

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

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

The "THIRD SHIFT" rate of wages shall be:

<b>Classification</b>	<b>Hrly Rate</b>	<b>H&amp;W</b>	<b>Pension Fund</b>	<b>Ed. &amp; Trng.</b>	<b>LMCC</b>	<b>NEBF</b>	<b>AMF</b>	<b>Total Hrly Cost</b>
<b>Journeyman</b>	\$74.93	\$12.95	\$13.70	\$0.95	\$0.20	\$2.25	\$0.94	\$105.92
<b>Foreman</b> (15% above JW)	\$86.17	\$12.95	\$13.70	\$0.95	\$0.20	\$2.59	\$1.08	\$117.64
<b>General Foreman</b> (30% above JW)	\$97.41	\$12.95	\$13.70	\$0.95	\$0.20	\$2.92	\$1.22	\$129.35
<b>Cable Splicing</b> (12.5% above JW)	\$84.30	\$12.95	\$13.70	\$0.95	\$0.20	\$2.53	\$1.05	\$115.68
<b>Journeyman Technician</b>	\$74.93	\$12.95	\$13.70	\$0.95	\$0.20	\$2.25	\$0.94	\$105.92
<b>Journeyman while Welding</b> (10% above JW)	\$82.42	\$12.95	\$13.70	\$0.95	\$0.20	\$2.47	\$1.03	\$113.72
<b>Apprentice</b>								
<b>1ST PERIOD @ 45%</b>	\$33.72	\$12.95	\$0.00	\$0.95	\$0.20	\$1.01	\$0.42	\$49.25
<b>2ND PERIOD @ 47%</b>	\$35.22	\$12.95	\$0.00	\$0.95	\$0.20	\$1.06	\$0.44	\$50.82
<b>3RD PERIOD @ 55%</b>	\$41.21	\$12.95	\$1.88	\$0.95	\$0.20	\$1.24	\$0.52	\$58.95
<b>4TH PERIOD @ 60%</b>	\$44.96	\$12.95	\$2.71	\$0.95	\$0.20	\$1.35	\$0.56	\$63.68
<b>5TH PERIOD @ 65%</b>	\$48.70	\$12.95	\$4.45	\$0.95	\$0.20	\$1.46	\$0.61	\$69.32
<b>6TH PERIOD @ 70%</b>	\$52.45	\$12.95	\$6.71	\$0.95	\$0.20	\$1.57	\$0.66	\$75.49
<b>7TH PERIOD @ 75%</b>	\$56.20	\$12.95	\$7.71	\$0.95	\$0.20	\$1.69	\$0.70	\$80.40
<b>8TH PERIOD @ 80%</b>	\$59.94	\$12.95	\$8.77	\$0.95	\$0.20	\$1.80	\$0.75	\$85.36
<b>9TH PERIOD @ 85%</b>	\$63.69	\$12.95	\$10.48	\$0.95	\$0.20	\$1.91	\$0.80	\$90.98
<b>10TH PERIOD @ 90%</b>	\$67.44	\$12.95	\$12.33	\$0.95	\$0.20	\$2.02	\$0.84	\$96.73

NOTE: Section 3.16 SHIFT WORK. The third shift (graveyard shift) shall be worked between the hours of 12:30 A.M. and 8:00 A.M. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus 15% for seven (7) hours 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	\$81.45
Foreman	\$92.69
General Foreman	\$103.93
Cable Splicing	\$90.82
Jry. Technician	\$81.45
Jry. Welding	\$88.94

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