

Apprentice Technician rates per HB 2488 (P.A. 104-0017) for Local Union #364, Greater Rockford, Illinois Area, 6/1/26 - 5/30/27

	Technician	A1 0-800 hours CBA Rates	A1 0-800 hours w/ Technician Fringes	A2 801-1600 hours CBA Rates	A2 801-1600 hours w/ Technician Fringes	A3 1601-2000 hours CBA Rates	A3 1601-2000 hours w/ Technician Fringes	A3 2001-2500 hours CBA Rates	A3 2001-2500 hours w/ Technician Fringes	A4 2501-3400 hours CBA Rates	A4 2501-3400 hours w/ Technician Fringes	A5 3401-4300 hours CBA Rates	A5 3401-4300 hours w/ Technician Fringes	A6 4301-5200 hours CBA Rates	A6 4301-5200 hours w/ Technician Fringes	A7 5201-6100 hours CBA Rates	A7 5201-6100 hours w/ Technician Fringes	A8 6101-7000 hours CBA Rates	A8 6101-7000 hours w/ Technician Fringes
Base Rate	100%	40%	40%	45%	45%	50%	50%	50%	50%	55%	55%	60%	60%	65%	65%	75%	75%	85%	85%
Base Wage	\$52.49	\$21.00	\$21.00	\$23.62	\$23.62	\$26.25	\$26.25	\$26.25	\$26.25	\$28.87	\$28.87	\$31.49	\$31.49	\$34.12	\$34.12	\$39.37	\$39.37	\$44.62	\$44.62
Health & Welfare*	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12	\$20.12
Defined Contribution MPP*	\$21.04	n/a	\$21.04	n/a	\$21.04	n/a	\$21.04	\$10.52	\$21.04	\$11.57	\$21.04	\$12.62	\$21.04	\$13.68	\$21.04	\$15.78	\$21.04	\$17.88	\$21.04
NEBF (3%)	\$1.57	\$0.63	\$1.57	\$0.71	\$1.57	\$0.79	\$1.57	\$0.79	\$1.57	\$0.87	\$1.57	\$0.94	\$1.57	\$1.02	\$1.57	\$1.18	\$1.57	\$1.34	\$1.57
JATC (2%)	\$1.05	\$0.42	\$1.05	\$0.47	\$1.05	\$0.53	\$1.05	\$0.53	\$1.05	\$0.58	\$1.05	\$0.63	\$1.05	\$0.68	\$1.05	\$0.79	\$1.05	\$0.89	\$1.05
Total Package	\$96.27	\$42.17	\$64.78	\$44.92	\$67.40	\$47.69	\$70.03	\$58.21	\$70.03	\$62.01	\$72.65	\$65.80	\$75.27	\$69.62	\$77.90	\$77.24	\$83.15	\$84.85	\$88.40
JATC Certification	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
LMCC	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15	\$0.15
NLMCC	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01	\$0.01
Safety	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
Substance Testing	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03	\$0.03
NECA (.50%) (members only)	\$0.26	\$0.11	\$0.11	\$0.12	\$0.12	\$0.13	\$0.13	\$0.13	\$0.13	\$0.14	\$0.14	\$0.16	\$0.16	\$0.17	\$0.17	\$0.20	\$0.20	\$0.22	\$0.22
AMF (.75%)	\$0.39	\$0.16	\$0.16	\$0.18	\$0.18	\$0.20	\$0.20	\$0.20	\$0.20	\$0.22	\$0.22	\$0.24	\$0.24	\$0.26	\$0.26	\$0.30	\$0.30	\$0.33	\$0.33
Total Contractual Labor Cost	\$97.17	\$42.69	\$65.30	\$45.47	\$67.95	\$48.27	\$70.61	\$58.79	\$70.61	\$62.62	\$73.26	\$66.45	\$75.92	\$70.30	\$78.58	\$77.99	\$83.90	\$85.65	\$89.20
Difference between negotiated CBA rate and HB 2488 (P.A. 104-0017) rate			\$22.61		\$22.48		\$22.34		\$11.82		\$10.64		\$9.47		\$8.28		\$5.91		\$3.55
Est. Taxes (FICA, FUTA, SUTA, Liability Ins, & Worker's Comp)	\$14.39	\$5.76	\$5.76	\$6.47	\$6.47	\$7.19	\$7.19	\$7.19	\$7.19	\$7.91	\$7.91	\$8.62	\$8.62	\$9.35	\$9.35	\$10.78	\$10.78	\$12.23	\$12.23
Total Estimated Hourly Labor Cost	\$111.56	\$48.45	\$93.67	\$51.94	\$96.90	\$55.46	\$100.14	\$65.98	\$89.62	\$70.53	\$91.81	\$75.07	\$94.01	\$79.65	\$96.21	\$88.77	\$100.59	\$97.88	\$104.98
Deduction: Local 364 Working Assessments (4%)	\$2.10	\$0.84	\$0.84	\$0.94	\$0.94	\$1.05	\$1.05	\$1.05	\$1.05	\$1.15	\$1.15	\$1.26	\$1.26	\$1.36	\$1.36	\$1.57	\$1.57	\$1.78	\$1.78
Employee Electable Deduction: Vacation Account (0, 5 or 10%)	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%	0, 5 or 10%

*Health and Welfare and 401(a) Defined Contribution Money Purchase Plan on overtime hours are calculated using the appropriate overtime multiplier of either 1.5 or 2 times the straight-time contribution rate, the same rate as the overtime wage multiplier of either 1.5 or 2 times the straight time wage rate.

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