

Northern California and Northern Nevada
SOUND AND COMMUNICATIONS CONTRACTORS
 EMPLOYER COST PER HOUR

December 1, 2024 - November 30, 2025

DIRECT COST ITEMS	INSTALLER			TECHNICIAN			SENIOR TECHNICIAN		
	Straight	x 1½	x 2	Straight	x 1½	x 2	Straight	x 1½	x 2
Wages	\$51.59	\$77.39	\$103.18	\$59.33	\$89.00	\$118.66	\$64.49	\$96.74	\$128.98
Health Fund	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65	\$15.65
Health Reimbursement Account	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65	\$0.65
Drug Free Workplace	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05	\$0.05
Pension Fund*	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Industry Apprenticeship	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00	\$1.00
National Pension (NEBF) (3% of Gross Payroll)	\$1.55	\$2.32	\$3.10	\$1.78	\$2.67	\$3.56	\$1.93	\$2.90	\$3.87
LMCC (Includes Local, National & Compliance Fund)	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41	\$0.41
Administrative Maintenance Fund (AMF) (.5% of Gross Labor)	\$0.26	\$0.39	\$0.52	\$0.30	\$0.45	\$0.59	\$0.32	\$0.48	\$0.64
Social Security - 6.20% (Max. of \$168,600) Medicare Portion - 1.45% (No Max.)	\$3.95	\$5.92	\$7.89	\$4.54	\$6.81	\$9.08	\$4.93	\$7.40	\$9.87
Federal Unemployment Tax (.8% on Max. \$7,000)	\$0.41	\$0.62	\$0.83	\$0.47	\$0.71	\$0.95	\$0.52	\$0.77	\$1.03
Workman's Compensation** 5.20/\$100 Straight Time	\$2.68	\$2.68	\$2.68	\$3.09	\$3.09	\$3.09	\$3.35	\$3.35	\$3.35
Liability Insurance** 8.00/\$100	\$4.13	\$6.19	\$8.25	\$4.75	\$7.12	\$9.49	\$5.16	\$7.74	\$10.32
State Unemployment 5.4% ** (On Max. of \$7,000)	\$2.79	\$4.18	\$5.57	\$3.20	\$4.81	\$6.41	\$3.48	\$5.22	\$6.96
Association Dues (1% of Gross Labor)	\$0.52	\$0.77	\$1.03	\$0.59	\$0.89	\$1.19	\$0.64	\$0.97	\$1.29
Direct Labor Cost/Hour:	<u>\$95.64</u>	<u>\$128.22</u>	<u>\$160.81</u>	<u>\$105.81</u>	<u>\$143.31</u>	<u>\$180.78</u>	<u>\$112.58</u>	<u>\$153.33</u>	<u>\$194.07</u>

Northern California and Northern Nevada
SOUND AND COMMUNICATIONS CONTRACTORS
 EMPLOYER COST PER HOUR

