



**IBEW Local 2166 Employee Life and Health Trust, RE: Collective Agreement Wording**

- Articles 34, 45 and 63; replace IBEW HEALTH AND WELFARE, with **IBEW LOCAL 2166 TRUSTS AND FUNDS ADMINISTRATION**
- In all Wage Tables (New wage table format); replace IBEW HEALTH & WELFARE with **IBEW LOCAL 2166 TRUSTS AND FUNDS ADMINISTRATION** (this may be shortened to **IBEW TRUSTS & FUNDS ADM** or **T&FA** to save space in the tables)

<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: COMMERCIAL "B"</b>												
January 1, 2023 to December 31, 2023												
			<b>1T</b>			<b>1.5T</b>			<b>2T</b>			
Basic Hourly Rate			\$25.56			\$38.34			\$51.12			
Vacation & Holiday Pay			\$2.81			\$4.22			\$5.62			
IBEW Trusts & Funds Adm	RRSP	RPP	\$3.51	\$1.50	\$0.50	\$5.26	\$2.50	\$0.50	\$7.02	\$3.50	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$33.88</b>			<b>\$50.82</b>			<b>\$67.76</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.06			\$0.06			\$0.06			
ECANB Training Fund			\$0.02			\$0.02			\$0.02			
ECANB Safety Training Fund			\$0.12			\$0.12			\$0.12			
ECANB Association Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$34.43</b>			<b>\$51.37</b>			<b>\$68.31</b>			
<b>APPRENTICES' PRO-RATED IBEW LOCAL 2166 TRUSTS &amp; FUNDS ADMINISTRATION, RRSP, RPP (PENSION)</b>												
			<b>T&amp;FA</b>	<b>RRSP</b>	<b>RPP</b>	<b>T&amp;FA</b>	<b>RRSP</b>	<b>RPP</b>	<b>T&amp;FA</b>	<b>RRSP</b>	<b>RPP</b>	
New Apprentice			\$3.51	\$0.50	\$0.50	\$5.26	\$1.00	\$0.50	\$7.02	\$1.50	\$0.50	
Block I			\$3.51	\$0.70	\$0.50	\$5.26	\$1.30	\$0.50	\$7.02	\$1.90	\$0.50	
Block II			\$3.51	\$0.90	\$0.50	\$5.26	\$1.60	\$0.50	\$7.02	\$2.30	\$0.50	
Block III			\$3.51	\$1.10	\$0.50	\$5.26	\$1.90	\$0.50	\$7.02	\$2.70	\$0.50	
Block IV			\$3.51	\$1.30	\$0.50	\$5.26	\$2.20	\$0.50	\$7.02	\$3.10	\$0.50	

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>COMMERCIAL "B" WORK</b>	
<b>QUALIFICATIONS</b>	<b>% RATE</b>
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: COMMERCIAL "B"</b>												
January 1, 2024 to December 31, 2024												
			<b>1T</b>			<b>1.5T</b>			<b>2T</b>			
Basic Hourly Rate			\$26.33			\$39.50			\$52.66			
Vacation & Holiday Pay			\$2.90			\$4.35			\$5.80			
IBEW Trusts & Funds Adm	RRSP	RPP	\$3.66	\$1.50	\$0.50	\$5.49	\$2.50	\$0.50	\$7.32	\$3.50	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$34.89</b>			<b>\$52.34</b>			<b>\$69.78</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.06			\$0.06			\$0.06			
ECANB Training Fund			\$0.02			\$0.02			\$0.02			
ECANB Safety Training Fund			\$0.12			\$0.12			\$0.12			
ECANB Association Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$35.44</b>			<b>\$52.89</b>			<b>\$70.33</b>			
<b>APPRENTICES' PRO-RATED IBEW LOCAL 2166 TRUSTS &amp; FUNDS ADMINISTRATION, RRSP, RPP (PENSION)</b>												
			T&FA	RRSP	RPP	T&FA	RRSP	RPP	T&FA	RRSP	RPP	
New Apprentice			\$3.66	\$0.50	\$0.50	\$5.49	\$1.00	\$0.50	\$7.32	\$1.50	\$0.50	
Block I			\$3.66	\$0.70	\$0.50	\$5.49	\$1.30	\$0.50	\$7.32	\$1.90	\$0.50	
Block II			\$3.66	\$0.90	\$0.50	\$5.49	\$1.60	\$0.50	\$7.32	\$2.30	\$0.50	
Block III			\$3.66	\$1.10	\$0.50	\$5.49	\$1.90	\$0.50	\$7.32	\$2.70	\$0.50	
Block IV			\$3.66	\$1.30	\$0.50	\$5.49	\$2.20	\$0.50	\$7.32	\$3.10	\$0.50	

