

**INSIDE AGREEMENT  
Monterey - San Benito - Santa Cruz Counties**

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

The "SECOND SHIFT" rate of wages shall be:

<b>Classification</b>	<b>Hrly Rate</b>	<b>H&amp;W</b>	<b>Pension Fund</b>	<b>Ed. &amp; Trng.</b>	<b>LMCC</b>	<b>NEBF</b>	<b>AMF</b>	<b>Total Hrly Cost</b>
<b>Journeyman</b>	\$77.45	\$15.25	\$15.45	\$0.95	\$0.20	\$2.32	\$0.97	\$112.59
<b>Foreman</b> (15% above JW)	\$89.08	\$15.25	\$15.45	\$0.95	\$0.20	\$2.67	\$1.11	\$124.71
<b>General Foreman</b> (30% above JW)	\$100.69	\$15.25	\$15.45	\$0.95	\$0.20	\$3.02	\$1.26	\$136.82
<b>Cable Splicing</b> (12.5% above JW)	\$87.13	\$15.25	\$15.45	\$0.95	\$0.20	\$2.61	\$1.09	\$122.68
<b>Journeyman Technician</b>	\$77.45	\$15.25	\$15.45	\$0.95	\$0.20	\$2.32	\$0.97	\$112.59
<b>Journeyman while Welding</b> (10% above JW)	\$85.20	\$15.25	\$15.45	\$0.95	\$0.20	\$2.56	\$1.07	\$120.68
<b>Apprentice</b>								
<b>1ST PERIOD @ 45%</b>	\$34.85	\$15.25	\$0.00	\$0.95	\$0.20	\$1.05	\$0.44	\$52.74
<b>2ND PERIOD @ 47%</b>	\$36.40	\$15.25	\$0.00	\$0.95	\$0.20	\$1.09	\$0.46	\$54.35
<b>3RD PERIOD @ 55%</b>	\$42.60	\$15.25	\$2.12	\$0.95	\$0.20	\$1.28	\$0.53	\$62.93
<b>4TH PERIOD @ 60%</b>	\$46.47	\$15.25	\$3.06	\$0.95	\$0.20	\$1.39	\$0.58	\$67.90
<b>5TH PERIOD @ 65%</b>	\$50.34	\$15.25	\$5.02	\$0.95	\$0.20	\$1.51	\$0.63	\$73.90
<b>6TH PERIOD @ 70%</b>	\$54.22	\$15.25	\$7.57	\$0.95	\$0.20	\$1.63	\$0.68	\$80.50
<b>7TH PERIOD @ 75%</b>	\$58.09	\$15.25	\$8.69	\$0.95	\$0.20	\$1.74	\$0.73	\$85.65
<b>8TH PERIOD @ 80%</b>	\$61.96	\$15.25	\$9.89	\$0.95	\$0.20	\$1.86	\$0.77	\$90.88
<b>9TH PERIOD @ 85%</b>	\$65.83	\$15.25	\$11.82	\$0.95	\$0.20	\$1.97	\$0.82	\$96.84
<b>10TH PERIOD @ 90%</b>	\$69.71	\$15.25	\$13.91	\$0.95	\$0.20	\$2.09	\$0.87	\$102.98

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%

NOTE: NECA Service Charge 0.5%

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

Journeyman	\$84.49
Foreman	\$96.12
General Foreman	\$107.73
Cable Splicing	\$94.17
Jry. Technician	\$84.49
Jry. Welding	\$92.24

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