

LABOR BULLETIN**INSIDE****LABOR BULLETIN**

LOCAL UNION #477, IBEW - SOUTHERN SIERRAS CHAPTER, NECA

San Bernardino County, California

Inside Wireman's June 1, 2026 - May 31, 2027

WAGES:**CLASSIFICATION:****6/1/2026****GENERAL FOREMAN****\$69.88**

(1.226 x Journeyman Wireman Rate)

FOREMAN**63.44**

(1.113 x Journeyman Wireman Rate)

JOURNEYMAN WIREMAN**57.00**

JOURNEYMAN WIREMAN while
acting as Cable Splicer

59.85

(Journeyman Wireman's rate times 1.05)

JOURNEYMAN WIREMAN WHEN WELDING**59.85**

(Journeyman Wireman's rate times 1.05)

JOURNEYMAN WIREMAN (TUNNEL WORK)**62.70**

(110% of Inside Wireman's Rate)

FOREMAN (TUNNEL WORK)**69.79**

(1.113 X Journeyman Wireman's Tunnel
Rate)

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 \$19.95 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")

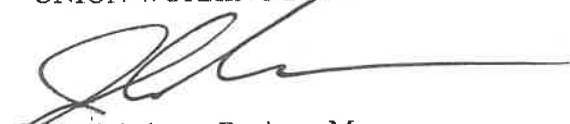
EMPLOYER CONTRIBUTIONS:**EDUCATION AND TRAINING TRUST:****1.03****DEFINED BENEFIT:****8.29****DEFINED CONTRIBUTION:****10.00****HEALTH AND WELFARE:****11.66**

NATIONAL ELECTRICAL BENEFIT FUND (NEBF): Three percent (3%) of Gross Labor payroll

NECA SERVICE CHARGE (NECASC): (0.5) Five-tenths of one percent (1%) of Gross Labor Payroll (NECA Members only)

***LABOR MANAGEMENT COOPERATION COMMITTEE FUND (LMCC):** .28 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

Local# 477

June 1, 2026 - May 31, 2027

<u>%</u>	<u>Wage</u>	<u>NEBF</u>	<u>AMF</u>	<u>NECAS</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>Contrib.</u>	<u>Deduc.</u>			
40	22.80	3%	0.5%	0.5%	0	0	0	0	0	11.66
45	25.65	3%	0.5%	0.5%	0	0	0	0	0	11.66
50	28.50	3%	0.5%	0.5%	1.03	0.28	0.05	4.15	5.00	11.66
60	34.20	3%	0.5%	0.5%	1.03	0.28	0.05	4.97	6.00	11.66
70	39.90	3%	0.5%	0.5%	1.03	0.28	0.05	5.80	7.00	11.66
85	48.45	3%	0.5%	0.5%	1.03	0.28	0.05	7.05	8.50	11.66

(Above figures are based on \$57.00 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
JUNE 1, 2026 - MAY 31, 2027

Classification:

	WAGE	NEBF	AMF	NEIF
General Foreman	\$ 69.88	\$ 2.10	\$ 0.35	\$ 0.35
Foreman	\$ 63.44	\$ 1.90	\$ 0.32	\$ 0.32
Journeyman	\$ 57.00	\$ 1.71	\$ 0.29	\$ 0.29
Journeyman While Cablesplicing	\$ 59.85	\$ 1.80	\$ 0.30	\$ 0.30
Journeyman While Welding	\$ 59.85	\$ 1.80	\$ 0.30	\$ 0.30
Journeyman Wireman (Tunnel Work)	\$ 62.70	\$ 1.88	\$ 0.31	\$ 0.31
Foreman (Tunnel Work)	\$ 69.79	\$ 2.09	\$ 0.35	\$ 0.35

Classification Shift Rate

	Swing Shift				Grave Shift			
	NEBF	AMF	NEIF		NEBF	AMF	NEIF	
General Foreman	\$ 81.97	\$ 2.46	\$ 0.41	\$ 0.82	\$ 91.82	\$ 2.75	\$ 0.46	\$ 0.46
Foreman	\$ 74.42	\$ 2.23	\$ 0.37	\$ 0.74	\$ 83.36	\$ 2.50	\$ 0.42	\$ 0.42
Journeyman	\$ 66.86	\$ 2.01	\$ 0.33	\$ 0.67	\$ 74.90	\$ 2.25	\$ 0.37	\$ 0.37
Journeyman While Cablesplicing	\$ 70.20	\$ 2.11	\$ 0.35	\$ 0.70	\$ 78.64	\$ 2.36	\$ 0.39	\$ 0.39
Journeyman While Welding	\$ 70.20	\$ 2.11	\$ 0.35	\$ 0.70	\$ 78.64	\$ 2.36	\$ 0.39	\$ 0.39
Journeyman Wireman (Tunnel Work)	\$ 73.55	\$ 2.21	\$ 0.37	\$ 0.74	\$ 82.39	\$ 2.47	\$ 0.41	\$ 0.41
Foreman (Tunnel Work)	\$ 81.86	\$ 2.46	\$ 0.41	\$ 0.82	\$ 91.70	\$ 2.75	\$ 0.46	\$ 0.46

