

MAI-MOU Wage & Fringe Guide

Revised May 12, 2025

Note: The information contained in this summary is for comparative analysis only, and is not to be used for purposes of estimating or bidding electrical work. For current and reliable data concerning wages and contributions in a particular jurisdiction, which are subject to change at any given time, please contact the appropriate NECA Chapter office.

Jurisdiction: San Francisco Chapter (LU 6), Northern CA Chapter (LU 595W Alameda, LU 180 Napa), Monterey Bay CA Chapter (LU 234), Contra Costa Chapter (LU 302), Santa Clara Valley Chapter (LU 332), Redwood Empire Chapter (LU 551), San Mateo Chapter (LU 617)

Bay Area

Scope: For Locals 234, 332, 595 West, 302, 180, and 551 only: 1. High volume retail outlets, 2. Drug Stores, 3. Convenience Stores, 4. Big Box stores (Wal-Mart, Costco, Target, etc.), 5. Automotive service stations, 6. Hotels & Motels (not to exceed 3 stories), 7. Restaurants, 8. Retail space, 9. Single story strip malls, comprised of more than one retail vendor or tenant, 10. Wineries.

Scope: For Locals 6 and 617 only: 1. AM/PM stores, 2. Verizon stores, 3. Peet's Coffee, 4. Starbucks, 5. Burger King, 6. McDonalds, 7. Wendys, 8. In-n-Out Burgers, 9. Motels (up to 3 stories), 10. Laundromats, 11. Dollar stores.

Rate Effective Dates	Classification	Rate	H&W (refer to Appendix D)	NEBF	NLMCC	JATC	AMF	TOTAL	UNION DUES	NECA SERVICE CHARGE
01/01/2026 - 12/31/2026	CE Level 3 (Lead/Foreman) (110%)	52.50	8.99	1.58	0.01	0.85	0.26	64.19	1.58	Contact Local NECA Chapter for Rate
	CE Level 2 (10,001 and above)	47.73	8.99	1.43	0.01	0.85	0.24	59.25	1.43	
	CE Level 1 (8,001 - 10,000 hrs) (90%)	42.96	8.99	1.29	0.01	0.85	0.21	54.31	1.29	
	CW Step 4 (5,001 - 8,000 hrs) (80%)	38.18	8.99	1.15	0.01	0.85	0.19	49.37	1.15	
	CW Step 3 (3,501 - 5,000 hrs) (75%)	35.80	8.99	1.07	0.01	0.85	0.18	46.90	1.07	
	CW Step 2 (2,001 - 3,500 hrs) (70%)	33.41	8.99	1.00	0.01	0.85	0.17	44.43	1.00	
	CW Step 1 (0 - 2,000 hrs) (60%)	28.64	8.99	0.86	0.01	0.85	0.14	39.49	0.86	

Effective January 1, 2026, the Bay Area MAI-MOU received the following increases: \$2.75 to the Wage and \$0.16 to the Health & Welfare.

Notes:

- Health and Welfare rate includes \$2.00 to a Health Benefit Card.
- CW Wage Scales were restructured from six brackets to four brackets effective June 1, 2022.
- Scope: Some Local Union areas have expanded upon the above scope.
- Trust contributions paid on hours worked.
- Working Dues will be 3% of the hourly wage and shall be paid to the Local Union where the work is being performed.
- Mandatory sick leave is applied according to the Inside Construction Agreement where work is being performed.

Scheduled Increases: The Bay Area MAI-MOU expires December 31, 2026.