

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

GWYXi Y'19

December 1, 2020 - November 30, 2021

| DIRECT COST ITEMS | INSTALLER | | | TECHNICIAN | | | SENIOR TECHNICIAN | | |
|---|----------------|-----------------|-----------------|----------------|-----------------|-----------------|-------------------|-----------------|-----------------|
| | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 | Straight | x 1½ | x 2 |
| Wages | \$42.11 | \$63.17 | \$84.22 | \$48.43 | \$72.65 | \$96.86 | \$52.64 | \$78.96 | \$105.28 |
| Health Fund | \$11.35 | \$11.35 | \$11.35 | \$11.35 | \$11.35 | \$11.35 | \$11.35 | \$11.35 | \$11.35 |
| Health Reimbursement Account | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 | \$0.50 |
| Drug Free Workplace | \$0.05 | \$0.05 | \$0.05 | \$0.05 | \$0.05 | \$0.05 | \$0.05 | \$0.05 | \$0.05 |
| Pension Fund* | \$8.15 | \$8.15 | \$8.15 | \$8.15 | \$8.15 | \$8.15 | \$8.15 | \$8.15 | \$8.15 |
| Industry Apprenticeship | \$1.10 | \$1.10 | \$1.10 | \$1.10 | \$1.10 | \$1.10 | \$1.10 | \$1.10 | \$1.10 |
| National Pension (NEBF) (3% of Gross Payroll) | \$1.26 | \$1.90 | \$2.53 | \$1.45 | \$2.18 | \$2.91 | \$1.58 | \$2.37 | \$3.16 |
| 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) | \$0.21 | \$0.32 | \$0.42 | \$0.24 | \$0.36 | \$0.48 | \$0.26 | \$0.39 | \$0.53 |
| Social Security - 6.20% (Max. of \$117,000) Medicare Portion - 1.45% (No Max.) | \$3.22 | \$4.83 | \$6.44 | \$3.70 | \$5.56 | \$7.41 | \$4.03 | \$6.04 | \$8.05 |
| Federal Unemployment Tax (.8% on Max. \$7,000) | \$0.34 | \$0.51 | \$0.67 | \$0.39 | \$0.58 | \$0.77 | \$0.42 | \$0.63 | \$0.84 |
| Workman's Compensation** 5.20/\$100 Straight Time | \$2.19 | \$2.19 | \$2.19 | \$2.52 | \$2.52 | \$2.52 | \$2.74 | \$2.74 | \$2.74 |
| Liability Insurance** 8.00/\$100 | \$3.37 | \$5.05 | \$6.74 | \$3.87 | \$5.81 | \$7.75 | \$4.21 | \$6.32 | \$8.42 |
| State Unemployment 5.4% ** (On Max. of \$7,000) | \$2.27 | \$3.41 | \$4.55 | \$2.62 | \$3.92 | \$5.23 | \$2.84 | \$4.26 | \$5.69 |
| Association Dues (1% of Gross Labor) | <u>\$0.42</u> | <u>\$0.63</u> | <u>\$0.84</u> | <u>\$0.48</u> | <u>\$0.73</u> | <u>\$0.97</u> | <u>\$0.53</u> | <u>\$0.79</u> | <u>\$1.05</u> |
| Direct Labor Cost/Hour: | <u>\$76.95</u> | <u>\$103.57</u> | <u>\$130.16</u> | <u>\$85.26</u> | <u>\$115.87</u> | <u>\$146.46</u> | <u>\$90.81</u> | <u>\$124.06</u> | <u>\$157.32</u> |

