



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, 2024 - May 31, 2025

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