

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

California Bay Area Region
Effective January 1, 2021 - May 31, 2021

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 6 (7,001 - 8,000 hrs) (75%)
Construction Wireman Step 5 (6,001 - 7,000 hrs) (70%)
Construction Wireman Step 4 (5,001 - 6,000 hrs) (65%)
Construction Wireman Step 3 (4,001 - 5,000 hrs) (60%)
Construction Wireman Step 2 (3,001 - 4,000 hrs) (55%)
Construction Wireman Step 1 (0 - 3,000 hrs) (50%)

| Wage Rates |
|------------|
| \$39.03 |
| \$35.48 |
| \$31.93 |
| \$26.61 |
| \$24.84 |
| \$23.06 |
| \$21.29 |
| \$19.51 |
| \$17.74 |

| EMPLOYER CONTRIBUTIONS | | | | | | |
|------------------------|-----------------------|--------|--------------------|------------------------|-----------------------|---------------|
| H&W* | NEBF (3% of wages) | NLMCC | Training (JATC) | AMF (0.5% of wages) | NECA (1% of wages) | TOTAL PACKAGE |
| \$7.35 | \$1.17 | \$0.01 | \$0.85 | \$0.20 | \$0.39 | \$49.00 |
| \$7.35 | \$1.06 | \$0.01 | \$0.85 | \$0.18 | \$0.35 | \$45.28 |
| \$7.35 | \$0.96 | \$0.01 | \$0.85 | \$0.16 | \$0.32 | \$41.58 |
| \$7.35 | \$0.80 | \$0.01 | \$0.85 | \$0.13 | \$0.27 | \$36.02 |
| \$7.35 | \$0.75 | \$0.01 | \$0.85 | \$0.12 | \$0.25 | \$34.17 |
| \$7.35 | \$0.69 | \$0.01 | \$0.85 | \$0.12 | \$0.23 | \$32.31 |
| \$7.35 | \$0.64 | \$0.01 | \$0.85 | \$0.11 | \$0.21 | \$30.46 |
| \$7.35 | \$0.59 | \$0.01 | \$0.85 | \$0.10 | \$0.20 | \$28.61 |
| \$7.35 | \$0.53 | \$0.01 | \$0.85 | \$0.09 | \$0.18 | \$26.75 |

| Union Dues Withholding (3% of wages) |
|--|
| \$1.17 |
| \$1.06 |
| \$0.96 |
| \$0.80 |
| \$0.75 |
| \$0.69 |
| \$0.64 |
| \$0.59 |
| \$0.53 |

* 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.

June 1, 2021 through May 31, 2022: \$0.50 Health Benefit Card & \$1.50 Base Wage (percentages increase accordingly).