

LABOR BULLETIN

INSIDE

LABOR BULLETIN

LOCAL UNION #477, IBEW - SOUTHERN SIERRAS CHAPTER, NECA
San Bernardino County, California
Inside Wireman's September 1, 2024 - May 31, 2025

WAGES:

CLASSIFICATION:	<u>9/1/2024</u>
GENERAL FOREMAN (1.226 x Journeyman Wireman Rate)	\$65.16
FOREMAN (1.113 x Journeyman Wireman Rate)	59.16
JOURNEYMAN WIREMAN	53.15
JOURNEYMAN WIREMAN while acting as Cable Splicer (Journeyman Wireman's rate times 1.05)	55.81
JOURNEYMAN WIREMAN WHEN WELDING (Journeyman Wireman's rate times 1.05)	55.81
JOURNEYMAN WIREMAN (TUNNEL WORK) (110% of Inside Wireman's Rate)	58.47
FOREMAN (TUNNEL WORK) (1.113 X Journeyman Wireman's Rate)	65.08

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 \$17.70 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:	7.45
HEALTH AND WELFARE:	11.16
NATIONAL ELECTRICAL BENEFIT FUND (NEBF):	Three percent (3%) of Gross Labor payroll
NECA SERVICE CHARGE (NECA Serv):	(.5) One-half of 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) One-half of one percent (1%) of Gross Labor Payroll

EMPLOYEE DEDUCTIONS:

UNION WORKING DUES


Jason Eshelman, Business Manager
Local Union 477, IBEW


Ashley Berg, Executive Vice President
Southern Sierras Chapter, NECA

APPRENTICE CLASSIFICATION
INSIDE
 Local# 477
 September 1, 2024 - May 31, 2025

<u>%</u>	<u>Wage</u>	<u>NEBE</u>	<u>AMF</u>	<u>NECA</u> <u>Serv.</u>	<u>E & T</u>	<u>LMCC</u>		<u>DB</u>	<u>DC</u>	<u>H & W</u>
						<u>Employer</u> <u>Contrib.</u>	<u>Employee</u> <u>Deduc.</u>			
40	21.26	3%	0.5%	0.5%	0	0	0	0	0	11.16
45	23.92	3%	0.5%	0.5%	0	0	0	0	0	11.16
50	26.58	3%	0.5%	0.5%	0.78	0.38	0.05	4.05	3.73	11.16
60	31.89	3%	0.5%	0.5%	0.78	0.38	0.05	4.85	4.47	11.16
70	37.21	3%	0.5%	0.5%	0.78	0.38	0.05	5.66	5.22	11.16
85	45.18	3%	0.5%	0.5%	0.78	0.38	0.05	6.88	6.33	11.16

(Above figures are based on \$53.15 Journeyman Wireman Rate)

**IBEW LOCAL UNION 477 & SOUTHERN SIERRAS CHAPTER N.E.C.A.
 SAN BERNARDINO, INYO & MONO COUNTIES, CA
 ZONE A
 INSIDE WIREMAN'S AGREEMENT
 SEPTEMBER 1, 2024-MAY 31, 2025**

Classification:

	WAGE	NEBF	AMF	NECA
General Foreman	\$ 65.16	\$ 1.95	\$ 0.33	\$ 0.33
Foreman	\$ 59.16	\$ 1.77	\$ 0.30	\$ 0.30
Journeyman	\$ 53.15	\$ 1.59	\$ 0.27	\$ 0.27
Journeyman While Cablesplicing	\$ 55.81	\$ 1.67	\$ 0.28	\$ 0.28
Journeyman While Welding	\$ 55.81	\$ 1.67	\$ 0.28	\$ 0.28
Journeyman Wireman (Tunnel Work)	\$ 58.47	\$1.75	\$ 0.29	\$0.29
Foreman (Tunnel Work)	\$ 65.07	\$ 1.95	\$ 0.33	\$ 0.33

