



INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties

Effective 12/23/2024 - 12/22/25

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	\$68.16	\$13.60	\$14.70	\$0.95	\$0.20	\$2.04	\$0.85	\$100.50
Foreman (15% above JW)	\$78.38	\$13.60	\$14.70	\$0.95	\$0.20	\$2.35	\$0.98	\$111.16
General Foreman (30% above JW)	\$88.61	\$13.60	\$14.70	\$0.95	\$0.20	\$2.66	\$1.11	\$121.83
Cable Splicing (12.5% above JW)	\$76.68	\$13.60	\$14.70	\$0.95	\$0.20	\$2.30	\$0.96	\$109.39
Journeyman Technician	\$68.16	\$13.60	\$14.70	\$0.95	\$0.20	\$2.04	\$0.85	\$100.50
Journeyman while Welding (10% above JW)	\$74.98	\$13.60	\$14.70	\$0.95	\$0.20	\$2.25	\$0.94	\$107.62
Apprentice								
1ST PERIOD @ 45%	\$30.67	\$13.60	\$0.00	\$0.95	\$0.20	\$0.92	\$0.38	\$46.72
2ND PERIOD @ 47%	\$32.04	\$13.60	\$0.00	\$0.95	\$0.20	\$0.96	\$0.40	\$48.15
3RD PERIOD @ 55%	\$37.49	\$13.60	\$2.02	\$0.95	\$0.20	\$1.12	\$0.47	\$55.85
4TH PERIOD @ 60%	\$40.90	\$13.60	\$2.91	\$0.95	\$0.20	\$1.23	\$0.51	\$60.30
5TH PERIOD @ 65%	\$44.30	\$13.60	\$4.78	\$0.95	\$0.20	\$1.33	\$0.55	\$65.71
6TH PERIOD @ 70%	\$47.71	\$13.60	\$7.20	\$0.95	\$0.20	\$1.43	\$0.60	\$71.69
7TH PERIOD @ 75%	\$51.12	\$13.60	\$8.27	\$0.95	\$0.20	\$1.53	\$0.64	\$76.31
8TH PERIOD @ 80%	\$54.53	\$13.60	\$9.41	\$0.95	\$0.20	\$1.64	\$0.68	\$81.01
9TH PERIOD @ 85%	\$57.94	\$13.60	\$11.25	\$0.95	\$0.20	\$1.74	\$0.72	\$86.40
10TH PERIOD @ 90%	\$61.34	\$13.60	\$13.23	\$0.95	\$0.20	\$1.84	\$0.77	\$91.93

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



NOTE: Next Increase 12/23/25 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%

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	\$74.98
Foreman	\$85.20
General Foreman	\$95.43
Cable Splicing	\$85.20
Jry. Technician	\$74.98
Jry. Welding	\$81.80

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