

**MEMORANDUM OF UNDERSTANDING
IN THE SOUND & COMMUNICATIONS, 9TH DISTRICT
AGREEMENT & NORTHERN CALIFORNIA & NORTHERN
NEVADA ADDENDUM, 2B WAGE CALCULATION**

- Item 1: Determination of Installer rate shall be 75% of the actual wage increase of Schedule 2A.
- Item 2: The 2B wage calculation applies to new monies allocated to wages for Schedule 2A after December 1, 2011.
- Item 3: Money allocations directed towards benefits, health and welfare or pension, will not be affected by this MOU.
- Item 4: This MOU is in effect from December 1, 2011 and expires November 30, 2014.

Signed for the IBEW

/s/ John J. O'Rourke

John O'Rourke, Chair for Labor

date 10/28/11

Signed for the NECA

/s/ Aaron Colton

Aaron Colton, Chair for Management

date 10/31/2011

**9th District Sound & Communications Agreement
Northern California
Addendum #2**

Joint Recommendation for Settlement

The NECA and IBEW Negotiating Committees recommend the following terms and conditions for settlement of the 9th District Sound & Communications Agreement, Northern California, Addendum # 2:

Term:

3 year term.
Dec. 1, 2011 through Nov. 30, 2014

Wages and Fringe Benefits:

December 1, 2011	\$1.00	To be allocated
December 1, 2012	\$1.25	To be allocated
December 1, 2013	\$1.55	To be allocated

Wages: Memorandum of Understanding

For the 3 year term of this Agreement, schedule "B" will receive 75% of the schedule "A" wage increases.

Money allocations directed toward benefits, health and welfare or pension will not be affected. This M.O.U. expires on Nov. 30, 2014.

Article III Sec. 3.01 (J)

Change to read:

When employees are designated by their employer to be on call for service standby they shall receive \$125.00 of standby pay, per a seven day week.

Article III Sec. 3.08

Change to read:

Parking and bridge tolls paid if employees have to move vehicle during working hours.

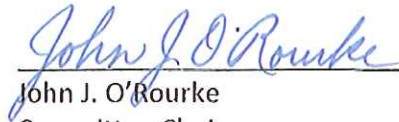
Article IX Sec. 9.02

Add new paragraph:

The Committee will establish the needs and length of the Apprenticeship Training Program. The Training Program will not be less than three (3) years.



Aaron Colton
Committee Chairman
President, CEO
ICS, Integrated Communication Systems



John J. O'Rourke
Committee Chairman
Business Manager, Local 6
San Francisco, CA