



INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties



Effective 12/30/2025- 12/27/2026

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	\$70.41	\$15.25	\$15.45	\$0.95	\$0.20	\$2.11	\$0.88	\$105.25
Foreman (15% above JW)	\$80.97	\$15.25	\$15.45	\$0.95	\$0.20	\$2.43	\$1.01	\$116.26
General Foreman (30% above JW)	\$91.53	\$15.25	\$15.45	\$0.95	\$0.20	\$2.75	\$1.14	\$127.27
Cable Splicing (12.5% above JW)	\$79.21	\$15.25	\$15.45	\$0.95	\$0.20	\$2.38	\$0.99	\$114.43
Journeyman Technician	\$70.41	\$15.25	\$15.45	\$0.95	\$0.20	\$2.11	\$0.88	\$105.25
Journeyman while Welding (10% above JW)	\$77.45	\$15.25	\$15.45	\$0.95	\$0.20	\$2.32	\$0.97	\$112.59
Apprentice								
1ST PERIOD @ 45%	\$31.68	\$15.25	\$0.00	\$0.95	\$0.20	\$0.95	\$0.40	\$49.43
2ND PERIOD @ 47%	\$33.09	\$15.25	\$0.00	\$0.95	\$0.20	\$0.99	\$0.41	\$50.89
3RD PERIOD @ 55%	\$38.73	\$15.25	\$2.12	\$0.95	\$0.20	\$1.16	\$0.48	\$58.89
4TH PERIOD @ 60%	\$42.25	\$15.25	\$3.06	\$0.95	\$0.20	\$1.27	\$0.53	\$63.51
5TH PERIOD @ 65%	\$45.77	\$15.25	\$5.02	\$0.95	\$0.20	\$1.37	\$0.57	\$69.13
6TH PERIOD @ 70%	\$49.29	\$15.25	\$7.57	\$0.95	\$0.20	\$1.48	\$0.62	\$75.36
7TH PERIOD @ 75%	\$52.81	\$15.25	\$8.69	\$0.95	\$0.20	\$1.58	\$0.66	\$80.14
8TH PERIOD @ 80%	\$56.33	\$15.25	\$9.89	\$0.95	\$0.20	\$1.69	\$0.70	\$85.01
9TH PERIOD @ 85%	\$59.85	\$15.25	\$11.82	\$0.95	\$0.20	\$1.80	\$0.75	\$90.62
10TH PERIOD @ 90%	\$63.37	\$15.25	\$13.91	\$0.95	\$0.20	\$1.90	\$0.79	\$96.37

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



NOTE: Next Increase 12/30/2026 to be allocated by membership \$4.70

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

NOTE: 1.75 of the H&W rate is dedicated to the Benny Card

NOTE: 2025 Increase of \$4.65: \$2.25 to wages, \$0.75 to pension, & \$1.65 to H&W

Reference Section 3.04(b) Zone Differential Hourly Rate: Zone B

Journeyman	\$77.45
Foreman	\$88.01
General Foreman	\$98.57
Cable Splicing	\$88.01
Jry. Technician	\$77.45
Jry. Welding	\$84.49

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

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER:

 Jose Munoz
 Business Manager

 Jerri L. Champlin
 Executive Director