



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



Effective 3/24/2014 - 03/22/2015

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	LMCC	NEBF 3%	AMF 1.25%	Total Hourly
<b>Journeyman</b>	\$41.65	\$10.35	\$10.05	\$0.95	\$0.20	\$1.25	\$0.52	\$64.97
<b>Foreman</b> (12.5% above JW)	\$46.86	\$10.35	\$10.05	\$0.95	\$0.20	\$1.41	\$0.59	\$70.41
<b>General Foreman</b> (25% above JW)	\$52.06	\$10.35	\$10.05	\$0.95	\$0.20	\$1.56	\$0.65	\$75.82
<b>Cable Splicing</b> (12.5% above JW)	\$46.86	\$10.35	\$10.05	\$0.95	\$0.20	\$1.41	\$0.59	\$70.41
<b>Journeyman Technician</b>	\$41.65	\$10.35	\$10.05	\$0.95	\$0.20	\$1.25	\$0.52	\$64.97
<b>Journeyman while Welding</b> (10% above JW)	\$45.82	\$10.35	\$10.05	\$0.95	\$0.20	\$1.37	\$0.57	\$69.31
<b>Apprentice</b>								
1ST PERIOD @ 45%	\$18.74	\$10.35	\$0.00	\$0.95	\$0.20	\$0.56	\$0.23	\$31.03
2ND PERIOD @ 47%	\$19.58	\$10.35	\$0.00	\$0.95	\$0.20	\$0.59	\$0.24	\$31.91
3RD PERIOD @ 55%	\$22.91	\$10.35	\$1.38	\$0.95	\$0.20	\$0.69	\$0.29	\$36.77
4TH PERIOD @ 60%	\$24.99	\$10.35	\$1.99	\$0.95	\$0.20	\$0.75	\$0.31	\$39.54
5TH PERIOD @ 65%	\$27.07	\$10.35	\$3.27	\$0.95	\$0.20	\$0.81	\$0.34	\$42.99
6TH PERIOD @ 70%	\$29.16	\$10.35	\$4.92	\$0.95	\$0.20	\$0.87	\$0.36	\$46.81
7TH PERIOD @ 75%	\$31.24	\$10.35	\$5.65	\$0.95	\$0.20	\$0.94	\$0.39	\$49.72
8TH PERIOD @ 80%	\$33.32	\$10.35	\$6.43	\$0.95	\$0.20	\$1.00	\$0.42	\$52.67
9TH PERIOD @ 85%	\$35.40	\$10.35	\$7.69	\$0.95	\$0.20	\$1.06	\$0.44	\$56.09
10TH PERIOD @ 90%	\$37.49	\$10.35	\$9.05	\$0.95	\$0.20	\$1.12	\$0.47	\$59.63

Scheduled Increases:

\$0-\$2.00 (TBD) effective March 23, 2015 to be allocated by the Union  
 \$0.75 effective May 25, 2015 to be allocated by the Union



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	\$45.82
Foreman	\$51.03
General Foreman	\$56.23
Cable Splicing	\$51.03
Jry. Technician	\$45.82
Jry. Welding	\$49.99

Reference Section 3.04(b) - \$85.00 per day, per diem.

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER

\_\_\_\_\_  
 Andy Hartmann  
 Business Manager

\_\_\_\_\_  
 Jerri L. Champlin  
 Executive Director