

## WAGE RATES & ZONES

**June 1st, 2023**

There are two (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 12<sup>th</sup> Street, Modesto CA 95354.

**Zone B** is outside a 50 mile driving distance, based on Google maps, of IBEW Local 684 office at 519 12<sup>th</sup> 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 12<sup>th</sup> Street, Modesto CA 95354 with a **\$75 per day per diem**

Classification	Hourly Rate	H&W	Pension A	Pension B	NEBF 3%	LMCT	JATC Trust	CAF	NLMCP	TOTAL
Journeyman (100%)	\$ 46.00	\$ 12.98	\$ 9.00	\$ 3.70	\$ 1.38	\$ 0.35	\$ 2.00	\$ 0.69	\$ 0.01	\$ 76.11
Sub-Foreman (110%) or Certified Welder	\$ 50.60	\$ 12.98	\$ 9.00	\$ 3.70	\$ 1.52	\$ 0.35	\$ 2.00	\$ 0.76	\$ 0.01	\$ 80.92
Foreman (120%)	\$ 55.20	\$ 12.98	\$ 9.00	\$ 3.70	\$ 1.66	\$ 0.35	\$ 2.00	\$ 0.83	\$ 0.01	\$ 85.73
General Foreman (130%)	\$ 59.80	\$ 12.98	\$ 9.00	\$ 3.70	\$ 1.79	\$ 0.35	\$ 2.00	\$ 0.90	\$ 0.01	\$ 90.53
Journeyman while Cable Splicing (110%)	\$ 50.60	\$ 12.98	\$ 9.00	\$ 3.70	\$ 1.52	\$ 0.35	\$ 2.00	\$ 0.76	\$ 0.01	\$ 80.92
JW Welding + (\$1.25)	\$ 47.25	\$ 12.98	\$ 9.00	\$ 3.70	\$ 1.42	\$ 0.35	\$ 2.00	\$ 0.71	\$ 0.01	\$ 77.42
1st Per. Apprent. 40%	\$ 18.40	\$ 12.98	\$ -	\$ -	\$ 0.55	\$ 0.35	\$ 2.00	\$ 0.28	\$ 0.01	\$ 34.57
2nd Per. Apprent. 45%	\$ 20.70	\$ 12.98	\$ -	\$ -	\$ 0.62	\$ 0.35	\$ 2.00	\$ 0.31	\$ 0.01	\$ 36.97
3rd Per. Apprent. 55%	\$ 25.30	\$ 12.98	\$ 4.95	\$ 2.04	\$ 0.76	\$ 0.35	\$ 2.00	\$ 0.38	\$ 0.01	\$ 48.77
4th Per. Apprent. 65%	\$ 29.90	\$ 12.98	\$ 5.85	\$ 2.41	\$ 0.90	\$ 0.35	\$ 2.00	\$ 0.45	\$ 0.01	\$ 54.85
5th Per. Apprent. 75%	\$ 34.50	\$ 12.98	\$ 6.75	\$ 2.78	\$ 1.04	\$ 0.35	\$ 2.00	\$ 0.52	\$ 0.01	\$ 60.93
6th Per. Apprent. 85%	\$ 39.10	\$ 12.98	\$ 7.65	\$ 3.15	\$ 1.17	\$ 0.35	\$ 2.00	\$ 0.59	\$ 0.01	\$ 67.00

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

3<sup>rd</sup> 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.