

INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties

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

The "ZONE DIFFERENTIAL" 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)	\$85.19	\$13.60	\$14.70	\$0.95	\$0.20	\$2.56	\$1.06	\$118.26
General Foreman (30% above JW)	\$95.42	\$13.60	\$14.70	\$0.95	\$0.20	\$2.86	\$1.19	\$128.92
Cable Splicing (12.5% above JW)	\$83.49	\$13.60	\$14.70	\$0.95	\$0.20	\$2.50	\$1.04	\$116.48
Journeyman Technician	\$74.97	\$13.60	\$14.70	\$0.95	\$0.20	\$2.25	\$0.94	\$107.61
Journeyman while Welding (10% above JW)	\$81.79	\$13.60	\$14.70	\$0.95	\$0.20	\$2.45	\$1.02	\$114.71
Apprentice								
1ST PERIOD @ 45%	\$37.49	\$13.60	\$0.00	\$0.95	\$0.20	\$1.12	\$0.47	\$53.83
2ND PERIOD @ 47%	\$38.85	\$13.60	\$0.00	\$0.95	\$0.20	\$1.17	\$0.49	\$55.26
3RD PERIOD @ 55%	\$44.30	\$13.60	\$2.02	\$0.95	\$0.20	\$1.33	\$0.55	\$62.95
4TH PERIOD @ 60%	\$47.71	\$13.60	\$2.91	\$0.95	\$0.20	\$1.43	\$0.60	\$67.40
5TH PERIOD @ 65%	\$51.12	\$13.60	\$4.78	\$0.95	\$0.20	\$1.53	\$0.64	\$72.82
6TH PERIOD @ 70%	\$54.53	\$13.60	\$7.20	\$0.95	\$0.20	\$1.64	\$0.68	\$78.80
7TH PERIOD @ 75%	\$57.93	\$13.60	\$8.27	\$0.95	\$0.20	\$1.74	\$0.72	\$83.41
8TH PERIOD @ 80%	\$61.34	\$13.60	\$9.41	\$0.95	\$0.20	\$1.84	\$0.77	\$88.11
9TH PERIOD @ 85%	\$64.75	\$13.60	\$11.25	\$0.95	\$0.20	\$1.94	\$0.81	\$93.50
10TH PERIOD @ 90%	\$68.16	\$13.60	\$13.23	\$0.95	\$0.20	\$2.04	\$0.85	\$99.03

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