

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

**California Bay Area Region**  
**Effective January 1, 2020 to May 31, 2020**

**H&W Rate effective 06/01/2020: \$7.15**

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

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 3, Lead/Foreman (110%)
Construction Electrician Level 2 (10,001 and above)
Construction Electrician Level 1 (8,001 - 10,000 hrs) <b>(90%)</b>
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
\$37.38
\$33.98
\$30.58
\$25.49
\$23.79
\$22.09
\$20.39
\$18.69
\$16.99

EMPLOYER CONTRIBUTIONS						
H&W* (includes \$0.50 toward Health Benefit Card)	NEBF (3% of wages)	NLMCC	Training (JATC)	AMF (0.5% of wages)	NECA (1% of wages)	TOTAL PACKAGE
\$6.65	\$1.12	\$0.01	\$0.85	\$0.19	\$0.37	\$46.57
\$6.65	\$1.02	\$0.01	\$0.85	\$0.17	\$0.34	\$43.02
\$6.65	\$0.92	\$0.01	\$0.85	\$0.15	\$0.31	\$39.47
\$6.65	\$0.76	\$0.01	\$0.85	\$0.13	\$0.25	\$34.14
\$6.65	\$0.71	\$0.01	\$0.85	\$0.12	\$0.24	\$32.37
\$6.65	\$0.66	\$0.01	\$0.85	\$0.11	\$0.22	\$30.59
\$6.65	\$0.61	\$0.01	\$0.85	\$0.10	\$0.20	\$28.61
\$6.65	\$0.56	\$0.01	\$0.85	\$0.09	\$0.19	\$27.04
\$6.65	\$0.51	\$0.01	\$0.85	\$0.08	\$0.17	\$25.26

Union Dues Withholding (3% of wages)
\$1.12
\$1.02
\$0.92
\$0.76
\$0.71
\$0.66
\$0.61
\$0.56
\$0.51

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, 2020 through May 31, 2021:** \$0.50 Health Benefit Card & \$1.50 Base Wage (percentages increase accordingly).

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