



February 1, 2026

TO: All Inside Employers

RE: Local 340 Inside Wireman's Wage & Fringe Changes- Effective date 02-01-2026

**The attached set of wage sheets dated 02-01-2026 reflects previously negotiated increases. The increases are as follows:**

|                                       |                                       |
|---------------------------------------|---------------------------------------|
| Journeyman Wage – <u>No Increase</u>  | NO CHANGE (remains at \$ 52.70)       |
| Pension – <u>INCREASE</u>             | +1.00 INCREASE (increases to \$14.25) |
| Health & Welfare – <u>No Increase</u> | NO CHANGE (remains at \$ 14.06)       |
| Training Fund – <u>No Increase</u>    | NO CHANGE (remains at \$ 1.89)        |
| LMCT – <u>No Increase</u>             | NO CHANGE (remains at \$ 7.90)        |

**Please alert your Payroll Departments of these upcoming changes for February 2026 hours.**

If you have any questions, please don't hesitate to call. Thank you.

Fraternally,  
ELECTRICAL WORKERS' UNION  
Local No. 340

A handwritten signature in blue ink, appearing to read "Robert D. Ward".

Robert D. Ward  
Business Manager

Enclosures (02-01-2026 Inside wage sheets)

cc: Zenith American - NECA Star

RDW/rj opeiu #29 afl-cio



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#### APPENDIX / LOCAL 340 SOUTH

**COVERING THE FOLLOWING California Counties:** Yuba, Colusa, Sutter, Yolo, Sacramento, Amador, Nevada\*,  
Sierra\*, Alpine\*, Placer\* and El Dorado\*  
(\*West of the watershed)

**2/1/2026**

|   | Straight Time | Over Time | Double Time |
|---|---------------|-----------|-------------|
| J Journeyman Wireman 100%                       | 52.70         | 79.05     | 105.40      |
| J Journeyman Tech 100%                          | 52.70         | 79.05     | 105.40      |
| J Journeyman Wireman 110% (splicing cable)      | 57.97         | 86.96     | 115.94      |
| J Journeyman Wireman Welder 110%                | 57.97         | 86.96     | 115.94      |
| J Journeyman Wireman Foreman (w/6 or less) 110% | 57.97         | 86.96     | 115.94      |
| J Journeyman Wireman Foreman (w/7 or more) 115% | 60.61         | 90.92     | 121.22      |
| General Foreman 125% (w/4 or less foremen)      | 65.88         | 98.82     | 131.76      |
| General Foreman 130% (w/5 or more foremen)      | 68.51         | 102.77    | 137.02      |
| J Journeyman Wireman - Swing (117.3%)           | 61.82         | 92.73     | 123.64      |
| J Journeyman Wireman - Grave (131.4%)           | 69.25         | 103.88    | 138.50      |
| Base Rate                                       | 52.70         | 79.05     | 105.40      |
| NEBF (3%)                                       | 1.58          | 2.37      | 3.16        |
| Local Pension                                   | 14.25         | 14.25     | 14.25       |
| Health & Welfare                                | 14.06         | 14.06     | 14.06       |
| Training Fund                                   | 1.89          | 1.89      | 1.89        |
| Contract Admin. (1.60%)                         | 0.84          | 1.26      | 1.69        |
| LMCT (Includes \$.01 for NLMCT)                 | 7.90          | 7.90      | 7.90        |
|   | 93.22         | 120.78    | 148.35      |

**Per Article VI.5 Savings** - Employer shall make a payroll deduction of (20%) or (12%) at the option of the employee.

**NOTE:** SEE PAGE 2 OF THIS WAGE SHEET FOR TRAVEL LANGUAGE & FUTURE INCREASES.

**Expiration date of Agreement shall be May 31, 2026**

  
2/1/2026

Fran McDermott  
Executive Director

Date:



Robert D Ward  
Business Manager

02/01/2026

Date:



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#### APPENDIX / LOCAL 340 SOUTH (page 2)

