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**INSIDE AGREEMENT**  
**Monterey - San Benito - Santa Cruz Counties**



Effective 12/01/2008

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 0.75%	Total Hourly
<b>Journeyman</b>	\$38.24	\$9.25	\$9.06	\$0.80	\$0.20	\$1.15	\$0.29	\$58.99
<b>Foreman</b> (12.5% above JW)	\$43.02	\$9.25	\$9.06	\$0.80	\$0.20	\$1.29	\$0.32	\$63.94
<b>General Foreman</b> (25% above JW)	\$47.80	\$9.25	\$9.06	\$0.80	\$0.20	\$1.43	\$0.36	\$68.90
<b>Cable Splicing</b> (12.5% above JW)	\$43.02	\$9.25	\$9.06	\$0.80	\$0.20	\$1.29	\$0.32	\$63.94
<b>Journeyman Technician</b>	\$38.24	\$9.25	\$9.06	\$0.80	\$0.20	\$1.15	\$0.29	\$58.99
<b>Journeyman while Welding</b> (10% above JW)	\$42.06	\$9.25	\$9.06	\$0.80	\$0.20	\$1.26	\$0.32	\$62.95
<b>Apprentice</b>								
<b>1ST PERIOD @ 45%</b>	\$17.21	\$9.25	\$0.00	\$0.80	\$0.20	\$0.52	\$0.13	\$28.11
<b>2ND PERIOD @ 47%</b>	\$17.97	\$9.25	\$0.00	\$0.80	\$0.20	\$0.54	\$0.13	\$28.89
<b>3RD PERIOD @ 55%</b>	\$21.03	\$9.25	\$1.25	\$0.80	\$0.20	\$0.63	\$0.16	\$33.32
<b>4TH PERIOD @ 60%</b>	\$22.94	\$9.25	\$1.79	\$0.80	\$0.20	\$0.69	\$0.17	\$35.84
<b>5TH PERIOD @ 65%</b>	\$24.86	\$9.25	\$2.94	\$0.80	\$0.20	\$0.75	\$0.19	\$38.99
<b>6TH PERIOD @ 70%</b>	\$26.77	\$9.25	\$4.44	\$0.80	\$0.20	\$0.80	\$0.20	\$42.46
<b>7TH PERIOD @ 75%</b>	\$28.68	\$9.25	\$5.10	\$0.80	\$0.20	\$0.86	\$0.22	\$45.11
<b>8TH PERIOD @ 80%</b>	\$30.59	\$9.25	\$5.80	\$0.80	\$0.20	\$0.92	\$0.23	\$47.79
<b>9TH PERIOD @ 85%</b>	\$32.50	\$9.25	\$6.93	\$0.80	\$0.20	\$0.98	\$0.24	\$50.90
<b>10TH PERIOD @ 90%</b>	\$34.42	\$9.25	\$8.15	\$0.80	\$0.20	\$1.03	\$0.26	\$54.11

Scheduled Increases:

\$2.05 effective June 1, 2009 to be allocated by the Union

\$2.05 effective May 31, 2010 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 5%

NOTE: NECA Service Charge 1%

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

Journeyman	\$42.06
Foreman	\$46.84
General Foreman	\$51.62
Cable Splicing	\$46.84
Jry. Technician	\$42.06
Jry. Welding	\$45.88

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