

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

Effective 12/26/2016 - 12/24/2017

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
<b>Journeyman</b>	\$44.65	\$10.95	\$11.20	\$0.95	\$0.20	\$1.34	\$0.56	\$69.85
<b>Foreman</b> (12.5% above JW)	\$50.23	\$10.95	\$11.20	\$0.95	\$0.20	\$1.51	\$0.63	\$75.67
<b>General Foreman</b> (25% above JW)	\$55.81	\$10.95	\$11.20	\$0.95	\$0.20	\$1.67	\$0.70	\$81.48
<b>Cable Splicing</b> (12.5% above JW)	\$50.23	\$10.95	\$11.20	\$0.95	\$0.20	\$1.51	\$0.63	\$75.67
<b>Journeyman Technician</b>	\$44.65	\$10.95	\$11.20	\$0.95	\$0.20	\$1.34	\$0.56	\$69.85
<b>Journeyman while Welding</b> (10% above JW)	\$49.12	\$10.95	\$11.20	\$0.95	\$0.20	\$1.47	\$0.61	\$74.50
<b>Apprentice</b>								
1ST PERIOD @ 45%	\$20.09	\$10.95	\$0.00	\$0.95	\$0.20	\$0.60	\$0.25	\$33.04
2ND PERIOD @ 47%	\$20.99	\$10.95	\$0.00	\$0.95	\$0.20	\$0.63	\$0.26	\$33.98
3RD PERIOD @ 55%	\$24.56	\$10.95	\$1.54	\$0.95	\$0.20	\$0.74	\$0.31	\$39.25
4TH PERIOD @ 60%	\$26.79	\$10.95	\$2.22	\$0.95	\$0.20	\$0.80	\$0.33	\$42.24
5TH PERIOD @ 65%	\$29.02	\$10.95	\$3.64	\$0.95	\$0.20	\$0.87	\$0.36	\$45.99
6TH PERIOD @ 70%	\$31.26	\$10.95	\$5.49	\$0.95	\$0.20	\$0.94	\$0.39	\$50.18
7TH PERIOD @ 75%	\$33.49	\$10.95	\$6.30	\$0.95	\$0.20	\$1.00	\$0.42	\$53.31
8TH PERIOD @ 80%	\$35.72	\$10.95	\$7.17	\$0.95	\$0.20	\$1.07	\$0.45	\$56.51
9TH PERIOD @ 85%	\$37.95	\$10.95	\$8.57	\$0.95	\$0.20	\$1.14	\$0.47	\$60.23
10TH PERIOD @ 90%	\$40.19	\$10.95	\$10.08	\$0.95	\$0.20	\$1.21	\$0.50	\$64.08

Scheduled Increases:

\$1.50 effective December 25, 2017 to be allocated by the Union  
 \$1.00 effective May 28, 2018 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	\$49.12
Foreman	\$54.70
General Foreman	\$60.28
Cable Splicing	\$54.70
Jry. Technician	\$49.12
Jry. Welding	\$53.59

Reference Section 3.04(b) - \$85.00 per day, per diem.

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER

Andy Hartmann  
 Business Manager

Jeffri L. Champlin  
 Executive Director