



Construction Electrician/Construction Wireman

Wage and Fringe Benefits

California Bay Area Region

Appendix "B"

For Locals 6, 180, 234, 302, 332, 551, 595W, and 617

\$2.75 Increase effective January 1, 2025

\$2.75 Increase effective January 1, 2026

THESE WAGES ARE EFFECTIVE JANUARY 1, 2024 THROUGH DECEMBER 31, 2024

Rates reflect 1/1/2024 increase of \$2.75

The minimum hourly rate of wages and benefits shall be as follows:

Inside Journeyman	per the worksite Local Inside CBA
Inside Journeyman Foreman	per the worksite Local Inside CBA
Inside Journeyman General Foreman	per the worksite Local Inside CBA
Inside Wireman Apprentice	per the worksite Local Inside CBA

H&W Rate Dffective 1/1/2024	\$8.67
* There shall be maintenance of benefits for Health & Welfare for the term of this Agreement.	

CE/CW Classifications	CE %	WAGE	HEALTH & WELFARE	NEBF (3% of wages)	NLMCC	TRAINING (JATC)	AMF (0.5% of wages)	TOTAL PACKAGE	DUES (3% of wages)
Construction Electrician Level 3, (Lead/Foreman)	110%	\$46.45	\$8.67	\$1.39	\$0.01	\$0.85	\$0.23	\$57.60	\$1.39
Construction Electrician Level 2 (10,001 and above)	100%	\$42.23	\$8.67	\$1.27	\$0.01	\$0.85	\$0.21	\$53.24	\$1.27
Construction Electrician Level 1 (8,001 - 10,000 hrs)	90%	\$38.01	\$8.67	\$1.14	\$0.01	\$0.85	\$0.19	\$48.87	\$1.14
Construction Wireman Step 4 (5,001 - 8,000 hrs)	80%	\$33.78	\$8.67	\$1.01	\$0.01	\$0.85	\$0.17	\$44.49	\$1.01
Construction Wireman Step 3 (3501 - 5,000 hrs)	75%	\$31.67	\$8.67	\$0.95	\$0.01	\$0.85	\$0.16	\$42.31	\$0.95
Construction Wireman Step 2 (2,001 - 3,500 hrs)	70%	\$29.56	\$8.67	\$0.89	\$0.01	\$0.85	\$0.15	\$40.13	\$0.89
Construction Wireman Step 1 (0 -2,000 hrs)	60%	\$25.34	\$8.67	\$0.76	\$0.01	\$0.85	\$0.13	\$35.76	\$0.76

1. All trust contributions shall paid on hours worked.
2. JATC contributions shall be paid to the Local Union where the work is being performed.
3. Working assessments will be 3% of the hourly wage and shall be paid to the Local Union where the work is being performed.
4. HEALTH & WELFARE includes \$2.00 to health benefit card
5. Scope can vary. **Verify with the local NECA chapter and IBEW prior to bidding.** Scope used mostly on high volume retail, wineries, restaurants, automotive stations



Construction Electrician/Construction Wireman

Appendix "B"

Wage and Fringe Benefits

For Locals 595E and 684

\$1.88 Increase Effective January 1, 2025

THESE RATES ARE EFFECTIVE JANUARY 1, 2024 THROUGH DECEMBER 31, 2024

Rates reflect \$1.79 increase effective January 1, 2024

The minimum hourly rate of wages and benefits shall be as follows:

Inside Journeyman	Per the Work Site Local CBA
Inside Journeyman Foreman	Per the Work Site Local CBA
Inside Journeyman GF	Per the Work Site Local CBA
Inside Apprentice	Per the Work Site Local CBA

H&W Rate Dffective 1/1/2023
\$8.17
 *There shall be maintenance of benefits for Health & Welfare for the term of this Agreement.

CE/CW CLASSIFICATIONS	CE %	WAGE	H&W	NEBF (3% of wages)	NLMCC	JATC	AMF	LMCC	Total Package	DUES (3% of wages)
Construction Electrician Level 2 (Lead/Foreman)	110%	\$ 41.32	\$ 8.17	\$ 1.24	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 51.94	\$ 1.24
Construction Electrician Level 2 (10,001 and Above)	100%	\$ 37.56	\$ 8.17	\$ 1.13	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 48.07	\$ 1.13
Construction Electrician Level 1 (8,001 - 10000 hrs)	90%	\$ 33.80	\$ 8.17	\$ 1.01	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 44.19	\$ 1.01
Construction Wireman Step 6 (6,501 - 8,000 hrs)	80%	\$ 30.05	\$ 8.17	\$ 0.90	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 40.33	\$ 0.90
Construction Wireman Step 5 (5,001 - 6,500 hrs)	70%	\$ 26.29	\$ 8.17	\$ 0.79	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 36.46	\$ 0.79
Construction Wireman Step 4 (3,501 - 5,000 hrs)	60%	\$ 22.54	\$ 8.17	\$ 0.68	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 32.60	\$ 0.68
Construction Wireman Step 3 (2,001 - 3,500 hrs)	55%	\$ 20.66	\$ 8.17	\$ 0.62	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 30.66	\$ 0.62
Construction Wireman Step 2 (1,001 - 2,000 hrs)	50%	\$ 18.78	\$ 8.17	\$ 0.56	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 28.72	\$ 0.56
Construction Wireman Step 1 (0 - 1,000 hrs)	45%	\$ 16.90	\$ 8.17	\$ 0.51	0.01	\$ 0.85	\$ 0.15	\$ 0.20	\$ 26.79	\$ 0.51

1. Maintenance of Health and Welfare Benefits shall be maintained by the employer.
2. *Mandatory sick leave is applied according to the Inside Construction Agreement where work is being performed.
3. All trust contributions shall be paid on hours worked.
4. JATC contributions shall be paid to the Local Union where the work is being performed.
5. Percentage calculations are calculated on total gross pay. Not the hourly wage rate.
6. Employees shall only supply their own tools once they reach the Wage Order 16 threshold.
7. HEALTH & WELFARE includes \$1.50 to health benefit card