Classification Shift Rate

	Swing				Grave			
	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA
General Foreman	\$ 76.43	\$ 2.29	\$ 0.38	\$ 0.38	\$ 85.62	\$ 2.57	\$ 0.43	\$ 0.43
Foreman	\$ 69.39	\$ 2.08	\$ 0.35	\$ 0.35	\$ 77.73	\$ 2.33	\$ 0.39	\$ 0.39
Journeyman	\$ 62.34	\$ 1.87	\$ 0.31	\$ 0.31	\$ 69.84	\$ 2.10	\$ 0.35	\$ 0.35
Journeyman While Cablesplicing	\$ 65.46	\$ 1.96	\$ 0.33	\$ 0.33	\$ 73.33	\$ 2.20	\$ 0.37	\$ 0.37
Journeyman While Welding	\$ 65.46	\$ 1.96	\$ 0.33	\$ 0.33	\$ 73.33	\$ 2.20	\$ 0.37	\$ 0.37
Journeyman Wireman (Tunnel Work)	\$ 68.58	\$ 2.06	\$ 0.34	\$ 0.34	\$ 76.82	\$ 2.30	\$ 0.38	\$ 0.38
Foreman (Tunnel Work)	\$ 76.33	\$ 2.29	\$ 0.38	\$ 0.38	\$ 85.50	\$ 2.57	\$ 0.43	\$ 0.43

APPRENTICE WIREMAN

Percent	Day				Swing				Grave				Pension	
	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA	DB	DC
40%	\$ 21.26	\$ 0.64	\$ 0.11	\$ 0.11	\$ 24.94	\$ 0.75	\$ 0.12	\$ 0.12	\$ 27.94	\$ 0.84	\$ 0.14	\$ 0.14	\$ -	\$ -
45%	\$ 23.92	\$ 0.72	\$ 0.12	\$ 0.12	\$ 28.06	\$ 0.84	\$ 0.14	\$ 0.14	\$ 33.00	\$ 0.99	\$ 0.16	\$ 0.16	\$ -	\$ -
50%	\$ 26.58	\$ 0.80	\$ 0.13	\$ 0.13	\$ 31.17	\$ 0.94	\$ 0.16	\$ 0.16	\$ 34.92	\$ 1.05	\$ 0.17	\$ 0.17	\$ 4.05	\$ 3.73
60%	\$ 31.89	\$ 0.96	\$ 0.16	\$ 0.16	\$ 37.41	\$ 1.12	\$ 0.19	\$ 0.19	\$ 41.90	\$ 1.26	\$ 0.21	\$ 0.21	\$ 4.85	\$ 4.47
70%	\$ 37.21	\$ 1.12	\$ 0.19	\$ 0.19	\$ 43.64	\$ 1.31	\$ 0.22	\$ 0.22	\$ 48.89	\$ 1.47	\$ 0.24	\$ 0.24	\$ 5.66	\$ 5.22
85%	\$ 45.18	\$ 1.36	\$ 0.23	\$ 0.23	\$ 52.99	\$ 1.59	\$ 0.26	\$ 0.26	\$ 59.36	\$ 1.78	\$ 0.30	\$ 0.30	\$ 6.88	\$ 6.33

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)
- NECA SERVICE CHARGE
- AMF

Employee Deductions: Working Dues

Contributions

- \$11.16 per hour
- \$8.09 per hour
- \$7.45 per hour
- \$.78 per hour
- 3 % of Gross Payroll
- \$.43 per hour
- \$.05 per hour
- .5% of 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 September 1 2024 - May 31 2025

WAGES:

CLASSIFICATION:	<u>9/1/2025</u>
GENERAL FOREMAN (1.226 x Journeyman Wireman Rate)	\$86.86
FOREMAN (1.113 x Journeyman Wireman Rate)	78.86
JOURNEYMAN WIREMAN	70.85
JOURNEYMAN WIREMAN while acting as Cable Splicer (Journeyman Wireman's rate times 1.05)	74.39
JOURNEYMAN WIREMAN WHEN WELDING (Journeyman Wireman's rate times 1.05)	74.39
JOURNEYMAN WIREMAN (TUNNEL WORK) (110% of Inside Wireman's Rate)	77.94
FOREMAN (TUNNEL WORK) (1.113 X Journeyman Wireman's Rate)	86.74

