

MAI-MOU Wage & Fringe Guide

Revised April 21, 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: Northern CA Chapter (LU 595E Stockton & LU 684 Modesto)

For information regarding Local's 100, 340 and 428, please contact the respective NECA Chapter - CA East Central Chapter (LU 100 Fresno), Greater Sacramento Chapter (LU 340) and Kern County Chapter (LU 428)

Central Valley Market Advancement Initiative

Scope: For Local Unions 595E, and 684 only: All private work that has non-IBEW competition. The following types of work shall be excluded from the scope of this Memorandum of Understanding: 1. All public work projects requiring the payment of prevailing wages, 2. All work covered by Project Labor Agreements (PLA's) or funded/financed by Union Trust Funds, 3. All work defined within the scope of other IBEW/NECA Agreements other than the Inside Agreement (e.g. Sound & Communication, and 4. Work for specific customers that is presently and historically performed by signatory employers under the Inside Agreement (e.g. Kaiser facilities).

On a case-by-case basis, all other privately funded projects may be able to utilize this MOU with the approval of the Business Manager of the jurisdiction where that work is to be performed.

NOTE: Residential work may be performed under an existing Residential Agreement or under this Memorandum of Understanding.

Rate Effective Dates	Classification	Rate	H&W	NEBF	LMCC	JATC	AMF	TOTAL	NECA SERVICE CHARGE
01/01/2026 - 12/31/2026	CE Level 2 (Lead/Foreman) (110%)	45.03	8.49	1.35	0.21	0.85	0.15	56.08	Contact Local NECA Chapter for Rate
	CE Level 2 (10,001 and above)	40.94	8.49	1.23	0.21	0.85	0.15	51.87	
	CE Level 1 (8,001 - 10,000 hrs) (90%)	36.85	8.49	1.11	0.21	0.85	0.15	47.66	
	CW Step 4 (6,001 - 8,000 hrs) (80%)	32.75	8.49	0.98	0.21	0.85	0.15	43.43	
	CW Step 3 (4,001 - 6,000 hrs) (65%)	26.61	8.49	0.80	0.21	0.85	0.15	37.11	
	CW Step 2 (2,001 - 4,000 hrs) (55%)	22.52	8.49	0.68	0.21	0.85	0.15	32.90	
	CW Step 1 (0 - 2,000 hrs) (47.5%)	19.45	8.49	0.58	0.21	0.85	0.15	29.73	

Effective January 1, 2026, the Central Valley MAI-MOU receives the following increase: \$1.50 to the Wage and \$0.16 to the Health and Welfare.

Notes:

- Effective January 1, 2026, the CW Steps were modified from 6 Steps to 4 Steps.
- Maintenance of Health and Welfare Benefits shall be maintained by the Employer.
- Effective June 1, 2022, the Health and Welfare Rate includes \$1.50 for the Health Benefit Card.
- Mandatory Sick Leave is applied according to the Inside Construction Agreement where work is being performed.
- All trust contributions shall be paid on hours worked.
- Apprenticeship Contributions shall be paid to the Local Union where the work is being performed.
- \$0.01 of the LMCC Contribution goes to the NLMCC.
- Percentage calculations are calculated on total gross pay. Not the hourly wage rate.
- Employees Shall only supply their own tools once they reach the threshold of Wage Order 16 (double the minimum wage)

Scheduled Increases: January 1, 2027 - \$1.60 to the Wage and \$0.16 to the Health & Welfare ; January 1, 2028 - \$1.70 to the Wage and a Health & Welfare increase as determined by the NECA/IBEW FMCP.