



SUMMER

OUR 63rd YEAR

CONTRA COSTA CHAPTER

FEBRUARY 2026

Inside Wireman Wage/Fringe Increase Effective March

Inside Wage Adjustment

The members of IBEW Local Union 302 voted to allocate their \$4.50 per hour increase effective March 1, 2026 as follows: \$3.00 Wages, \$1.00 Pension, \$0.50 Health & Welfare. [New Wage Rates](#), [Cost-Per-Hour Sheets](#), and [Shift rates](#) reflecting the \$4.50/hour increase can be found at: <http://www.ccneca.org/Wages.html>.



UPCOMING HOLIDAYS

**Inside Wireman Holidays:
February 13, 2026 Off-Day**

February 16, 2026 President's Day

**Sound and Communications Holidays:
February 16, 2026 President's Day**

DON'T FORGET

Sound and Communications Agreement

Wage/Fringe Benefit Increases Effective December 1, 2025

The IBEW members working under our Sound and Communication Agreement in Northern California have allocated their December 1, 2025 increases. Keep in mind there are five distinct Wage/Fringe benefit [Schedules](#) (A, B, C, D.& E), each one covering a different geographical area. Schedule E covers work performed in Contra Costa County. Depending on the nature of your operation, you probably work in more than one Schedule area. Also available on-line are our representative [cost-per-hour](#) sheets and the [shift-rates](#) (reference Schedule E).

CE/CW

New Wage & Fringe Benefits Effective January 1, 2026.

Click [Here](#) to View/Download.

Appendix "B"
Construction Electrician/Construction Wireman
Wage and Fringe Benefits
California Bay Area Region
Wage Schedule Effective January 1, 2026 - December 31, 2026
Agreement Term January 1, 2024 - December 31, 2026

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

Wage Rates	EMPLOYEE CONTRIBUTIONS					TOTAL PACKAGE	Union Dues (inc or excl)
	HEW* WAGE	SEIU WAGE	NSMCC WAGE	FRINGE (AFL-CIO)	SEIU WAGE		
Construction Electrician Level 5 (Lead/Wireman) (33%)	\$52.70	\$8.96	\$1.68	\$0.61	\$0.85	\$64.79	\$1.96
Construction Electrician Level 4 (18,000 and above)	\$47.73	\$8.96	\$1.41	\$0.61	\$0.85	\$59.56	\$1.41
Construction Electrician Level 3 (18,000 - 10,000 hrs) (W)	\$42.76	\$8.96	\$1.29	\$0.61	\$0.85	\$54.47	\$1.29
Construction Wireman Step 5 (2,000 - 4,000 hrs) (W)	\$38.18	\$8.96	\$1.11	\$0.61	\$0.85	\$49.71	\$1.11
Construction Wireman Step 4 (2,000 - 1,000 hrs) (W)	\$33.60	\$8.96	\$1.07	\$0.61	\$0.85	\$45.09	\$1.07
Construction Wireman Step 3 (2,000 - 1,000 hrs) (W)	\$29.02	\$8.96	\$1.00	\$0.61	\$0.85	\$40.45	\$1.00
Construction Wireman Step 2 (1,000 - 2,000 hrs) (W)	\$24.44	\$8.96	\$0.88	\$0.61	\$0.85	\$35.74	\$0.88

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

- All trust contributions shall be paid on hours worked.
- Apprenticeship contributions shall be paid on the Local Union where the work is being performed.
- Work assignments will be the of the hourly wage and shall be paid for the local union where the work is being performed.
- Health & Welfare includes \$2.00 to health benefit card.
- Scope applies. Apply with the Local/CE/CW/SEIU prior to building. Scope used mostly on high volume retail, wineries, restaurants, automotive retailers.
- Mandatory sick leave is applied according to the trade Construction Agreement where work is being performed.

Sweeney Mason

LLP

NEWS ALERT: New Employee Notice

Roger M. Mason, Esq., Christopher J. Olson, Esq., Rachael E. Brown, Esq., Caitlin E. Kaufman, Esq.

The Labor Commissioner just issued a Know Your Rights Notice that should be distributed to all current employees and new hires by **February 1, 2026**:

[SB294 Know Your Rights Notice](#)

[Aviso sobre sus derechos conforme a la SB294](#) (Spanish)

After you distribute the Notice, you should invite employees (in writing) to indicate whether their designated emergency contact should be notified in the event of an arrest or detention. Under Labor Code §1555, employers must do so by March 30, 2026.

