

Inside Wireman's Agreement
Wages and Benefits
Appendix I
Effective With Hours Worked
June 30, 2025 Thru December 28, 2025

Agreement Effective Dates
September 1, 2021 Thru May 31, 2026

Revised: 06/30/25

Supercedes all previous versions

	Class Code	WAGE Effective 06/30/25	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
INSIDE:											
Journeyman Wireman	JW I	60.22	11.40	3.56	8.82	1.81	0.10	0.17	0.77	0.60	87.45
Foreman (1.113 X JW Rate)	JW I	67.02	11.40	3.56	8.82	2.01	0.10	0.17	0.77	0.67	94.52
General Foreman (1.226 X JW Rate)	JW I	73.83	11.40	3.56	8.82	2.21	0.10	0.17	0.77	0.74	101.60
Cablesplicer (1.046 X JW Rate)	JW I	62.99	11.40	3.56	8.82	1.89	0.10	0.17	0.77	0.63	90.33
Cablesplicer Foreman (1.113 X CS Rate)	JW I	70.11	11.40	3.56	8.82	2.10	0.10	0.17	0.77	0.70	97.73
INSIDE APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% N	21.08	6.78	1.25	~~	0.63	0.10	0.17	0.77	0.21	30.99
First Year - 40%	40% N	24.09	6.78	1.42	~~	0.72	0.10	0.17	0.77	0.24	34.29
Second Year - 50%	50% N	30.11	6.78	1.78	~~	0.90	0.10	0.17	0.77	0.30	40.91
Third Year - 60%	60% N	36.13	6.78	2.14	~~	1.08	0.10	0.17	0.77	0.36	47.53
Fourth Year - 70%	70% N	42.15	6.78	2.49	~~	1.26	0.10	0.17	0.77	0.42	54.14
Fifth Year - 80%	80% N	48.18	6.78	2.85	~~	1.45	0.10	0.17	0.77	0.48	60.78
Fifth Year - 85%	85% N	51.19	6.78	3.03	~~	1.54	0.10	0.17	0.77	0.51	64.09
TRANSPORTATION:											
Transportation Journeyman (When Cable Splicing - JWTR + .60)	JWTR	60.22	11.40	3.56	8.82	1.81	0.10	0.17	0.77	0.60	87.45
Transportation Foreman (1.113 X JWTR)	JWTR	67.02	11.40	3.56	8.82	2.01	0.10	0.17	0.77	0.67	94.52
Transportation General Foreman (1.226 X JWTR)	JWTR	73.83	11.40	3.56	8.82	2.21	0.10	0.17	0.77	0.74	101.60
Transportation Technician (75% X JWTR)	TECTR	45.17	11.40	3.56	8.82	1.36	0.10	0.17	0.77	0.45	71.80
TRANSPORTATION APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% TN	21.08	6.78	1.25	~~	0.63	0.10	0.17	0.77	0.21	30.99
First Year - 40%	40% TN	24.09	6.78	1.42	~~	0.72	0.10	0.17	0.77	0.24	34.29
Second Year - 50%	50% TN	30.11	6.78	1.78	~~	0.90	0.10	0.17	0.77	0.30	40.91
Third Year - 60%	60% TN	36.13	6.78	2.14	~~	1.08	0.10	0.17	0.77	0.36	47.53
Fourth Year - 70%	70% TN	42.15	6.78	2.49	~~	1.26	0.10	0.17	0.77	0.42	54.14
Fifth Year - 80%	80% TN	48.18	6.78	2.85	~~	1.45	0.10	0.17	0.77	0.48	60.78
Fifth Year - 85%	85% TN	51.19	6.78	3.03	~~	1.54	0.10	0.17	0.77	0.51	64.09
RESIDENTIAL:											
Residential Wireman	RW	36.13	6.78	1.55	0.90	1.08	0.10	0.17	0.77	0.36	47.84
Residential Foreman (RW + \$1.00)	RW	37.13	6.78	1.55	0.90	1.11	0.10	0.17	0.77	0.37	48.88
WORKING MEMBER - CORPORATE	JWC	60.22	11.40	3.56	8.82	1.81	0.10	0.17	0.77	0.60	87.45
WORKING MEMBER - NON-CORPORATE	JWNC	60.22	~~	~ ~	~ ~	Optional	0.10	0.17	0.77	0.60	61.86
MAINTENANCE:											
Maintenance Electrician	JWMNT	32.93	11.40	3.56	8.82	0.99	0.10	0.17	0.77	0.33	59.07
PART-TIME TRADE SHOW JW	PTJW	60.22	Per Diem* 11.40	3.56	8.82	1.81	0.10	0.17	0.77	0.60	87.45

WAGE DEDUCTIONS:

