

**IBEW LOCAL UNION 477 & SOUTHERN SIERRAS CHAPTER N.E.C.A.  
SAN BERNARDINO, INYO & MONO COUNTIES, CA  
ZONE A  
INSIDE WIREMAN'S AGREEMENT  
JUNE 1, 2022-MAY 31, 2023**

**Classification:**

	WAGE	NEBF	AMF	NEIF
General Foreman	\$ 59.09	\$ 1.77	\$ 0.30	\$ 0.59
Foreman	\$ 53.65	\$ 1.61	\$ 0.27	\$ 0.54
Journeyman	\$ 48.20	\$ 1.45	\$ 0.24	\$ 0.48
Journeyman While Cablesplicing	\$ 50.61	\$ 1.52	\$ 0.25	\$ 0.51
Journeyman While Welding	\$ 50.61	\$ 1.52	\$ 0.25	\$ 0.51
Journeyman Wireman (Tunnel Work)	\$ 53.02	\$1.59	\$0.27	\$0.53
Foreman (Tunnel Work)	\$ 59.01	\$ 1.77	\$ 0.30	\$ 0.59

**Classification Shift Rate**

	Swing				Grave			
	Shift	NEBF	AMF	NEIF	Shift	NEBF	AMF	NEIF
General Foreman	\$ 69.32	\$ 2.08	\$ 0.35	\$ 0.69	\$ 77.65	\$ 2.33	\$ 0.39	\$ 0.78
Foreman	\$ 62.93	\$ 1.89	\$ 0.31	\$ 0.63	\$ 70.49	\$ 2.11	\$ 0.35	\$ 0.70
Journeyman	\$ 56.54	\$ 1.70	\$ 0.28	\$ 0.57	\$ 63.33	\$ 1.90	\$ 0.32	\$ 0.63
Journeyman While Cablesplicing	\$ 59.37	\$ 1.78	\$ 0.30	\$ 0.59	\$ 66.50	\$ 2.00	\$ 0.33	\$ 0.67
Journeyman While Welding	\$ 59.37	\$ 1.78	\$ 0.30	\$ 0.59	\$ 66.50	\$ 2.00	\$ 0.33	\$ 0.67
Journeyman Wireman (Tunnel Work)	\$ 62.19	\$ 1.87	\$ 0.31	\$ 0.62	\$ 69.67	\$ 2.09	\$ 0.35	\$ 0.70
Foreman (Tunnel Work)	\$ 69.22	\$ 2.08	\$ 0.35	\$ 0.69	\$ 77.54	\$ 2.33	\$ 0.39	\$ 0.78

**APPRENTICE WIREMAN**

Percent	Day				Swing				Grave				Pension	
	Shift	NEBF	AMF	NEIF	Shift	NEBF	AMF	NEIF	Shift	NEBF	AMF	NEIF	DB	DC
40%	\$ 19.28	\$ 0.58	\$ -	\$ -	\$ 22.62	\$ 0.68	\$ -	\$ -	\$ 25.33	\$ 0.76	\$ -	\$ -	\$ -	\$ -
45%	\$ 21.69	\$ 0.65	\$ -	\$ -	\$ 25.44	\$ 0.76	\$ -	\$ -	\$ 29.93	\$ 0.90	\$ -	\$ -	\$ -	\$ -
50%	\$ 24.10	\$ 0.72	\$ 0.12	\$ 0.24	\$ 28.27	\$ 0.85	\$ 0.14	\$ 0.28	\$ 31.67	\$ 0.95	\$ 0.16	\$ 0.32	\$ 4.05	\$ 3.10
60%	\$ 28.92	\$ 0.87	\$ 0.14	\$ 0.29	\$ 33.92	\$ 1.02	\$ 0.17	\$ 0.34	\$ 38.00	\$ 1.14	\$ 0.19	\$ 0.38	\$ 4.85	\$ 3.72
70%	\$ 33.74	\$ 1.01	\$ 0.17	\$ 0.34	\$ 39.58	\$ 1.19	\$ 0.20	\$ 0.40	\$ 44.33	\$ 1.33	\$ 0.22	\$ 0.44	\$ 5.66	\$ 4.34
85%	\$ 40.97	\$ 1.23	\$ 0.20	\$ 0.41	\$ 48.06	\$ 1.44	\$ 0.24	\$ 0.48	\$ 53.83	\$ 1.62	\$ 0.27	\$ 0.54	\$ 6.88	\$ 5.27

