

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

Effective 05/31/24 - 12/23/24

The "SECOND SHIFT" rate of wages shall be:

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Trng.	LMCC	NEBF	AMF	Total Hrly Cost
Journeyman	\$71.68	\$12.95	\$13.70	\$0.95	\$0.20	\$2.15	\$0.90	\$102.53
Foreman (15% above JW)	\$82.44	\$12.95	\$13.70	\$0.95	\$0.20	\$2.47	\$1.03	\$113.74
General Foreman (30% above JW)	\$93.18	\$12.95	\$13.70	\$0.95	\$0.20	\$2.80	\$1.16	\$124.94
Cable Splicing (12.5% above JW)	\$80.64	\$12.95	\$13.70	\$0.95	\$0.20	\$2.42	\$1.01	\$111.87
Journeyman Technician	\$71.68	\$12.95	\$13.70	\$0.95	\$0.20	\$2.15	\$0.90	\$102.53
Journeyman while Welding (10% above JW)	\$78.85	\$12.95	\$13.70	\$0.95	\$0.20	\$2.37	\$0.99	\$110.01
Apprentice								
1ST PERIOD @ 45%	\$32.26	\$12.95	\$0.00	\$0.95	\$0.20	\$0.97	\$0.40	\$47.73
2ND PERIOD @ 47%	\$33.69	\$12.95	\$0.00	\$0.95	\$0.20	\$1.01	\$0.42	\$49.22
3RD PERIOD @ 55%	\$39.42	\$12.95	\$1.88	\$0.95	\$0.20	\$1.18	\$0.49	\$57.07
4TH PERIOD @ 60%	\$43.01	\$12.95	\$2.71	\$0.95	\$0.20	\$1.29	\$0.54	\$61.65
5TH PERIOD @ 65%	\$46.59	\$12.95	\$4.45	\$0.95	\$0.20	\$1.40	\$0.58	\$67.12
6TH PERIOD @ 70%	\$50.18	\$12.95	\$6.71	\$0.95	\$0.20	\$1.51	\$0.63	\$73.13
7TH PERIOD @ 75%	\$53.76	\$12.95	\$7.71	\$0.95	\$0.20	\$1.61	\$0.67	\$77.85
8TH PERIOD @ 80%	\$57.34	\$12.95	\$8.77	\$0.95	\$0.20	\$1.72	\$0.72	\$82.65
9TH PERIOD @ 85%	\$60.93	\$12.95	\$10.48	\$0.95	\$0.20	\$1.83	\$0.76	\$88.10
10TH PERIOD @ 90%	\$64.51	\$12.95	\$12.33	\$0.95	\$0.20	\$1.94	\$0.81	\$93.69

NOTE: Section 3.16 SHIFT WORK. The second shift (swing shift) shall be worked between the hours of 4:30 P.M. and 12:30 A.M. Workmen on the "swing shift" shall receive eight (8) hours of pay at the regular hourly rate plus 10% for seven and one half (7 1/2) hours of work.

A Lunch period of thirty (30) minutes shall be allowed on each shift.

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%

Reference Section 3.04(b) Zone Differential Hourly Rate: Zone B

Journeyman	\$78.20
Foreman	\$88.96
General Foreman	\$99.70
Cable Splicing	\$87.16
Jry. Technician	\$78.20
Jry. Welding	\$85.37

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