NEFP 401k - If Authorized (Pre-Tax)

Vacation - If Authorized (7% Of Gross Wages)

Local Union Dues - If Authorized (3.25% Of Gross Wages)

Local Union Dues (Maintenance Electrician Only) - If Authorized (1.25% Of Gross Wages)

IBEW PAC - If Authorized (\$.05 Per Hour)

REMAINING INCREASES - INSIDE AGREEMENT:

Date	Wage*	DB Pension	Health	JATC	Apprentice Health
12/29/25	1.50				

***PER DIEM PART-TIME TRADE SHOW JW:**

Part-time workers (PTJW) at convention centers receive no health contribution instead a supplemental travel/subsistence per diem is paid on the basis of hours worked. The per diem is fully taxable. When reporting fringe benefits, do not include the per diem in gross wages. The per diem is not subject to overtime premiums.

* Negotiated wage increases will be allocated to Health

For any questions, please contact the OC NECA office at (714) 634-8777

9th District Market Advancement MOU
Effective With Hours Worked May 26, 2025

Agreement Effective Dates
May 26, 2025 through May 31, 2030

Appendix "B" - Wages & Fringe Benefits Construction Wireman - Construction Electrician Southern California Region								
	WAGE	HEALTH	NEBF 3%	LMCC	Non-NECA AMF 0.5%	JATC	NECA 1%	TOTAL
CE - Construction Electrician (State Certified)								
CE - 1 (8001 - 10,000 Hours)	37.63	6.83	1.13	0.05	0.19	0.45	0.38	46.66
CE - 2 (10,001 Hours and above)	41.39	6.83	1.24	0.05	0.21	0.45	0.41	50.58
CE lead/foreman (CE2+13%)	46.77	6.83	1.40	0.05	0.23	0.45	0.47	56.20
CW - Construction Wireman (Trainees)								
CW - A (0 - 2,000 Hours)	22.58	~~	0.68	0.05	0.11	0.45	0.23	24.10
CW - 1 (2001 - 3000 Hours)	22.76	6.83	0.68	0.05	0.11	0.45	0.23	31.11
CW - 2 (3001 - 4000 Hours)	24.46	6.83	0.73	0.05	0.12	0.45	0.24	32.88
CW - 3 (4001 - 5000 Hours)	26.34	6.83	0.79	0.05	0.13	0.45	0.26	34.85
CW - 4 (5001 - 6000 Hours)	28.22	6.83	0.85	0.05	0.14	0.45	0.28	36.82
CW - 5 (6001 - 7000 Hours)	30.10	6.83	0.90	0.05	0.15	0.45	0.30	38.78
CW - 6 (7001 - 8000 Hours)	31.98	6.83	0.96	0.05	0.16	0.45	0.32	40.75
<i>Other than an Inside Wireman, only a Construction Electrical Level 2 with a valid State Certification may be designated as a jobsite lead/foreman whose wage scale will be as determined above plus 13%.</i>								
<i>Wages for the following shall be determined per the worksite Inside CBA: Journeyman, Journeyman Foreman, Journeyman General Foreman and Journeyman Apprentice.</i>								
<i>All funds shall be paid to the Local Funds where the work is performed.</i>								

Remaining Increases This Agreement	Date	Increase	Health Plan Increase and date
* A Separate HRA Employer Contribution to the plan will become effective 06/01/2026. Details in Appendix "B" of the IBEW, 9th District MAMOU.	6/1/2026	\$0.62	\$0.16 on 12/29/25
	5/31/2027	\$1.21	TBD on 12/28/26
	5/29/2028	\$1.25	TBD on 12/27/27
	5/28/2029	\$1.34	TBD on 01/01/29

Scope of Work: Under this MOU, the Scope of Work shall be limited to the following privately funded projects (excluding Kaiser, PLA projects, Disneyland and union only projects):

Restaurants/Fast Food	Mixed Use Low Rise (Below 4 stories)
Strip Malls	Drug Stores
Self-Storage Units	Grocery Stores
Auto Services/Convenience/Fuel Dispensing	Movie Theaters/Cineplex
Medical/Dental Offices/Clinics	Tilt Ups/Tenant Improvements
Professional Office Buildings (Below 4 Stories)	Hotels/Motels
Large Retail (JC Penny, Nordstrom, Sears, Walmart, Target, Costco, Home Depot, Lowes...)	Residential Solar
Residential Single Family/Multi-Family (4 Stories or Less)	
Service Work (On all above facilities)	

Similar projects contingent on the approval from the Business Manager where the work is performed.