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>COMMERCIAL "B" WORK</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: COMMERCIAL "B"</b>												
January 1, 2025 to December 31, 2025												
			1T			1.5T			2T			
Basic Hourly Rate			\$27.12			\$40.68			\$54.24			
Vacation & Holiday Pay			\$2.98			\$4.47			\$5.96			
IBEW Trusts & Funds Adm	RRSP	RPP	\$3.85	\$1.50	\$0.50	\$5.78	\$2.50	\$0.50	\$7.70	\$3.50	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$35.95</b>			<b>\$53.93</b>			<b>\$71.90</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.06			\$0.06			\$0.06			
ECANB Training Fund			\$0.02			\$0.02			\$0.02			
ECANB Safety Training Fund			\$0.12			\$0.12			\$0.12			
ECANB Association Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$36.50</b>			<b>\$54.48</b>			<b>\$72.45</b>			
<b>APPRENTICES' PRO-RATED IBEW LOCAL 2166 TRUSTS &amp; FUNDS ADMINISTRATION, RRSP, RPP (PENSION)</b>												
			T&FA	RRSP	RPP	T&FA	RRSP	RPP	T&FA	RRSP	RPP	
New Apprentice			\$3.85	\$0.50	\$0.50	\$5.78	\$1.00	\$0.50	\$7.70	\$1.50	\$0.50	
Block I			\$3.85	\$0.70	\$0.50	\$5.78	\$1.30	\$0.50	\$7.70	\$1.90	\$0.50	
Block II			\$3.85	\$0.90	\$0.50	\$5.78	\$1.60	\$0.50	\$7.70	\$2.30	\$0.50	
Block III			\$3.85	\$1.10	\$0.50	\$5.78	\$1.90	\$0.50	\$7.70	\$2.70	\$0.50	
Block IV			\$3.85	\$1.30	\$0.50	\$5.78	\$2.20	\$0.50	\$7.70	\$3.10	\$0.50	

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>COMMERCIAL "B" WORK</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



<b>WAGE TABLE</b>											
<b>CATEGORY OF WORK: COMMERCIAL "A"</b>											
January 1, 2023 to December 31, 2023											
			1T			1.5T			2T		
Basic Hourly Rate			\$32.65			\$48.98			\$65.30		
Vacation & Holiday Pay			\$3.59			\$5.39			\$7.18		
IBEW Trusts & Funds Adm	RRSP	RPP	\$4.12	\$3.63	\$0.50	\$6.18	\$5.69	\$0.50	\$8.24	\$7.76	\$0.50
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$44.49</b>			<b>\$66.74</b>			<b>\$88.98</b>		
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10		
IBEW Training Fund			\$0.25			\$0.25			\$0.25		
ECANB Training Fund			\$0.25			\$0.25			\$0.25		
ECANB Safety Training Fund			\$0.12			\$0.12			\$0.12		
ECANB Association Fund			\$0.25			\$0.25			\$0.25		
<b>GROSS HOURLY PACKAGE</b>			<b>\$45.46</b>			<b>\$67.71</b>			<b>\$89.95</b>		
<b>APPRENTICES' PRO-RATED IBEW LOCAL 2166 TRUSTS &amp; FUNDS ADMINISTRATION, RRSP, RPP (PENSION)</b>											
			T&FA	RRSP	RPP	T&FA	RRSP	RPP	T&FA	RRSP	RPP
New Apprentice			\$4.12	\$1.57	\$0.50	\$6.18	\$2.59	\$0.50	\$8.24	\$3.63	\$0.50
Block I			\$4.12	\$1.98	\$0.50	\$6.18	\$3.21	\$0.50	\$8.24	\$4.46	\$0.50
Block II			\$4.12	\$2.39	\$0.50	\$6.18	\$3.83	\$0.50	\$8.24	\$5.28	\$0.50
Block III			\$4.12	\$2.80	\$0.50	\$6.18	\$4.45	\$0.50	\$8.24	\$6.11	\$0.50
Block IV			\$4.12	\$3.22	\$0.50	\$6.18	\$5.07	\$0.50	\$8.24	\$6.93	\$0.50

