

INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties

Effective 12/23/2024- 12/29/2025

The "SECOND SHIFT" rate of wages shall be:

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Trng.	LMCC	NEBF	AMF	Total Hrly Cost
Journeyman	\$74.98	\$13.60	\$14.70	\$0.95	\$0.20	\$2.25	\$0.94	\$107.62
Foreman (15% above JW)	\$86.23	\$13.60	\$14.70	\$0.95	\$0.20	\$2.59	\$1.08	\$119.35
General Foreman (30% above JW)	\$97.47	\$13.60	\$14.70	\$0.95	\$0.20	\$2.92	\$1.22	\$131.06
Cable Splicing (12.5% above JW)	\$84.35	\$13.60	\$14.70	\$0.95	\$0.20	\$2.53	\$1.05	\$117.38
Journeyman Technician	\$74.98	\$13.60	\$14.70	\$0.95	\$0.20	\$2.25	\$0.94	\$107.62
Journeyman while Welding (10% above JW)	\$82.47	\$13.60	\$14.70	\$0.95	\$0.20	\$2.47	\$1.03	\$115.42
Apprentice								
1ST PERIOD @ 45%	\$33.74	\$13.60	\$0.00	\$0.95	\$0.20	\$1.01	\$0.42	\$49.92
2ND PERIOD @ 47%	\$35.24	\$13.60	\$0.00	\$0.95	\$0.20	\$1.06	\$0.44	\$51.49
3RD PERIOD @ 55%	\$41.24	\$13.60	\$2.02	\$0.95	\$0.20	\$1.24	\$0.52	\$59.77
4TH PERIOD @ 60%	\$44.99	\$13.60	\$2.91	\$0.95	\$0.20	\$1.35	\$0.56	\$64.56
5TH PERIOD @ 65%	\$48.73	\$13.60	\$4.78	\$0.95	\$0.20	\$1.46	\$0.61	\$70.33
6TH PERIOD @ 70%	\$52.48	\$13.60	\$7.20	\$0.95	\$0.20	\$1.57	\$0.66	\$76.66
7TH PERIOD @ 75%	\$56.23	\$13.60	\$8.27	\$0.95	\$0.20	\$1.69	\$0.70	\$81.64
8TH PERIOD @ 80%	\$59.98	\$13.60	\$9.41	\$0.95	\$0.20	\$1.80	\$0.75	\$86.69
9TH PERIOD @ 85%	\$63.73	\$13.60	\$11.25	\$0.95	\$0.20	\$1.91	\$0.80	\$92.44
10TH PERIOD @ 90%	\$67.48	\$13.60	\$13.23	\$0.95	\$0.20	\$2.02	\$0.84	\$98.32

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	\$81.79
Foreman	\$93.05
General Foreman	\$104.28
Cable Splicing	\$91.17
Jry. Technician	\$81.79
Jry. Welding	\$89.29

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