

NECA Contractors signatory to Local 441,

Please see the attached wage sheets and breakdown for the planned increases on 12-30 and 12-31.

Local 441 Inside Wireman's

Please see attached wage rates effective for hours worked after December 29, 2024. For clarity, this wage increase shall be added to hours worked starting December 30, 2024.

The \$1.50 increase breakdown:

\$1.03 to Journeyman Wireman wage (increase to all other classifications are percentage driven by the JW rate)

\$0.47 to JW Health (\$0.16 to Apprentice Health)

NEBF 3% is in addition to the listed increase.

CW/CE For Work In Orange County (Local 441) Only & CW/CE 9th District Market Advancement MOU

Please see attached wage rates effective for hours worked after December 29, 2024. For clarity, this wage increase shall be added to hours worked starting December 30, 2024.

Total increase is \$1.01

Health increased to all classifications of \$0.16.

Wage increases per classification as detailed below.

CE-1 increased \$.85 to \$36.53

CE-2 = 1.1 times the CE-1 rate

CW-A = 50% of CE-1

CW-1 = 50.5% of CE-1

CW-2 = 55% of CE-1

CW-3 = 60% of CE-1

CW-4 = 65% of CE-1

Inside Wireman's Agreement
Wages and Benefits
Appendix I
Effective With Hours Worked
December 30, 2024 Thru June 29, 2025

Agreement Effective Dates
September 1, 2021 Thru May 31, 2026

Revised: 12/30/24

Supercedes all previous versions

	Class Code	WAGE Effective 12/30/24	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	60.22	11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80
Foreman (1.113 X JW Rate)	JW I	67.02	11.40	3.56	7.17	2.01	0.10	0.17	0.77	0.67	92.87
General Foreman (1.226 X JW Rate)	JW I	73.83	11.40	3.56	7.17	2.21	0.10	0.17	0.77	0.74	99.95
Cablesplicer (1.046 X JW Rate)	JW I	62.99	11.40	3.56	7.17	1.89	0.10	0.17	0.77	0.63	88.68
Cablesplicer Foreman (1.113 X CS Rate)	JW I	70.11	11.40	3.56	7.17	2.10	0.10	0.17	0.77	0.70	96.08
INSIDE APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% N	21.08	6.78	1.25	~~	0.63	0.10	0.17	0.77	0.21	30.99
First Year - 40%	40% N	24.09	6.78	1.42	~~	0.72	0.10	0.17	0.77	0.24	34.29
Second Year - 50%	50% N	30.11	6.78	1.78	~~	0.90	0.10	0.17	0.77	0.30	40.91
Third Year - 60%	60% N	36.13	6.78	2.14	~~	1.08	0.10	0.17	0.77	0.36	47.53
Fourth Year - 70%	70% N	42.15	6.78	2.49	~~	1.26	0.10	0.17	0.77	0.42	54.14
Fifth Year - 80%	80% N	48.18	6.78	2.85	~~	1.45	0.10	0.17	0.77	0.48	60.78
Fifth Year - 85%	85% N	51.19	6.78	3.03	~~	1.54	0.10	0.17	0.77	0.51	64.09
TRANSPORTATION:											
Transportation Journeyman (When Cable Splicing - JWTR + .60)	JWTR	60.22	11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80
Transportation Foreman (1.113 X JWTR)	JWTR	67.02	11.40	3.56	7.17	2.01	0.10	0.17	0.77	0.67	92.87
Transportation General Foreman (1.226 X JWTR)	JWTR	73.83	11.40	3.56	7.17	2.21	0.10	0.17	0.77	0.74	99.95
Transportation Technician (75% X JWTR)	TECTR	45.17	11.40	3.56	7.17	1.36	0.10	0.17	0.77	0.45	70.15
TRANSPORTATION APPRENTICES: (SCHEDULE "N")											
First Year - 35%	35% TN	21.08	6.78	1.25	~~	0.63	0.10	0.17	0.77	0.21	30.99
First Year - 40%	40% TN	24.09	6.78	1.42	~~	0.72	0.10	0.17	0.77	0.24	34.29
Second Year - 50%	50% TN	30.11	6.78	1.78	~~	0.90	0.10	0.17	0.77	0.30	40.91
Third Year - 60%	60% TN	36.13	6.78	2.14	~~	1.08	0.10	0.17	0.77	0.36	47.53
Fourth Year - 70%	70% TN	42.15	6.78	2.49	~~	1.26	0.10	0.17	0.77	0.42	54.14
Fifth Year - 80%	80% TN	48.18	6.78	2.85	~~	1.45	0.10	0.17	0.77	0.48	60.78
Fifth Year - 85%	85% TN	51.19	6.78	3.03	~~	1.54	0.10	0.17	0.77	0.51	64.09
RESIDENTIAL:											
Residential Wireman	RW	36.13	6.78	1.55	0.90	1.08	0.10	0.17	0.77	0.36	47.84
Residential Foreman (RW + \$1.00)	RW	37.13	6.78	1.55	0.90	1.11	0.10	0.17	0.77	0.37	48.88
WORKING MEMBER - CORPORATE	JWC	60.22	11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80
WORKING MEMBER - NON-CORPORATE	JWNC	60.22	~~	~ ~	~ ~	Optional	0.10	0.17	0.77	0.60	61.86
MAINTENANCE:											
Maintenance Electrician	JWMNT	32.38	11.40	3.56	7.17	0.97	0.10	0.17	0.77	0.32	56.84
PART-TIME TRADE SHOW JW	PTJW	60.22	Per Diem* 11.40	3.56	7.17	1.81	0.10	0.17	0.77	0.60	85.80