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>COMMERCIAL "A" WORK</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: COMMERCIAL "A"</b>												
January 1, 2024 to December 31, 2024												
			1T			1.5T			2T			
Basic Hourly Rate			\$33.63			\$50.45			\$67.26			
Vacation & Holiday Pay			\$3.70			\$5.55			\$7.40			
IBEW Trusts & Funds Adm	RRSP	RPP	\$4.37	\$3.63	\$0.50	\$6.56	\$5.69	\$0.50	\$8.74	\$7.76	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$45.83</b>			<b>\$68.75</b>			<b>\$91.66</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.25			\$0.25			\$0.25			
ECANB Training Fund			\$0.25			\$0.25			\$0.25			
ECANB Safety Training Fund			\$0.12			\$0.12			\$0.12			
ECANB Association Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$46.80</b>			<b>\$69.72</b>			<b>\$92.63</b>			
<b>APPRENTICES' PRO-RATED IBEW LOCAL 2166 TRUSTS &amp; FUNDS ADMINISTRATION, RRSP, RPP (PENSION)</b>												
			T&FA	RRSP	RPP	T&FA	RRSP	RPP	T&FA	RRSP	RPP	
New Apprentice			\$4.37	\$1.57	\$0.50	\$6.56	\$2.59	\$0.50	\$8.74	\$3.63	\$0.50	
Block I			\$4.37	\$1.98	\$0.50	\$6.56	\$3.21	\$0.50	\$8.74	\$4.46	\$0.50	
Block II			\$4.37	\$2.39	\$0.50	\$6.56	\$3.83	\$0.50	\$8.74	\$5.28	\$0.50	
Block III			\$4.37	\$2.80	\$0.50	\$6.56	\$4.45	\$0.50	\$8.74	\$6.11	\$0.50	
Block IV			\$4.37	\$3.22	\$0.50	\$6.56	\$5.07	\$0.50	\$8.74	\$6.93	\$0.50	

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>COMMERCIAL "A" WORK</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



**WAGE TABLE**  
**CATEGORY OF WORK: COMMERCIAL "A"**

January 1, 2025 to December 31, 2025											
			1T			1.5T			2T		
Basic Hourly Rate			\$34.64			\$51.96			\$69.28		
Vacation & Holiday Pay			\$3.81			\$5.72			\$7.62		
IBEW Trusts & Funds Adm	RRSP	RPP	\$4.62	\$3.63	\$0.50	\$6.93	\$5.69	\$0.50	\$9.24	\$7.76	\$0.50
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$47.20</b>			<b>\$70.80</b>			<b>\$94.40</b>		
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10		
IBEW Training Fund			\$0.25			\$0.25			\$0.25		
ECANB Training Fund			\$0.25			\$0.25			\$0.25		
ECANB Safety Training Fund			\$0.12			\$0.12			\$0.12		
ECANB Association Fund			\$0.25			\$0.25			\$0.25		
<b>GROSS HOURLY PACKAGE</b>			<b>\$48.17</b>			<b>\$71.77</b>			<b>\$95.37</b>		
<b>APPRENTICES' PRO-RATED IBEW LOCAL 2166 TRUSTS &amp; FUNDS ADMINISTRATION, RRSP, RPP (PENSION)</b>											
			T&FA	RRSP	RPP	T&FA	RRSP	RPP	T&FA	RRSP	RPP
New Apprentice			\$4.62	\$1.57	\$0.50	\$6.93	\$2.59	\$0.50	\$9.24	\$3.63	\$0.50
Block I			\$4.62	\$1.98	\$0.50	\$6.93	\$3.21	\$0.50	\$9.24	\$4.46	\$0.50
Block II			\$4.62	\$2.39	\$0.50	\$6.93	\$3.83	\$0.50	\$9.24	\$5.28	\$0.50
Block III			\$4.62	\$2.80	\$0.50	\$6.93	\$4.45	\$0.50	\$9.24	\$6.11	\$0.50
Block IV			\$4.62	\$3.22	\$0.50	\$6.93	\$5.07	\$0.50	\$9.24	\$6.93	\$0.50

