



**Labor-Management Committee**  
- FOR THE -  
**Electrical Construction Industry**

720 MARKET STREET, SUITE 700  
SAN FRANCISCO, CA 94102  
(415) 263-3670 • FAX (415) 263-3672



**May 28, 2026**

**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, 2026 \$4.00  
June 1, 2027 \$4.75


**Wages Effective June 1, 2026:**

Journeyman.....\$95.75 per hour (\$3.25 increase per hour)  
Foreman, Shop Foreman.....\$110.11 per hour (115% Journeyman hourly rate)  
General Foreman.....\$124.48 per hour (130% Journeyman hourly rate)

**Fringes Effective June 1, 2026:**

Health & Welfare.....\$22.83 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 <sup>st</sup> 12 months	40%	\$38.30 \$ 0.00
3 <sup>rd</sup> 6 months	45%	\$43.09 \$10.13
4 <sup>th</sup> 6 months	50%	\$47.88 \$11.26
5 <sup>th</sup> 6 months	55%	\$52.66 \$12.39
6 <sup>th</sup> 6 months	60%	\$57.45 \$13.51
7 <sup>th</sup> 6 months	65%	\$62.24 \$14.64
8 <sup>th</sup> 6 months	70%	\$67.03 \$15.76
9 <sup>th</sup> 6 months	75%	\$71.81 \$16.89
10 <sup>th</sup> 6 months	80%	\$76.60 \$18.02

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

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