



Appendix "B"  
Construction Electrician / Construction Wireman  
Wage and Fringe Benefits  
August 1, 2025 through July 31, 2026  
Northern California



The minimum hourly rate of wages shall be as follows:

Inside Journeyman	per the work site Local Inside CBA
Inside Journeyman Foreman	per the work site Local Inside CBA
Inside Journeyman General Foreman	per the work site Local Inside CBA
Inside Wireman Apprentice	per the work site Local Inside CBA

CE/CW Classifications	Wage	Health & Welfare	NEBF (3% of wages)	LMCT	Training (JATC)	AMF	Total Package
Construction Electrician level 2 (10,001 and above)	32.38	6.00	0.97	1.51	1.24	0.15	42.25
Construction Electrician Level 1 (8,001- 10,000 hrs)	25.90	6.00	0.78	1.51	1.24	0.15	35.58
Construction Wireman Step 6 (7,001- 8,000 hrs)	25.58	6.00	0.77	1.51	1.24	0.15	35.25
Construction Wireman Step 5 (6,001- 7,000 hrs)	23.96	6.00	0.72	1.51	1.24	0.15	33.58
Construction Wireman Step 4 (5,001 - 6,000 hrs)	22.34	6.00	0.67	1.51	1.24	0.15	31.91
Construction Wireman Step 3 (4,001 - 5,000 hrs)	21.05	6.00	0.63	1.51	1.24	0.15	30.58
Construction Wireman Step 1 & 2 (0- 4,000 hrs)	20.15	6.00	0.60	1.51	1.24	0.15	29.65

1. For Local Unions 340 & 401 Health & Welfare (340 WHA plus dental and vision) (401 Local Health & Welfare)
2. All trust contributions shall be paid on hours worked.
3. Apprenticeship contributions shall be paid to the Local Union where the work is being performed.
4. Employer shall make a payroll deduscion of 10% which will fulfill the requirements of the 6.5% working assessment to be paid to the Union where the work is being performed
5. Mandatory sick leave is applied according to the Inside Construction Agreement where work is being performed.
6. Future Increses: Wages
7. **LMCT** (Includes \$0.01 for NLMCT)

Signed for By Sacramento Electrical Contractors Assoc.:

Fran McDermott, Executive Director

Date: 8/1/2025

Signed for IBEW Local 340:

Robert D. Ward, Business Manager

Date: 8/1/2025