



Labor-Management Committee
- FOR THE -
Electrical Construction Industry
720 MARKET STREET, SUITE 700
SAN FRANCISCO, CA 94102
(415) 263-3670 • FAX (415) 263-3672



June 1, 2025

TO: ALL EMPLOYERS AND LOCAL UNION 6 INSIDE WIREMEN

SUBJECT: YEAR 2022 CONTRACT NEGOTIATIONS SETTLEMENT WAGE FRINGE PACKAGE

Terms of Agreement: 4 years; June 1, 2022 thru May 31, 2026
2 Year Extension; June 1, 2026 thru May 31, 2028

Wage package is based on the Journeyman rate and is to be implemented as indicated below.

Increase hourly increment as follows:

June 1, 2025	\$2.00
June 1, 2026	\$4.00
June 1, 2027	\$4.75

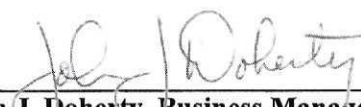
Wages Effective June 1, 2025:

Journeyman.....\$92.50 per hour (\$1.25 increase per hour)
Foreman, Shop Foreman.....\$106.38 per hour (115% Journeyman hourly rate)
General Foreman.....\$120.25 per hour (130% Journeyman hourly rate)

Fringes Effective June 1, 2025:

Health & Welfare.....\$22.08 per hour (\$0.75 to H&W)
Total Pension..\$22.52 per hour (Defined Benefit Plan: \$13.02 DBP; \$9.50 RSP)
Elective Deferrals (401k).....0% - 24% (in 3% increments)
**Only 45% Apprentice and up are eligible to participate in deferrals
Apprenticeship/EISB/LMCC.....\$1.465 per hour
N.E.B.F.....3% gross earnings
AMF.....0.75% gross earnings
IBEW-COPE.....\$0.05 per hour (an after tax "assignment of wages" per voluntary check-off.)

Apprentices		Wages	Pension
1 st 12 months	40%	\$37.00	\$ 0.00
3 rd 6 months	45%	\$41.63	\$10.13
4 th 6 months	50%	\$46.25	\$11.26
5 th 6 months	55%	\$50.88	\$12.39
6 th 6 months	60%	\$55.50	\$13.51
7 th 6 months	65%	\$60.13	\$14.64
8 th 6 months	70%	\$64.75	\$15.76
9 th 6 months	75%	\$69.38	\$16.89
10 th 6 months	80%	\$74.00	\$18.02


**John J. Doherty, Business Manager/
Financial Secretary
IBEW Local Union 6**


**Justin Saroyan
Executive Manager
San Francisco Electrical Contractors Assn., Inc.**