December 1, 2024 to November 30, 2025

APPRENTICE RATES INDENTURED BEFORE 12/01/23

DIRECT COST ITEMS	First Period			Second Period			Third Period			Fourth Period			Fifth Period			Sixth Period		
	Straight	x 1½	x 2	Straight	x 1½	x 2	Straight	x 1½	x 2	Straight	x 1½	x 2	Straight	x 1½	x 2	Straight	x 1½	x 2
Wages	28.37	42.56	56.74	30.95	46.43	61.90	33.53	50.30	67.06	36.11	54.17	72.22	41.27	61.91	82.54	46.43	69.65	92.86
Health Fund	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	14.45	15.65
Health Reimbursement Account	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Drug Free Workplace	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Pension Fund*	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Industry Apprenticeship	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
National Pension (NEBF) (3% of Gross Payroll)	0.85	1.28	1.70	0.93	1.39	1.86	1.01	1.51	2.01	1.08	1.63	2.17	1.24	1.86	2.48	1.39	2.09	2.79
LMCC (Includes Local, National & Compliance Fund)	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41	0.41
Administrative Maintenance Fund (AMF) (.5% of Gross Labor)	0.14	0.21	0.28	0.15	0.23	0.31	0.17	0.25	0.34	0.18	0.27	0.36	0.21	0.31	0.41	0.23	0.35	0.46
Social Security - 6.20% (Max. of \$168,600) Medicare Portion - 1.45% (No Max.)	2.17	3.26	4.34	2.37	3.55	4.74	2.57	3.85	5.13	2.76	4.14	5.52	3.16	4.74	6.31	3.55	5.33	7.10
Federal Unemployment Tax (.8 on Max \$7,000)	0.23	0.34	0.45	0.25	0.37	0.50	0.27	0.40	0.54	0.29	0.43	0.58	0.33	0.50	0.66	0.37	0.56	0.74
Workman's Compensation** 5.20/\$100 Straight Time	1.48	1.48	1.48	1.61	1.61	1.61	1.74	1.74	1.74	1.88	1.88	1.88	2.15	2.15	2.15	2.41	2.41	2.41
Liability Insurance** 8.00/\$100	2.27	3.40	4.54	2.48	3.71	4.95	2.68	4.02	5.36	2.89	4.33	5.78	3.30	4.95	6.60	3.71	5.57	7.43
State Unemployment 5.4% ** (On Max. of \$7,000)	1.53	2.30	3.06	1.67	2.51	3.34	1.81	2.72	3.62	1.95	2.93	3.90	2.23	3.34	4.46	2.51	3.76	5.01
Association Dues (1% of Gross Labor)	<u>0.28</u>	<u>0.43</u>	<u>0.57</u>	<u>0.31</u>	<u>0.46</u>	<u>0.62</u>	<u>0.34</u>	<u>0.50</u>	<u>0.67</u>	<u>0.36</u>	<u>0.54</u>	<u>0.72</u>	<u>0.41</u>	<u>0.62</u>	<u>0.83</u>	<u>0.46</u>	<u>0.70</u>	<u>0.93</u>
Direct Labor Cost/Hour:	<u>\$65.08</u>	<u>\$83.02</u>	<u>\$100.92</u>	<u>\$68.48</u>	<u>\$88.02</u>	<u>\$107.59</u>	<u>\$71.88</u>	<u>\$93.05</u>	<u>\$114.23</u>	<u>\$75.26</u>	<u>\$98.08</u>	<u>\$120.89</u>	<u>\$82.06</u>	<u>\$108.14</u>	<u>\$134.20</u>	<u>\$88.82</u>	<u>\$116.98</u>	<u>\$147.49</u>

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Wages	28.37	42.56	56.74	30.95	46.43	61.90	33.53	50.30	67.06	36.11	54.17	72.22	41.27	61.91	82.54	46.43	69.65	92.86
Health Fund	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65	15.65
Health Reimbursement Account	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65	0.65
Drug Free Workplace	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
Pension Fund*	0.00	0.00	0.00	5.00	5.00	5.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00	10.00
Industry Apprenticeship	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
National Pension (NEBF) (3% of Gross Payroll)	0.85	1.28	1.70	0.93	1.39	1.86	1.01	1.51	2.01	1.08	1.63	2.17	1.24	1.86	2.48	1.39	2.09	2.79
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Association Dues (1% of Gross Labor)	0.28	0.43	0.57	0.31	0.46	0.62	0.34	0.50	0.67	0.36	0.54	0.72	0.41	0.62	0.83	0.46	0.70	0.93
Direct Labor Cost/Hour:	\$55.08	\$73.02	\$90.92	\$63.48	\$83.02	\$102.59	\$71.88	\$93.05	\$114.23	\$75.26	\$98.08	\$120.89	\$82.06	\$108.14	\$134.20	\$88.82	\$118.18	\$147.49