



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, 2025 – May 31, 2026

| Classification | Rate | Swing | Grave |
|---|-------------------|--------------|---|
| General Foreman | \$80.03 | \$93.88 | \$105.16 |
| Foreman | \$70.79 | \$83.04 | \$93.02 |
| Cable Splicer/Certified Welder | \$69.26 | \$81.24 | \$91.01 |
| Sub-Foreman | \$65.41 | \$76.73 | \$85.95 |
| JOURNEYMAN ("A")* | \$61.56 | \$72.21 | \$80.89 |
| Electrical Contractors Trust Fund | 1% | | Gross Mo. Payroll @ "A" Rate |
| Health & Welfare Trust Fund | \$16.50 | | Per Hour Worked |
| Pension Trust Fund ** | (D/B Plan) \$9.00 | | 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 | \$2.38 | | 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 |
| (Employee Deduction) | | | |
| 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, 2025 - May 31, 2026

| Classification | % | Rate | Swing | Grave |
|-----------------------|----------|-------------|--------------|--------------|
| Period 1 | 45% | \$27.70 | \$32.49 | \$36.40 |
| Period 2 | 48% | \$29.55 | \$34.66 | \$38.83 |
| Period 3 | 51% | \$31.40 | \$36.83 | \$41.26 |
| Period 4 | 54% | \$33.24 | \$38.99 | \$43.68 |
| Period 5 | 57% | \$35.09 | \$41.16 | \$46.11 |
| Period 6 | 60% | \$36.94 | \$43.33 | \$48.54 |
| Period 7 | 65% | \$40.01 | \$46.93 | \$52.57 |
| Period 8 | 70% | \$43.09 | \$50.54 | \$56.62 |
| Period 9 | 75% | \$46.17 | \$54.16 | \$60.67 |
| Period 10 | 80% | \$49.25 | \$57.77 | \$64.71 |

****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.\$61.56 | \$0.00 | \$1.40 ‡ | F.\$54.06 | \$7.50 | \$8.90 |
| B.\$60.06 | \$1.50 | \$2.90 | G.\$52.56 | \$9.00 | \$10.40 |
| C.\$58.56 | \$3.00 | \$4.40 | H.\$51.06 | \$10.50 | \$11.90 |
| D.\$57.06 | \$4.50 | \$5.90 | I.\$49.56 | \$12.00 | \$13.40 |
| E.\$55.56 | \$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*