Revised: 05/26/25
Supersedes all previous versions

Inside Wireman's Agreement MOU
Appendix II
Effective With Hours Worked May 26, 2025

Wages & Fringe Benefits
Construction Wireman - Construction Electrician (CW-CE)
For Work In Orange County (Local 441) Only

SCOPE: All private work in Orange County. Projects within Disneyland, at Convention Centers, and at Kaiser facilities require prior approval. Projects identified as "union only" do not fall under this scope.

Revised: 12/30/24
Supersedes all previous versions

Class Code	WAGE Effective 05/26/25	HEALTH Effective 1/01/25	NEBF 3% Of Gross Wages	LMCC	IAMF Non-NECA Only	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE	Scheduled Increases *
CE - Construction Electrician: (State Certified)									
CE - 1 (8001 - 10,000 Hours) ⁽²⁾	CE-1	37.63	6.83	1.13	0.05	0.19	0.45	0.38	46.66
CE - 2 (10,001 Hours and above) ⁽³⁾	CE-2	41.39	6.83	1.24	0.05	0.21	0.45	0.41	50.58
CE Foreman (CE2 + 13%)	CE-F	46.77	6.83	1.40	0.05	0.23	0.45	0.47	56.20
CW - Construction Wireman: (Trainees)									
CW - A (0 - 2000 Hours)	CW-A	22.58	~~	0.68	0.05	0.11	0.45	0.23	24.10
CW - 1 (2001 - 3000 Hours)	CW-1	22.76	6.83	0.68	0.05	0.11	0.45	0.23	31.11
CW - 2 (3001 - 4000 Hours)	CW-2	24.46	6.83	0.73	0.05	0.12	0.45	0.24	32.88
CW - 3 (4001 - 5000 Hours)	CW-3	26.34	6.83	0.79	0.05	0.13	0.45	0.26	34.85
CW - 4 (5001 - 6000 Hours)	CW-4	28.22	6.83	0.85	0.05	0.14	0.45	0.28	36.82
CW - 5 (6001 - 7000 Hours)	CW-5	30.10	6.83	0.90	0.05	0.15	0.45	0.30	38.78
CW - 6 (7001 - 8000 Hours) ⁽¹⁾	CW-6	31.98	6.83	0.96	0.05	0.16	0.45	0.32	40.75

Date	Increase
6/1/2026	\$0.62
5/31/2027	\$1.21
5/29/2028	\$1.25
5/28/2029	\$1.34

Health Plan Increase and date	
\$0.16 on 12/29/25	
TBD on 12/28/26	
TBD on 12/27/27	
TBD on 01/01/29	

⁽¹⁾ Progression from CW-6 to CE-1: Must have 8000 Hours & State Certification

⁽²⁾ Progression from CE-1 to CE-2: Must have 10,000 Hours

⁽³⁾ After 2,000 Hours, a CE-2 will have the following options: remain at the CE-2 level; enter the Inside Apprenticeship Program as a 5th year, 80% apprentice; or pass the IBEW Journeyman Wireman's Examination and be reclassified as a Journeyman Wireman.

CE Leadman/Foreman: 13% Over CE2 Wage Scale

WAGE DEDUCTIONS:

NEFP 401k - If Authorized (Pre-Tax)

Vacation - If Authorized (7% Of Gross Wages)

Local Union Dues - If Authorized (3.25% Of Gross Wages)

IBEW PAC - If Authorized (\$.05 Per Hour)

For any questions, please contact the OC NECA office at (714) 634-8777

* A Separate HRA Employer Contribution to the plan will become effective 06/01/2026. Details in Appendix "B" of the IBEW, 9th District MAMOU.

Inside Wireman's Agreement
Appendix III
Effective With Hours Worked December 31, 2024

Agreement Effective Dates
September 1, 2021 through May 31, 2026

MISCELLANEOUS CLASSIFICATIONS
Wage & Benefits

Revised: 6/10/24
Supercedes all previous versions

	Class Code	WAGE Effective 12/30/24	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
RESIDENTIAL TRAINEE:											
Residential Trainee I (0-18 Months Of Experience)	RWT	17.84	6.78	~~	~~	0.54	~~	0.17	~~	0.18	25.51
Residential Trainee II (18-36 Months Of Experience)	RWT	17.84	6.78	~~	~~	0.54	~~	0.17	~~	0.18	25.51
UNINDENTURED (35% Of JW Rate)											
	UIAN	21.08	6.78	~~	~~	0.63	0.10	0.17	0.77	0.21	29.74
STOREKEEPER											
	SK	17.84	6.78	~~	~~	0.54	~~	0.17	~~	0.18	25.51

WAGE DEDUCTIONS:

NEFP 401k - If Authorized (Pre-Tax)

Vacation - If Authorized (7% Of Gross Wages)

Local Union Dues - If Authorized (3.25% Of Gross Wages)

IBEW PAC - If Authorized (\$.05 Per Hour)

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