

WAGE RATES & ZONES

June 1st, 2025

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 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 \$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 1.5%	NLMCP	TOTAL
Journeyman (100%)	\$ 51.00	\$ 13.53	\$ 9.50	\$ 4.35	\$ 1.53	\$ 0.55	\$ 2.40	\$ 0.77	\$ 0.01	\$ 83.64
Sub-Foreman (110%) or Certified Welder	\$ 56.10	\$ 13.53	\$ 9.50	\$ 4.35	\$ 1.68	\$ 0.55	\$ 2.40	\$ 0.84	\$ 0.01	\$ 88.96
Foreman (120%)	\$ 61.20	\$ 13.53	\$ 9.50	\$ 4.35	\$ 1.84	\$ 0.55	\$ 2.40	\$ 0.92	\$ 0.01	\$ 94.30
General Foreman (130%)	\$ 66.30	\$ 13.53	\$ 9.50	\$ 4.35	\$ 1.99	\$ 0.55	\$ 2.40	\$ 0.99	\$ 0.01	\$ 99.62
Journeyman while Cable Splicing (110%)	\$ 56.10	\$ 13.53	\$ 9.50	\$ 4.35	\$ 1.68	\$ 0.55	\$ 2.40	\$ 0.84	\$ 0.01	\$ 88.96
JW Welding + (\$1.25)	\$ 52.25	\$ 13.53	\$ 9.50	\$ 4.35	\$ 1.57	\$ 0.55	\$ 2.40	\$ 0.78	\$ 0.01	\$ 84.94
1st Per. Apprent. 45%	\$ 22.95	\$ 13.53	\$ -	\$ -	\$ 0.69	\$ 0.55	\$ 2.40	\$ 0.34	\$ 0.01	\$ 40.47
2nd Per. Apprent. 50%	\$ 25.50	\$ 13.53	\$ -	\$ -	\$ 0.77	\$ 0.55	\$ 2.40	\$ 0.38	\$ 0.01	\$ 43.14
3rd Per. Apprent. 60%	\$ 30.60	\$ 13.53	\$ 5.70	\$ 2.61	\$ 0.92	\$ 0.55	\$ 2.40	\$ 0.46	\$ 0.01	\$ 56.78
4th Per. Apprent. 70%	\$ 35.70	\$ 13.53	\$ 6.65	\$ 3.05	\$ 1.07	\$ 0.55	\$ 2.40	\$ 0.54	\$ 0.01	\$ 63.50
5th Per. Apprent. 80%	\$ 40.80	\$ 13.53	\$ 7.60	\$ 3.48	\$ 1.22	\$ 0.55	\$ 2.40	\$ 0.61	\$ 0.01	\$ 70.20
6th Per. Apprent. 90%	\$ 45.90	\$ 13.53	\$ 8.55	\$ 3.92	\$ 1.38	\$ 0.55	\$ 2.40	\$ 0.69	\$ 0.01	\$ 76.93

**Future Increases: \$3.65 June 2026

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.


 Scott Taylor
 Business Manager


 Greg Armstrong
 NorCal NECA