

International Brotherhood of Electrical Workers Local 234
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INSIDE AGREEMENT
Monterey - San Benito - Santa Cruz Counties

Effective 5/26/2008

| Classification | Hrly Rate | H&W | Pension Fund | Ed. & Training | LMCC | NEBF 3% | AMF 0.75% | Total Hourly |
|-----------------------------------|-----------|--------|--------------|----------------|--------|---------|-----------|--------------|
| Journeyman | \$37.29 | \$9.15 | \$9.06 | \$0.80 | \$0.20 | \$1.12 | \$0.28 | \$57.90 |
| Foreman (12.5% above JW) | \$41.95 | \$9.15 | \$9.06 | \$0.80 | \$0.20 | \$1.26 | \$0.31 | \$62.73 |
| General Foreman (25% above JW) | \$46.61 | \$9.15 | \$9.06 | \$0.80 | \$0.20 | \$1.40 | \$0.35 | \$67.57 |
| Cable Splicing | \$41.95 | \$9.15 | \$9.06 | \$0.80 | \$0.20 | \$1.26 | \$0.31 | \$62.73 |
| Journeyman Technician | \$37.29 | \$9.15 | \$9.06 | \$0.80 | \$0.20 | \$1.12 | \$0.28 | \$57.90 |
| Journeyman while Welding | \$41.02 | \$9.15 | \$9.06 | \$0.80 | \$0.20 | \$1.23 | \$0.31 | \$61.77 |
| Apprentice | | | | | | | | |
| 1ST PERIOD @ 45% | \$16.78 | \$9.15 | \$0.00 | \$0.80 | \$0.20 | \$0.50 | \$0.13 | \$27.56 |
| 2ND PERIOD @ 47% | \$17.53 | \$9.15 | \$0.00 | \$0.80 | \$0.20 | \$0.53 | \$0.13 | \$28.34 |
| 3RD PERIOD @ 55% | \$20.51 | \$9.15 | \$1.25 | \$0.80 | \$0.20 | \$0.62 | \$0.15 | \$32.68 |
| 4TH PERIOD @ 60% | \$22.37 | \$9.15 | \$1.79 | \$0.80 | \$0.20 | \$0.67 | \$0.17 | \$35.15 |
| 5TH PERIOD @ 65% | \$24.24 | \$9.15 | \$2.94 | \$0.80 | \$0.20 | \$0.73 | \$0.18 | \$38.24 |
| 6TH PERIOD @ 70% | \$26.10 | \$9.15 | \$4.44 | \$0.80 | \$0.20 | \$0.78 | \$0.20 | \$41.67 |
| 7TH PERIOD @ 75% | \$27.97 | \$9.15 | \$5.10 | \$0.80 | \$0.20 | \$0.84 | \$0.21 | \$44.27 |
| 8TH PERIOD @ 80% | \$29.83 | \$9.15 | \$5.80 | \$0.80 | \$0.20 | \$0.89 | \$0.22 | \$46.89 |
| 9TH PERIOD @ 85% | \$31.70 | \$9.15 | \$6.93 | \$0.80 | \$0.20 | \$0.95 | \$0.24 | \$49.97 |
| 10TH PERIOD @ 90% | \$33.56 | \$9.15 | \$8.15 | \$0.80 | \$0.20 | \$1.01 | \$0.25 | \$53.12 |

Scheduled Increases:

\$1.05 effective December 1, 2008 to be allocated by the Union

\$2.05 effective June 1, 2009 to be allocated by the Union

\$2.05 effective May 31, 2010 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 5%

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

| | |
|-----------------|---------|
| Journeyman | \$41.02 |
| Foreman | \$45.68 |
| General Foreman | \$50.34 |
| Cable Splicing | \$45.68 |
| Jry. Technician | \$41.02 |
| Jry. Welding | \$44.75 |

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