**Benefits:**

- Health & Welfare Increase (all classifications)
- Defined Benefit Pension
- Defined Contribution Pension
- Education & Training fund per hour (all apprentice levels)
- NEBF (all classifications apprentices)
- LMCC \$.38 from employer \$.05 employee
- LMCC \$.05 per hour (all Apprentice levels)
- NEIF
- AMF

**Employee Deductions: Working Dues**

**Contributions**

- \$10.96 per hour
- \$8.09 per hour
- \$6.20 per hour
- \$ .78 per hour
- 3 % of Gross Payroll
- \$.43 per hour
- \$.05 per hour
- 1% of Gross if NECA MEMBER
- .5% of 1% of Gross if Non-NECA MEMBER
- 5% of Gross Payroll

**\*APPRENTICE CLASSIFICATION\***

**INSIDE**

Local# 477

June 1, 2022 - May 31, 2023

<u>%</u>	<u>Wage</u>	<u>NEBF</u>	<u>AMF</u>	<u>NEIF</u>	<u>E &amp; T</u>	<u>LMCC</u>		<u>DB</u>	<u>DC</u>	<u>H &amp; W</u>
						<u>Employer Contrib.</u>	<u>Employee Deduc.</u>			
40	19.28	3%	0	0	0	0	0	0	0	10.96
45	21.69	3%	0	0	0	0	0	0	0	10.96
50	24.10	3%	0.5%	1%	0.78	0.38	0.05	4.05	3.10	10.96
60	28.92	3%	0.5%	1%	0.78	0.38	0.05	4.85	3.72	10.96
70	33.74	3%	0.5%	1%	0.78	0.38	0.05	5.66	4.34	10.96
85	40.97	3%	0.5%	1%	0.78	0.38	0.05	6.88	5.27	10.96

(Above figures are based on \$48.20 Journeyman Wireman Rate)

LOCAL UNION #477, IBEW - SOUTHERN SIERRAS CHAPTER, NECA  
 San Bernardino County, California  
Inside Wireman's      June 1, 2022 - May 31, 2023

**WAGES:**

CLASSIFICATION:	<u>6/1/2022</u>
GENERAL FOREMAN (1.226 x Journeyman Wireman Rate)	\$59.09
FOREMAN (1.113 x Journeyman Wireman Rate)	53.65
JOURNEYMAN WIREMAN	48.20
JOURNEYMAN WIREMAN while acting as Cable Splicer (Journeyman Wireman's rate times 1.05)	50.61
JOURNEYMAN WIREMAN WHEN WELDING (Journeyman Wireman's rate times 1.05)	50.61
JOURNEYMAN WIREMAN (TUNNEL WORK) (110% of Inside Wireman's Rate)	53.02
FOREMAN (TUNNEL WORK) (1.113 X Journeyman Wireman's Rate)	59.01

**ZONE PAY:**

**Zone (A)** - 80 road miles from San Bernardino City Hall, 290 N. "D" St., San Bernardino, will be a free zone for all contractors.

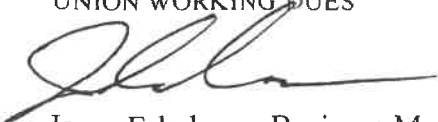
**Zone (B)** - Any work performed outside Zone (A)'s 80 road miles shall add \$15.70 per hour to the Journeyman wage rate and an additional \$0.10 an hour to the E&T as well as an additional \$0.10 an hour to the LMCC.  
 (Any work performed in Inyo & Mono Counties is Zone "B")

**EMPLOYER CONTRIBUTIONS:**

EDUCATION AND TRAINING TRUST:	.78
DEFINED BENEFIT:	8.09
DEFINED CONTRIBUTION:	6.20
HEALTH AND WELFARE:	10.96
NATIONAL ELECTRICAL BENEFIT FUND (NEBF):	Three percent (3%) of Gross Labor payroll
NATIONAL ELECTRICAL INDUSTRY FUND (NEIF):	One percent (1%) of Gross Labor Payroll (NECA Members only)
*LABOR MANAGEMENT COOPERATION COMMITTEE FUND (LMCC):	.38 Employee deduction .05
ADMINISTRATIVE MAINTENANCE FUND (AMF):	(.5) Five-tenths of one percent (1%) of Gross Labor Payroll

