

International Brotherhood of Electrical Workers Local 234
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Monterey Bay California Chapter, NECA
 PO Box 2175
 Salinas, CA 93902
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INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties

Effective 05/25/2015

| Classification | Hrly Rate | H&W | Pension Fund | Ed. & Training | LMCC | NEBF 3% | AMF 1.25% | Total Hourly |
|--|-----------|---------|--------------|----------------|--------|---------|-----------|--------------|
| Journeyman | \$42.15 | \$10.70 | \$10.45 | \$0.95 | \$0.20 | \$1.26 | \$0.53 | \$66.24 |
| Foreman (12.5% above JW) | \$47.42 | \$10.70 | \$10.45 | \$0.95 | \$0.20 | \$1.42 | \$0.59 | \$71.73 |
| General Foreman (25% above JW) | \$52.69 | \$10.70 | \$10.45 | \$0.95 | \$0.20 | \$1.58 | \$0.66 | \$77.23 |
| Cable Splicing (12.5% above JW) | \$47.42 | \$10.70 | \$10.45 | \$0.95 | \$0.20 | \$1.42 | \$0.59 | \$71.73 |
| Journeyman Technician | \$42.15 | \$10.70 | \$10.45 | \$0.95 | \$0.20 | \$1.26 | \$0.53 | \$66.24 |
| Journeyman while Welding (10% above JW) | \$46.37 | \$10.70 | \$10.45 | \$0.95 | \$0.20 | \$1.39 | \$0.58 | \$70.64 |
| Apprentice | | | | | | | | |
| 1ST PERIOD @ 45% | \$18.97 | \$10.70 | \$0.00 | \$0.95 | \$0.20 | \$0.57 | \$0.24 | \$31.63 |
| 2ND PERIOD @ 47% | \$19.81 | \$10.70 | \$0.00 | \$0.95 | \$0.20 | \$0.59 | \$0.25 | \$32.50 |
| 3RD PERIOD @ 55% | \$23.18 | \$10.70 | \$1.44 | \$0.95 | \$0.20 | \$0.70 | \$0.29 | \$37.46 |
| 4TH PERIOD @ 60% | \$25.29 | \$10.70 | \$2.07 | \$0.95 | \$0.20 | \$0.76 | \$0.32 | \$40.29 |
| 5TH PERIOD @ 65% | \$27.40 | \$10.70 | \$3.40 | \$0.95 | \$0.20 | \$0.82 | \$0.34 | \$43.81 |
| 6TH PERIOD @ 70% | \$29.51 | \$10.70 | \$5.12 | \$0.95 | \$0.20 | \$0.89 | \$0.37 | \$47.74 |
| 7TH PERIOD @ 75% | \$31.61 | \$10.70 | \$5.88 | \$0.95 | \$0.20 | \$0.95 | \$0.40 | \$50.69 |
| 8TH PERIOD @ 80% | \$33.72 | \$10.70 | \$6.69 | \$0.95 | \$0.20 | \$1.01 | \$0.42 | \$53.69 |
| 9TH PERIOD @ 85% | \$35.83 | \$10.70 | \$7.99 | \$0.95 | \$0.20 | \$1.07 | \$0.45 | \$57.19 |
| 10TH PERIOD @ 90% | \$37.94 | \$10.70 | \$9.41 | \$0.95 | \$0.20 | \$1.14 | \$0.47 | \$60.81 |




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 | \$46.37 |
| Foreman | \$51.64 |
| General Foreman | \$56.91 |
| Cable Splicing | \$51.64 |
| Jry. Technician | \$46.37 |
| Jry. Welding | \$50.59 |

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

SIGNED FOR THE UNION:


 Andy Hartmann
 Business Manager

SIGNED FOR THE EMPLOYER


 Jerri L. Champlin
 Executive Director