

**Appendix "B"**  
**Construction Electrician/Construction Wireman**  
**Wage and Fringe Benefits**

**California Bay Area Region**  
**Wage Schedule Effective January 1, 2023 - December 31, 2023**  
**Agreement Term June 1, 2022 - December 31, 2023**

**Scheduled Increases:**

Current Agreement expires on December 31, 2023.

Future increases will be determined during negotiations.

The minimum hourly rate of wages and benefits shall be as follows:

Inside Journeyman	per the work site Local Inside CBA
Inside Journeyman Foreman	per the work site Local Inside CBA
Inside Journeyman General Foreman	per the work site Local Inside CBA
Inside Wireman Apprentice	per the work site Local Inside CBA

**CE/CW Classifications**

Construction Electrician Level 2, Lead/Foreman (110%)
Construction Electrician Level 2 (10,001 and above)
Construction Electrician Level 1 (8,001 - 10,000 hrs)( 90%)
Construction Wireman Step 4 (5,001 - 8,000 hrs) (80%)
Construction Wireman Step 3 (3501 - 5,000 hrs) (75%)
Construction Wireman Step 2 (2,001 - 3,500 hrs) (70%)
Construction Wireman Step 1 (0 - 2,000 hrs) (60%)

Wage Rates
\$43.43
\$39.48
\$35.53
\$31.58
\$29.61
\$27.64
\$23.69

EMPLOYER CONTRIBUTIONS						
H&W*	NEBF (3% of wages)	NLMCC	Training (JATC)	AMF (0.5% of wages)	NECA (1% of wages)	TOTAL PACKAGE
\$8.51	\$1.30	\$0.01	\$0.85	\$0.22	\$0.43	\$54.75
\$8.51	\$1.18	\$0.01	\$0.85	\$0.20	\$0.39	\$50.62
\$8.51	\$1.07	\$0.01	\$0.85	\$0.18	\$0.36	\$46.51
\$8.51	\$0.95	\$0.01	\$0.85	\$0.16	\$0.32	\$42.38
\$8.51	\$0.89	\$0.01	\$0.85	\$0.15	\$0.30	\$40.32
\$8.51	\$0.83	\$0.01	\$0.85	\$0.14	\$0.28	\$38.26
\$8.51	\$0.71	\$0.01	\$0.85	\$0.12	\$0.24	\$34.13

Union Dues Withholding (3% of wages)
\$1.30
\$1.18
\$1.07
\$0.95
\$0.89
\$0.83
\$0.71

\* There shall be maintenance of benefits for Health & Welfare for the term of the Agreement.

1. All trust contributions shall be paid on hours worked.
2. Apprenticeship contributions shall be paid to the Local Union where the work is being performed.
3. Work Assessments will be 3% of the hourly wage and shall be paid to the Local Union where the work is being performed.
4. Health & Welfare includes \$2.00 to health benefit card.
5. Scope can vary. **Verify with the local NECA Chapter and IBEW prior to bidding.** Scope used mostly on high volume retail, wineries, restaurants, automotive stations.
6. Mandatory sick leave is applied according to the Inside Construction Agreement where work is being performed.