

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

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

The "ZONE DIFFERENTIAL" 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)	\$81.45	\$12.95	\$13.70	\$0.95	\$0.20	\$2.44	\$1.02	\$112.71
General Foreman (30% above JW)	\$91.23	\$12.95	\$13.70	\$0.95	\$0.20	\$2.74	\$1.14	\$122.91
Cable Splicing (12.5% above JW)	\$79.83	\$12.95	\$13.70	\$0.95	\$0.20	\$2.39	\$1.00	\$111.02
Journeyman Technician	\$71.68	\$12.95	\$13.70	\$0.95	\$0.20	\$2.15	\$0.90	\$102.53
Journeyman while Welding (10% above JW)	\$78.20	\$12.95	\$13.70	\$0.95	\$0.20	\$2.35	\$0.98	\$109.33
Apprentice								
1ST PERIOD @ 45%	\$35.84	\$12.95	\$0.00	\$0.95	\$0.20	\$1.08	\$0.45	\$51.47
2ND PERIOD @ 47%	\$37.15	\$12.95	\$0.00	\$0.95	\$0.20	\$1.11	\$0.46	\$52.82
3RD PERIOD @ 55%	\$42.36	\$12.95	\$1.88	\$0.95	\$0.20	\$1.27	\$0.53	\$60.14
4TH PERIOD @ 60%	\$45.62	\$12.95	\$2.71	\$0.95	\$0.20	\$1.37	\$0.57	\$64.37
5TH PERIOD @ 65%	\$48.87	\$12.95	\$4.45	\$0.95	\$0.20	\$1.47	\$0.61	\$69.50
6TH PERIOD @ 70%	\$52.13	\$12.95	\$6.71	\$0.95	\$0.20	\$1.56	\$0.65	\$75.15
7TH PERIOD @ 75%	\$55.39	\$12.95	\$7.71	\$0.95	\$0.20	\$1.66	\$0.69	\$79.55
8TH PERIOD @ 80%	\$58.65	\$12.95	\$8.77	\$0.95	\$0.20	\$1.76	\$0.73	\$84.01
9TH PERIOD @ 85%	\$61.91	\$12.95	\$10.48	\$0.95	\$0.20	\$1.86	\$0.77	\$89.12
10TH PERIOD @ 90%	\$65.16	\$12.95	\$12.33	\$0.95	\$0.20	\$1.95	\$0.81	\$94.35

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

NOTE: Working Dues 6% Except 1st and 2nd period apprentices

NOTE: NECA Service Charge 0.5%

NOTE: \$1.75 of the Health & Welfare contribution is dedicated to the Benny Card

NOTE: Health & Welfare, Education and Training, LMCC and Pension are paid on hours **PAID**, not hours worked. (Must reflect the overtime hours)

NOTE: 401(k) options: \$0.00, \$2.00, \$5.00, or \$8.00

NOTE: No compensation for sick leave