For more information about any of these employment legal updates, including information about updating your employee handbook, conducting an HR Compliance Audit, and/or Management Training, please contact our employment team at 408-356-3000 or via email: Roger Mason at rmason@smlp.com, Christopher Olson at colson@smlp.com, Rachael Brown at reb@smlp.com, or Caitlin Kaufman at ckaufman@smlp.com.

Sweeney Mason LLP

News Alert: New Legislation Regarding Significant Changes to Home Improvement Contract Requirements

Joseph M. Sweeney, Esq., Christopher J. Olson, Esq., Scott A. Mangum, Esq.,
William M. Kaufman, Esq., Andrew J. Kozlow, Esq.

Senate Bill 517 and Assembly Bill 1327 were chaptered by the California Secretary of State on October 10, 2025, and October 6, 2025, respectively. The Bills amend California Business and Professions Code § 7159. The amendments require substantial changes to home improvement contracts. The amended laws take effect beginning on January 1, 2026. Contractors must update home improvement contracts in order to comply with the updated law.

We recommend contractors review California Business and Professions Code § 7159 in its entirety, but we have summarized the recent changes as follows:

(1) Prime Contractor Now Expressly Responsible

The prime/direct contractor is now expressly responsible for completion of the project “in accordance with the home improvement contract, plans, and specifications.” Although subcontractors remain subject to administrative discipline, the prime contractor is now expressly liable for compliance on home improvement projects.

- Relevant Code Provision: Cal. Bus. & Profs. Code § 7159(a)(5)(B).

(2) Additional Disclosure Requirements- Use of Subcontractors

All home improvement contracts must now contain a “checkbox” style disclosure indicating whether a subcontractor will be used on the project. The required “checkbox style is as follows:

“ Yes No.”

Relevant Code Provisions: Cal. Bus. & Profs. Code § 7159(c)(7)(A)-(C).

(3) Additional Disclaimer Requirement- Use of Subcontractors

(A) If the home improvement contract “checkbox” is checked “yes”, indicating a subcontractor will be used then a disclaimer must be stated in the contract. Also, the disclaimer must be on all change orders. The required disclaimer is as follows:

“One or more subcontractors will be used on this project, and the contractor is aware that a list of subcontractors is required to be provided, upon request, along with the names, contact information, license number, and classification of those subcontractors.”

- Relevant Code Provisions: Cal. Bus. & Profs. Code § 7159(b)(7)(B) and (C).

(4) Transmittal of Executed Home Improvement Contract

Before any work can commence on the project, the contractor must provide a fully signed and dated contract to the buyer.

Relevant Code Provisions: Cal. Bus. & Profs. Code § 7159(c)(3)(A).

(5) Notice of Cancellation- Additional Contact Information And Method of Cancellation

(A) All home improvement contracts must contain the contractor’s name, address, and email address.

(B) All Home improvement contracts must contain the phone number of the contractor or the contractor’s representative to assist the buyer with locating and filling out the notice of cancellation forms.

(C) The code now expressly allows buyers to cancel the home improvement contract within the applicable cancellation period via email, in addition to mail and fax.

Relevant Code Provisions: Cal. Bus. & Prof. Code § 7159(c)(3)(B)(ii)-(iii).

