless otherwise noted or modified herein.

WHEREAS, the parties have previously entered into the aforesaid Collective Bargaining Agreement; and

WHEREAS, the parties mutually desire to amend certain provisions of the Agreement, as hereinafter set forth;

NOW, THEREFORE, in consideration of the mutual promises hereinafter contained, it is agreed by the parties hereto as follows:

BE IT RESOLVED that in the interest of obtaining a larger future workforce and maintaining competitiveness in the electrical construction industry, the undersigned have mutually agreed to create this Memorandum of Understanding Trainee Program.

The primary purpose of the Trainee Program is market expansion. Our goal is to increase market share by lowering overall composite rates to make us more competitive, and to improve training opportunities for future apprentices.

IBEW Local Union 117 and the Elgin Division of Northeastern Illinois Chapter, NECA, will provide opportunities to those who may be interested in an apprenticeship in the unionized electrical construction industry. Anyone interested in participating in the Trainee Program must obtain a Letter of Recommendation from a signatory Employers or the Local 117 Business Manager. It is intended that any applicant from a signatory Employer will be referred out to that Employer upon successful completion of all prerequisites. The applicant will then follow the Trainee Application Process as described below. All Trainees must be at least eighteen (18) years old at the time of application and must pass a mandatory drug screen (urine test) before being accepted into the Program.

Trainees may be given the opportunity to work up to two thousand (2,000) hours in this classification. After reaching this threshold, individuals may reapply and re-enter the program.


The Trainee Program begins with an unpaid electrical construction industry orientation. The orientation program includes OSHA 10, CPR, tool and material identification, and information about the Local's Apprenticeship Program. Upon completion of the orientation program, Trainees will be assigned by the Local Union or Apprenticeship to a signatory Employer and begin working on a jobsite.

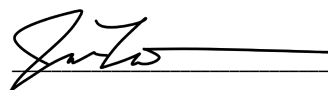
The Employer shall contribute to the National Electrical Benefit Fund (NEBF) and the Local 117 Apprenticeship and Training Trust on behalf of all Trainees for administrative purposes. Contributions to other benefit plans addressed in other Sections of the Voice Data Video Agreement are not applicable to Trainees.

This Letter of Understanding Trainee Program does not cover any project or work that falls under the Davis-Bacon Act, Illinois Prevailing Wage Laws, Project Labor Agreements, and/or work funded or financed by union trust funds.

SIGNED & DATED:
NORTHEASTERN ILLINOIS CHAPTER, NECA

IBEW LOCAL UNION 117

 10/23/2025

 10/24/25

TRAINEE REGISTRATION PROCESS

The IBEW Local 117 JATC will be accepting applications EVERY TUESDAY, from 8:00 A.M. to 12:00 P.M. and from 1:00 P.M. to 4:00 P.M. You must APPLY IN PERSON with a picture ID and your application fee. Applicants must reside, at the time of application, within the geographical jurisdiction of IBEW Local 117. Our office is located at 765 Munshaw Lane, Crystal Lake, IL 60014. The JATC office number is 847-854-7200.

Each applicant must bring the following documentation:

1. A copy of your valid Driver's License.
2. A copy of your U.S. Birth Certificate, U.S. Passport, Certificate of U.S. Citizenship or Naturalization, or Permanent Resident Alien Card. (This information is required to prove eligibility to work in the U.S. and prove minimum age requirement of 17 at the time of registration).

Candidates MUST BRING COPIES of the above-listed documents, original documents will not be copied in our office and any copies provided to the JATC office will not be returned.

TRAINEE ORIENTATION PROGRAM

Candidates for the Trainee Program will be selected based on the needs of the industry and completion of the orientation program.

All candidates will be required to attend an eight (8) hour Trainee Orientation Program. An administration fee of one hundred dollars (\$100.00) is required prior to the start of orientation.

Candidates must complete the following prior to job placement:

- Agree to and sign the terms of the 'Trainee Program Policy Statement'
- Submit and pass a urine drug screen
- Complete OSHA 10 training
- Complete CPR training
- Complete tool and material identification training

If the candidate successfully completes the orientation process as required, the administration fee will be applied to the tools required for work. Unsuccessful completions forfeit their administration fee.

TRAINEE SELECTION

Those candidates who successfully complete the orientation process will be referred through the JATC Office to signatory contractors with thirty (30) day permits.

- Qualified Trainees may be selected from the current application and ranking list.
- A qualified Trainee may be called off the list by submitting a letter of "intent to sponsor" to the JATC Office from a signatory contractor or the Local 117 Business Manager.

At permit renewal the Trainee must submit an “hours worked” report and a completed Trainee evaluation report. The Trainee's attendance, attitude, and performance will be evaluated on a regular basis. In the event that the Trainee is deficient in any one of these areas, the Trainee will be dropped from the Program.

RATIOS

EMPLOYER RATIOS:

One (1) Trainee per shop that has five (5) or less JW's; two (2) Trainees per shop that has six (6) to ten (10) JW's. Shops with over ten (10) JW's will have a ratio of one (1) Trainee to ten (10) JW's. In no instance shall a shop have more than eight (8) Trainees.

<u>Journeyman</u>	<u>Trainees</u>
1-5	1
6-10	2
11-20	3
21-30	4
31-40	5
41-50	6
51-60	7
61-70	8

JOBSITE RATIOS:

Trainees shall be included when calculating jobsite Apprentice Ratios per Article V, Section 5.12, of the Voice Data Video Agreement.

Trainees shall not remain employed, and the Employer may not add additional Trainees, if Apprentices become available for OJT assignment unless the Employer is already employing the full complement of Apprentices allowed, or has and is cooperating in the employment and training of Apprentices.

Trainees must be under the supervision of a Journeyman Wireman at all times.

SCOPE OF WORK

Trainees shall be allowed to perform basic jobsite tasks such as material handling, loading and unloading equipment and tools, assemble fixtures, and jobsite cleanup related to electrical materials only. Trainees shall be permitted to perform a very limited amount of job tasks in order to develop job skills and trade competencies.

The following exceptions will be strictly enforced:

1. Trainees shall never perform any type of work on an energized circuit.
2. Trainees shall never terminate any electrical work.
3. Trainees will not be allowed on any job that falls under the Davis-Bacon Act, Illinois Prevailing Wage Laws, Project Labor Agreements, and/or work funded or financed by Union Trust Funds.

TOOL LIST

Hammer	Various Tip Screwdrivers
Utility Knife	Linesmen Pliers (Klein's)
Canvas Bag	Wire Strippers
Tape Measurer	

Trainees may work overtime after all other bargaining unit members have been offered such overtime. There is no transferring of Trainees for overtime.

All selected Trainees will be subject to Local 117's random drug testing policy. Ratio and Trainee numbers may be increased at the Business Manager's discretion.

WAGES

Trainee	11/3/25 - 12/3/28
Trainee Hourly Wage Rate	\$18.08
N.E.B.F. (3.00% of gross wages)	\$0.54
Administration (1.50% of gross wages)	\$0.27
TOTAL PACKAGE	\$18.89

The Employer shall contribute to the National Electrical Benefit Fund (NEBF) and the Local 117 Apprenticeship and Training Trust on behalf of all Trainees for administrative purposes. Contributions to other benefit plans addressed in other Sections of this Agreement are not applicable to Unindentured.