

WAGES AND FRINGES SCHEDULE “2-A”

Effective December 1, 2020

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.....	\$ 45.50
Communications & Systems Technicians.....	\$ 52.33
Senior Communications & Systems Technicians.....	\$ 56.88

Apprentices:

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$25.03
801-1600	60%	\$27.30
1601-2400	65%	\$29.58
2401-3200	70%	\$31.85
3201-4000	80%	\$36.40
4001-4800	90%	\$40.95

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$11.90/hr. worked
RETIREMENT	\$8.15/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

* **Includes Health Reimbursement Account (\$0.50) & Drug Free Workplace Program (\$0.05)**

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 (in addition to the above rates) effective: December 1, 2021 - \$4.00/hr. to be allocated.

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, 2020

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.....	\$ 36.83
Communications & Systems Technicians.....	\$ 42.35
Senior Communications & Systems Technicians.....	\$ 46.04

Apprentices:

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$20.26
801-1600	60%	\$22.10
1601-2400	65%	\$23.94
2401-3200	70%	\$25.78
3201-4000	80%	\$29.46
4001-4800	90%	\$33.15

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$11.90/hr. worked
RETIREMENT	\$8.15/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

* **Includes Health Reimbursement Account (\$0.50) & Drug Free Workplace Program (\$0.05)**

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 (in addition to the above rates) effective: December 1, 2021 - 88% of the 2-E actual wage increase.

WAGES & FRINGES SCHEDULE “2-C”

Effective February 1, 2020

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 and Systems Installers	\$ 30.35
Communications and Systems Technicians	\$ 34.90
Senior Communications & Systems Technicians.....	\$ 37.94

Apprentices:

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$16.69
801-1600	60%	\$18.21
1601-2400	65%	\$19.73
2401-3200	70%	\$21.25
3201-4000	80%	\$24.28
4001-4800	90%	\$27.32

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$11.30/hr. worked
APPRENTICESHIP TRUST	\$ 1.10/hr. worked
LMCC	\$ 1.10/hr. worked
NATIONAL LMCC	\$0.01/hr. worked
LOCAL PENSION	\$5.95/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

*** Includes Health Reimbursement Account (\$0.50) & Drug Free Workplace Program (\$0.05)**

Health & Welfare Rate may require adjustment November 1, 2020

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.

Reference Section 8.06: Health & Welfare allocation to coincide with this Agreement – May require automatic Health and Welfare rate adjustment November 1, 2020.

WAGES & FRINGES SCHEDULE “2-D”

Effective December 1, 2020

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.....	\$46.00
Communications & Systems Technicians.....	\$52.90
Senior Communications & Systems Technicians.....	\$57.50

Apprentices:

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$25.30
801-1600	60%	\$27.60
1601-2400	65%	\$29.90
2401-3200	70%	\$32.20
3201-4000	80%	\$36.80
4001-4800	90%	\$41.40

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$11.90/hr. worked
RETIREMENT	\$8.65/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

*** Includes Health Reimbursement Account (\$0.50) & Drug Free Workplace Program (\$0.05)**

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 (in addition to the above rates) effective: December 1, 2021 - \$4.00/hr. to be allocated.

WAGES & FRINGES SCHEDULE “2-E”

Effective December 1, 2020

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.....	\$ 42.11
Communications & Systems Technicians.....	\$ 48.43
Senior Communications & Systems Technicians.....	\$ 52.64

Apprentices:

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$23.16
801-1600	60%	\$25.27
1601-2400	65%	\$27.37
2401-3200	70%	\$29.48
3201-4000	80%	\$33.69
4001-4800	90%	\$37.90

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$11.90/hr. worked
RETIREMENT	\$8.15/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

*** Includes Health Reimbursement Account (\$0.50) & Drug Free Workplace Program (\$0.05)**

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 (in addition to the above rates) effective: December 1, 2021 - \$3.15/hr. to be allocated.