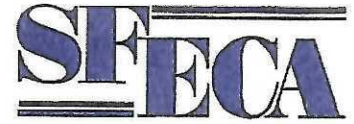




Labor-Management Committee
 - FOR THE -
Electrical Construction Industry
 720 MARKET STREET, SUITE 700
 SAN FRANCISCO, CA 94102
 (415) 263-3670



June 1, 2024

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:

June 1, 2024	\$6.00
June 1, 2025	\$6.50


Wages Effective June 1, 2024:

Journeyman.....	\$91.25 per hour (\$3.00 increase per hour)
Foreman, Shop Foreman.....	\$104.94 per hour (115% Journeyman hourly rate)
General Foreman.....	\$118.63 per hour (130% Journeyman hourly rate)

Fringes Effective June 1, 2024:

Health & Welfare.....	\$21.33 per hour (\$1.75 to H&W; \$0.25 HRA)
Total Pension..	\$22.52 per hour (Defined Benefit Plan: \$13.02 DBP; \$9.50 RSP (\$1.00 to 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%	\$36.50	\$ 0.00
3 rd 6 months	45%	\$41.06	\$10.13
4 th 6 months	50%	\$45.63	\$11.26
5 th 6 months	55%	\$50.19	\$12.39
6 th 6 months	60%	\$54.75	\$13.51
7 th 6 months	65%	\$59.31	\$14.64
8 th 6 months	70%	\$63.88	\$15.76
9 th 6 months	75%	\$68.44	\$16.89
10 th 6 months	80%	\$73.00	\$18.02



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



**Justin Saroyan
 Executive Manager
 San Francisco Electrical Contractors Assn., Inc.**