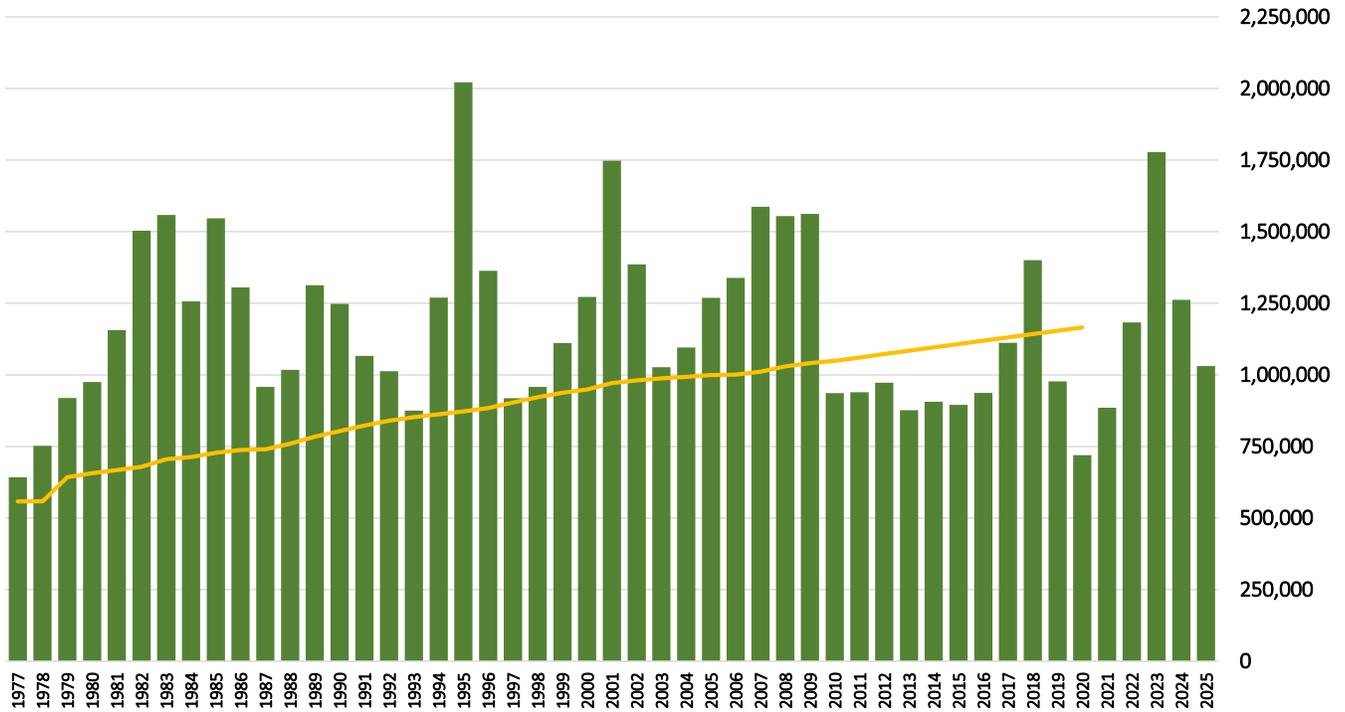
(6) New Right of Buyer to File A CLSB Complaint Against Contractors

If the notice of cancellation disclosures are missing, or do not comply with the new requirements, the code now allows the buyer to file a complaint with the CSLB.

Relevant Code Provisions: Cal. Bus. & Prof. Code § 7159(a)(6).

For more information or to request a review of your contract forms, please contact our Construction Team at 408-356-3000 or via email: Joe Sweeney at rmason@smlp.com, Chris Olson at colson@smlp.com, Scott Mangum at smangum@smlp.com, William Kaufman at wkaufman@smlp.com, or Andrew Kozlow at akozlow@smlp.com.

IBEW LOCAL UNION 302
Inside Wireman/Maintenance
Manhours Worked



SYNERGY

[Inside Wireman: New Wage Rates, Cost-Per-Hour Sheets, and Shift rates](#)

[SOUND and COMMUNICATIONS WAGE and FRINGE SCHEDULES A, B, C, D, & E](#)

[SOUND AND COMMUNICATIONS COST PER HOUR SCHEDULE E](#)

[SOUND AND COMMUNICATIONS SHIFT RATES SCHEDULE E](#)

**[NOTICE OF SUMMARY PLAN INFORMATION
FOR THE NATIONAL ELECTRICAL BENEFIT FUND](#)**

[CALIFORNIA NECA SUBCONTRACTOR CONTRACT & COLLECTIONS GUIDEBOOK](#)



February 2026

Sun	Mon	Tue	Wed	Thur	Fri	Sat
1	2	3	4	5	6	7
					Long-Range Planning Meeting Fairmont Sonoma	
8	9	10	11	12	13	14
				JATC Training Center Martinez 2:00 p.m.	Off Day Inside Wireman Holiday	
15	16 Presidents Day Inside Holiday & Sound & Communication	17	18	19	20	21
22	23	24	25	26	27	28