

# WAGES AND FRINGES SCHEDULE “2-A”

**Effective December 1, 2022**

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.....	\$ 51.18
Communications & Systems Technicians.....	\$ 58.86
Senior Communications & Systems Technicians.....	\$ 63.98

**APPRENTICES:**

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	Percentages	Maximum Hourly Rate of Wages
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$28.15
801-1600	1001-2000	60%	\$30.71
1601-2400	2001-3000	65%	\$33.27
2401-3200	3001-4000	70%	\$35.83
3201-4000	4001-5000	80%	\$40.94
4001-4800	5001-6000	90%	\$46.06

**FRINGE BENEFIT CONTRIBUTIONS:**

HEALTH & WELFARE* .....	\$12.80/hr. worked
RETIREMENT .....	\$10.00/hr. worked
APPRENTICESHIP TRUST .....	\$ 1.10/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 Date to Be Announced - 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.

## **WAGES & FRINGES SCHEDULE “2-B”**

**Effective December 1, 2022**

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.....	\$ 40.88
Communications & Systems Technicians.....	\$ 47.01
Senior Communications & Systems Technicians.....	\$ 51.10

**APPRENTICES:**

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$22.48
801-1600	1001-2000	60%	\$24.53
1601-2400	2001-3000	65%	\$26.57
2401-3200	3001-4000	70%	\$28.62
3201-4000	4001-5000	80%	\$32.70
4001-4800	5001-6000	90%	\$36.79

**FRINGE BENEFIT CONTRIBUTIONS:**

HEALTH & WELFARE*	\$12.80/hr. worked
RETIREMENT .....	\$10.00/hr. worked
APPRENTICESHIP TRUST .....	\$ 1.10/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 Date to Be Announced - 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.

## **WAGES & FRINGES SCHEDULE "2-D"**

**Effective December 1, 2022**

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.....	<b>\$51.68</b>
Communications & Systems Technicians.....	<b>\$59.43</b>
Senior Communications & Systems Technicians.....	<b>\$64.60</b>

**APPRENTICES:**

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$28.42
801-1600	1001-2000	60%	\$31.01
1601-2400	2001-3000	65%	\$33.59
2401-3200	3001-4000	70%	\$36.18
3201-4000	4001-5000	80%	\$41.34
4001-4800	5001-6000	90%	\$46.51

**FRINGE BENEFIT CONTRIBUTIONS:**

HEALTH & WELFARE* .....	<b>\$12.80/hr. worked</b>
RETIREMENT .....	<b>\$10.50/hr. worked</b>
APPRENTICESHIP TRUST .....	\$ 1.10/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** .....	<b>6% Gross Labor Payroll</b>

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

\*\*Effective Date to Be Announced - 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.

# **WAGES & FRINGES SCHEDULE “2-E”**

**Effective December 1, 2022**

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.....	\$ 46.64
Communications & Systems Technicians.....	\$ 53.64
Senior Communications & Systems Technicians.....	\$ 58.30

**APPRENTICES:**

<b>Indentured BEFORE March 1, 2021</b>	<b>Indentured AFTER March 1, 2021</b>	<b>Percentages</b>	<b>Maximum Hourly Rate of Wages</b>
<b><u>Job Hours</u></b>	<b><u>Job Hours</u></b>		
1-800	1-1000	55%	\$25.65
801-1600	1001-2000	60%	\$27.98
1601-2400	2001-3000	65%	\$30.32
2401-3200	3001-4000	70%	\$32.65
3201-4000	4001-5000	80%	\$37.31
4001-4800	5001-6000	90%	\$41.98

**FRINGE BENEFIT CONTRIBUTIONS:**

HEALTH & WELFARE* .....	\$12.80/hr. worked
RETIREMENT .....	\$10.00/hr. worked
APPRENTICESHIP TRUST .....	\$ 1.10/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 Date to Be Announced - 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.