

Inside Wireman's Agreement MOU
Appendix II
Effective With Hours Worked June 01, 2026 through December 27, 2026

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

Jobsite Ratios:

a. There will be one (1) Journeyman Wireman or JW Foreman for each CE.
b. There will be one (1) Apprentice for up to three (3) CWs.
c. The ratio of JW or CE to CW may not exceed 1 to 3 on the jobsite.

<u>IW/CE</u>	<u>Apprentice</u>	<u>CW</u>
1	1	up to 3
2	2	4-6
etc	etc	etc

Revised: 06/01/26
Supersedes all previous versions

Class Code	WAGE Effective 6/1/2026	HEALTH Effective 12/29/25	HRA Effective 6/1/2026	NEBF 3% Of Gross Wages	LMCC	IAMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE
CE - Construction Electrician: (State Certified)									
CE - 1 (8001 - 10,000 Hours) ⁽²⁾	CE-1 \$ 38.25	\$ 6.99	\$ 0.50	\$ 1.15	\$ 0.05	\$ 0.19	\$ 0.45	\$ 0.38	\$ 47.96
CE - 2 (10,001 Hours and above) ⁽³⁾	CE-2 \$ 42.08	\$ 6.99	\$ 0.55	\$ 1.26	\$ 0.05	\$ 0.21	\$ 0.45	\$ 0.42	\$ 52.01
CE Foreman ⁽⁴⁾	CE-F \$ 47.61	\$ 6.99	\$ 0.57	\$ 1.43	\$ 0.05	\$ 0.24	\$ 0.45	\$ 0.48	\$ 57.82
CW - Construction Wireman: (Trainees)									
CW - A (0 - 2000 Hours)	CW-A \$ 22.95	~~	\$ 0.30	\$ 0.69	\$ 0.05	\$ 0.11	\$ 0.45	\$ 0.23	\$ 24.78
CW - 1 (2001 - 3000 Hours)	CW-1 \$ 23.14	\$ 6.99	\$ 0.30	\$ 0.69	\$ 0.05	\$ 0.12	\$ 0.45	\$ 0.23	\$ 31.97
CW - 2 (3001 - 4000 Hours)	CW-2 \$ 24.67	\$ 6.99	\$ 0.33	\$ 0.74	\$ 0.05	\$ 0.12	\$ 0.45	\$ 0.25	\$ 33.60
CW - 3 (4001 - 5000 Hours)	CW-3 \$ 26.78	\$ 6.99	\$ 0.35	\$ 0.80	\$ 0.05	\$ 0.13	\$ 0.45	\$ 0.27	\$ 35.82
CW - 4 (5001 - 6000 Hours)	CW-4 \$ 28.69	\$ 6.99	\$ 0.38	\$ 0.86	\$ 0.05	\$ 0.14	\$ 0.45	\$ 0.29	\$ 37.85
CW - 5 (6001 - 7000 Hours)	CW-5 \$ 30.60	\$ 6.99	\$ 0.40	\$ 0.92	\$ 0.05	\$ 0.15	\$ 0.45	\$ 0.31	\$ 39.87
CW - 6 (7001 - 8000 Hours) ⁽¹⁾	CW-6 \$ 32.52	\$ 6.99	\$ 0.43	\$ 0.98	\$ 0.05	\$ 0.16	\$ 0.45	\$ 0.33	\$ 41.91

Scheduled Increases *	
Date	Increase
5/31/2027	\$1.21
5/29/2028	\$1.25
5/28/2029	\$1.34
Health Plan Increase and date	
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.

⁽⁴⁾ The CE Leadman/Foreman rate shall be calculated by applying a 13% multiplier to the applicable CE-2 rate inclusive of the HRA contribution. After applying the multiplier, the applicable Foreman HRA contribution shall be deducted to determine the final taxable hourly wage rate.

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)

<p>The scope of work shall be limited to the following privately funded projects: Fast Food, Restaurants, Strip Malls – Self-Storage Units, Large Retail (JC Penney, Nordstrom, Sears, Walmart, Target, Costco, Home Depot, Lowes) Auto Services – Convenience – Fuel Dispensing, Medical/Dental Offices & Clinics, Tilt-ups and Tenant Improvement. Movie Theaters – Cineplex Hotels & Motels, Mixed-use Low Rise (below 4 stories), Drug Stores – Pharmacies – Grocery Stores, Professional Office Buildings (below 4 stories) Residential Single Family and Multi-Family, 4 stories or less (subsequently developed residential agreement shall supersede this MOU for residential work), Residential Solar, Service work on all aforementioned facilities.</p> <p>Excluded from the Scope: Disneyland, Convention Center, Kaiser, PLA projects, union-only projects, and public works jobs requiring the payment of prevailing wages.</p>

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