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

December 1, 2020 to November 30, 2021

Schedule E

APPRENTICE RATES

| DIRECT COST ITEMS | First Period | | | Second Period | | | Third Period | | | Fourth Period | | | Fifth Period | | | Sixth Period | | |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-----------------|----------------|----------------|-----------------|
| | Straight | x 1% | x 2 | Straight | x 1% | x 2 | Straight | x 1% | x 2 | Straight | x 1% | x 2 | Straight | x 1% | x 2 | Straight | x 1% | x 2 |
| Wages | 23.16 | 34.74 | 46.32 | 25.27 | 37.91 | 50.54 | 27.37 | 41.06 | 54.74 | 29.48 | 44.22 | 58.96 | 33.69 | 50.54 | 67.38 | 37.90 | 56.85 | 75.80 |
| Health Fund | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.35 | 11.00 | 11.35 |
| Health Reimbursement Account | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 | 0.50 |
| 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* | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 | 8.15 |
| Industry Apprenticeship | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 | 1.10 |
| National Pension (NEBF) (3% of Gross Payroll) | 0.69 | 1.04 | 1.39 | 0.76 | 1.14 | 1.52 | 0.82 | 1.23 | 1.64 | 0.88 | 1.33 | 1.77 | 1.01 | 1.52 | 2.02 | 1.14 | 1.71 | 2.27 |
| 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) | 0.12 | 0.17 | 0.23 | 0.13 | 0.19 | 0.25 | 0.14 | 0.21 | 0.27 | 0.15 | 0.22 | 0.29 | 0.17 | 0.25 | 0.34 | 0.19 | 0.28 | 0.38 |
| Social Security - 6.20% (Max. of \$117,000) Medicare Portion - 1.45% (No Max.) | 1.77 | 2.66 | 3.54 | 1.93 | 2.90 | 3.87 | 2.09 | 3.14 | 4.19 | 2.26 | 3.38 | 4.51 | 2.58 | 3.87 | 5.15 | 2.90 | 4.35 | 5.80 |
| Federal Unemployment Tax (.8 on Max \$7,000) | 0.19 | 0.28 | 0.37 | 0.20 | 0.30 | 0.40 | 0.22 | 0.33 | 0.44 | 0.24 | 0.35 | 0.47 | 0.27 | 0.40 | 0.54 | 0.30 | 0.45 | 0.61 |
| Workman's Compensation** 5.20/\$100 Straight Time | 1.20 | 1.20 | 1.20 | 1.31 | 1.31 | 1.31 | 1.42 | 1.42 | 1.42 | 1.53 | 1.53 | 1.53 | 1.75 | 1.75 | 1.75 | 1.97 | 1.97 | 1.97 |
| Liability Insurance** 8.00/\$100 | 1.85 | 2.78 | 3.71 | 2.02 | 3.03 | 4.04 | 2.19 | 3.28 | 4.38 | 2.36 | 3.54 | 4.72 | 2.70 | 4.04 | 5.39 | 3.03 | 4.55 | 6.06 |
| State Unemployment 5.4% ** (On Max. of \$7,000) | 1.25 | 1.88 | 2.50 | 1.36 | 2.05 | 2.73 | 1.48 | 2.22 | 2.96 | 1.59 | 2.39 | 3.18 | 1.82 | 2.73 | 3.64 | 2.05 | 3.07 | 4.09 |
| Association Dues (1% of Gross Labor) | 0.23 | 0.35 | 0.46 | 0.25 | 0.38 | 0.51 | 0.27 | 0.41 | 0.55 | 0.29 | 0.44 | 0.59 | 0.34 | 0.51 | 0.67 | 0.38 | 0.57 | 0.76 |
| Direct Labor Cost/Hour: | <u>\$52.02</u> | <u>\$66.66</u> | <u>\$81.28</u> | <u>\$54.79</u> | <u>\$70.77</u> | <u>\$86.73</u> | <u>\$57.56</u> | <u>\$74.86</u> | <u>\$92.15</u> | <u>\$60.34</u> | <u>\$78.96</u> | <u>\$97.58</u> | <u>\$65.89</u> | <u>\$87.17</u> | <u>\$108.44</u> | <u>\$71.42</u> | <u>\$95.01</u> | <u>\$119.30</u> |