**COVERING THE FOLLOWING California Counties:** Yuba, Colusa, Sutter, Yolo, Sacramento, Amador, Nevada\*,  
Sierra\*, Alpine\*, Placer\* and El Dorado\*  
(\*West of the watershed)

**2/1/2026**

#### TRAVEL:

**Article III.5(A):** Travel expenses when traveling outside the free zone.

|    |             |          |
|----|-------------|----------|
| 1) | 40-45 miles | \$ 9.00  |
| 2) | 45-50 miles | \$ 10.00 |
| 3) | 50-55 miles | \$ 11.00 |
| 4) | 55-60 miles | \$ 12.00 |
| 5) | 60-65 miles | \$ 13.00 |

**Article III.5(B)(2)(a):** Such Employer shall in either case furnish meals and lodging expense with sixty dollars (\$60.00) being considered as minimum expenses for each day worked, except that the thirty dollars (\$30.00) shall be paid per day in lieu of the above on the first and last day worked.

**For Full Travel Language - refer to the current Inside Wireman's Agreement 2021-2026**

**Expiration date of Agreement shall be**  
**5/31/2026**



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**APPENDIX - LOCAL 340**  
**45% - 50% - 60% - 70% - 80% APPRENTICES RATES**  
**2/1/2026**

|                                 | 45%   | 50%   | 60%   | 70%   | 80%   |
|---------------------------------|-------|-------|-------|-------|-------|
| Base Rate                       | 23.72 | 26.35 | 31.62 | 36.89 | 42.16 |
| Swing                           | 27.82 | 30.91 | 37.09 | 43.27 | 49.45 |
| Grave                           | 31.17 | 34.62 | 41.55 | 48.47 | 55.40 |
| Base Rate                       | 23.72 | 26.35 | 31.62 | 36.89 | 42.16 |
| NEBF (3%)                       | 0.71  | 0.79  | 0.95  | 1.11  | 1.26  |
| Local Pension                   | 0.00  | 0.00  | 8.55  | 9.98  | 11.40 |
| Health & Welfare                | 5.94  | 5.94  | 13.86 | 13.91 | 13.96 |
| Training Fund                   | 1.89  | 1.89  | 1.89  | 1.89  | 1.89  |
| Contract Admin. (1.60%)         | 0.38  | 0.42  | 0.51  | 0.59  | 0.67  |
| LMCT (includes \$.01 for NLMCT) | 7.90  | 7.90  | 7.90  | 7.90  | 7.90  |
|                                 | 40.54 | 43.29 | 65.28 | 72.27 | 79.24 |
| <b>Overtime:</b>                |       |       |       |       |       |
| Time & one half                 | 35.58 | 39.53 | 47.43 | 55.34 | 63.24 |
| Doubletime                      | 47.44 | 52.70 | 63.24 | 73.78 | 84.32 |
| Swing (time & one half)         | 41.73 | 46.37 | 55.64 | 64.91 | 74.18 |
| Grave (time & one half)         | 46.76 | 51.93 | 62.33 | 72.71 | 83.10 |

NOTE: Per Article VI.5 Savings - Employer shall make a payroll deduction of 20% or 12% at the option of the employee.

There shall be a minimum of five periods of apprenticeship. The first two periods consist of two thousand (2000) OJT hours and satisfactory completion of related classroom training. The five periods are as follows:

| Five Periods | OJT Hours | Related Training             |
|--------------|-----------|------------------------------|
| 1 45%        | 0         | 0                            |
| 2 50%        | 2000      | Completed 1st Year Schooling |
| 3 60%        | 3500      | Completed 2nd Year Schooling |
| 4 70%        | 5000      | Completed 3rd Year Schooling |
| 5 80%        | 6500      | Completed 4th Year Schooling |
| JW 100%      | 8000      | Completed 5th Year Schooling |

