



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:

H&W Rate Effective 1/1/2024

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)
Inside Journeyman									\$8.67
Inside Journeyman Foreman									
Foreman									
Inside Wireman Apprentice									
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:

H&W Rate Dffective 1/1/2023										
Inside Journeyman	Per the Work Site Local CBA									\$8.17
Inside Journeyman Foreman	Per the Work Site Local CBA									* There shall be maintenance of benefits for Health & Welfare for the term of this Agreement.
Inside Journeyman GF	Per the Work Site Local CBA									
Inside Apprentice	Per the Work Site Local CBA									
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

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