

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

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

The "THIRD SHIFT" rate of wages shall be:

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Trng.	LMCC	NEBF	AMF	Total Hrly Cost
Journeyman	\$80.97	\$15.25	\$15.45	\$0.95	\$0.20	\$2.43	\$1.01	\$116.26
Foreman (15% above JW)	\$93.12	\$15.25	\$15.45	\$0.95	\$0.20	\$2.79	\$1.16	\$128.92
General Foreman (30% above JW)	\$105.26	\$15.25	\$15.45	\$0.95	\$0.20	\$3.16	\$1.32	\$141.59
Cable Splicing (12.5% above JW)	\$91.09	\$15.25	\$15.45	\$0.95	\$0.20	\$2.73	\$1.14	\$126.81
Journeyman Technician	\$80.97	\$15.25	\$15.45	\$0.95	\$0.20	\$2.43	\$1.01	\$116.26
Journeyman while Welding (10% above JW)	\$89.07	\$15.25	\$15.45	\$0.95	\$0.20	\$2.67	\$1.11	\$124.70
Apprentice								
1ST PERIOD @ 45%	\$36.44	\$15.25	\$0.00	\$0.95	\$0.20	\$1.09	\$0.46	\$54.39
2ND PERIOD @ 47%	\$38.06	\$15.25	\$0.00	\$0.95	\$0.20	\$1.14	\$0.48	\$56.08
3RD PERIOD @ 55%	\$44.53	\$15.25	\$2.12	\$0.95	\$0.20	\$1.34	\$0.56	\$64.95
4TH PERIOD @ 60%	\$48.58	\$15.25	\$3.06	\$0.95	\$0.20	\$1.46	\$0.61	\$70.11
5TH PERIOD @ 65%	\$52.63	\$15.25	\$5.02	\$0.95	\$0.20	\$1.58	\$0.66	\$76.29
6TH PERIOD @ 70%	\$56.68	\$15.25	\$7.57	\$0.95	\$0.20	\$1.70	\$0.71	\$83.06
7TH PERIOD @ 75%	\$60.73	\$15.25	\$8.69	\$0.95	\$0.20	\$1.82	\$0.76	\$88.40
8TH PERIOD @ 80%	\$64.78	\$15.25	\$9.89	\$0.95	\$0.20	\$1.94	\$0.81	\$93.82
9TH PERIOD @ 85%	\$68.82	\$15.25	\$11.82	\$0.95	\$0.20	\$2.06	\$0.86	\$99.96
10TH PERIOD @ 90%	\$72.87	\$15.25	\$13.91	\$0.95	\$0.20	\$2.19	\$0.91	\$106.28

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%

NOTE: NECA Service Charge 0.5%

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

Journeyman	\$88.01
Foreman	\$100.16
General Foreman	\$112.30
Cable Splicing	\$98.13
Jry. Technician	\$88.01
Jry. Welding	\$96.11

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