

# **WAGES AND FRINGES SCHEDULE "2-A"**

**Effective December 1, 2019**

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.....	\$ 42.93
Communications & Systems Technicians.....	\$ 49.37
Senior Communications & Systems Technicians.....	\$ 53.66

**Apprentices:**

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$23.61
801-1600	60%	\$25.76
1601-2400	65%	\$27.90
2401-3200	70%	\$30.05
3201-4000	80%	\$34.34
4001-4800	90%	\$38.64

**FRINGE BENEFIT CONTRIBUTIONS:**

HEALTH & WELFARE* .....	\$11.55/hr. worked
RETIREMENT .....	\$7.15/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, 2020 - \$4.00/hr. to be allocated.  
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, 2019**

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:**

<b>Communications &amp; Systems Installers.....</b>	<b>\$ 35.25</b>
<b>Communications &amp; Systems Technicians.....</b>	<b>\$ 40.54</b>
<b>Senior Communications &amp; Systems Technicians.....</b>	<b>\$ 44.06</b>

**Apprentices:**

<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	55%	\$19.39
801-1600	60%	\$21.15
1601-2400	65%	\$22.91
2401-3200	70%	\$24.68
3201-4000	80%	\$28.20
4001-4800	90%	\$31.73

**FRINGE BENEFIT CONTRIBUTIONS:**

<b>HEALTH &amp; WELFARE*</b> .....	<b>\$11.55/hr. worked</b>
<b>RETIREMENT</b> .....	<b>\$7.15/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

\* **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, 2020 - 88% of the 2-E actual wage increase.  
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 .....	<b>\$ 30.35</b>
Communications and Systems Technicians .....	<b>\$ 34.90</b>
Senior Communications & Systems Technicians.....	<b>\$ 37.94</b>

**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* .....	<b>\$11.30/hr. worked</b>
APPRENTICESHIP TRUST .....	\$ 1.10/hr. worked
<b>LMCC</b> .....	<b>\$ 1.10/hr. worked</b>
NATIONAL LMCC .....	\$0.01/hr. worked
<b>LOCAL PENSION</b> .....	<b>\$5.95/hr. worked</b>
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, 2019**

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:**

<b>Communications &amp; Systems Installers.....</b>	<b>\$43.43</b>
<b>Communications &amp; Systems Technicians.....</b>	<b>\$49.94</b>
<b>Senior Communications &amp; Systems Technicians.....</b>	<b>\$54.29</b>

### **Apprentices:**

<b><u>Job Hours</u></b>	<b><u>Percentages</u></b>	<b><u>Maximum Hourly Rate of Wages</u></b>
1-800	55%	\$23.89
801-1600	60%	\$26.06
1601-2400	65%	\$28.23
2401-3200	70%	\$30.40
3201-4000	80%	\$34.74
4001-4800	90%	\$39.09

### **FRINGE BENEFIT CONTRIBUTIONS:**

<b>HEALTH &amp; WELFARE*</b> .....	<b>\$11.55/hr. worked</b>
<b>RETIREMENT</b> .....	<b>\$7.65/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

**\* 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, 2020 - \$4.00/hr. to be allocated.  
December 1, 2021 - \$4.00/hr. to be allocated.

# **WAGES & FRINGES SCHEDULE “2-E”**

**Effective December 1, 2019**

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:**

<b>Communications &amp; Systems Installers.....</b>	<b>\$ 40.31</b>
<b>Communications &amp; Systems Technicians.....</b>	<b>\$ 46.36</b>
<b>Senior Communications &amp; Systems Technicians.....</b>	<b>\$ 50.39</b>

## **Apprentices:**

<b><u>Job Hours</u></b>	<b><u>Percentages</u></b>	<b><u>Maximum Hourly Rate of Wages</u></b>
1-800	55%	\$22.17
801-1600	60%	\$24.19
1601-2400	65%	\$26.20
2401-3200	70%	\$28.22
3201-4000	80%	\$32.25
4001-4800	90%	\$36.28

## **FRINGE BENEFIT CONTRIBUTIONS:**

<b>HEALTH &amp; WELFARE*</b> .....	<b>\$11.55/hr. worked</b>
<b>RETIREMENT</b> .....	<b>\$7.15/hr. worked</b>
<b>APPRENTICESHIP TRUST</b> .....	<b>\$ 1.10/hr. worked</b>
<b>LMCC (Includes Local, National &amp; Compliance Fund)</b> .....	<b>\$ 0.41/hr. worked</b>
<b>ADMINISTRATIVE MAINTENANCE FUND (AMF)</b> .....	<b>0.5% Gross Labor Payroll</b>
<b>N.E.B.F. PENSION</b> .....	<b>3.0% Gross Labor Payroll</b>
<b>LOCAL N.E.C.A. DUES</b> .....	<b>1.0% Gross Labor Payroll</b>

**\* 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, 2020 – \$3.20/hr. to be allocated.  
December 1, 2021 - \$3.15/hr. to be allocated.