

WAGE RATES & ZONES

June 1st, 2026

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%)	\$ 53.00	\$ 13.78	\$ 10.00	\$ 5.15	\$ 1.59	\$ 0.55	\$ 2.50	\$ 0.80	\$ 0.01	\$ 87.38
Sub-Foreman (110%) or Certified Welder	\$ 58.30	\$ 13.78	\$ 10.00	\$ 5.15	\$ 1.75	\$ 0.55	\$ 2.50	\$ 0.87	\$ 0.01	\$ 92.91
Foreman (120%)	\$ 63.60	\$ 13.78	\$ 10.00	\$ 5.15	\$ 1.91	\$ 0.55	\$ 2.50	\$ 0.95	\$ 0.01	\$ 98.45
General Foreman (130%)	\$ 68.90	\$ 13.78	\$ 10.00	\$ 5.15	\$ 2.07	\$ 0.55	\$ 2.50	\$ 1.03	\$ 0.01	\$ 103.99
Journeyman while Cable Splicing (110%)	\$ 58.30	\$ 13.78	\$ 10.00	\$ 5.15	\$ 1.75	\$ 0.55	\$ 2.50	\$ 0.87	\$ 0.01	\$ 92.91
JW Welding + (\$1.25)	\$ 54.25	\$ 13.78	\$ 10.00	\$ 5.15	\$ 1.63	\$ 0.55	\$ 2.50	\$ 0.81	\$ 0.01	\$ 88.68
1st Per. Apprent. 45%	\$ 23.85	\$ 13.78	\$ -	\$ -	\$ 0.72	\$ 0.55	\$ 2.50	\$ 0.36	\$ 0.01	\$ 41.77
2nd Per. Apprent. 50%	\$ 26.50	\$ 13.78	\$ -	\$ -	\$ 0.80	\$ 0.55	\$ 2.50	\$ 0.40	\$ 0.01	\$ 44.54
3rd Per. Apprent. 60%	\$ 31.80	\$ 13.78	\$ 6.00	\$ 3.09	\$ 0.95	\$ 0.55	\$ 2.50	\$ 0.48	\$ 0.01	\$ 59.16
4th Per. Apprent. 70%	\$ 37.10	\$ 13.78	\$ 7.00	\$ 3.61	\$ 1.11	\$ 0.55	\$ 2.50	\$ 0.56	\$ 0.01	\$ 66.22
5th Per. Apprent. 80%	\$ 42.40	\$ 13.78	\$ 8.00	\$ 4.12	\$ 1.27	\$ 0.55	\$ 2.50	\$ 0.64	\$ 0.01	\$ 73.27
6th Per. Apprent. 90%	\$ 47.70	\$ 13.78	\$ 9.00	\$ 4.64	\$ 1.43	\$ 0.55	\$ 2.50	\$ 0.72	\$ 0.01	\$ 80.33

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.


 Mike Mendoza
 Business Manager


 Scott VanBuskirk
 NorCal NECA