*Fran McDermott* 2/1/26  
 Fran McDermott  
 Executive Director

*Robert D Ward* 02/01/2026  
 Robert D Ward  
 Business Manager



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APPENDIX / LOCAL 340  
JOURNEYMAN/FOREMAN / CABLE SPLICER / GENERAL FOREMAN - SHIFT WAGES

2/1/2026

**SWING SHIFT**

|                        | 110%<br>Cable Splicer or Foreman<br>(w/6 or less foremen) | 115%<br>Foreman<br>(w/7 or more foremen) | 125%<br>General Foreman<br>(w/4 or less foremen) | 130%<br>General Foreman<br>(w/5 or more foremen) |
|------------------------|---|--|--|--|
| Base Rate              | 68.00   | 71.10                                    | 77.28  | 80.36  |
| Before and After Shift | 102.00  | 106.65                                   | 115.92   | 120.54   |
| Double Time            | 136.00  | 142.20                                   | 154.56   | 160.72   |

**GRAVEYARD SHIFT**

|                        | 110%<br>Cable Splicer or Foreman<br>(w/6 or less foremen) | 115%<br>Foreman<br>(w/7 or more foremen) | 125%<br>General Foreman<br>(w/4 or less foremen) | 130%<br>General Foreman<br>(w/5 or more foremen) |
|------------------------|---|--|--|--|
| Base Rate              | 76.17   | 79.64                                    | 86.57  | 90.02  |
| Before and After Shift | 114.26  | 119.46                                   | 129.86   | 135.03   |
| Double Time            | 152.34  | 159.28                                   | 173.14   | 180.04   |

*Fran McDermott 2.1.26*

Fran McDermott  
Executive Director

Date:

*Robert D Ward* 02/01/2026

Robert D Ward  
Business Manager

Date:



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**APPENDIX / LOCAL 340 NORTH**  
**COVERING THE FOLLOWING California Counties:** Butte, Glenn, Lassen, Plumas, Shasta, Tehama & Trinity

**2/1/2026**

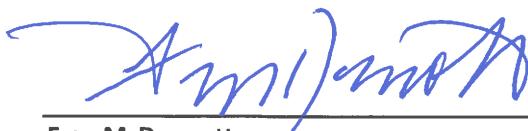
|   | Straight time | Overtime | Double time |
|---|---------------|----------|-------------|
| Journeyman Wireman 100%                       | 52.70         | 79.05    | 105.40      |
| Journeyman Tech 100%                          | 52.70         | 79.05    | 105.40      |
| Journeyman Wireman 110% (splicing cable)      | 57.97         | 86.96    | 115.94      |
| Journeyman Wireman Welder 110%                | 57.97         | 86.96    | 115.94      |
| Journeyman Wireman Foreman (w/6 or less) 110% | 57.97         | 86.96    | 115.94      |
| Journeyman Wireman Foreman (w/7 or more) 115% | 60.61         | 90.92    | 121.22      |
| General Foreman 125% (w/4 or less foremen)    | 65.88         | 98.82    | 131.76      |
| General Foreman 130% (w/5 or more foremen)    | 68.51         | 102.77   | 137.02      |
| Journeyman Wireman - Swing                    | 61.82         | 92.73    | 123.64      |
| Journeyman Wireman - Grave                    | 69.25         | 103.88   | 138.50      |
| Journeyman Wireman - Herlong                  | 65.88         | 98.82    | 131.76      |
| Journeyman Wireman - Tunnel                   | 55.34         | 83.01    | 110.68      |
|   |               |          |             |
| Base Rate                                     | 52.70         | 79.05    | 105.40      |
| NEBF (3%)                                     | 1.58          | 2.37     | 3.16        |
| Local Pension                                 | 14.25         | 14.25    | 14.25       |
| Health & Welfare                              | 14.06         | 14.06    | 14.06       |
| Training Fund                                 | 1.89          | 1.89     | 1.89        |
| Contract Admin. (1.60%)                       | 0.84          | 1.26     | 1.69        |
| LMCT (Includes \$.01 for NLMCT)               | 7.90          | 7.90     | 7.90        |
|   | 93.22         | 120.78   | 148.35      |

