

INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties

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

The "THIRD SHIFT" rate of wages shall be:

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Trng.	LMCC	NEBF	AMF	Total Hrly Cost
Journeyman	\$78.38	\$13.60	\$14.70	\$0.95	\$0.20	\$2.35	\$0.98	\$111.16
Foreman (15% above JW)	\$90.14	\$13.60	\$14.70	\$0.95	\$0.20	\$2.70	\$1.13	\$123.42
General Foreman (30% above JW)	\$101.90	\$13.60	\$14.70	\$0.95	\$0.20	\$3.06	\$1.27	\$135.68
Cable Splicing (12.5% above JW)	\$88.18	\$13.60	\$14.70	\$0.95	\$0.20	\$2.65	\$1.10	\$121.38
Journeyman Technician	\$78.38	\$13.60	\$14.70	\$0.95	\$0.20	\$2.35	\$0.98	\$111.16
Journeyman while Welding (10% above JW)	\$86.22	\$13.60	\$14.70	\$0.95	\$0.20	\$2.59	\$1.08	\$119.34
Apprentice								
1ST PERIOD @ 45%	\$35.27	\$13.60	\$0.00	\$0.95	\$0.20	\$1.06	\$0.44	\$51.52
2ND PERIOD @ 47%	\$36.84	\$13.60	\$0.00	\$0.95	\$0.20	\$1.11	\$0.46	\$53.16
3RD PERIOD @ 55%	\$43.11	\$13.60	\$2.02	\$0.95	\$0.20	\$1.29	\$0.54	\$61.71
4TH PERIOD @ 60%	\$47.03	\$13.60	\$2.91	\$0.95	\$0.20	\$1.41	\$0.59	\$66.69
5TH PERIOD @ 65%	\$50.95	\$13.60	\$4.78	\$0.95	\$0.20	\$1.53	\$0.64	\$72.65
6TH PERIOD @ 70%	\$54.87	\$13.60	\$7.20	\$0.95	\$0.20	\$1.65	\$0.69	\$79.16
7TH PERIOD @ 75%	\$58.79	\$13.60	\$8.27	\$0.95	\$0.20	\$1.76	\$0.73	\$84.30
8TH PERIOD @ 80%	\$62.71	\$13.60	\$9.41	\$0.95	\$0.20	\$1.88	\$0.78	\$89.53
9TH PERIOD @ 85%	\$66.63	\$13.60	\$11.25	\$0.95	\$0.20	\$2.00	\$0.83	\$95.46
10TH PERIOD @ 90%	\$70.55	\$13.60	\$13.23	\$0.95	\$0.20	\$2.12	\$0.88	\$101.53

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	\$85.20
Foreman	\$96.96
General Foreman	\$108.72
Cable Splicing	\$95.00
Jry. Technician	\$85.20
Jry. Welding	\$93.04

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