



LOCAL UNION 180  
**INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS**

SERVING NAPA AND SOLANO COUNTIES SINCE 1901

JEREMY PECONOM  
PRESIDENT

HERB WATTS  
BUSINESS MANAGER

**Inside Construction Agreement: June 1, 2024 – May 31, 2025**

<b>Classification</b>	<b>Rate</b>	<b>Swing</b>	<b>Grave</b>
General Foreman	\$76.78	\$90.06	\$100.89
Foreman	\$67.92	\$79.67	\$89.25
Cable Splicer/Certified Welder	\$66.44	\$77.93	\$87.30
Sub-Foreman	\$62.75	\$73.60	\$82.45
<b>JOURNEYMAN ("A")*</b>	\$59.06	\$69.28	\$77.60
Electrical Contractors Trust Fund	1%		Gross Mo. Payroll @ "A" Rate
Health & Welfare Trust Fund	\$16.05		Per Hour Worked
Pension Trust Fund **	(D/B Plan) \$8.50		Per Hour Worked
Profit Sharing Plan **	(D/C Plan) \$1.40		Per Hour Worked
National Electrical Benefit Fund	3%		Gross Mo. Payroll @ "A" Rate
JATC Trust Funds	\$1.88		Per Hour Worked
Labor-Management Cooperation Trust Fund (Includes one cent NLMCC)	\$.24		Per Hour Worked
Contract Administration Trust Fund (CATF)	1.33%		Gross Mo. Payroll @ "A" Rate
<b>(Employee Deduction)</b>			
Dues Check-Off Plan	6% + \$.56		Gross Mo. Payroll @ "A" Rate Per Hour Worked

**Revision 5/16/2024**

4-year agreement: \$3.95 6-1-2024; \$3.95 6-1-2025; \$3.70 6-1-2026; \$3.70 6-1-2027;

JATC contributions on all hours worked. In 2024, 2025 Wage allocation is \$3.70 plus \$.25 from management to JATC



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**APPRENTICE RATES**

**EFFECTIVE June 1, 2024 - May 31, 2025**

<b>Classification</b>	<b>%</b>	<b>Rate</b>	<b>Swing</b>	<b>Grave</b>
Period 1	45%	\$26.58	\$31.18	\$34.93
Period 2	48%	\$28.35	\$33.25	\$37.25
Period 3	51%	\$30.12	\$35.33	\$39.58
Period 4	54%	\$31.89	\$37.41	\$41.90
Period 5	57%	\$33.66	\$39.48	\$44.23
Period 6	60%	\$35.44	\$41.57	\$46.57
Period 7	65%	\$38.39	\$45.03	\$50.44
Period 8	70%	\$41.34	\$48.49	\$54.32
Period 9	75%	\$44.30	\$51.96	\$58.21
Period 10	80%	\$47.25	\$55.42	\$62.09

\*\*No Pension contribution requirement for First and Second Period Apprentices.

Those Apprentices choosing classifications other than "A" will have rates listed above less the D/C amount (\$1.50, \$3.00, \$4.50, \$6.00, \$7.50, etc...) which will be added to PSP plan.

**\*Journeyman Rates per Classification**

Wage	Wage Reduction	Total D/C	Wage	Wage Reduction	Total D/C
A.\$59.06	\$0.00	\$1.40 ‡	F.\$51.56	\$7.50	\$8.90
B.\$57.56	\$1.50	\$2.90	G.\$50.06	\$9.00	\$10.40
C.\$56.06	\$3.00	\$4.40	H.\$48.56	\$10.50	\$11.90
D.\$54.56	\$4.50	\$5.90	I.\$47.06	\$12.00	\$13.40
E.\$53.06	\$6.00	\$7.40			

VEBA Class	Wage Reduction	Total Amount of Variable VEBA
I	\$0.00	\$1.00 ‡, Ω
II	\$1.00	\$2.00
III	\$3.00	\$4.00
IV	\$5.00	\$6.00

‡ Default levels per the collective bargained agreement and shown in all total amounts above  
 Ω VEBA default level is included in the health and welfare contribution