

International Brotherhood of Electrical Workers Local 234  
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Monterey Bay California Chapter, NECA  
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**INSIDE AGREEMENT**  
 Monterey - San Benito - Santa Cruz Counties



Effective 12/25/2023 - 12/23/24

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

NOTE: This increase reflects the following changes: Date of next increase



NOTE: Next Increase 12/23/24 to be allocated by membership \$4.65

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