

International Brotherhood of Electrical Workers Local 234  
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Monterey Bay California Chapter, NECA  
 PO Box 2175  
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**INSIDE AGREEMENT**  
**Monterey - San Benito - Santa Cruz Counties**

Effective 12/24/2018

| Classification                             | Hrly Rate | H&W     | Pension Fund | Ed. & Training | LMCC   | NEBF 3% | AMF 1.25% | Total Hourly |
|--|-----------|---------|--------------|----------------|--------|---------|-----------|--------------|
| Journeyman                                 | \$49.30   | \$11.70 | \$11.45      | \$0.95         | \$0.20 | \$1.48  | \$0.62    | \$75.70      |
| Foreman<br>(12.5% above JW)                | \$55.46   | \$11.70 | \$11.45      | \$0.95         | \$0.20 | \$1.66  | \$0.69    | \$82.11      |
| General Foreman<br>(25% above JW)          | \$61.63   | \$11.70 | \$11.45      | \$0.95         | \$0.20 | \$1.85  | \$0.77    | \$88.55      |
| Cable Splicing<br>(12.5% above JW)         | \$55.46   | \$11.70 | \$11.45      | \$0.95         | \$0.20 | \$1.66  | \$0.69    | \$82.11      |
| Journeyman Technician                      | \$49.30   | \$11.70 | \$11.45      | \$0.95         | \$0.20 | \$1.48  | \$0.62    | \$75.70      |
| Journeyman while Welding<br>(10% above JW) | \$54.23   | \$11.70 | \$11.45      | \$0.95         | \$0.20 | \$1.63  | \$0.68    | \$80.84      |
| <b>Apprentice</b>                          |           |         |              |                |        |         |           |              |
| 1ST PERIOD @ 45%                           | \$22.19   | \$11.70 | \$0.00       | \$0.95         | \$0.20 | \$0.67  | \$0.28    | \$35.99      |
| 2ND PERIOD @ 47%                           | \$23.17   | \$11.70 | \$0.00       | \$0.95         | \$0.20 | \$0.70  | \$0.29    | \$37.01      |
| 3RD PERIOD @ 55%                           | \$27.12   | \$11.70 | \$1.57       | \$0.95         | \$0.20 | \$0.81  | \$0.34    | \$42.69      |
| 4TH PERIOD @ 60%                           | \$29.58   | \$11.70 | \$2.27       | \$0.95         | \$0.20 | \$0.89  | \$0.37    | \$45.96      |
| 5TH PERIOD @ 65%                           | \$32.05   | \$11.70 | \$3.72       | \$0.95         | \$0.20 | \$0.96  | \$0.40    | \$49.98      |
| 6TH PERIOD @ 70%                           | \$34.51   | \$11.70 | \$5.61       | \$0.95         | \$0.20 | \$1.04  | \$0.43    | \$54.44      |
| 7TH PERIOD @ 75%                           | \$36.98   | \$11.70 | \$6.44       | \$0.95         | \$0.20 | \$1.11  | \$0.46    | \$57.84      |
| 8TH PERIOD @ 80%                           | \$39.44   | \$11.70 | \$7.33       | \$0.95         | \$0.20 | \$1.18  | \$0.49    | \$61.29      |
| 9TH PERIOD @ 85%                           | \$41.91   | \$11.70 | \$8.76       | \$0.95         | \$0.20 | \$1.26  | \$0.52    | \$65.30      |
| 10TH PERIOD @ 90%                          | \$44.37   | \$11.70 | \$10.31      | \$0.95         | \$0.20 | \$1.33  | \$0.55    | \$69.41      |

Scheduled Increases:

\$3.25 effective December 23, 2019 to be allocated by the Union  
 \$3.25 effective December 28, 2020 to be allocated by the Union



NOTE: Health & Welfare, Education and Training, LMCC and Pension are paid on hours PAID, not hours worked. (Must reflect the overtime hours)

NOTE: Working Dues 6%

NOTE: NECA Service Charge 0.5%

Reference Section 3.04(b) Zone Differential Hourly Rate: Zone B

|                 |         |
|-----------------|---------|
| Journeyman      | \$54.23 |
| Foreman         | \$60.39 |
| General Foreman | \$66.56 |
| Cable Splicing  | \$60.39 |
| Jry. Technician | \$54.23 |
| Jry. Welding    | \$59.16 |

Reference Section 3.04(a) - \$150.00 per day, per diem.

SIGNED FOR THE UNION:

Andy Hartmann  
 Business Manager

SIGNED FOR THE EMPLOYER:

Jerri L. Champlin  
 Executive Director