



INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties



Effective 12/27/2021 - 12/25/2022

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	\$56.91	\$12.95	\$13.70	\$0.95	\$0.20	\$1.71	\$0.71	\$87.13
Foreman (15% above JW)	\$65.45	\$12.95	\$13.70	\$0.95	\$0.20	\$1.96	\$0.82	\$96.03
General Foreman (30% above JW)	\$73.98	\$12.95	\$13.70	\$0.95	\$0.20	\$2.22	\$0.92	\$104.92
Cable Splicing (12.5% above JW)	\$64.02	\$12.95	\$13.70	\$0.95	\$0.20	\$1.92	\$0.80	\$94.54
Journeyman Technician	\$56.91	\$12.95	\$13.70	\$0.95	\$0.20	\$1.71	\$0.71	\$87.13
Journeyman while Welding (10% above JW)	\$62.60	\$12.95	\$13.70	\$0.95	\$0.20	\$1.88	\$0.78	\$93.06
Apprentice								
1ST PERIOD @ 45%	\$25.61	\$12.95	\$0.00	\$0.95	\$0.20	\$0.77	\$0.32	\$40.80
2ND PERIOD @ 47%	\$26.75	\$12.95	\$0.00	\$0.95	\$0.20	\$0.80	\$0.33	\$41.98
3RD PERIOD @ 55%	\$31.30	\$12.95	\$1.88	\$0.95	\$0.20	\$0.94	\$0.39	\$48.61
4TH PERIOD @ 60%	\$34.15	\$12.95	\$2.71	\$0.95	\$0.20	\$1.02	\$0.43	\$52.41
5TH PERIOD @ 65%	\$36.99	\$12.95	\$4.45	\$0.95	\$0.20	\$1.11	\$0.46	\$57.11
6TH PERIOD @ 70%	\$39.84	\$12.95	\$6.71	\$0.95	\$0.20	\$1.20	\$0.50	\$62.35
7TH PERIOD @ 75%	\$42.68	\$12.95	\$7.71	\$0.95	\$0.20	\$1.28	\$0.53	\$66.30
8TH PERIOD @ 80%	\$45.53	\$12.95	\$8.77	\$0.95	\$0.20	\$1.37	\$0.57	\$70.34
9TH PERIOD @ 85%	\$48.37	\$12.95	\$10.48	\$0.95	\$0.20	\$1.45	\$0.60	\$75.00
10TH PERIOD @ 90%	\$51.22	\$12.95	\$12.33	\$0.95	\$0.20	\$1.54	\$0.64	\$79.83

NOTE: This increase reflects the following changes:

\$3.50 to wages, \$1.00 to pension, and \$0.25 to H&W Benny

NOTE: \$1.75 of the Health & Welfare contribution is dedicated to the Benny Card

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% Except 1st and 2nd period apprentices

NOTE: NECA Service Charge 0.5%

NOTE: 401(k) options: \$0.00, \$2.00, \$5.00, or \$8.00

NOTE: No compensation for sick leave



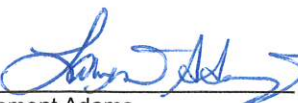
Reference Section 3.04(b) Zone Differential Hourly Rate: Zone B

Journeyman	\$62.60
Foreman	\$71.14
General Foreman	\$79.67
Cable Splicing	\$71.14
Jry. Technician	\$62.60
Jry. Welding	\$68.29

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