**EMPLOYEE DEDUCTIONS:**

UNION WORKING DUES 5%



Jason Eshelman, Business Manager  
 Local Union 477, IBEW



Tavia Brunner, Executive Vice President  
 Southern Sierras Chapter, NECA

**IBEW LOCAL UNION 477 & SOUTHERN SIERRAS CHAPTER N.E.C.A.  
SAN BERNARDINO, INYO & MONO COUNTIES, CA  
ZONE B  
INSIDE WIREMAN'S AGREEMENT  
JUNE 1, 2022-MAY 31, 2023**

**Classification:**

	WAGE	NEBF	AMF	NEIF
General Foreman	\$ 78.34	\$ 2.35	\$ 0.39	\$ 0.78
Foreman	\$ 71.12	\$ 2.13	\$ 0.36	\$ 0.71
Journeyman	\$ 63.90	\$ 1.92	\$ 0.32	\$ 0.64
Journeyman While Cablesplicing	\$ 67.10	\$ 2.01	\$ 0.34	\$ 0.67
Journeyman While Welding	\$ 67.10	\$ 2.01	\$ 0.34	\$ 0.67
Journeyman Wireman (Tunnel Work)	\$ 70.29	\$2.11	\$ 0.35	\$0.70
Foreman (Tunnel Work)	\$ 78.23	\$ 2.35	\$ 0.39	\$ 0.78

**Classification Shift Rate**

	Swing				Grave			
	Shift	NEBF	AMF	NEIF	Shift	NEBF	AMF	NEIF
General Foreman	\$ 91.89	\$ 2.76	\$ 0.46	\$ 0.92	\$ 102.94	\$ 3.09	\$ 0.51	\$ 1.03
Foreman	\$ 83.42	\$ 2.50	\$ 0.42	\$ 0.83	\$ 93.45	\$ 2.80	\$ 0.47	\$ 0.93
Journeyman	\$ 74.95	\$ 2.25	\$ 0.37	\$ 0.75	\$ 83.96	\$ 2.52	\$ 0.42	\$ 0.84
Journeyman While Cablesplicing	\$ 78.70	\$ 2.36	\$ 0.39	\$ 0.79	\$ 88.16	\$ 2.64	\$ 0.44	\$ 0.88
Journeyman While Welding	\$ 78.70	\$ 2.36	\$ 0.39	\$ 0.79	\$ 88.16	\$ 2.64	\$ 0.44	\$ 0.88
Journeyman Wireman (Tunnel Work)	\$ 82.45	\$ 2.47	\$ 0.41	\$ 0.82	\$ 92.36	\$ 2.77	\$ 0.46	\$ 0.92
Foreman (Tunnel Work)	\$ 91.77	\$ 2.75	\$ 0.46	\$ 0.92	\$ 102.80	\$ 3.08	\$ 0.51	\$ 1.03

**APPRENTICE WIREMAN**

Percent	Day				Swing				Grave				Pen
	Shift	NEBF	AMF	NEIF	Shift	NEBF	AMF	NEIF	Shift	NEBF	AMF	NEIF	DB
40%	\$ 25.56	\$ 0.77	\$ -	\$ -	\$ 29.98	\$ 0.90	\$ -	\$ -	\$ 33.59	\$ 1.01	\$ -	\$ -	\$ -
45%	\$ 28.76	\$ 0.86	\$ -	\$ -	\$ 33.73	\$ 1.01	\$ -	\$ -	\$ 37.78	\$ 1.13	\$ -	\$ -	\$ -
50%	\$ 31.95	\$ 0.96	\$ 0.16	\$ 0.32	\$ 37.48	\$ 1.12	\$ 0.19	\$ 0.37	\$ 41.98	\$ 1.26	\$ 0.21	\$ 0.42	\$ 4.05
60%	\$ 38.34	\$ 1.15	\$ 0.19	\$ 0.38	\$ 44.97	\$ 1.35	\$ 0.22	\$ 0.45	\$ 50.38	\$ 1.51	\$ 0.25	\$ 0.50	\$ 4.85
70%	\$ 44.73	\$ 1.34	\$ 0.22	\$ 0.45	\$ 52.47	\$ 1.57	\$ 0.26	\$ 0.52	\$ 58.78	\$ 1.76	\$ 0.29	\$ 0.59	\$ 5.66
85%	\$ 54.32	\$ 1.63	\$ 0.27	\$ 0.54	\$ 63.71	\$ 1.91	\$ 0.32	\$ 0.64	\$ 71.37	\$ 2.14	\$ 0.36	\$ 0.71	\$ 6.88

