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

Effective 9/24/2012 - 2/24/2013

| Classification                                    | Hrly Rate | H&W     | Pension Fund | Ed. & Training | LMCC   | NEBF 3% | AMF 0.75% | Total Hourly |
|---|-----------|---------|--------------|----------------|--------|---------|-----------|--------------|
| <b>Journeyman</b>                                 | \$41.20   | \$10.30 | \$9.50       | \$0.95         | \$0.20 | \$1.24  | \$0.31    | \$63.70      |
| <b>Foreman</b><br>(12.5% above JW)                | \$46.35   | \$10.30 | \$9.50       | \$0.95         | \$0.20 | \$1.39  | \$0.35    | \$69.04      |
| <b>General Foreman</b><br>(25% above JW)          | \$51.50   | \$10.30 | \$9.50       | \$0.95         | \$0.20 | \$1.55  | \$0.39    | \$74.39      |
| <b>Cable Splicing</b><br>(12.5% above JW)         | \$46.35   | \$10.30 | \$9.50       | \$0.95         | \$0.20 | \$1.39  | \$0.35    | \$69.04      |
| <b>Journeyman Technician</b>                      | \$41.20   | \$10.30 | \$9.50       | \$0.95         | \$0.20 | \$1.24  | \$0.31    | \$63.70      |
| <b>Journeyman while Welding</b><br>(10% above JW) | \$45.32   | \$10.30 | \$9.50       | \$0.95         | \$0.20 | \$1.36  | \$0.34    | \$67.97      |
| <b>Apprentice</b>                                 |           |         |              |                |        |         |           |              |
| <b>1ST PERIOD @ 45%</b>                           | \$18.54   | \$10.30 | \$0.00       | \$0.95         | \$0.20 | \$0.56  | \$0.14    | \$30.69      |
| <b>2ND PERIOD @ 47%</b>                           | \$19.36   | \$10.30 | \$0.00       | \$0.95         | \$0.20 | \$0.58  | \$0.15    | \$31.54      |
| <b>3RD PERIOD @ 55%</b>                           | \$22.66   | \$10.30 | \$1.31       | \$0.95         | \$0.20 | \$0.68  | \$0.17    | \$36.27      |
| <b>4TH PERIOD @ 60%</b>                           | \$24.72   | \$10.30 | \$1.88       | \$0.95         | \$0.20 | \$0.74  | \$0.19    | \$38.98      |
| <b>5TH PERIOD @ 65%</b>                           | \$26.78   | \$10.30 | \$3.09       | \$0.95         | \$0.20 | \$0.80  | \$0.20    | \$42.32      |
| <b>6TH PERIOD @ 70%</b>                           | \$28.84   | \$10.30 | \$4.66       | \$0.95         | \$0.20 | \$0.87  | \$0.22    | \$46.04      |
| <b>7TH PERIOD @ 75%</b>                           | \$30.90   | \$10.30 | \$5.34       | \$0.95         | \$0.20 | \$0.93  | \$0.23    | \$48.85      |
| <b>8TH PERIOD @ 80%</b>                           | \$32.96   | \$10.30 | \$6.08       | \$0.95         | \$0.20 | \$0.99  | \$0.25    | \$51.73      |
| <b>9TH PERIOD @ 85%</b>                           | \$35.02   | \$10.30 | \$7.27       | \$0.95         | \$0.20 | \$1.05  | \$0.26    | \$55.05      |
| <b>10TH PERIOD @ 90%</b>                          | \$37.08   | \$10.30 | \$8.55       | \$0.95         | \$0.20 | \$1.11  | \$0.28    | \$58.47      |

Scheduled Increases:

\$0.75 effective February 25, 2013 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      | \$45.32 |
| Foreman         | \$50.47 |
| General Foreman | \$55.62 |
| Cable Splicing  | \$50.47 |
| Jry. Technician | \$45.32 |
| Jry. Welding    | \$49.44 |

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