



**9th DISTRICT
SOUND & COMMUNICATIONS AGREEMENT
NORTHERN CALIFORNIA
ADDENDUM #2**

**International Brotherhood of Electrical Workers
Local 100
5410 East Home Avenue
Fresno, CA 93727
(559) 251-8241
(559) 251-0543 FAX**

**WAGES AND FRINGES SCHEDULE "2-B" - 1st Shift (Day Shift)
FOR: The counties of Fresno, Madera, Kings and Tulare**

Effective December 1, 2023 - November 30, 2024

The minimum hourly rate of wages shall be as follows:

CLASSIFICATION	HOURLY RATE	HEALTH INSURANCE*	LOCAL PENSION	NEBF 3%	APPRENTICESHIP	LABOR COMPLIANCE	LMCC	NATIONAL LMCC	AMF 0.5%	TOTAL HOURLY
Senior Technician	\$53.10	\$15.15	\$10.00	\$1.59	\$1.00	\$0.30	\$0.10	\$0.01	\$0.27	\$81.52
Technician	\$48.85	\$15.15	\$10.00	\$1.47	\$1.00	\$0.30	\$0.10	\$0.01	\$0.24	\$77.12
Installer	\$42.48	\$15.15	\$10.00	\$1.27	\$1.00	\$0.30	\$0.10	\$0.01	\$0.21	\$70.52
1st Period @ 55%	\$23.36	\$15.15	\$10.00	\$0.70	\$1.00	\$0.30	\$0.10	\$0.01	\$0.12	\$50.74
2nd Period @ 60%	\$25.49	\$15.15	\$10.00	\$0.76	\$1.00	\$0.30	\$0.10	\$0.01	\$0.13	\$52.94
3rd Period @ 65%	\$27.61	\$15.15	\$10.00	\$0.83	\$1.00	\$0.30	\$0.10	\$0.01	\$0.14	\$55.14
4th Period @ 70%	\$29.74	\$15.15	\$10.00	\$0.89	\$1.00	\$0.30	\$0.10	\$0.01	\$0.15	\$57.34
5th Period @ 80%	\$33.98	\$15.15	\$10.00	\$1.02	\$1.00	\$0.30	\$0.10	\$0.01	\$0.17	\$61.73
6th Period @ 90%	\$38.23	\$15.15	\$10.00	\$1.15	\$1.00	\$0.30	\$0.10	\$0.01	\$0.19	\$66.13

* Management contributes \$0.05 per hour for a Substance Abuse Testing Program to be administered by the H&W Trust and \$0.65 to an HRA.

There will be a 6% vacation(3%)/dues(3%) deduction of gross wages to be reported via line item in NECAstar and paid to UAS for distribution.

Present differentials shall be maintained in accordance with present Agreement as follows:

Technician - 15% above Installer


Sr. Technician - 25% above Installer

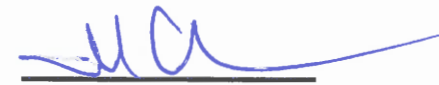
Apprentice Indentured AFTER December 1, 2023:

First Bracket (55%) Does NOT received Pension Contribution

Second Bracket (60%): Receiveds 50% of the Installer Pension Contribution

All Remaining Bracket Received 100% of the Installer Pension Contribution


Business Manager
11-21-2023
Date


Executive Director
11/21/23
Date



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SOUND & COMMUNICATIONS AGREEMENT
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**International Brotherhood of Electrical Workers
Local 100
5410 East Home Avenue
Fresno, CA 93727
(559) 251-8241
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**WAGES AND FRINGES SCHEDULE "2-B" - 2nd Shift (Swing Shift)
FOR: The counties of Fresno, Madera, Kings and Tulare**

Effective December 1, 2023 - November 30, 2024

The minimum hourly rate of wages shall be as follows:

