



HOURLY COST DATA SHEET

Prepared By
Northern California Chapter, NECA

Sound & Communication Electricians - 9th District Agreement

Addendum 2A

(Effective in the following Local Union jurisdictions: Local 234 - Monterey Bay ; Local 332 - Santa Clara ; Local 595-W - Alameda ; Local 617 - San Mateo)

Period of December 1, 2024 through November 30, 2025

(Based on Installer Rate of \$56.68 per hour)

| | Installer | Technician | Senior Technician | APPRENTICES (3-YEAR PROGRAM) | | | | | |
|---|--------------------------|---------------|-------------------|------------------------------|--------------|--------------|--------------|--------------|--------------|
| | Straight Time | Straight Time | Straight Time | 55% | 60% | 65% | 70% | 80% | 90% |
| Wages ¹ and ² | 56.68 | 65.18 | 70.85 | 31.17 | 34.01 | 36.84 | 39.68 | 45.34 | 51.01 |
| Health Fund | 15.65 | 15.65 | 15.65 | 15.65 | 15.65 | 15.65 | 15.65 | 15.65 | 15.65 |
| IBEW District 9 Retirement Plan ³ | 10.00 | 10.00 | 10.00 | 0.00 | 5.00 | 10.00 | 10.00 | 10.00 | 10.00 |
| Local LMCC (Compliance Fund) (\$0.30 per hour worked) ⁴ | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 | 0.30 |
| 9th District LMCC (\$0.10 per hour worked) | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 | 0.10 |
| National LMCC (\$0.01 per hour worked) | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 | 0.01 |
| National Pension NEBF (3% of Total Gross Payroll) | 1.70 | 1.96 | 2.13 | 0.94 | 1.02 | 1.11 | 1.19 | 1.36 | 1.53 |
| Apprenticeship Fund | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 |
| NECA Service Charge (1% of Total Gross Payroll) | 0.57 | 0.65 | 0.71 | 0.31 | 0.34 | 0.37 | 0.40 | 0.45 | 0.51 |
| Administrative Maintenance Fund (0.5 % of Total Gross Payroll) | 0.28 | 0.33 | 0.35 | 0.16 | 0.17 | 0.18 | 0.20 | 0.23 | 0.26 |
| Subtotal | 86.29 | 95.18 | 101.10 | 49.64 | 57.60 | 65.56 | 68.53 | 74.44 | 80.37 |
| Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA | 4.34 | 4.99 | 5.42 | 2.38 | 2.60 | 2.82 | 3.04 | 3.47 | 3.90 |
| Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings) | 0.34 | 0.39 | 0.43 | 0.19 | 0.20 | 0.22 | 0.24 | 0.27 | 0.31 |
| State Disability Insurance - 0.9% (applied to max. of \$110,902 earnings) | 0.51 | 0.59 | 0.64 | 0.28 | 0.31 | 0.33 | 0.36 | 0.41 | 0.46 |
| Employment Training Tax - 0.1% (applied to max. of \$7,000 earnings) | 0.06 | 0.07 | 0.07 | 0.03 | 0.03 | 0.04 | 0.04 | 0.05 | 0.05 |
| Worker's Compensation ⁵ - \$5.30/\$7.31 per \$100 of Straight Time Payroll | 3.00 | 3.45 | 3.76 | 1.65 | 1.80 | 1.95 | 2.10 | 2.40 | 2.70 |
| Liability Insurance ⁶ (6%/\$100) | 3.40 | 3.91 | 4.25 | 1.87 | 2.04 | 2.21 | 2.38 | 2.72 | 3.06 |
| State Unemployment ⁷ - 5.4% (applied to max. of \$7,000 earnings) | 3.06 | 3.52 | 3.83 | 1.68 | 1.84 | 1.99 | 2.14 | 2.45 | 2.75 |
| DIRECT COST Per Hour | 101.00 | 112.09 | 119.49 | 57.73 | 66.43 | 75.12 | 78.83 | 86.21 | 93.61 |
| Subject to rate approval & experience modification | Revised October 19, 2024 | | | | | | | | |

The December 1, 2024 Increase of \$4.00 was allocated as follows: \$3.50 to the Wage and \$0.50 to the Health and Welfare.

¹ Wage Increases - December 1, 2025 - \$4.25 ; December 1, 2026 - \$4.25

² Effective December 1, 2022, the membership voted to fund their Vacation Account with a flat 6% withholding from the wage rate.

³ First Bracket Apprentices (55%) indentured after December 1, 2023 will not receive a Pension Contribution.
Second Bracket Apprentices (60%) indentured after December 1, 2023 will receive 50% of the Installer Pension Contribution.
All Remaining Brackets will receive 100% of the Installer Pension Contribution.

⁴ Effective December 1, 2017, the contribution was increased to \$0.30 per hour. \$0.15 employer contribution; \$0.15 employee allocation.

⁵ Due to open rating system please check with insurance carrier for rate.

⁶ General liability rate(s) are for "Operations" and "Completed Operations." Serious consideration should be given to other coverages, especially "Contractual" liability.

⁷ Average