

WAGES AND FRINGES SCHEDULE “2-A”

Effective December 1, 2018

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..... | \$ 40.02 |
| Communications & Systems Technicians..... | \$ 46.02 |
| Senior Communications & Systems Technicians..... | \$ 50.03 |

Apprentices:

| <u>Job Hours</u> | <u>Percentages</u> | <u>Maximum Hourly Rate of Wages</u> |
|------------------|--------------------|-------------------------------------|
| 1-800 | 55% | \$22.01 |
| 801-1600 | 60% | \$24.01 |
| 1601-2400 | 65% | \$26.01 |
| 2401-3200 | 70% | \$28.01 |
| 3201-4000 | 80% | \$32.02 |
| 4001-4800 | 90% | \$36.02 |

FRINGE BENEFIT CONTRIBUTIONS:

| | |
|--|--------------------------|
| HEALTH & WELFARE* | \$11.05/hr. worked |
| RETIREMENT | \$ 6.40/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 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, 2018

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..... | \$ 33.59 |
| Communications & Systems Technicians..... | \$ 38.63 |
| Senior Communications & Systems Technicians..... | \$ 41.99 |

Apprentices:

| <u>Job Hours</u> | <u>Percentages</u> | <u>Maximum Hourly Rate of Wages</u> |
|------------------|--------------------|-------------------------------------|
| 1-800 | 55% | \$18.47 |
| 801-1600 | 60% | \$20.15 |
| 1601-2400 | 65% | \$21.83 |
| 2401-3200 | 70% | \$23.51 |
| 3201-4000 | 80% | \$26.87 |
| 4001-4800 | 90% | \$30.23 |

FRINGE BENEFIT CONTRIBUTIONS:

| | |
|--|--------------------------|
| HEALTH & WELFARE* | \$11.05/hr. worked |
| RETIREMENT | \$ 6.40/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.

WAGES & FRINGES SCHEDULE “2-C”

Effective February 1, 2018

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 \$ 29.35
Communications and Systems Technicians \$ 33.75
Senior Communications & Systems Technicians..... \$ 36.69

Apprentices:

| <u>Job Hours</u> | <u>Percentages</u> | <u>Maximum Hourly Rate of Wages</u> |
|-------------------------|---------------------------|--|
| 1-800 | 55% | \$16.14 |
| 801-1600 | 60% | \$17.61 |
| 1601-2400 | 65% | \$19.08 |
| 2401-3200 | 70% | \$20.55 |
| 3201-4000 | 80% | \$23.48 |
| 4001-4800 | 90% | \$26.42 |

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE* \$10.30/hr. worked
APPRENTICESHIP TRUST \$ 1.10/hr. worked
LMCC \$ 0.10/hr. worked
NATIONAL LMCC \$0.01/hr. worked
LOCAL PENSION \$3.95/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 (\$0.25) & Drug Free Workplace Program (\$0.05)**

Increases (in addition to the above rates) effective: February 1, 2019 – Wages \$1.50, Pension \$0.50 and LMCC \$0.50; February 1, 2020 – Wages \$1.50, Pension \$0.50 and LMCC \$0.50.

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, 2018

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..... | \$ 40.52 |
| Communications & Systems Technicians..... | \$ 46.60 |
| Senior Communications & Systems Technicians..... | \$ 50.65 |

Apprentices:

| <u>Job Hours</u> | <u>Percentages</u> | <u>Maximum Hourly Rate of Wages</u> |
|------------------|--------------------|-------------------------------------|
| 1-800 | 55% | \$22.29 |
| 801-1600 | 60% | \$24.31 |
| 1601-2400 | 65% | \$26.34 |
| 2401-3200 | 70% | \$28.36 |
| 3201-4000 | 80% | \$32.42 |
| 4001-4800 | 90% | \$36.47 |

FRINGE BENEFIT CONTRIBUTIONS:

| | |
|---|--------------------------|
| HEALTH & WELFARE* | \$11.05/hr. worked |
| RETIREMENT | \$ 6.90/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.

WAGES & FRINGES SCHEDULE "2-E"

Effective December 1, 2018

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..... | \$38.42 |
| Communications & Systems Technicians..... | \$44.18 |
| Senior Communications & Systems Technicians..... | \$48.03 |

Apprentices:

| <u>Job Hours</u> | <u>Percentages</u> | <u>Maximum Hourly Rate of Wages</u> |
|-------------------------|---------------------------|--|
| 1-800 | 55% | \$21.13 |
| 801-1600 | 60% | \$23.05 |
| 1601-2400 | 65% | \$24.97 |
| 2401-3200 | 70% | \$26.89 |
| 3201-4000 | 80% | \$30.74 |
| 4001-4800 | 90% | \$34.58 |

FRINGE BENEFIT CONTRIBUTIONS:

| | |
|--|--------------------------|
| HEALTH & WELFARE* | \$11.05/hr. worked |
| RETIREMENT | \$ 6.40/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.