



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



Effective 12/25/2023 - 5/31/2024

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
<b>Journeyman</b>	\$65.16	\$12.95	\$13.70	\$0.95	\$0.20	\$1.95	\$0.81	\$95.72
<b>Foreman</b> (15% above JW)	\$74.93	\$12.95	\$13.70	\$0.95	\$0.20	\$2.25	\$0.94	\$105.92
<b>General Foreman</b> (30% above JW)	\$84.71	\$12.95	\$13.70	\$0.95	\$0.20	\$2.54	\$1.06	\$116.11
<b>Cable Splicing</b> (12.5% above JW)	\$73.31	\$12.95	\$13.70	\$0.95	\$0.20	\$2.20	\$0.92	\$104.23
<b>Journeyman Technician</b>	\$65.16	\$12.95	\$13.70	\$0.95	\$0.20	\$1.95	\$0.81	\$95.72
<b>Journeyman while Welding</b> (10% above JW)	\$71.68	\$12.95	\$13.70	\$0.95	\$0.20	\$2.15	\$0.90	\$102.53
<b>Apprentice</b>								
<b>1ST PERIOD @ 45%</b>	\$29.32	\$12.95	\$0.00	\$0.95	\$0.20	\$0.88	\$0.37	\$44.67
<b>2ND PERIOD @ 47%</b>	\$30.63	\$12.95	\$0.00	\$0.95	\$0.20	\$0.92	\$0.38	\$46.03
<b>3RD PERIOD @ 55%</b>	\$35.84	\$12.95	\$1.88	\$0.95	\$0.20	\$1.08	\$0.45	\$53.35
<b>4TH PERIOD @ 60%</b>	\$39.10	\$12.95	\$2.71	\$0.95	\$0.20	\$1.17	\$0.49	\$57.57
<b>5TH PERIOD @ 65%</b>	\$42.35	\$12.95	\$4.45	\$0.95	\$0.20	\$1.27	\$0.53	\$62.70
<b>6TH PERIOD @ 70%</b>	\$45.61	\$12.95	\$6.71	\$0.95	\$0.20	\$1.37	\$0.57	\$68.36
<b>7TH PERIOD @ 75%</b>	\$48.87	\$12.95	\$7.71	\$0.95	\$0.20	\$1.47	\$0.61	\$72.76
<b>8TH PERIOD @ 80%</b>	\$52.13	\$12.95	\$8.77	\$0.95	\$0.20	\$1.56	\$0.65	\$77.21
<b>9TH PERIOD @ 85%</b>	\$55.39	\$12.95	\$10.48	\$0.95	\$0.20	\$1.66	\$0.69	\$82.32
<b>10TH PERIOD @ 90%</b>	\$58.64	\$12.95	\$12.33	\$0.95	\$0.20	\$1.76	\$0.73	\$87.56

NOTE: This increase reflects the following changes:  
 \$4.25 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	\$71.68
Foreman	\$81.45
General Foreman	\$91.23
Cable Splicing	\$81.45
Jry. Technician	\$71.68
Jry. Welding	\$78.20

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