

## WAGE RATES & ZONES

**June 1st, 2024**

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 **\$40 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 **\$80 per day per diem**

Classification	Hourly Rate	H&W	Pension A	Pension B	NEBF 3%	LMCT	JATC Trust	CAF	NLMCP	TOTAL
Journeyman (100%)	\$ 47.50	\$ 13.03	\$ 9.00	\$ 3.70	\$ 1.43	\$ 0.45	\$ 2.20	\$ 0.71	\$ 0.01	\$ 78.03
Sub-Foreman (110%) or Certified Welder	\$ 52.25	\$ 13.03	\$ 9.00	\$ 3.70	\$ 1.57	\$ 0.45	\$ 2.20	\$ 0.78	\$ 0.01	\$ 82.99
Foreman (120%)	\$ 57.00	\$ 13.03	\$ 9.00	\$ 3.70	\$ 1.71	\$ 0.45	\$ 2.20	\$ 0.86	\$ 0.01	\$ 87.96
General Foreman (130%)	\$ 61.75	\$ 13.03	\$ 9.00	\$ 3.70	\$ 1.85	\$ 0.45	\$ 2.20	\$ 0.93	\$ 0.01	\$ 92.92
Journeyman while Cable Splicing (110%)	\$ 52.25	\$ 13.03	\$ 9.00	\$ 3.70	\$ 1.57	\$ 0.45	\$ 2.20	\$ 0.78	\$ 0.01	\$ 82.99
JW Welding + (\$1.25)	\$ 48.75	\$ 13.03	\$ 9.00	\$ 3.70	\$ 1.46	\$ 0.45	\$ 2.20	\$ 0.73	\$ 0.01	\$ 79.33
1st Per. Apprent. 45%	\$ 21.38	\$ 13.03	\$ -	\$ -	\$ 0.64	\$ 0.45	\$ 2.20	\$ 0.32	\$ 0.01	\$ 38.03
2nd Per. Apprent. 50%	\$ 23.75	\$ 13.03	\$ -	\$ -	\$ 0.71	\$ 0.45	\$ 2.20	\$ 0.36	\$ 0.01	\$ 40.51
3rd Per. Apprent. 60%	\$ 28.50	\$ 13.03	\$ 5.40	\$ 2.22	\$ 0.86	\$ 0.45	\$ 2.20	\$ 0.43	\$ 0.01	\$ 53.10
4th Per. Apprent. 70%	\$ 33.25	\$ 13.03	\$ 6.30	\$ 2.59	\$ 1.00	\$ 0.45	\$ 2.20	\$ 0.50	\$ 0.01	\$ 59.33
5th Per. Apprent. 80%	\$ 38.00	\$ 13.03	\$ 7.20	\$ 2.96	\$ 1.14	\$ 0.45	\$ 2.20	\$ 0.57	\$ 0.01	\$ 65.56
6th Per. Apprent. 90%	\$ 42.75	\$ 13.03	\$ 8.10	\$ 3.33	\$ 1.28	\$ 0.45	\$ 2.20	\$ 0.64	\$ 0.01	\$ 71.79

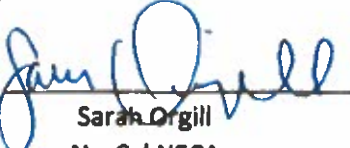
**\*\*Future Increases: \$1.80 December 2024, \$3.65 June 2025, \$3.65 June 2026**

**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.**

  
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 Scott Taylor  
 Business Manager

  
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 Sarah Orgill  
 NorCal NECA