**APPRENTICES' RATES OF PAY & REQUIREMENTS**  
**COMMERCIAL "A" WORK**

QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



<b>WAGE TABLE</b>									
<b>CATEGORY OF WORK: INDUSTRIAL</b>									
<b>January 1, 2023 to December 31, 2023</b>									
					<b>1T</b>			<b>2T</b>	
Basic Hourly Rate					\$44.01			\$88.02	
Vacation & Holiday Pay					\$4.84			\$9.68	
IBEW Trusts & Funds Adm		RRSP	RPP	\$4.71	\$5.03	\$0.50	\$9.42	\$9.56	\$0.50
<b>EMPLOYEE HOURLY PACKAGE</b>					<b>\$59.09</b>			<b>\$117.18</b>	
IBEW Industry Improvement					\$0.10			\$0.10	
IBEW Training Fund					\$0.25			\$0.25	
ECANB Training Fund					\$0.25			\$0.25	
ECANB Safety Training Fund					\$0.12			\$0.12	
ECANB Association Fund					\$0.25			\$0.25	
<b>GROSS HOURLY PACKAGE</b>					<b>\$60.06</b>			<b>\$118.15</b>	

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>INDUSTRIAL WORK</b>	
<b>QUALIFICATIONS</b>	<b>% RATE</b>
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%



<b>WAGE TABLE</b>								
<b>CATEGORY OF WORK: INDUSTRIAL</b>								
January 1, 2024 to December 31, 2024								
			1T			2T		
Basic Hourly Rate			\$45.33			\$90.66		
Vacation & Holiday Pay			\$4.99			\$9.98		
IBEW Trusts & Funds Adm	RRSP	RPP	\$5.01	\$5.03	\$0.50	\$10.02	\$9.56	\$0.50
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$60.86</b>			<b>\$120.72</b>		
IBEW Industry Improvement			\$0.10			\$0.10		
IBEW Training Fund			\$0.25			\$0.25		
ECANB Training Fund			\$0.25			\$0.25		
ECANB Safety Training Fund			\$0.12			\$0.12		
ECANB Association Fund			\$0.25			\$0.25		
<b>GROSS HOURLY PACKAGE</b>			<b>\$61.83</b>			<b>\$121.69</b>		

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>INDUSTRIAL WORK</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%





<b>WAGE TABLE</b>									
<b>CATEGORY OF WORK: INDUSTRIAL</b>									
January 1, 2025 to December 31, 2025									
					<b>1T</b>		<b>2T</b>		
Basic Hourly Rate					\$46.69		\$93.38		
Vacation & Holiday Pay					\$5.14		\$10.28		
IBEW Trusts & Funds Adm		RRSP	RPP	\$5.33	\$5.03	\$0.50	\$10.66	\$9.56	\$0.50
<b>EMPLOYEE HOURLY PACKAGE</b>					<b>\$62.69</b>		<b>\$124.38</b>		
IBEW Industry Improvement					\$0.10		\$0.10		
IBEW Training Fund					\$0.25		\$0.25		
ECANB Training Fund					\$0.25		\$0.25		
ECANB Safety Training Fund					\$0.12		\$0.12		
ECANB Association Fund					\$0.25		\$0.25		
<b>GROSS HOURLY PACKAGE</b>					<b>\$63.66</b>		<b>\$125.35</b>		