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
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 December 30, 2024

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: 12/30/24 Supersedes all previous versions		Class Code	WAGE Effective 12/30/24	HEALTH Effective 1/01/25	NEBF 3% Of Gross Wages	LMCC	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE		Scheduled Increases *
CE - Construction Electrician: (State Certified)												
CE - 1 (8001 - 10,000 Hours) ⁽²⁾	CE-1	36.53	6.83	1.10	0.05	0.10	0.45	0.37	45.43			
CE - 2 (10,001 Hours and above) ⁽³⁾	CE-2	40.18	6.83	1.21	0.05	0.10	0.45	0.40	49.22			
CW - Construction Wireman: (Trainees)												
CW - A (0 - 2000 Hours)	CW-A	18.27	~~	0.55	0.05	0.10	0.45	0.18	19.60			
CW - 1 (2001 - 3000 Hours)	CW-1	18.45	6.83	0.55	0.05	0.10	0.45	0.18	26.61			
CW - 2 (3001 - 4000 Hours)	CW-2	20.09	6.83	0.60	0.05	0.10	0.45	0.20	28.32			
CW - 3 (4001 - 5000 Hours)	CW-3	21.92	6.83	0.66	0.05	0.10	0.45	0.22	30.23			
CW - 4 (5001 - 6000 Hours)	CW-4	23.74	6.83	0.71	0.05	0.10	0.45	0.24	32.12			
CW - 5 (6001 - 7000 Hours)	CW-5	25.57	6.83	0.77	0.05	0.10	0.45	0.26	34.03			
CW - 6 (7001 - 8000 Hours) ⁽¹⁾	CW-6	27.40	6.83	0.82	0.05	0.10	0.45	0.27	35.92			

⁽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)

For any questions, please contact the OC NECA office at (714) 634-8777

9th District Market Advancement MOU
Effective With Hours Worked December 30, 2024

Agreement Effective Dates
June 1, 2022 through May 31, 2025

Appendix "B" - Wages & Fringe Benefits
Construction Wireman - Construction Electrician
Southern California Region

