

SHIFT RATES

Effective March 1, 2025

**Electrical Contractors Signatory to the Inside Wireman Agreement
between Contra Costa Chapter, NECA and IBEW Local 302**

	Day Shift (8 or 10 hour Shift)			Swing Shift (8 hours pay for 8 hours Worked)			Graveyard Shift (8 hours pay for 8 hours worked)			Graveyard Shift (10 hours pay for 10 hours worked)		
	Regular	1.5x	2x	Regular	1.5x	2x	Regular	1.5x	2x	Regular	1.5x	2x
	Journeyman	\$ 66.26	\$ 99.39	\$ 132.52	\$ 77.72	\$ 116.58	\$ 132.52	\$ 87.07	\$ 130.61	\$ 132.52	\$ 87.07	\$ 130.61
Foreman	\$ 74.54	\$ 111.81	\$ 149.08	\$ 87.44	\$ 131.16	\$ 149.08	\$ 97.95	\$ 146.93	\$ 149.08	\$ 97.95	\$ 146.93	\$ 149.08
General Foreman	\$ 82.83	\$ 124.25	\$ 165.66	\$ 97.16	\$ 145.74	\$ 165.66	\$ 108.84	\$ 163.26	\$ 165.66	\$ 108.84	\$ 163.26	\$ 165.66
Senior General Foreman	\$ 86.14	\$ 129.21	\$ 172.28	\$ 101.04	\$ 151.56	\$ 172.28	\$ 113.19	\$ 169.79	\$ 172.28	\$ 113.19	\$ 169.79	\$ 172.28
Welders/Cable Splicers/Inst.Tech	\$ 74.54	\$ 111.81	\$ 149.08	\$ 87.44	\$ 131.16	\$ 149.08	\$ 97.95	\$ 146.93	\$ 149.08	\$ 97.95	\$ 146.93	\$ 149.08

APPRENTICES

	Day Shift (8 or 10 hour Shift)			Swing Shift (8 hours pay for 8 hours Worked)			Graveyard Shift (8 hours pay for 8 hours worked)			Graveyard Shift (10 hours pay for 10 hours worked)		
	Regular	1.5x	2x	Regular	1.5x	2x	Regular	1.5x	2x	Regular	1.5x	2x
	1st Period	\$26.50	\$39.75	\$53.00	\$31.08	\$46.62	\$53.00	\$34.82	\$52.23	\$53.00	\$34.82	\$52.23
2nd Period	\$33.13	\$49.70	\$66.26	\$38.86	\$58.29	\$66.26	\$43.53	\$65.30	\$66.26	\$43.53	\$65.30	\$66.26
3rd Period	\$39.76	\$59.64	\$79.52	\$46.64	\$69.96	\$79.52	\$52.24	\$78.36	\$79.52	\$52.24	\$78.36	\$79.52
4th Period	\$46.38	\$69.57	\$92.76	\$54.40	\$81.60	\$92.76	\$60.94	\$91.41	\$92.76	\$60.94	\$91.41	\$92.76
5th Period	\$53.01	\$79.52	\$106.02	\$62.18	\$93.27	\$106.02	\$69.66	\$104.49	\$106.02	\$69.66	\$104.49	\$106.02
6th Period	\$59.63	\$89.45	\$119.26	\$69.95	\$104.93	\$119.26	\$78.35	\$117.53	\$119.26	\$78.35	\$117.53	\$119.26