International Brotherhood of Electrical Workers Local 234
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Sound and Communication Wage Rates

Monterey - San Benito - Santa Cruz Counties

$2.25 to Wages, $1.00 to Retirement, and $1.00 to H&W Schedule

"2-A"

Effective 12/01/2026 to 11/30/2027

Classification	Hrly Rate	H&W	Pension Fund	Ed. & Training	NLMCC	CF	LMCC	NEBF 3%	AMF 0.50%	Total Hourly
S&C Installer	$60.58	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$1.75	$0.29	$94.28
S&C Technician	$69.67	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$1.96	$0.33	$103.62
S&C Senior Tech	$75.73	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$2.19	$0.36	$109.94

Apprentice After December 1st 2024

	Hrly Rate	H&W	Pension Fund	Ed. & Training	NLMCC	CF	LMCC	NEBF 3%	AMF 0.50%	Total Hourly
1ST PERIOD 1-1000 hrs @ 55%	$33.32	$18.25	$0.00	$1.00	$0.01	$0.30	$0.10	$1.00	$0.17	$54.15
2ND PERIOD 1001-2000 hrs @ 60%	$36.35	$18.25	$5.50	$1.00	$0.01	$0.30	$0.10	$1.09	$0.18	$62.78
3RD PERIOD 2001-3000 hrs@ 65%	$39.38	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$1.18	$0.20	$72.42
4TH PERIOD 3001-4000 hrs@ 70%	$42.41	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$1.27	$0.21	$75.55
5TH PERIOD 4001-5000 hrs @ 80%	$48.46	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$1.45	$0.24	$81.81
6TH PERIOD 5001-6000 hrs @ 90%	$54.52	$18.25	$12.00	$1.00	$0.01	$0.30	$0.10	$1.64	$0.27	$88.09

NOTE: This increase reflects the following changes: $4.25 Increase

NOTE: Health & Welfare, Education and Training, LMCC and Pension are paid on hours **PAID**, not hours worked. (Must reflect the overtime hours)

NOTE: Working Dues 6%