



INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties



Effective 12/26/2022 - 12/24/2023

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	\$60.91	\$12.95	\$13.70	\$0.95	\$0.20	\$1.83	\$0.76	\$91.30
Foreman (15% above JW)	\$70.05	\$12.95	\$13.70	\$0.95	\$0.20	\$2.10	\$0.88	\$100.83
General Foreman (30% above JW)	\$79.18	\$12.95	\$13.70	\$0.95	\$0.20	\$2.38	\$0.99	\$110.35
Cable Splicing (12.5% above JW)	\$68.52	\$12.95	\$13.70	\$0.95	\$0.20	\$2.06	\$0.86	\$99.24
Journeyman Technician	\$60.91	\$12.95	\$13.70	\$0.95	\$0.20	\$1.83	\$0.76	\$91.30
Journeyman while Welding (10% above JW)	\$67.00	\$12.95	\$13.70	\$0.95	\$0.20	\$2.01	\$0.84	\$97.65
Apprentice								
1ST PERIOD @ 45%	\$27.41	\$12.95	\$0.00	\$0.95	\$0.20	\$0.82	\$0.34	\$42.67
2ND PERIOD @ 47%	\$28.63	\$12.95	\$0.00	\$0.95	\$0.20	\$0.86	\$0.36	\$43.95
3RD PERIOD @ 55%	\$33.50	\$12.95	\$1.88	\$0.95	\$0.20	\$1.01	\$0.42	\$50.91
4TH PERIOD @ 60%	\$36.55	\$12.95	\$2.71	\$0.95	\$0.20	\$1.10	\$0.46	\$54.92
5TH PERIOD @ 65%	\$39.59	\$12.95	\$4.45	\$0.95	\$0.20	\$1.19	\$0.49	\$59.82
6TH PERIOD @ 70%	\$42.64	\$12.95	\$6.71	\$0.95	\$0.20	\$1.28	\$0.53	\$65.26
7TH PERIOD @ 75%	\$45.68	\$12.95	\$7.71	\$0.95	\$0.20	\$1.37	\$0.57	\$69.43
8TH PERIOD @ 80%	\$48.73	\$12.95	\$8.77	\$0.95	\$0.20	\$1.46	\$0.61	\$73.67
9TH PERIOD @ 85%	\$51.77	\$12.95	\$10.48	\$0.95	\$0.20	\$1.55	\$0.65	\$78.55
10TH PERIOD @ 90%	\$54.82	\$12.95	\$12.33	\$0.95	\$0.20	\$1.64	\$0.69	\$83.58

NOTE: This increase reflects the following changes:
 \$4.00 to wages

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	\$67.00
Foreman	\$76.14
General Foreman	\$85.27
Cable Splicing	\$76.14
Jry. Technician	\$67.00
Jry. Welding	\$73.09

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

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER:

 Paul Gutierrez
 Business Manager

 Jerri L. Champlin
 Executive Director