

WAGES AND FRINGES SCHEDULE “2-A”

Effective December 1, 2023 – November 30, 2024

Effective December 1, 2023, 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	\$ 53.18
Communications & Systems Technicians	\$ 61.16
Senior Communications & Systems Technicians	\$ 66.48

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%	\$29.25
801-1600	1001-2000	60%	\$31.91
1601-2400	2001-3000	65%	\$34.57
2401-3200	3001-4000	70%	\$37.23
3201-4000	4001-5000	80%	\$42.54
4001-4800	5001-6000	90%	\$47.86

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$15.15/hr. worked
RETIREMENT	\$10.00/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 (\$0.65) & 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: 12/01/24: \$4.00/hour (to be allocated), 12/01/25: \$4.25/hour (to be allocated), and 12/01/26: \$4.25/hour (to be allocated).

WAGES & FRINGES SCHEDULE “2-B”

Effective December 1, 2023 – November 30, 2024

Effective December 1, 2023, 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	\$ 42.48
Communications & Systems Technicians	\$ 48.85
Senior Communications & Systems Technicians	\$ 53.10

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	Percentages	<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$23.36
801-1600	1001-2000	60%	\$25.49
1601-2400	2001-3000	65%	\$27.61
2401-3200	3001-4000	70%	\$29.74
3201-4000	4001-5000	80%	\$33.98
4001-4800	5001-6000	90%	\$38.23

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$15.15/hr. worked
RETIREMENT	\$10.00/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 (\$0.65) & 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: 12/01/24: 80% of the 2-A actual wage increase, 12/01/25: 80% of the 2-A actual wage increase, and 12/01/26: 80% of the 2-A actual wage increase.