

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

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

The "ZONE DIFFERENTIAL" rate of wages shall be:

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Trng.	LMCC	NEBF	AMF	Total Hrly Cost
Journeyman	\$77.45	\$15.25	\$15.45	\$0.95	\$0.20	\$2.32	\$0.97	\$112.59
Foreman (15% above JW)	\$85.19	\$15.25	\$15.45	\$0.95	\$0.20	\$2.56	\$1.06	\$120.66
General Foreman (30% above JW)	\$95.42	\$15.25	\$15.45	\$0.95	\$0.20	\$2.86	\$1.19	\$131.32
Cable Splicing (12.5% above JW)	\$83.49	\$15.25	\$15.45	\$0.95	\$0.20	\$2.50	\$1.04	\$118.88
Journeyman Technician	\$74.97	\$15.25	\$15.45	\$0.95	\$0.20	\$2.25	\$0.94	\$110.01
Journeyman while Welding (10% above JW)	\$81.79	\$15.25	\$15.45	\$0.95	\$0.20	\$2.45	\$1.02	\$117.11
Apprentice								
1ST PERIOD @ 45%	\$37.49	\$15.25	\$0.00	\$0.95	\$0.20	\$1.12	\$0.47	\$55.48
2ND PERIOD @ 47%	\$38.85	\$15.25	\$0.00	\$0.95	\$0.20	\$1.17	\$0.49	\$56.91
3RD PERIOD @ 55%	\$44.30	\$15.25	\$2.12	\$0.95	\$0.20	\$1.33	\$0.55	\$64.70
4TH PERIOD @ 60%	\$47.71	\$15.25	\$3.06	\$0.95	\$0.20	\$1.43	\$0.60	\$69.20
5TH PERIOD @ 65%	\$51.12	\$15.25	\$5.02	\$0.95	\$0.20	\$1.53	\$0.64	\$74.71
6TH PERIOD @ 70%	\$54.53	\$15.25	\$7.57	\$0.95	\$0.20	\$1.64	\$0.68	\$80.82
7TH PERIOD @ 75%	\$57.93	\$15.25	\$8.69	\$0.95	\$0.20	\$1.74	\$0.72	\$85.48
8TH PERIOD @ 80%	\$61.34	\$15.25	\$9.89	\$0.95	\$0.20	\$1.84	\$0.77	\$90.24
9TH PERIOD @ 85%	\$64.75	\$15.25	\$11.82	\$0.95	\$0.20	\$1.94	\$0.81	\$95.72
10TH PERIOD @ 90%	\$68.16	\$15.25	\$13.91	\$0.95	\$0.20	\$2.04	\$0.85	\$101.36

A Lunch period of thirty (30) minutes shall be allowed on each shift.

NOTE: Working Dues 6%

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