APPRENTICE WIREMAN

	Day Shift	NEBF	AMF	NEIF	Swing Shift	NEBF	AMF	NEIF	Grave Shift	NEBF	AMF	NEIF	Pension	
Percent	Shift				Shift				Shift				DB	DC
40%	\$ 22.80	\$ 0.68	\$ 0.11	\$ 0.11	\$ 26.74	\$ 0.80	\$ 0.13	\$ 0.13	\$ 29.96	\$ 0.90	\$ 0.15	\$ 0.15	\$ -	\$ -
45%	\$ 25.65	\$ 0.77	\$ 0.13	\$ 0.13	\$ 30.09	\$ 0.90	\$ 0.15	\$ 0.15	\$ 35.39	\$ 1.06	\$ 0.18	\$ 0.18	\$ -	\$ -
50%	\$ 28.50	\$ 0.86	\$ 0.14	\$ 0.14	\$ 33.43	\$ 1.00	\$ 0.17	\$ 0.17	\$ 37.45	\$ 1.12	\$ 0.19	\$ 0.19	\$ 4.15	\$ 5.00
60%	\$ 34.20	\$ 1.03	\$ 0.17	\$ 0.17	\$ 40.12	\$ 1.20	\$ 0.20	\$ 0.20	\$ 44.94	\$ 1.35	\$ 0.22	\$ 0.22	\$ 4.97	\$ 6.00
70%	\$ 39.90	\$ 1.20	\$ 0.20	\$ 0.20	\$ 46.80	\$ 1.40	\$ 0.23	\$ 0.23	\$ 52.43	\$ 1.57	\$ 0.26	\$ 0.26	\$ 5.80	\$ 7.00
85%	\$ 48.45	\$ 1.45	\$ 0.24	\$ 0.24	\$ 56.83	\$ 1.70	\$ 0.28	\$ 0.28	\$ 63.66	\$ 1.91	\$ 0.32	\$ 0.32	\$ 7.05	\$ 8.50

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 \$.28 per hour from Employer
 LMCC \$.05 per hour (Employee 50%-85% Apprentice levels)
 NEIF
 AMF

Employee Deductions: Working Dues

Contributions

\$11.66 per hour
 \$8.29 per hour
 \$10.00 per hour
 \$ 1 .03 per hour
 3 % of Gross Payroll
 \$.28 per hour
 \$.05 per hour
 .5% of 1% 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 2026 - May 31 2027

WAGES:

CLASSIFICATION 6/1/2026

GENERAL FOREMAN **\$94.34**
(1.226 x Journeyman Wireman Rate)

FOREMAN **85.65**
(1.113 x Journeyman Wireman Rate)

JOURNEYMAN WIREMAN **76.95**

JOURNEYMAN WIREMAN while **80.80**
acting as Cable Splicer
(Journeyman Wireman's rate times 1.05)

JOURNEYMAN WIREMAN WHEN WELDING **80.80**
(Journeyman Wireman's rate times 1.05)

JOURNEYMAN WIREMAN (TUNNEL WORK) **84.65**
(110% of inside Wireman's Rate)

FOREMAN (TUNNEL WORK) **94.21**
(1.113 X Journeyman Wireman's Tunnel Rate)

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 \$19.95 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 "8")

EMPLOYER CONTRIBUTIONS:

EDUCATION AND TRAINING TRUST: **1.18**

DEFINED BENEFIT: **8.29**

DEFINED CONTRIBUTION: **10.00**

HEALTH AND WELFARE: **11.66**

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)

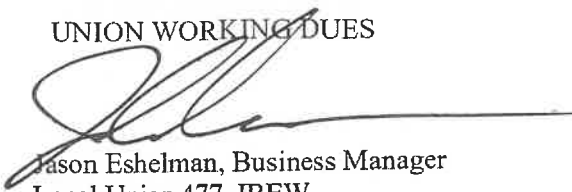
***LABOR MANAGEMENT COOPERATION COMMITTEE FUND (LMCC):** .38 **Employee deduction** .05

ADMINISTRATIVE MAINTENANCE FUND (AMF): (.5) Five-tenths of one percent (1%) of Gross Labor Payroll

EMPLOYEE DEDUCTIONS:

5%

UNION WORKING DUES


Jason Eshelman, Business Manager
Local Union 477, IBEW


Ashley Berg, Executive Vice President
Southern Sierras Chapter, NECA

APPRENTICE CLASSIFICATION

INSIDE - ZONE B

Local# 477

June 1, 2026 - May 31, 2027

<u>%</u>	<u>Wage</u>	<u>NEBF</u>	<u>AMF</u>	<u>NECASC</u>	<u>E & T</u>	Employer <u>Contrib.</u>	<u>LMCC</u> Employee <u>Deduc.</u>	<u>DB</u>	<u>DC</u>	<u>H&W</u>
40	30.78	3%	0.5%	0.5%	0	0	0	0	0	11.66
45	34.63	3%	0.5%	0.5%	0	0	0	0	0	11.66
50	38.48	3%	0.5%	0.5%	1.18	0.38	0.05	4.15	5.00	11.66
60	46.17	3%	0.5%	0.5%	1.18	0.38	0.05	4.97	6.00	11.66
70	53.87	3%	0.5%	0.5%	1.18	0.38	0.05	5.80	7.00	11.66
85	65.41	3%	0.5%	0.5%	1.18	0.38	0.05	7.05	8.50	11.66

