International Brotherhood of Electrical Workers Local 234
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INSIDE AGREEMENT

Monterey - San Benito - Santa Cruz Counties

Effective 12/28/2026- 5/31/2027

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
Journeyman	$75.11	$15.25	$15.45	$0.95	$0.20	$2.25	$0.94	$110.15
Foreman (15% above JW)	$86.38	$15.25	$15.45	$0.95	$0.20	$2.59	$1.08	$121.90
General Foreman (30% above JW)	$97.64	$15.25	$15.45	$0.95	$0.20	$2.93	$1.22	$133.64
Cable Splicing (12.5% above JW)	$84.50	$15.25	$15.45	$0.95	$0.20	$2.54	$1.06	$119.95
Journeyman Technician	$75.11	$15.25	$15.45	$0.95	$0.20	$2.25	$0.94	$110.15
Journeyman while Welding (10% above JW)	$82.62	$15.25	$15.45	$0.95	$0.20	$2.48	$1.03	$117.98
Apprentice								
1ST PERIOD @ 45%	$33.80	$15.25	$0.00	$0.95	$0.20	$1.01	$0.42	$51.63
2ND PERIOD @ 47%	$35.30	$15.25	$0.00	$0.95	$0.20	$1.06	$0.44	$53.20
3RD PERIOD @ 55%	$41.31	$15.25	$2.12	$0.95	$0.20	$1.24	$0.52	$61.59
4TH PERIOD @ 60%	$45.07	$15.25	$3.06	$0.95	$0.20	$1.35	$0.56	$66.44
5TH PERIOD @ 65%	$48.82	$15.25	$5.02	$0.95	$0.20	$1.46	$0.61	$72.31
6TH PERIOD @ 70%	$52.58	$15.25	$7.57	$0.95	$0.20	$1.58	$0.66	$78.79
7TH PERIOD @ 75%	$56.33	$15.25	$8.69	$0.95	$0.20	$1.69	$0.70	$83.81
8TH PERIOD @ 80%	$60.09	$15.25	$9.89	$0.95	$0.20	$1.80	$0.75	$88.93
9TH PERIOD @ 85%	$63.84	$15.25	$11.82	$0.95	$0.20	$1.92	$0.80	$94.78
10TH PERIOD @ 90%	$67.60	$15.25	$13.91	$0.95	$0.20	$2.03	$0.85	$100.79

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

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

NOTE: 2026 Increase of $4.70: $4.70 to wages

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

Journeyman	$82.62
Foreman	$93.89
General Foreman	$105.15
Cable Splicing	$92.01
Jry. Technician	$82.62
Jry. Welding	$90.13

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