

Inside Wireman's Agreement
Wages and Benefits
Appendix I
Effective With Hours Worked
June 26, 2023 Thru December 31, 2023

Revised: 5/22/23

Superceeds all previous versions

	Class Code	WAGE Effective 6/26/23	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	56.52	10.45	3.56	7.17	1.70	0.10	0.17	0.77	0.57	81.01
Foreman (1.113 X JW Rate)	JW I	62.91	10.45	3.56	7.17	1.89	0.10	0.17	0.77	0.63	87.65
General Foreman (1.226 X JW Rate)	JW I	69.29	10.45	3.56	7.17	2.08	0.10	0.17	0.77	0.69	94.28
Cablesplicer (1.046 X JW Rate)	JW I	59.12	10.45	3.56	7.17	1.77	0.10	0.17	0.77	0.59	83.70
Cablesplicer Foreman (1.113 X CS Rate)	JW I	65.80	10.45	3.56	7.17	1.97	0.10	0.17	0.77	0.66	90.65
INSIDE APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% N	19.78	6.33	1.25	~	0.59	0.10	0.17	0.77	0.20	29.19
First Year - 40%	40% N	22.61	6.33	1.42	~	0.68	0.10	0.17	0.77	0.23	32.31
Second Year - 50%	50% N	28.26	6.33	1.78	~	0.85	0.10	0.17	0.77	0.28	38.54
Third Year - 60%	60% N	33.91	6.33	2.14	~	1.02	0.10	0.17	0.77	0.34	44.78
Fourth Year - 70%	70% N	39.56	6.33	2.49	~	1.19	0.10	0.17	0.77	0.40	51.01
Fifth Year - 80%	80% N	45.22	6.33	2.85	~	1.36	0.10	0.17	0.77	0.45	57.25
Fifth Year - 85%	85% N	48.04	6.33	3.03	~	1.44	0.10	0.17	0.77	0.48	60.36
TRANSPORTATION:											
Transportation Journeyman (When Cable Splicing - JWTR + .60)	JWTR	56.52	10.45	3.56	7.17	1.70	0.10	0.17	0.77	0.57	81.01
Transportation Foreman (1.113 X JWTR)	JWTR	62.91	10.45	3.56	7.17	1.89	0.10	0.17	0.77	0.63	87.65
Transportation General Foreman (1.226 X JWTR)	JWTR	69.29	10.45	3.56	7.17	2.08	0.10	0.17	0.77	0.69	94.28
Transportation Technician (75% X JWTR)	TECTR	42.39	10.45	3.56	7.17	1.27	0.10	0.17	0.77	0.42	66.30
TRANSPORTATION APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% TN	19.78	6.33	1.25	~	0.59	0.10	0.17	0.77	0.20	29.19
First Year - 40%	40% TN	22.61	6.33	1.42	~	0.68	0.10	0.17	0.77	0.23	32.31
Second Year - 50%	50% TN	28.26	6.33	1.78	~	0.85	0.10	0.17	0.77	0.28	38.54
Third Year - 60%	60% TN	33.91	6.33	2.14	~	1.02	0.10	0.17	0.77	0.34	44.78
Fourth Year - 70%	70% TN	39.56	6.33	2.49	~	1.19	0.10	0.17	0.77	0.40	51.01
Fifth Year - 80%	80% TN	45.22	6.33	2.85	~	1.36	0.10	0.17	0.77	0.45	57.25
Fifth Year - 85%	85% TN	48.04	6.33	3.03	~	1.44	0.10	0.17	0.77	0.48	60.36
RESIDENTIAL:											
Residential Wireman	RW	33.91	6.33	1.55	0.90	1.02	0.10	0.17	0.77	0.34	45.09
Residential Foreman (RW + \$1.00)	RW	34.91	6.33	1.55	0.90	1.05	0.10	0.17	0.77	0.35	46.13
WORKING MEMBER - CORPORATE											
WORKING MEMBER - CORPORATE	JWC	56.52	10.45	3.56	7.17	1.70	0.10	0.17	0.77	0.57	81.01
WORKING MEMBER - NON-CORPORATE											
WORKING MEMBER - NON-CORPORATE	JWNC	56.52	~	~	~	Optional	0.10	0.17	0.77	0.57	58.13
MAINTENANCE:											
Maintenance Electrician	JWMNT	30.92	10.45	3.56	7.17	0.93	0.10	0.17	0.77	0.31	54.38
PART-TIME TRADE SHOW JW											
PART-TIME TRADE SHOW JW	PTJW	56.52	Per Diem* 10.45	3.56	7.17	1.70	0.10	0.17	0.77	0.57	81.01

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
1/01/24	1.50				
7/01/24	1.65				
12/30/24	1.50				
6/30/25	1.65				
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

Inside Wireman's Agreement MOU
Appendix II
Effective With Hours Worked On May 29, 2023

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: 5/25/23
Supersedes all previous versions

	Class Code	WAGE Effective 5/29/23	HEALTH	NEBF 3% Of Gross Wages	LMCC	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
CE - Construction Electrician: (State Certified)									
CE - 1 (8001 - 10,000 Hours) ⁽²⁾	CE-1	34.88	6.51	1.05	0.05	0.10	0.45	0.35	43.39
CE - 2 (10,001 Hours and above) ⁽³⁾	CE-2	38.37	6.51	1.15	0.05	0.10	0.45	0.38	47.01
CW - Construction Wireman: (Trainees)									
CW - A (0 - 2000 Hours)	CW-A	17.44	~~	0.52	0.05	0.10	0.45	0.17	18.73
CW - 1 (2001 - 3000 Hours)	CW-1	17.61	6.51	0.53	0.05	0.10	0.45	0.18	25.43
CW - 2 (3001 - 4000 Hours)	CW-2	19.18	6.51	0.58	0.05	0.10	0.45	0.19	27.06
CW - 3 (4001 - 5000 Hours)	CW-3	20.93	6.51	0.63	0.05	0.10	0.45	0.21	28.88
CW - 4 (5001 - 6000 Hours)	CW-4	22.67	6.51	0.68	0.05	0.10	0.45	0.23	30.69
CW - 5 (6001 - 7000 Hours)	CW-5	24.42	6.51	0.73	0.05	0.10	0.45	0.24	32.50
CW - 6 (7001 - 8000 Hours) ⁽¹⁾	CW-6	26.16	6.51	0.78	0.05	0.10	0.45	0.26	34.31

Scheduled Increases *

⁽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.

* There will be wage openers for the second and third years of the MAI

CE Leadman/Foreman: 10% Over 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)

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Inside Wireman's Agreement
Appendix III
Effective With Hours Worked June 26, 2023

MISCELLANEOUS CLASSIFICATIONS
Wage & Benefits

Revised: 5/22/23
Superceeds all previous versions

	Class Code	WAGE Effective 6/26/23	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
<u>RESIDENTIAL TRAINEE:</u>											
Residential Trainee I (0-18 Months Of Experience)	RWT	12.50	6.33	~~	~~	0.38	~~	0.17	~~	0.13	19.51
Residential Trainee II (18-36 Months Of Experience)	RWT	15.76	6.33	~~	~~	0.47	~~	0.17	~~	0.16	22.89
UNINDENTURED (35% Of JW Rate)	UIAN	19.78	6.33	~~	~~	0.59	0.10	0.17	0.77	0.20	27.94
STOREKEEPER	SK	16.12	6.33	~~	~~	0.48	~~	0.17	~~	0.16	23.26

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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