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>INDUSTRIAL WORK</b>	
<b>QUALIFICATIONS</b>	<b>% RATE</b>
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%

IBEW Local 2166 Employee Life & Health Trust  
 IBEW Local 2166 Employee Pension Trust  
 681 Union St, Fredericton NB E3A 3N8  
 506-452-01111 admin@ibewlocal2166.com



**ibew 2166**

<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: NATIONAL MAINTENANCE AGREEMENT</b>												
January 1, 2023 to December 31, 2023												
			1T			1.5T			2T			
Basic Hourly Rate			\$41.81			\$62.72			\$83.62			
Vacation & Holiday Pay			\$4.60			\$6.90			\$9.20			
IBEW Trusts & Funds Adm	RRSP	RPP	\$4.71	\$5.03	\$0.50	\$7.07	\$7.30	\$0.50	\$9.42	\$9.56	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$56.65</b>			<b>\$84.49</b>			<b>\$112.30</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$57.00</b>			<b>\$84.84</b>			<b>\$112.65</b>			

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>NATIONAL MAINTENANCE AGREEMENT</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%

IBEW Local 2166 Employee Life & Health Trust  
 IBEW Local 2166 Employee Pension Trust  
 681 Union St, Fredericton NB E3A 3N8  
 506-452-0111 admin@ibewlocal2166.com



**ibew 2166**

<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: NATIONAL MAINTENANCE AGREEMENT</b>												
<b>January 1, 2024 to December 31, 2024</b>												
			<b>1T</b>			<b>1.5T</b>			<b>2T</b>			
Basic Hourly Rate			\$43.06			\$64.59			\$86.12			
Vacation & Holiday Pay			\$4.74			\$7.10			\$9.48			
IBEW Trusts & Funds Adm	RRSP	RPP	\$5.01	\$5.03	\$0.50	\$7.52	\$7.30	\$0.50	\$10.02	\$9.56	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$58.34</b>			<b>\$87.01</b>			<b>\$115.68</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$58.69</b>			<b>\$87.36</b>			<b>\$116.03</b>			

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>NATIONAL MAINTENANCE AGREEMENT</b>	
QUALIFICATIONS	% RATE
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%

IBEW Local 2166 Employee Life & Health Trust  
 IBEW Local 2166 Employee Pension Trust  
 681 Union St, Fredericton NB E3A 3N8  
 506-452-01111 admin@ibewlocal2166.com



**ibew 2166**

<b>WAGE TABLE</b>												
<b>CATEGORY OF WORK: NATIONAL MAINTENANCE AGREEMENT</b>												
January 1, 2025 to December 31, 2025												
			<b>1T</b>			<b>1.5T</b>			<b>2T</b>			
Basic Hourly Rate			\$44.36			\$66.54			\$88.72			
Vacation & Holiday Pay			\$4.88			\$7.32			\$9.76			
IBEW Trusts & Funds Adm	RRSP	RPP	\$5.33	\$5.03	\$0.50	\$8.00	\$7.30	\$0.50	\$10.66	\$9.56	\$0.50	
<b>EMPLOYEE HOURLY PACKAGE</b>			<b>\$60.10</b>			<b>\$89.66</b>			<b>\$119.20</b>			
IBEW Industry Improvement			\$0.10			\$0.10			\$0.10			
IBEW Training Fund			\$0.25			\$0.25			\$0.25			
<b>GROSS HOURLY PACKAGE</b>			<b>\$60.45</b>			<b>\$90.01</b>			<b>\$119.55</b>			

<b>APPRENTICES' RATES OF PAY &amp; REQUIREMENTS</b>	
<b>NATIONAL MAINTENANCE AGREEMENT</b>	
<b>QUALIFICATIONS</b>	<b>% RATE</b>
New Apprentice	50%
1 <sup>st</sup> Year Pre-Employment – Block I	60%
2 <sup>nd</sup> Year – Block II	70%
3 <sup>rd</sup> Year – Block III	80%
4 <sup>th</sup> Year – Block IV	90%
Successful Completion	100%