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 **\$17.70** 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")

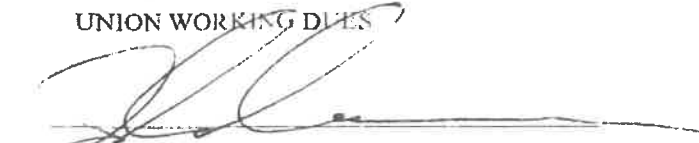
EMPLOYER CONTRIBUTIONS:

EDUCATION AND TRAINING TRUST:	.88
DEFINED BENEFIT:	8.09
DEFINED CONTRIBUTION:	7.45
HEALTH AND WELFARE:	11.16
NATIONAL ELECTRICAL BENEFIT FUND (NEBF): Three percent (3%) of Gross Labor payroll	
NECA SERVICE CHARGE (NECA Serv): (0.5%) Five-tenths of one percent (1/2 of Gross Labor Payroll (NECA Members only)	
*LABOR MANAGEMENT COOPERATION COMMITTEE FUND (LMCC): .48 Employee deduction .05	
ADMINISTRATIVE MAINTENANCE FUND (AMF): (0.5) Five-tenths of one percent (1%) of Gross Labor Payroll	

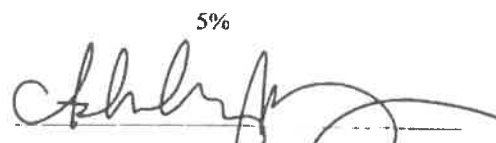
EMPLOYEE DEDUCTIONS:

UNION WORKING DUES

5%



Jason Eshelman, Business Manager
Local Union 477, IBEW



Ashley Berg, Executive Vice President
Southern Sierras Chapter, NECA

APPRENTICE CLASSIFICATION
INSIDE – ZONE B

Local# 477

September 1, 2024 - May 31, 2025

<u>%</u>	<u>Wage</u>	<u>NEBF</u>	<u>AMF</u>	<u>NECA</u>	<u>E & T</u>	<u>LMCC</u>		<u>DB</u>	<u>DC</u>	<u>H & W</u>
						<u>Employer</u>	<u>Employee</u>			
				<u>Serv.</u>		<u>Contrib.</u>	<u>Deduc.</u>			
40	28.34	3%	0.5%	0.5%	0	0	0	0	0	11.16
45	31.88	3%	0.5%	0.5%	0	0	0	0	0	11.16
50	35.43	3%	0.5%	0.5%	.88	0.48	0.05	4.05	3.73	11.16
60	42.51	3%	0.5%	0.5%	.88	0.48	0.05	4.85	4.47	11.16
70	49.60	3%	0.5%	0.5%	.88	0.48	0.05	5.66	5.22	11.16
85	60.22	3%	0.5%	0.5%	.88	0.48	0.05	6.88	6.33	11.16

(Above figures are based on \$70.85 Journeyman Wireman Rate)

**IBEW LOCAL UNION 477 & SOUTHERN SIERRAS CHAPTER N.E.C.A.
 SAN BERNARDINO, INYO & MONO COUNTIES, CA
 ZONE B
 INSIDE WIREMAN'S AGREEMENT
 SEPTEMBER 1, 2024-MAY 31, 2025**

Classification:

	WAGE	NEBF	AMF	NECA
General Foreman	\$ 86.86	\$ 2.61	\$ 0.43	\$ 0.43
Foreman	\$ 78.86	\$ 2.37	\$ 0.39	\$ 0.39
Journeyman	\$ 70.85	\$ 2.13	\$ 0.35	\$ 0.35
Journeyman While Cablesplicing	\$ 74.39	\$ 2.23	\$ 0.37	\$ 0.37
Journeyman While Welding	\$ 74.39	\$ 2.23	\$ 0.37	\$ 0.37
Journeyman Wireman (Tunnel Work)	\$ 77.94	\$2.34	\$ 0.39	\$0.39
Foreman (Tunnel Work)	\$ 86.74	\$ 2.60	\$ 0.43	\$ 0.43

