



IBEW Local 332 | 2125 Canoas Garden Ave, Ste 100 | San Jose, CA 95125
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To all contractors signatory to the Inside Agreement

Effective June 1, 2025

\$3.86 to Wages, \$0.11 to H&W, \$2.50 to Pension B

Classification	Wage	H & W	Pension	NEBF	AMF	JATC	JEIF	EF	Total
Journeyman Wireman	91.03	18.42	26.40	2.73	0.46	1.50	0.24	0.08	140.86
Foreman	104.68	18.42	26.40	3.14	0.52	1.50	0.24	0.08	154.98
General Foreman	118.34	18.42	26.40	3.55	0.59	1.50	0.24	0.08	169.12
Cable Splicer	104.68	18.42	26.40	3.14	0.52	1.50	0.24	0.08	154.98
Journeyman Technician	91.03	18.42	26.40	2.73	0.46	1.50	0.24	0.08	140.86

INSIDE APPRENTICES

1st Period 45%	40.96	18.42	0.00	1.23	0.20	2.00	0.24	0.08	63.13
2nd Period 50%	45.52	18.42	0.00	1.37	0.23	2.00	0.24	0.08	67.86
3rd Period 55%	50.07	18.42	14.52	1.50	0.25	2.00	0.24	0.08	87.08
4th Period 60%	54.62	18.42	15.84	1.64	0.27	2.00	0.24	0.08	93.11
5th Period 65%	59.17	18.42	17.16	1.78	0.30	2.00	0.24	0.08	99.15
6th Period 70%	63.72	18.42	18.48	1.91	0.32	2.00	0.24	0.08	105.17
7th Period 75%	68.27	18.42	19.80	2.05	0.34	2.00	0.24	0.08	111.20
8th Period 80%	72.82	18.42	21.12	2.18	0.36	2.00	0.24	0.08	117.22
9th Period 85%	77.38	18.42	22.44	2.32	0.39	2.00	0.24	0.08	123.27
10th Period 90%	81.93	18.42	23.76	2.46	0.41	2.00	0.24	0.08	129.30

WITHHOLD FROM PAYROLL

DUES 7% of Gross Wages
 JEIF .06 cents deducted per hour
 Employer adds .24 cents and sends
 in .30 cents on the transmittal

ADDITIONAL EMPLOYER CHARGES

NLMCC .01 cents per hour
 NECA Contractors please refer
 to transmittal

*NEBF is calculated on 3% & AMF is calculated on .50% of gross wages. The reference above is a per hour representation.
 6/1/25- \$3.86 to Wages, \$0.11 to H&W (to supplemental disability benefit program) , \$2.50 to Pension B

Effective June 1, 2025

Pension Rates \$20.00 - \$18.00 - \$16.00 - \$14.00 - \$12.00 - \$10.00 - \$8.00 - \$6.00 - \$4.00 - \$2.00 - \$0.00