	WAGE	HEALTH	NEBF 3%	LMCC	AMF	JATC	NECA 1%	TOTAL
CE - Construction Electrician (State Certified)								
CE - 1 (8001 - 10,000 Hours)	36.53	6.83	1.10	0.05	0.10	0.45	0.37	45.43
CE - 2 (10,001 Hours and above)	40.18	6.83	1.21	0.05	0.10	0.45	0.40	49.22
CW - Construction Wireman (Trainees)								
CW - A (0 - 2,000 Hours)	18.27	~~	0.55	0.05	0.10	0.45	0.18	19.60
CW - 1 (2001 - 3000 Hours)	18.45	6.83	0.55	0.05	0.10	0.45	0.18	26.61
CW - 2 (3001 - 4000 Hours)	20.09	6.83	0.60	0.05	0.10	0.45	0.20	28.32
CW - 3 (4001 - 5000 Hours)	21.92	6.83	0.66	0.05	0.10	0.45	0.22	30.23
CW - 4 (5001 - 6000 Hours)	23.74	6.83	0.71	0.05	0.10	0.45	0.24	32.12
CW - 5 (6001 - 7000 Hours)	25.57	6.83	0.77	0.05	0.10	0.45	0.26	34.03
CW - 6 (7001 - 8000 Hours)	27.40	6.83	0.82	0.05	0.10	0.45	0.27	35.92
<i>Other than an Inside Wireman, only a Construction Electrical Level 2 with a valid State Certification may be designated as a jobsite lead/foreman whose wage scale will be as determined above plus 10%.</i>								
<i>Wages for the following shall be determined per the worksite Inside CBA: Journeyman, Journeyman Foreman, Journeyman General Foreman and Journeyman Apprentice.</i>								
<i>All funds shall be paid to the Local Funds where the work is performed.</i>								

Remaining Increases This Agreement	Date	Increase
<p>Scope of Work: Under this MOU, the Scope of Work shall be limited to the following privately funded projects (excluding Kaiser, PLA projects, Disneyland and union only projects):</p> <div> <div> Restaurants/Fast Food Strip Malls Self-Storage Units Auto Services/Convenience/Fuel Dispensing Medical/Dental Offices/Clinics Professional Office Buildings (<i>Below 4 Stories</i>) Large Retail (<i>JC Penny, Nordstrom, Sears, Walmart, Target, Costco, Home Depot, Lowes...</i>) Residential Single Family/Multi-Family (<i>4 Stories or Less</i>) Service Work (<i>On all above facilities</i>) </div> <div> Mixed Use Low Rise (<i>Below 4 stories</i>) Drug Stores Grocery Stores Movie Theaters/Cineplex Tilt Ups/Tenant Improvements Hotels/Motels Residential Solar </div> </div> <p>Similar projects contingent on the approval from the Business Manager where the work is performed.</p>		

Revised: 12/30/24

Supercedes all previous versions

Inside Wireman's Agreement
Appendix III
Effective With Hours Worked December 31, 2024

Agreement Effective Dates
September 1, 2021 through May 31, 2026

MISCELLANEOUS CLASSIFICATIONS
Wage & Benefits

Revised: 6/10/24
Supercedes all previous versions

	Class Code	WAGE Effective 12/30/24	HEALTH	PENSION DC	PENSION DB	NEBF 3% Of Gross Wages	LMCC Employer Contribution	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
RESIDENTIAL TRAINEE:											
Residential Trainee I (0-18 Months Of Experience)	RWT	17.84	6.78	~~	~~	0.54	~~	0.17	~~	0.18	25.51
Residential Trainee II (18-36 Months Of Experience)	RWT	17.84	6.78	~~	~~	0.54	~~	0.17	~~	0.18	25.51
UNINDENTURED (35% Of JW Rate)	UIAN	21.08	6.78	~~	~~	0.63	0.10	0.17	0.77	0.21	29.74
STOREKEEPER	SK	17.84	6.78	~~	~~	0.54	~~	0.17	~~	0.18	25.51

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)

For any questions, please contact the OC NECA office at (714) 634-8777