Classification Shift Rate

	Swing			Grave				
	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA
General Foreman	\$ 101.89	\$ 3.06	\$ 0.51	\$ 0.51	\$ 114.14	\$ 3.42	\$ 0.57	\$ 0.57
Foreman	\$ 92.50	\$ 2.77	\$ 0.46	\$ 0.46	\$ 103.62	\$ 3.11	\$ 0.52	\$ 0.52
Journeyman	\$ 83.11	\$ 2.49	\$ 0.42	\$ 0.42	\$ 93.10	\$ 2.79	\$ 0.47	\$ 0.47
Journeyman While Cablesplicing	\$ 87.26	\$ 2.62	\$ 0.44	\$ 0.44	\$ 97.75	\$ 2.93	\$ 0.49	\$ 0.49
Journeyman While Welding	\$ 87.26	\$ 2.62	\$ 0.44	\$ 0.44	\$ 97.75	\$ 2.93	\$ 0.49	\$ 0.49
Journeyman Wireman (Tunnel Work)	\$ 91.42	\$ 2.74	\$ 0.46	\$ 0.46	\$ 102.41	\$ 3.07	\$ 0.51	\$ 0.51
Foreman (Tunnel Work)	\$ 101.75	\$ 3.05	\$ 0.51	\$ 0.51	\$ 113.98	\$ 3.42	\$ 0.57	\$ 0.57

APPRENTICE WIREMAN

Percent	Day			Swing			Grave			Pension				
	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA	DB	DC
40%	\$ 28.34	\$ 0.85	\$ 0.14	\$ 0.14	\$ 33.24	\$ 1.00	\$ 0.17	\$ 0.17	\$ 37.24	\$ 1.12	\$ 0.19	\$ 0.19	\$ -	\$ -
45%	\$ 31.88	\$ 0.96	\$ 0.16	\$ 0.16	\$ 37.40	\$ 1.12	\$ 0.19	\$ 0.19	\$ 41.89	\$ 1.26	\$ 0.21	\$ 0.21	\$ -	\$ -
50%	\$ 35.43	\$ 1.06	\$ 0.18	\$ 0.18	\$ 41.55	\$ 1.25	\$ 0.21	\$ 0.21	\$ 46.55	\$ 1.40	\$ 0.23	\$ 0.23	\$ 4.05	\$ 3.73
60%	\$ 42.51	\$ 1.28	\$ 0.21	\$ 0.21	\$ 49.86	\$ 1.50	\$ 0.25	\$ 0.25	\$ 55.86	\$ 1.68	\$ 0.28	\$ 0.28	\$ 4.85	\$ 4.47
70%	\$ 49.60	\$ 1.49	\$ 0.25	\$ 0.25	\$ 58.17	\$ 1.75	\$ 0.29	\$ 0.29	\$ 65.17	\$ 1.96	\$ 0.33	\$ 0.33	\$ 5.66	\$ 5.22
85%	\$ 60.22	\$ 1.81	\$ 0.30	\$ 0.30	\$ 70.64	\$ 2.12	\$ 0.35	\$ 0.35	\$ 79.13	\$ 2.37	\$ 0.40	\$ 0.40	\$ 6.88	\$ 6.33

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)
- NECA SERVICE CHARGE
- AMF
- Employee Deductions: Working Dues**

Contributions

- \$11.16 per hour
- \$8.09 per hour
- \$7.45 per hour
- \$.88 per hour
- 3 % of Gross Payroll
- \$.48 per hour
- \$.05 per hour
- .5% of 1% of Gross if NECA MEMBER
- .5% of 1% of Gross if Non-NECA MEMBER
- 5% of Gross Payroll