**Benefits:**

Health & Welfare Increase (all classifications)  
 Defined Benefit Pension  
 Defined Contribution Pension  
 Education & Training fund per hour (all apprentice levels)  
 NEBF (all classifications apprentices)  
 LMCC \$.48 from Employer  
 LMCC \$.05 per hour (Employee and 50%-85% Apprentice levels)  
 NEIF  
 AMF  
**Employee Deductions: Working Dues**

**Contributions**

\$10.96 per hour  
 \$8.09 per hour  
 \$6.20 per hour  
 \$.88 per hour  
 3 % of Gross Payroll  
 \$.48 per hour  
 \$.05 per hour  
 1% of Gross if NECA MEMBER  
 .5% of 1% of Gross if Non-NECA MEMBER  
 5% of Gross Payroll

**LABOR BULLETIN    INSIDE – ZONE B    LABOR BULLETIN**

LOCAL UNION #477, IBEW - SOUTHERN SIERRAS CHAPTER, NECA  
San Bernardino County, California  
Inside Wireman's      June 1, 2022 - May 31, 2023

**WAGES:**

CLASSIFICATION:	<u>6/1/2022</u>
GENERAL FOREMAN (1.226 x Journeyman Wireman Rate)	\$78.34
FOREMAN (1.113 x Journeyman Wireman Rate)	71.12
JOURNEYMAN WIREMAN	63.90
JOURNEYMAN WIREMAN while acting as Cable Splicer (Journeyman Wireman's rate times 1.05)	67.10
JOURNEYMAN WIREMAN WHEN WELDING (Journeyman Wireman's rate times 1.05)	67.10
JOURNEYMAN WIREMAN (TUNNEL WORK) (110% of Inside Wireman's Rate)	70.29
FOREMAN (TUNNEL WORK) (1.113 X Journeyman Wireman's Rate)	78.23

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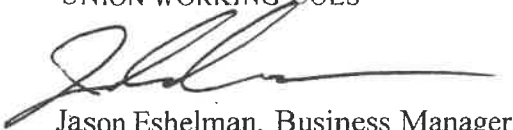
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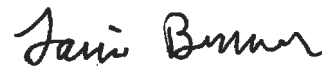
**EMPLOYER CONTRIBUTIONS:**

EDUCATION AND TRAINING TRUST:	.88
DEFINED BENEFIT:	8.09
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Jason Eshelman, Business Manager  
Local Union 477, IBEW

  
Tavia Brunner, Executive Vice President  
Southern Sierras Chapter, NECA

**\*APPRENTICE CLASSIFICATION\***  
**INSIDE – ZONE B**  
 Local# 477  
 June 1, 2022 - May 31, 2023

<u>%</u>	<u>Wage</u>	<u>NEBF</u>	<u>AMF</u>	<u>NEIF</u>	<u>E &amp; T</u>	<u>LMCC</u>		<u>DB</u>	<u>DC</u>	<u>H &amp; W</u>
						<u>Employer Contrib.</u>	<u>Employee Deduc.</u>			
40	25.56	3%	0	0	0	0	0	0	0	10.96
45	28.76	3%	0	0	0	0	0	0	0	10.96
50	31.95	3%	0.5%	1%	.88	0.48	0.05	4.05	3.10	10.96
60	38.34	3%	0.5%	1%	.88	0.48	0.05	4.85	3.72	10.96
70	44.73	3%	0.5%	1%	.88	0.48	0.05	5.66	4.34	10.96
85	54.32	3%	0.5%	1%	.88	0.48	0.05	6.88	5.27	10.96

(Above figures are based on \$63.90 Journeyman Wireman Rate)