CLASSIFICATION	HOURLY RATE	HEALTH INSURANCE*	LOCAL PENSION	NEBF 3%	APPRENTICESHIP	LABOR COMPLIANCE	LMCC	NATIONAL LMCC	AMF 0.5%	TOTAL HOURLY
Senior Technician	\$62.29	\$15.15	\$10.00	\$1.87	\$1.00	\$0.30	\$0.10	\$0.01	\$0.31	\$91.03
Technician	\$57.30	\$15.15	\$10.00	\$1.72	\$1.00	\$0.30	\$0.10	\$0.01	\$0.29	\$85.87
Installer	\$49.83	\$15.15	\$10.00	\$1.49	\$1.00	\$0.30	\$0.10	\$0.01	\$0.25	\$78.13
1st Period @ 55%	\$27.40	\$15.15	\$10.00	\$0.82	\$1.00	\$0.30	\$0.10	\$0.01	\$0.14	\$54.92
2nd Period @ 60%	\$29.90	\$15.15	\$10.00	\$0.90	\$1.00	\$0.30	\$0.10	\$0.01	\$0.15	\$57.51
3rd Period @ 65%	\$32.39	\$15.15	\$10.00	\$0.97	\$1.00	\$0.30	\$0.10	\$0.01	\$0.16	\$60.08
4th Period @ 70%	\$34.89	\$15.15	\$10.00	\$1.05	\$1.00	\$0.30	\$0.10	\$0.01	\$0.17	\$62.67
5th Period @ 80%	\$39.86	\$15.15	\$10.00	\$1.20	\$1.00	\$0.30	\$0.10	\$0.01	\$0.20	\$67.82
6th Period @ 90%	\$44.84	\$15.15	\$10.00	\$1.35	\$1.00	\$0.30	\$0.10	\$0.01	\$0.22	\$72.97

* Management contributes \$0.05 per hour for a Substance Abuse Testing Program to be administered by the H&W Trust and \$0.65 to an HRA.

There will be a 6% vacation(3%)/dues(3%) deduction of gross wages to be reported via line item in NECAstar and paid to UAS for distribution.

Present differentials shall be maintained in accordance with present Agreement as follows:

Technician - 15% above Installer

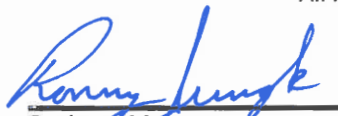
Sr. Technician - 25% above Installer

Apprentice Indentured AFTER December 1, 2023:

First Bracket (55%) Does NOT received Pension Contribution

Second Bracket (60%): Receiveds 50% of the Installer Pension Contribution

All Remaining Bracket Received 100% of the Installer Pension Contribution



Business Manager

11-21-2023

Date



Executive Director

11/21/23

Date



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**WAGES AND FRINGES SCHEDULE "2-B" - 3rd Shift (Graveyard)
Local 100-Fresno, Madera, Kings & Tulare Counties**

Effective December 1, 2023 - November 30, 2024

The minimum hourly rate of wages shall be as follows:

CLASSIFICATION	HOURLY RATE	HEALTH INSURANCE*	LOCAL PENSION	NEBF 3%	APPRENTICESHIP	LABOR COMPLIANCE	LMCC	NATIONAL LMCC	AMF 0.5%	TOTAL HOURLY
Senior Technician	\$69.77	\$15.15	\$10.00	\$2.09	\$1.00	\$0.30	\$0.10	\$0.01	\$0.35	\$98.77
Technician	\$64.19	\$15.15	\$10.00	\$1.93	\$1.00	\$0.30	\$0.10	\$0.01	\$0.32	\$93.00
Installer	\$55.82	\$15.15	\$10.00	\$1.67	\$1.00	\$0.30	\$0.10	\$0.01	\$0.28	\$84.33
1st Period @ 55%	\$30.70	\$15.15	\$10.00	\$0.92	\$1.00	\$0.30	\$0.10	\$0.01	\$0.15	\$58.33
2nd Period @ 60%	\$33.49	\$15.15	\$10.00	\$1.00	\$1.00	\$0.30	\$0.10	\$0.01	\$0.17	\$61.22
3rd Period @ 65%	\$36.28	\$15.15	\$10.00	\$1.09	\$1.00	\$0.30	\$0.10	\$0.01	\$0.18	\$64.11
4th Period @ 70%	\$39.08	\$15.15	\$10.00	\$1.17	\$1.00	\$0.30	\$0.10	\$0.01	\$0.20	\$67.01
5th Period @ 80%	\$44.65	\$15.15	\$10.00	\$1.34	\$1.00	\$0.30	\$0.10	\$0.01	\$0.22	\$72.77
6th Period @ 90%	\$50.23	\$15.15	\$10.00	\$1.51	\$1.00	\$0.30	\$0.10	\$0.01	\$0.25	\$78.55

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