

Labor-Management Committee
- FOR THE -
Electrical Construction Industry

720 MARKET STREET, SUITE 700
SAN FRANCISCO, CA 94102
(415) 263-3670 • FAX (415) 263-3672



January 1, 2023

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

SUBJECT: YEAR 2022 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2022 thru May 31, 2026

Wage package is based on the Journeyman rate and is to be implemented as indicated below.

Increase hourly increment as follows:

January 1, 2023	\$1.50
June 1, 2023	\$5.75
June 1, 2024	\$6.00
June 1, 2025	\$6.50


Wages Effective January 1, 2023:

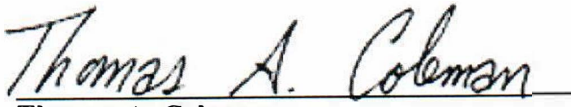
Journeyman.....	\$84.50 per hour (\$1.25 increase per hour)
Foreman, Shop Foreman.....	\$95.06 per hour
General Foreman.....	\$105.63 per hour

Fringes Effective January 1, 2023:

Health & Welfare.....	\$18.33 per hour (\$0.25 to H&W)
Total Pension.....	\$20.52 per hour (Defined Benefit Plan: \$12.02 DBP; \$8.50 RSP)
Elective Deferrals (401k).....	0% - 24% (in 3% increments)
**Only 45% apprentice and up are eligible to participate in deferrals	
Apprenticeship/EISB/LMCC.....	\$1.465 per hour
N.E.B.F.....	3% gross earnings
AMF.....	0.75% gross earnings
IBEW-COPE.....	\$0.05 per hour (an after tax "assignment of wages" per voluntary check-off.)

Apprentices		Wages	Pension
1 st 12 months	40%	\$33.80	\$ 0.00
3 rd 6 months	45%	\$38.03	\$ 9.23
4 th 6 months	50%	\$42.25	\$10.26
5 th 6 months	55%	\$46.48	\$11.29
6 th 6 months	60%	\$50.70	\$12.31
7 th 6 months	65%	\$54.93	\$13.34
8 th 6 months	70%	\$59.15	\$14.36
9 th 6 months	75%	\$63.38	\$15.39
10 th 6 months	80%	\$67.60	\$16.42


John J. Doherty, Business Manager/
Financial Secretary
IBEW Local Union 6


Thomas A. Coleman
Executive Manager
San Francisco Electrical Contractors Assn., Inc.