



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, 2026 – May 31, 2027

Classification	Rate	Swing	Grave
General Foreman	\$82.95	\$97.30	\$109.00
Foreman	\$73.38	\$86.07	\$96.42
Cable Splicer/Certified Welder	\$71.79	\$84.21	\$94.33
Sub-Foreman	\$67.80	\$79.53	\$89.09
JOURNEYMAN ("A")*	\$63.81	\$74.85	\$83.85
Electrical Contractors Trust Fund	1%		Gross Mo. Payroll @ "A" Rate
Health & Welfare Trust Fund	\$17.70		Per Hour Worked
Pension Trust Fund ** (D/B Plan)	\$9.25		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, 2026 - May 31, 2027

Classification	%	Rate	Swing	Grave
Period 1	45%	\$28.71	\$33.68	\$37.72
Period 2	48%	\$30.63	\$35.93	\$40.25
Period 3	51%	\$32.54	\$38.17	\$42.76
Period 4	54%	\$34.46	\$40.42	\$45.28
Period 5	57%	\$36.37	\$42.66	\$47.79
Period 6	60%	\$38.29	\$44.91	\$50.31
Period 7	65%	\$41.48	\$48.66	\$54.50
Period 8	70%	\$44.67	\$52.40	\$58.70
Period 9	75%	\$47.86	\$56.14	\$62.89
Period 10	80%	\$51.05	\$59.88	\$67.08

**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.\$63.81	\$0.00	\$1.40 ‡	F.\$56.31	\$7.50	\$8.90
B.\$62.31	\$1.50	\$2.90	G.\$54.81	\$9.00	\$10.40
C.\$60.81	\$3.00	\$4.40	H.\$53.31	\$10.50	\$11.90
D.\$59.31	\$4.50	\$5.90	I.\$51.81	\$12.00	\$13.40
E.\$57.81	\$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