

Inside Wireman's Agreement MOU
Appendix II
Effective With Hours Worked May 26, 2025

Wages & Fringe Benefits
Construction Wireman - Construction Electrician (CW-CE)
For Work In Orange County (Local 441) Only

SCOPE: All private work in Orange County. Projects within Disneyland, at Convention Centers, and at Kaiser facilities require prior approval. Projects identified as "union only" do not fall under this scope.

Revised: 12/30/24
Supersedes all previous versions

Class Code	WAGE Effective 05/26/25	HEALTH Effective 1/01/25	NEBF 3% Of Gross Wages	LMCC	IAMF Non-NECA Only	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE	Scheduled Increases *
CE - Construction Electrician: (State Certified)									
CE - 1 (8001 - 10,000 Hours) ⁽²⁾	CE-1	37.63	6.83	1.13	0.05	0.19	0.45	0.38	46.66
CE - 2 (10,001 Hours and above) ⁽³⁾	CE-2	41.39	6.83	1.24	0.05	0.21	0.45	0.41	50.58
CE Foreman (CE2 + 13%)	CE-F	46.77	6.83	1.40	0.05	0.23	0.45	0.47	56.20
CW - Construction Wireman: (Trainees)									
CW - A (0 - 2000 Hours)	CW-A	22.58	~~	0.68	0.05	0.11	0.45	0.23	24.10
CW - 1 (2001 - 3000 Hours)	CW-1	22.76	6.83	0.68	0.05	0.11	0.45	0.23	31.11
CW - 2 (3001 - 4000 Hours)	CW-2	24.46	6.83	0.73	0.05	0.12	0.45	0.24	32.88
CW - 3 (4001 - 5000 Hours)	CW-3	26.34	6.83	0.79	0.05	0.13	0.45	0.26	34.85
CW - 4 (5001 - 6000 Hours)	CW-4	28.22	6.83	0.85	0.05	0.14	0.45	0.28	36.82
CW - 5 (6001 - 7000 Hours)	CW-5	30.10	6.83	0.90	0.05	0.15	0.45	0.30	38.78
CW - 6 (7001 - 8000 Hours) ⁽¹⁾	CW-6	31.98	6.83	0.96	0.05	0.16	0.45	0.32	40.75

Date	Increase
6/1/2026	\$0.62
5/31/2027	\$1.21
5/29/2028	\$1.25
5/28/2029	\$1.34

Health Plan Increase and date	
\$0.16 on 12/29/25	
TBD on 12/28/26	
TBD on 12/27/27	
TBD on 01/01/29	

⁽¹⁾ Progression from CW-6 to CE-1: Must have 8000 Hours & State Certification

⁽²⁾ Progression from CE-1 to CE-2: Must have 10,000 Hours

⁽³⁾ After 2,000 Hours, a CE-2 will have the following options: remain at the CE-2 level; enter the Inside Apprenticeship Program as a 5th year, 80% apprentice; or pass the IBEW Journeyman Wireman's Examination and be reclassified as a Journeyman Wireman.

CE Leadman/Foreman: 13% Over CE2 Wage Scale

WAGE DEDUCTIONS:

NEFP 401k - If Authorized (Pre-Tax)

Vacation - If Authorized (7% Of Gross Wages)

Local Union Dues - If Authorized (3.25% Of Gross Wages)

IBEW PAC - If Authorized (\$.05 Per Hour)

For any questions, please contact the OC NECA office at (714) 634-8777

* A Separate HRA Employer Contribution to the plan will become effective 06/01/2026. Details in Appendix "B" of the IBEW, 9th District MAMOU.