Category	Wage	H & W	* Pension	NEBF	AMF	JATC	JEIF	Total	
Journeyman Wireman									
* Package total with EF (Education Fund) is \$140.86									
	\$20.00	71.03	18.42	46.40	2.73	0.46	1.50	0.24	140.78
	\$18.00	73.03	18.42	44.40	2.73	0.46	1.50	0.24	140.78
	\$16.00	75.03	18.42	42.40	2.73	0.46	1.50	0.24	140.78
	\$14.00	77.03	18.42	40.40	2.73	0.46	1.50	0.24	140.78
	\$12.00	79.03	18.42	38.40	2.73	0.46	1.50	0.24	140.78
	\$10.00	81.03	18.42	36.40	2.73	0.46	1.50	0.24	140.78
	\$8.00	83.03	18.42	34.40	2.73	0.46	1.50	0.24	140.78
	\$6.00	85.03	18.42	32.40	2.73	0.46	1.50	0.24	140.78
	\$4.00	87.03	18.42	30.40	2.73	0.46	1.50	0.24	140.78
	\$2.00	89.03	18.42	28.40	2.73	0.46	1.50	0.24	140.78
	\$0.00	91.03	18.42	26.40	2.73	0.46	1.50	0.24	140.78
Foreman									
* Package total with EF (Education Fund) is \$154.98									
	\$20.00	84.68	18.42	46.40	3.14	0.52	1.50	0.24	154.90
	\$18.00	86.68	18.42	44.40	3.14	0.52	1.50	0.24	154.90
	\$16.00	88.68	18.42	42.40	3.14	0.52	1.50	0.24	154.90
	\$14.00	90.68	18.42	40.40	3.14	0.52	1.50	0.24	154.90
	\$12.00	92.68	18.42	38.40	3.14	0.52	1.50	0.24	154.90
	\$10.00	94.68	18.42	36.40	3.14	0.52	1.50	0.24	154.90
	\$8.00	96.68	18.42	34.40	3.14	0.52	1.50	0.24	154.90
	\$6.00	98.68	18.42	32.40	3.14	0.52	1.50	0.24	154.90
	\$4.00	100.68	18.42	30.40	3.14	0.52	1.50	0.24	154.90
	\$2.00	102.68	18.42	28.40	3.14	0.52	1.50	0.24	154.90
	\$0.00	104.68	18.42	26.40	3.14	0.52	1.50	0.24	154.90
General Foreman									
* Package total with EF (Education Fund) is \$169.12									
	\$20.00	98.34	18.42	46.40	3.55	0.59	1.50	0.24	169.04
	\$18.00	100.34	18.42	44.40	3.55	0.59	1.50	0.24	169.04
	\$16.00	102.34	18.42	42.40	3.55	0.59	1.50	0.24	169.04
	\$14.00	104.34	18.42	40.40	3.55	0.59	1.50	0.24	169.04
	\$12.00	106.34	18.42	38.40	3.55	0.59	1.50	0.24	169.04
	\$10.00	108.34	18.42	36.40	3.55	0.59	1.50	0.24	169.04
	\$8.00	110.34	18.42	34.40	3.55	0.59	1.50	0.24	169.04
	\$6.00	112.34	18.42	32.40	3.55	0.59	1.50	0.24	169.04
	\$4.00	114.34	18.42	30.40	3.55	0.59	1.50	0.24	169.04
	\$2.00	116.34	18.42	28.40	3.55	0.59	1.50	0.24	169.04
	\$0.00	118.34	18.42	26.40	3.55	0.59	1.50	0.24	169.04
Cable Splicer									
* Package total with EF (Education Fund) is \$154.98									
	\$20.00	84.68	18.42	46.40	3.14	0.52	1.50	0.24	154.90
	\$18.00	86.68	18.42	44.40	3.14	0.52	1.50	0.24	154.90
	\$16.00	88.68	18.42	42.40	3.14	0.52	1.50	0.24	154.90
	\$14.00	90.68	18.42	40.40	3.14	0.52	1.50	0.24	154.90
	\$12.00	92.68	18.42	38.40	3.14	0.52	1.50	0.24	154.90
	\$10.00	94.68	18.42	36.40	3.14	0.52	1.50	0.24	154.90
	\$8.00	96.68	18.42	34.40	3.14	0.52	1.50	0.24	154.90
	\$6.00	98.68	18.42	32.40	3.14	0.52	1.50	0.24	154.90
	\$4.00	100.68	18.42	30.40	3.14	0.52	1.50	0.24	154.90
	\$2.00	102.68	18.42	28.40	3.14	0.52	1.50	0.24	154.90
	\$0.00	104.68	18.42	26.40	3.14	0.52	1.50	0.24	154.90
Journeyman Technician									
* Package total with EF (Education Fund) is \$140.86									
	\$20.00	71.03	18.42	46.40	2.73	0.46	1.50	0.24	140.78
	\$18.00	73.03	18.42	44.40	2.73	0.46	1.50	0.24	140.78
	\$16.00	75.03	18.42	42.40	2.73	0.46	1.50	0.24	140.78
	\$14.00	77.03	18.42	40.40	2.73	0.46	1.50	0.24	140.78
	\$12.00	79.03	18.42	38.40	2.73	0.46	1.50	0.24	140.78
	\$10.00	81.03	18.42	36.40	2.73	0.46	1.50	0.24	140.78
	\$8.00	83.03	18.42	34.40	2.73	0.46	1.50	0.24	140.78
	\$6.00	85.03	18.42	32.40	2.73	0.46	1.50	0.24	140.78
	\$4.00	87.03	18.42	30.40	2.73	0.46	1.50	0.24	140.78
	\$2.00	89.03	18.42	28.40	2.73	0.46	1.50	0.24	140.78
	\$0.00	91.03	18.42	26.40	2.73	0.46	1.50	0.24	140.78

Overtime, overtime shift rates, dues, NEBF and AMF will be completed before any wage deductions.

*** Payroll 7% Dues must be computed on gross wages before any wage deduction.**

In addition, \$1.50 cents is to be contributed by the employer for every JW, Foreman, GF, CS & JT hour and \$2.00 for every apprentice hour for the JATC and is submitted on the transmittal to UAS.