**Per Article VI.5 Savings** - Employer shall make a payroll deduction of (20%) or (12%) at the option of the employee.

**NOTE: SEE PAGE 2 OF THIS WAGE SHEET FOR TRAVEL LANGUAGE & FUTURE INCREASES.**

**Expiration date of Agreement shall be**

5/31/2026

 2/1/26

Fran McDermott  
Executive Director

Date:

 02/01/2026

Robert D Ward  
Business Manager

Date:



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#### APPENDIX / LOCAL 340 NORTH (PAGE 2)

COVERING THE FOLLOWING California Counties: Butte, Glenn, Lassen, Plumas, Shasta, Tehama & Trinity

**2/1/2026**

#### **TRAVEL:**

**Article III.7(C):** Travel expenses when traveling outside the free zone.

|    |             |          |
|----|-------------|----------|
| 1) | 20-30 miles | \$ 7.50  |
| 2) | 30-40 miles | \$ 10.00 |
| 3) | 40-55 miles | \$ 20.00 |

#### **Article III.7(D) Subsistence**

Defined to be that distance of fifty-five (55) road miles or greater. An Employee, while assigned to the job, shall arrive at the jobsite in his/her own transportation. Employer shall furnish meals and lodging expenses for each day or portion of each day worked.

For Full Travel Language - refer to the current Inside Wireman's Agreement 2021-2026

**Expiration date of Agreement shall be**

**5/31/2026**



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### APPENDIX / LOCAL 340 NORTH / SHASTA BUTTE

COVERING THE FOLLOWING California Counties: Butte, Glenn, Lassen, Plumas, Shasta, Tehama & Trinity

Wage Rates for Shasta Butte Pension Participants When Employed by Shasta Butte Employers

**2/1/2026**

Expiration date of Agreement shall be **May 31, 2026**

|   | <b>CLASS A</b> |
|---|----------------|
| Journeyman Wireman 100%                       | 52.70          |
| Journeyman Tech 100%                          | 52.70          |
| Journeyman Wireman 110% (splicing cable)      | 57.97          |
| Journeyman Wireman Welder 110%                | 57.97          |
| Journeyman Wireman Foreman (w/6 or less) 110% | 57.97          |
| Journeyman Wireman Foreman (w/7 or more) 115% | 60.61          |
| General Foreman 125% (w/4 or less foremen)    | 65.88          |
| General Foreman 130% (w/5 or more foremen)    | 68.51          |
| Journeyman Wireman - Swing                    | 61.82          |
| Journeyman Wireman - Grave                    | 69.25          |
| Journeyman Wireman - Herlong                  | 65.88          |
| Journeyman Wireman - Tunnel                   | 55.34          |
| <br>Base Rate                                 | <br>52.70      |
| NEBF (3%)                                     | 1.58           |
| Local Pension                                 | 14.25          |
| Health & Welfare                              | 14.06          |
| Training Fund                                 | 1.89           |
| Contract Admin. (1.60%)                       | 0.84           |
| LMCT (Includes \$0.01 for NLMCT)              | 7.90           |
|   | <hr/> 93.22    |

NOTE: Per Article VI.5 Savings - Employer shall make a payroll deduction of 20% or 12% at the option of the employee.

Article III.7(C): Travel expenses when traveling outside the free zone.

|                  |       |
|------------------|-------|
| 20-30 miles = \$ | 7.50  |
| 30-40 miles = \$ | 10.00 |
| 40-55 miles = \$ | 20.00 |

Article III.7(D)Subsistence

Defined to be that distance of fifty-five (55) road miles or greater. An Employee, while assigned to the job, shall arrive at the jobsite in his/her own transportation. Employer shall furnish meals and lodging expenses for each day or portion of each day worked.

 2/1/26

Fran McDermott  
Executive Director

Date:

 02/01/2026

Robert D Ward  
Business Manager

Date: