

WAGES & FRINGES SCHEDULE "2-A"

Effective

December 1, 2024 – November 30, 2025

Effective December 1, 2023, the following rates are in effect within the following Local Union jurisdictions: Local 234, Monterey, San Benito, and Santa Cruz Counties; Local 332, Santa Clara County; Local 595W, Alameda County; Local 617, San Mateo County.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers	\$ 56.68
Communications & Systems Technicians.....	\$ 65.18
Senior Communications & Systems Technicians..	\$ 70.85

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021		<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>	<u>Percentages</u>	
1-800	1-1000	55%	\$31.17
801-1600	1001-2000	60%	\$34.01
1601-2400	2001-3000	65%	\$36.84
2401-3200	3001-4000	70%	\$39.68
3201-4000	4001-5000	80%	\$45.34
4001-4800	5001-6000	90%	\$51.01

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE* \$15.65/hr. worked
RETIREMENT \$10.00/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%):

Does not receive Pension Contribution

Second Bracket (60%):

Receive 50% of the Installer Pension Contribution

**All Remaining Brackets Receive 100% of the Installer
Pension Contribution**

APPRENTICESHIP TRUST \$ 1.00/hr. worked

LMCC (Includes Local, National & Compliance Fund) \$ 0.41/hr. worked

ADMINISTRATIVE MAINTENANCE FUND

(AMF) 0.5% Gross Labor Payroll

N.E.B.F. PENSION 3.0% Gross Labor Payroll

LOCAL N.E.C.A. DUES 1.0% Gross Labor Payroll

VACATION/WORKING DUES

WITHHOLDING** 6% Gross Labor Payroll

*** Includes Health Reimbursement Account (\$0.65)**

& Drug Free Workplace Program (\$0.05)

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Increases are to be allocated by the Union prior to effective dates. The pension benefit payment may be increased prior to December 1 of any year by the Union by reducing the wage rates accordingly.

Future Increases:

12/01/25: \$4.25/hour (to be allocated),

and 12/01/26: \$4.25/hour (to be allocated).

WAGES & FRINGES SCHEDULE "2-B"

Effective

December 1, 2024 – November 30, 2025

Effective December 1, 2023, the following rates are in effect within the following Local Union jurisdictions: Local 100, Fresno / King / Madera /Tulare Counties; Local 551-N, Del Norte / Humboldt / Lake / Mendocino Counties; Local 595E, Calaveras / San Joaquin Counties; and Local 684, Mariposa /Merced /Stanislaus /Tuolumne Counties.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers \$ 45.28
Communications & Systems Technicians..... \$ 52.07
Senior Communications & Systems Technicians.. \$ 56.60

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021		<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>	<u>Percentages</u>	
1-800	1-1000	55%	\$24.90
801-1600	1001-2000	60%	\$27.17
1601-2400	2001-3000	65%	\$29.43
2401-3200	3001-4000	70%	\$31.70
3201-4000	4001-5000	80%	\$36.22
4001-4800	5001-6000	90%	\$40.75

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE* **\$15.65/hr. worked**
RETIREMENT **\$10.00/hr. worked**

Apprentice Indentured After December 1, 2023

First Bracket (55%):

Does not receive Pension Contribution

Second Bracket (60%):

Receive 50% of the Installer Pension Contribution

**All Remaining Brackets Receive 100% of the Installer
Pension Contribution**

APPRENTICESHIP TRUST **\$ 1.00/hr. worked**
LMCC (Includes Local, National & Compliance Fund) \$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND
(AMF) 0.5% Gross Labor Payroll
N.E.B.F. PENSION 3.0% Gross Labor Payroll
LOCAL N.E.C.A. DUES 1.0% Gross Labor Payroll
VACATION/WORKING DUES
WITHHOLDING** **6% Gross Labor Payroll**

*** Includes Health Reimbursement Account (\$0.65)
& Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Future Increases: 12/01/25: 80% of the 2-A actual wage increase, and 12/01/26: 80% of the 2-A actual wage increase.

WAGES & FRINGES SCHEDULE "2-C"

**Effective
March 1, 2024**

The following rates are in effect within the Local 340 Union Jurisdiction – namely Yuba, Colusa, Sutter, Yolo, Sacramento, *Amador, *Placer, *El Dorado, *Nevada, *Sierra, *Alpine, Butte, Glenn, Lassen, Plumas, Shasta, Tehama and Trinity Counties of California. (These portions west of the main Sierra Mountain's watershed.)

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers \$ 36.60
Communications & Systems Technicians..... \$ 42.09
Senior Communications & Systems Technician \$ 45.75

APPRENTICES:

Apprentices: The maximum hourly rate of wages shall be as follows:

	<u>Job Hours</u>	<u>%</u>	<u>Per Hour</u>
1st Period	1- 1,000	55%	\$ 20.13
2nd Period	1,001- 2,000	60%	\$ 21.96
3rd Period	2,001 - 3,000	65%	\$ 23.79
4th Period	3,001 - 4,000	70%	\$ 25.62
5th Period	4,001 - 5,000	80%	\$ 29.28
6th Period	5,001 - 6,000	90%	\$ 32.94

Pension: The maximum pension rate shall be as follows:

Indentured BEFORE March 1, 2024

Period	Job Hours	Percentage	Pension
1st	1- 1,000	55%	\$ 6.85
2nd	1,001- 2,000	60%	\$ 6.85
3rd	2,001- 3,000	65%	\$ 6.85
4th	3,001- 4,000	70%	\$ 6.85
5th	4,001- 5,000	80%	\$ 6.85
6th	5,001- 6,000	90%	\$ 6.85

Indentured ON OR AFTER March 1, 2024

Period	Job Hours	Percentage	Pension
1st	1- 1,000	55%	\$ -
2nd	1,001- 2,000	60%	\$ 3.43
3rd	2,001- 3,000	65%	\$ 6.85
4th	3,001- 4,000	70%	\$ 6.85
5th	4,001- 5,000	80%	\$ 6.85
6th	5,001- 6,000	90%	\$ 6.85

The Fringe benefits shall be as follows:

Health Insurance: \$15.00

Apprenticeship: \$1.00

NEBF: 3% of Gross Labor Payroll

Local Pension (maximum amount): \$6.85

LMCC: \$1.10

National LMCC: \$0.01

Admin. Maintenance Fund: 0.5% of Gross Labor Payroll

Local NECA Dues: 1% of Gross Labor Payroll

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Mileage shall be computed from the job site to the closer of the employee's residence or the employer's normal place of business, or City halls for Redding, Chico, and Sacramento. Parking and bridge tolls paid if employees have to move vehicle during working hours.

WAGES & FRINGES SCHEDULE "2-D"

**Effective
December 1, 2024 – November 30, 2025**

Effective December 1, 2023, the following rates are in effect within Local Union 6, City and County of San Francisco.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers	\$ 57.18
Communications & Systems Technicians.....	\$ 65.76
Senior Communications & Systems Technicians..	\$ 71.48

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021		<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>	<u>Percentages</u>	
1-800	1-1000	55%	\$31.45
801-1600	1001-2000	60%	\$34.31
1601-2400	2001-3000	65%	\$37.17
2401-3200	3001-4000	70%	\$40.03
3201-4000	4001-5000	80%	\$45.74
4001-4800	5001-6000	90%	\$51.46

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE* \$15.65/hr. worked
RETIREMENT \$10.50/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%):

Does not receive Pension Contribution

Second Bracket (60%):

Receive 50% of the Installer Pension Contribution

All Remaining Brackets Receive 100% of the Installer Pension Contribution

APPRENTICESHIP TRUST\$ 1.00/hr. worked
LMCC (Includes Local, National & Compliance Fund) \$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND

(AMF) 0.5% Gross Labor Payroll

N.E.B.F. PENSION3.0% Gross Labor Payroll

LOCAL N.E.C.A. DUES1.0% Gross Labor Payroll

VACATION/WORKING DUES

WITHHOLDING** 6% Gross Labor Payroll

*** Includes Health Reimbursement Account (\$0.65)
& Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Future Increases: 12/01/25: \$4.25/hour (to be allocated), and 12/01/26: \$4.25/hour (to be allocated).

WAGES & FRINGES SCHEDULE “2-E”

Effective

December 1, 2024 – November 30, 2025

Effective December 1, 2023, the following rates are in effect within the following Local Union jurisdictions: Local 180, Napa and Solano Counties; Local 302, Contra Costa County, and Local 551S, Marin/Sonoma Counties.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers \$51.59
Communications & Systems Technicians..... \$ 59.33
Senior Communications & Systems Technicians.. \$ 64.49

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021		<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>	<u>Percentages</u>	
1-800	1-1000	55%	\$28.37
801-1600	1001-2000	60%	\$30.95
1601-2400	2001-3000	65%	\$33.53
2401-3200	3001-4000	70%	\$36.11
3201-4000	4001-5000	80%	\$41.27
4001-4800	5001-6000	90%	\$46.43

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE* \$15.65/hr. worked
RETIREMENT \$10.00/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%):

Does not receive Pension Contribution

Second Bracket (60%):

Receive 50% of the Installer Pension Contribution

**All Remaining Brackets Receive 100% of the Installer
Pension Contribution**

APPRENTICESHIP TRUST \$ 1.00/hr. worked
LMCC (Includes Local, National & Compliance Fund) \$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND

(AMF) 0.5% Gross Labor Payroll

N.E.B.F. PENSION 3.0% Gross Labor Payroll

LOCAL N.E.C.A. DUES 1.0% Gross Labor Payroll

VACATION/WORKING DUES

WITHHOLDING** 6% Gross Labor Payroll

*** Includes Health Reimbursement Account (\$0.65)
& Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Future Increases: 12/01/25: 90% of the 2-A actual wage increase, and 12/01/26: 90% of the 2-A actual wage increase.