



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

International Brotherhood of Electrical Workers
Local 100
5434 East Lamona Ave.
Fresno, CA 93727
(559) 251-8241
(559) 251-0543 FAX

WAGES AND FRINGES SCHEDULE "2-B"

FOR: The counties of Fresno, Madera, Kings and Tulare

Effective December 1, 2024 - November 30, 2025

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	\$56.60	\$15.65	\$10.00	\$1.70	\$1.00	\$0.30	\$0.10	\$0.01	\$0.28	\$85.64
Technician	\$52.07	\$15.65	\$10.00	\$1.56	\$1.00	\$0.30	\$0.10	\$0.01	\$0.26	\$80.95
Installer	\$45.28	\$15.65	\$10.00	\$1.36	\$1.00	\$0.30	\$0.10	\$0.01	\$0.23	\$73.93
1st Period @ 55%	\$24.90	\$15.65	\$0.00	\$0.75	\$1.00	\$0.30	\$0.10	\$0.01	\$0.12	\$42.83
2nd Period @ 60%	\$27.17	\$15.65	\$5.00	\$0.82	\$1.00	\$0.30	\$0.10	\$0.01	\$0.14	\$50.19
3rd Period @ 65%	\$29.43	\$15.65	\$10.00	\$0.88	\$1.00	\$0.30	\$0.10	\$0.01	\$0.15	\$57.52
4th Period @ 70%	\$31.70	\$15.65	\$10.00	\$0.95	\$1.00	\$0.30	\$0.10	\$0.01	\$0.16	\$59.87
5th Period @ 80%	\$36.22	\$15.65	\$10.00	\$1.09	\$1.00	\$0.30	\$0.10	\$0.01	\$0.18	\$64.55
6th Period @ 90%	\$40.75	\$15.65	\$10.00	\$1.22	\$1.00	\$0.30	\$0.10	\$0.01	\$0.20	\$69.23

* 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

SIGNED FOR THE UNION:

SIGNED FOR THE EMPLOYER


Business Manager
IBEW Local 100


Chapter Manager
E.C.C. Chapter NECA



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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, 2024 - November 30, 2025

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	\$66.39	\$15.65	\$10.00	\$1.99	\$1.00	\$0.30	\$0.10	\$0.01	\$0.33	\$95.77
Technician	\$61.08	\$15.65	\$10.00	\$1.83	\$1.00	\$0.30	\$0.10	\$0.01	\$0.31	\$90.28
Installer	\$53.11	\$15.65	\$10.00	\$1.59	\$1.00	\$0.30	\$0.10	\$0.01	\$0.27	\$82.03
1st Period @ 55%	\$29.21	\$15.65	\$0.00	\$0.88	\$1.00	\$0.30	\$0.10	\$0.01	\$0.15	\$47.30
2nd Period @ 60%	\$31.87	\$15.65	\$5.00	\$0.96	\$1.00	\$0.30	\$0.10	\$0.01	\$0.16	\$55.05
3rd Period @ 65%	\$34.52	\$15.65	\$10.00	\$1.04	\$1.00	\$0.30	\$0.10	\$0.01	\$0.17	\$62.79
4th Period @ 70%	\$37.18	\$15.65	\$10.00	\$1.12	\$1.00	\$0.30	\$0.10	\$0.01	\$0.19	\$65.55
5th Period @ 80%	\$42.49	\$15.65	\$10.00	\$1.27	\$1.00	\$0.30	\$0.10	\$0.01	\$0.21	\$71.03
6th Period @ 90%	\$47.80	\$15.65	\$10.00	\$1.43	\$1.00	\$0.30	\$0.10	\$0.01	\$0.24	\$76.53

* 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.

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IBEW Local 100

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WAGES AND FRINGES SCHEDULE "2-B" - 3rd Shift (Graveyard Shift)

FOR: The counties of Fresno, Madera, Kings and Tulare

Effective December 1, 2024 - November 30, 2025

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	\$74.38	\$15.65	\$10.00	\$2.23	\$1.00	\$0.30	\$0.10	\$0.01	\$0.37	\$104.04
Technician	\$68.43	\$15.65	\$10.00	\$2.05	\$1.00	\$0.30	\$0.10	\$0.01	\$0.34	\$97.88
Installer	\$59.50	\$15.65	\$10.00	\$1.79	\$1.00	\$0.30	\$0.10	\$0.01	\$0.30	\$88.65
1st Period @ 55%	\$32.73	\$15.65	\$0.00	\$0.98	\$1.00	\$0.30	\$0.10	\$0.01	\$0.16	\$50.93
2nd Period @ 60%	\$35.70	\$15.65	\$5.00	\$1.07	\$1.00	\$0.30	\$0.10	\$0.01	\$0.18	\$59.01
3rd Period @ 65%	\$38.68	\$15.65	\$10.00	\$1.16	\$1.00	\$0.30	\$0.10	\$0.01	\$0.19	\$67.09
4th Period @ 70%	\$41.65	\$15.65	\$10.00	\$1.25	\$1.00	\$0.30	\$0.10	\$0.01	\$0.21	\$70.17
5th Period @ 80%	\$47.60	\$15.65	\$10.00	\$1.43	\$1.00	\$0.30	\$0.10	\$0.01	\$0.24	\$76.33
6th Period @ 90%	\$53.55	\$15.65	\$10.00	\$1.61	\$1.00	\$0.30	\$0.10	\$0.01	\$0.27	\$82.49

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