

WAGE RATES & ZONES

December 1, 2021

There are three (3) zones created in the jurisdiction for the payment of wages and per diem:

Zone A is within a 50 mile driving distance, based on Google maps, of IBEW Local 684 office at 519 12th Street, Modesto CA 95354.

Zone B is outside a 50 mile driving distance, based on Google maps, of IBEW Local 684 office at 519 12th Street, Modesto CA 95354 with a **\$35 per day per diem.**

Zone C is outside a 65 mile driving distance, based on Google maps, of IBEW Local 684 office at 519 12th Street, Modesto CA 95354 with a **\$75 per day per diem.**

**Future Increases: June 1, 2022 - \$2.50; June 1, 2023 - \$2.80

Classification	Hourly Rate	H&W	Pension A*	Pension B	NEBF 3%	LMCT	Education Trust	CAF 1.5%	NLMCF	TOTAL
Journeyman (100%)	42.50	12.73	8.30	3.25	1.28	.35	1.60	.64	.01	70.66
Sub-Foreman or Certified Welder (110%)	46.75	12.73	8.30	3.25	1.40	.35	1.60	.70	.01	75.09
Foreman (120%)	51.00	12.73	8.30	3.25	1.53	.35	1.60	.77	.01	79.54
General Foreman (130%)	55.25	12.73	8.30	3.25	1.66	.35	1.60	.83	.01	83.98
Cable Splicer (110%)	46.75	12.73	8.30	3.25	1.40	.35	1.60	.70	.01	75.09
JW Welding (\$1.25)	43.75	12.73	8.30	3.25	1.31	.35	1.60	.66	.01	71.96
1 st Period Apprentice 40%	17.00	12.73	0	0	.51	.35	1.60	.26	.01	32.46
2 nd Period Apprentice 45%	19.13	12.73	0	0	.57	.35	1.60	.29	.01	34.68
3 rd Period Apprentice 55%	23.38	12.73	4.57	1.79	.70	.35	1.60	.35	.01	45.48
4 th Period Apprentice 65%	27.63	12.73	5.40	2.11	.83	.35	1.60	.41	.01	51.07
5 th Period Apprentice 75%	31.88	12.73	6.23	2.44	.96	.35	1.60	.48	.01	56.68
6 th Period Apprentice 85%	36.13	12.73	7.06	2.76	1.08	.35	1.60	.54	.01	62.26

2nd Shift (swing shift) regular hourly rate of pay plus 10% for 8 hours worked.

3rd Shift (graveyard shift) regular hourly rate of pay plus 20% for 8 hours worked.

All Shift overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half times the "shift" hourly rate. Shifts work must be of 5 days duration.

*The additional \$1.00 allocated for Dec. 1, 2015 to Pension A is not to be included in calculating pension benefit accrual.