(Above figures are based on \$76.95 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
JUNE 1, 2026-MAY 31, 2027

Classification:

	WAGE	NEBF	AMF	NECA
General Foreman	\$ 94.34	\$ 2.83	\$ 0.47	\$ 0.47
Foreman	\$ 85.65	\$ 2.57	\$ 0.43	\$ 0.43
Journeyman	\$ 76.95	\$ 2.31	\$ 0.38	\$ 0.38
Journeyman While Cablesplicing	\$ 80.80	\$ 2.42	\$ 0.40	\$ 0.40
Journeyman While Welding	\$ 80.80	\$ 2.42	\$ 0.40	\$ 0.40
Journeyman Wireman (Tunnel Work)	\$ 84.65	\$2.54	\$ 0.42	\$ 0.42
Foreman (Tunnel Work)	\$ 94.21	\$ 2.83	\$ 0.47	\$ 0.47

Classification Shift Rate

	Swing				Grave			
	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA
General Foreman	\$ 110.66	\$ 3.32	\$ 0.55	\$ 0.55	\$ 123.96	\$ 3.72	\$ 0.62	\$ 0.62
Foreman	\$ 100.46	\$ 3.01	\$ 0.50	\$ 0.50	\$ 112.54	\$ 3.38	\$ 0.56	\$ 0.56
Journeyman	\$ 90.26	\$ 2.71	\$ 0.45	\$ 0.45	\$ 101.11	\$ 3.03	\$ 0.51	\$ 0.51
Journeyman While Cablesplicing	\$ 94.78	\$ 2.84	\$ 0.47	\$ 0.47	\$ 106.17	\$ 3.19	\$ 0.53	\$ 0.53
Journeyman While Welding	\$ 94.78	\$ 2.84	\$ 0.47	\$ 0.47	\$ 106.17	\$ 3.19	\$ 0.53	\$ 0.53
Journeyman Wireman (Tunnel Work)	\$ 99.29	\$ 2.98	\$ 0.50	\$ 0.50	\$ 111.22	\$ 3.34	\$ 0.56	\$ 0.56
Foreman (Tunnel Work)	\$ 110.51	\$ 3.32	\$ 0.55	\$ 0.55	\$ 123.79	\$ 3.71	\$ 0.62	\$ 0.62

APPRENTICE WIREMAN

	Day				Swing				Grave				Pension	
Percent	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA	Shift	NEBF	AMF	NECA	DB	DC
40%	\$ 30.78	\$ 0.92	\$ 0.15	\$ 0.15	\$ 36.10	\$ 1.08	\$ 0.18	\$ 0.18	\$ 40.44	\$ 1.21	\$ 0.20	\$ 0.20	\$ -	\$ -
45%	\$ 34.63	\$ 1.04	\$ 0.17	\$ 0.17	\$ 40.62	\$ 1.22	\$ 0.20	\$ 0.20	\$ 45.50	\$ 1.37	\$ 0.23	\$ 0.23	\$ -	\$ -
50%	\$ 38.48	\$ 1.15	\$ 0.19	\$ 0.19	\$ 45.13	\$ 1.35	\$ 0.23	\$ 0.23	\$ 50.56	\$ 1.52	\$ 0.25	\$ 0.25	\$ 4.15	\$ 5.00
60%	\$ 46.17	\$ 1.39	\$ 0.23	\$ 0.23	\$ 54.16	\$ 1.62	\$ 0.27	\$ 0.27	\$ 60.67	\$ 1.82	\$ 0.30	\$ 0.30	\$ 4.97	\$ 6.00
70%	\$ 53.87	\$ 1.62	\$ 0.27	\$ 0.27	\$ 63.18	\$ 1.90	\$ 0.32	\$ 0.32	\$ 70.78	\$ 2.12	\$ 0.35	\$ 0.35	\$ 5.80	\$ 7.00
85%	\$ 65.41	\$ 1.96	\$ 0.33	\$ 0.33	\$ 76.72	\$ 2.30	\$ 0.38	\$ 0.38	\$ 85.95	\$ 2.58	\$ 0.43	\$ 0.43	\$ 7.05	\$ 8.50

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
LMCC \$.05 per hour (Employee 50%-85% Apprentice levels)
NECA SERVICE CHARGE
AMF
Employee Deductions: Working Dues

Contributions

\$11.66 per hour
\$8.29 per hour
\$10.00 per hour
\$ 1.18 per hour
3 % of Gross Payroll
\$.38 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