

SHIFT RATES

Effective March 1, 2026

**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	\$ 68.26	\$ 102.39	\$ 136.52	\$ 80.07	\$ 120.11	\$ 136.52	\$ 89.69	\$ 134.54	\$ 136.52	\$ 89.69	\$ 134.54
Foreman	\$ 76.79	\$ 115.19	\$ 153.58	\$ 90.07	\$ 135.11	\$ 153.58	\$ 100.90	\$ 151.35	\$ 153.58	\$ 100.90	\$ 151.35	\$ 153.58
General Foreman	\$ 85.33	\$ 128.00	\$ 170.66	\$ 100.09	\$ 150.14	\$ 170.66	\$ 112.12	\$ 168.18	\$ 170.66	\$ 112.12	\$ 168.18	\$ 170.66
Senior General Foreman	\$ 88.74	\$ 133.11	\$ 177.48	\$ 104.09	\$ 156.14	\$ 177.48	\$ 116.60	\$ 174.90	\$ 177.48	\$ 116.60	\$ 174.90	\$ 177.48
Welders/Cable Splicers/Inst.Tech	\$ 76.79	\$ 115.19	\$ 153.58	\$ 90.07	\$ 135.11	\$ 153.58	\$ 100.90	\$ 151.35	\$ 153.58	\$ 100.90	\$ 151.35	\$ 153.58

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	\$27.30	\$40.95	\$54.60	\$32.02	\$48.03	\$54.60	\$35.87	\$53.81	\$54.60	\$35.87	\$53.81	\$54.60
2nd Period	\$34.13	\$51.20	\$68.26	\$40.03	\$60.05	\$68.26	\$44.85	\$67.28	\$68.26	\$44.85	\$67.28	\$68.26
3rd Period	\$40.96	\$61.44	\$81.92	\$48.05	\$72.08	\$81.92	\$53.82	\$80.73	\$81.92	\$53.82	\$80.73	\$81.92
4th Period	\$47.78	\$71.67	\$95.56	\$56.05	\$84.08	\$95.56	\$62.78	\$94.17	\$95.56	\$62.78	\$94.17	\$95.56
5th Period	\$54.61	\$81.92	\$109.22	\$64.06	\$96.09	\$109.22	\$71.76	\$107.64	\$109.22	\$71.76	\$107.64	\$109.22
6th Period	\$61.43	\$92.15	\$122.86	\$72.06	\$108.09	\$122.86	\$80.72	\$121.08	\$122.86	\$80.72	\$121.08	\$122.86