WAGES & FRINGES SCHEDULE
"2-A"

Effective
December 1, 2025 – November 30, 2026

Effective December 1, 2025, 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 ..... $ 58.33
Communications & Systems Technicians..... $ 67.08
Senior Communications & Systems Technicians. $ 72.91

APPRENTICES:

Indentured BEFORE March 1, 2021 Job Hours	Indentured AFTER March 1, 2021 Job Hours	Percentages	Maximum Hourly Rate of Wages
1-800	1-1000	55%	$32.08
801-1600	1001-2000	60%	$35.00
1601-2400	2001-3000	65%	$37.91
2401-3200	3001-4000	70%	$40.83
3201-4000	4001-5000	80%	$46.66
4001-4800	5001-6000	90%	$52.50

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*..... $17.25/hr. worked
RETIREMENT ..... $11.00/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 ($1.00) & 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:
and 12/01/26: $4.25/hour (to be allocated).

WAGES & FRINGES
SCHEDULE "2-B"

Effective
December 1, 2025 – November 30, 2026

Effective December 1, 2025, 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 ..... $ 46.60
Communications & Systems Technicians..... ..... $ 53.59
Senior Communications & Systems Technicians.. $ 58.25

APPRENTICES:

Indentured BEFORE March 1, 2021 Job Hours	Indentured AFTER March 1, 2021 Job Hours	Percentages	Maximum Hourly Rate of Wages
1-800	1-1000	55%	$25.63
801-1600	1001-2000	60%	$27.96
1601-2400	2001-3000	65%	$30.29
2401-3200	3001-4000	70%	$32.62
3201-4000	4001-5000	80%	$37.28
4001-4800	5001-6000	90%	$41.94

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*..... $17.25/hr. worked
RETIREMENT ..... $11.00/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 ($1.00) & 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: 12/01/26: 80% of the 2-A actual wage increase.

IBEW LOCAL 340
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

NECA
Greater Sacramento Chapter
Sacramento • Reno • Redding Divisions

Schedule "2-C"

SOUND & COMMUNICATIONS ADDENDUM 2C
WAGES & FRINGE SCHEDULE

March 1, 2025

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, Theama and Trinity Counties of California. (These portions west of the main Sierra Mountain's watershed)

The minimum hourly rate of wages shall be as follows:

Communication and System Installer	$40.00
Communication and System Technician (115%)	$46.00
Senior Communication and Systems Technician (125%)	$50.00

Present differential shall be maintained in accordance with present agreement as follows: Communication and System Technician 15% above Installer. Senior Communication and System Technician 25% above Installer.

Apprentices: The maximum hourly rate of wages shall be as follows (see pension rates before/after March 1, 2024):

	Job Hours	Percentage	Per Hour	Indentured BEFORE March 1, 2024 Pension	Indentured AFTER March 1, 2024 Pension
1st Period	1 - 1,000	55%	$ 22.00	$ 7.20	$ -
2nd Period	1,001 - 2,000	60%	$ 24.00	$ 7.20	$ 3.60
3rd Period	2,001 - 3,000	65%	$ 26.00	$ 7.20	$ 7.20
4th Period	3,001 - 4,000	70%	$ 28.00	$ 7.20	$ 7.20
5th Period	4,001 - 5,000	80%	$ 32.00	$ 7.20	$ 7.20
6th Period	5,001 - 6,000	90%	$ 36.00	$ 7.20	$ 7.20

The fringe benefits shall be as follows:

Health Insurance	$15.00
Apprenticeship	$1.00
NEBF	3% of Gross Labor Payroll
Local Pension (maximum amount)	$7.20
LMCC	$1.10
National LMCC	$0.01
Adminitrative Maintenance Fund	0.5% of Gross Labor Payroll
Local NECA Dues	1% of Gross Labor Payroll

2-24-25
Robert D Ward — Date:
IBEW Business Manager

2.24.25
Fran McDermott — Date:
NECA Executive Director

See Travel Language on Back Side...

Schedule "2-C"

Section 3:10. Travel Reimbursement. The Parties agreed to update the reimbursement amount under subsection (a) and (c), as well as update the computation:

Subsection (a) will read:

- 36 – 45 road miles = $10.00 per day
- 46 – 55 road miles = $20.00 per day
- 56-64 road miles = $30.00 per day
- 65+ road miles = $30.00 per day plus $8.75 per hour starting at the 65th mile

Mileage shall be computed from the job site to the closer of the employee's residence, the local union where the employee was dispatched or the employer's normal place of business. Parking and bridge tolls paid if employees have to move vehicle during working hours.

Subsection (c) will read:

In this Addendum, when it becomes necessary that an employee remain away overnight from the Employer's place of business, at the direction of the Employer, then such Employee shall receive either the round-trip mileage expense as set forth under Section 3.10 above or the actual expenses incurred in such transportation required, whichever is less. Additionally, when mutually agreed on by the employee and employer, when an employee is required to stay overnight from their home, the employer will be required to pre-pay for lodging. No more than 1 person per room. Meals will be reimbursed on receipted expenses not to exceed $75.00 per day.

When mutually agreed on by the employee and employer, per diem of not less than $300.00 per day shall be paid in lieu of pre-paid Lodging and reimbursed meals.

WAGES & FRINGES SCHEDULE
"2-D"

Effective
December 1, 2025 – November 30, 2026

Effective December 1, 2025, 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 ..... $ 58.83
Communications & Systems Technicians..... ..... $ 67.65
Senior Communications & Systems Technicians.. $ 73.54

APPRENTICES:

Indentured BEFORE March 1, 2021 Job Hours	Indentured AFTER March 1, 2021 Job Hours	Percentages	Maximum Hourly Rate of Wages
1-800	1-1000	55%	$32.36
801-1600	1001-2000	60%	$35.30
1601-2400	2001-3000	65%	$38.24
2401-3200	3001-4000	70%	$41.18
3201-4000	4001-5000	80%	$47.06
4001-4800	5001-6000	90%	$52.95

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*..... $17.25/hr. worked
RETIREMENT ..... $11.50/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. 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 ($1.00) & 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: 12/01/26: $4.25/hour (to be allocated).

WAGES & FRINGES
SCHEDULE "2-E"

Effective
December 1, 2025 – November 30, 2026

Effective December 1, 2025, 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 $53.08
Communications & Systems Technicians..... $ 61.04
Senior Communications & Systems Technicians.. $ 66.35

APPRENTICES:

Indentured BEFORE March 1, 2021 Job Hours	Indentured AFTER March 1, 2021 Job Hours	Percentages	Maximum Hourly Rate of Wages
1-800	1-1000	55%	$29.19
801-1600	1001-2000	60%	$31.85
1601-2400	2001-3000	65%	$34.50
2401-3200	3001-4000	70%	$37.16
3201-4000	4001-5000	80%	$42.46
4001-4800	5001-6000	90%	$47.77

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*..... $17.25/hr. worked
RETIREMENT ..... $11.00/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 ($1.00) & 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: 12/01/26: 90% of the 2-A actual wage increase.