

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 12/23/2019

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	\$51.47	\$12.20	\$11.95	\$0.95	\$0.20	\$1.54	\$0.64	\$78.95
Foreman (12.5% above JW)	\$57.90	\$12.20	\$11.95	\$0.95	\$0.20	\$1.74	\$0.72	\$85.66
General Foreman (25% above JW)	\$64.34	\$12.20	\$11.95	\$0.95	\$0.20	\$1.93	\$0.80	\$92.37
Cable Splicing (12.5% above JW)	\$57.90	\$12.20	\$11.95	\$0.95	\$0.20	\$1.74	\$0.72	\$85.66
Journeyman Technician	\$51.47	\$12.20	\$11.95	\$0.95	\$0.20	\$1.54	\$0.64	\$78.95
Journeyman while Welding (10% above JW)	\$56.62	\$12.20	\$11.95	\$0.95	\$0.20	\$1.70	\$0.71	\$84.33
<b>Apprentice</b>								
1ST PERIOD @ 45%	\$23.16	\$12.20	\$0.00	\$0.95	\$0.20	\$0.69	\$0.29	\$37.49
2ND PERIOD @ 47%	\$24.19	\$12.20	\$0.00	\$0.95	\$0.20	\$0.73	\$0.30	\$38.57
3RD PERIOD @ 55%	\$28.31	\$12.20	\$1.64	\$0.95	\$0.20	\$0.85	\$0.35	\$44.50
4TH PERIOD @ 60%	\$30.88	\$12.20	\$2.37	\$0.95	\$0.20	\$0.93	\$0.39	\$47.92
5TH PERIOD @ 65%	\$33.46	\$12.20	\$3.88	\$0.95	\$0.20	\$1.00	\$0.42	\$52.11
6TH PERIOD @ 70%	\$36.03	\$12.20	\$5.86	\$0.95	\$0.20	\$1.08	\$0.45	\$56.77
7TH PERIOD @ 75%	\$38.60	\$12.20	\$6.72	\$0.95	\$0.20	\$1.16	\$0.48	\$60.31
8TH PERIOD @ 80%	\$41.18	\$12.20	\$7.65	\$0.95	\$0.20	\$1.24	\$0.51	\$63.93
9TH PERIOD @ 85%	\$43.75	\$12.20	\$9.14	\$0.95	\$0.20	\$1.31	\$0.55	\$68.10
10TH PERIOD @ 90%	\$46.32	\$12.20	\$10.76	\$0.95	\$0.20	\$1.39	\$0.58	\$72.40

Scheduled Increases:

\$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	\$56.62
Foreman	\$63.05
General Foreman	\$69.49
Cable Splicing	\$63.05
Jry. Technician	\$56.62
Jry. Welding	\$61.77

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

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER:

  
 Lamont Adams  
 Business Manager

  
 Jerri L. Champlin  
 Executive Director