



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, 2025 through November 30, 2026

(Based on Installer Rate of \$58.33 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	58.33	67.08	72.91	32.08	35.00	37.91	40.83	46.66	52.50
Health Fund	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25
IBEW District 9 Retirement Plan ³	11.00	11.00	11.00	0.00	5.50	11.00	11.00	11.00	11.00
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)	1.75	2.01	2.19	0.96	1.05	1.14	1.22	1.40	1.58
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)	0.58	0.67	0.73	0.32	0.35	0.38	0.41	0.47	0.53
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.29	0.34	0.36	0.16	0.18	0.19	0.20	0.23	0.26
Subtotal	90.61	99.76	105.85	52.18	60.74	69.28	72.32	78.42	84.53
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	4.46	5.13	5.58	2.45	2.68	2.90	3.12	3.57	4.02
Federal Unemployment Tax 0.6% (applied to max. of \$7,000 earnings)	0.35	0.40	0.44	0.19	0.21	0.23	0.24	0.28	0.32
State Disability Insurance - 0.9% (applied to max. of \$110,902 earnings)	0.52	0.60	0.66	0.29	0.32	0.34	0.37	0.42	0.47
Employment Training Tax - 0.1% (applied to max. of \$7,000 earnings)	0.06	0.07	0.07	0.03	0.04	0.04	0.04	0.05	0.05
Worker's Compensation ⁵ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	3.09	3.56	3.86	1.70	1.86	2.01	2.16	2.47	2.78
Liability Insurance ⁶ (6%/\$100)	3.50	4.02	4.37	1.92	2.10	2.27	2.45	2.80	3.15
State Unemployment ⁷ - 5.4% (applied to max. of \$7,000 earnings)	3.15	3.62	3.94	1.73	1.89	2.05	2.20	2.52	2.84
DIRECT COST Per Hour	105.75	117.17	124.77	60.50	69.82	79.12	82.92	90.53	98.15
Subject to rate approval & experience modification	Revised October 10, 2025								

The December 1, 2025 Increase of \$4.25 was allocated as follows: \$1.65 to the Wage, \$1.00 to the Pension, \$1.25 to the Health & Welfare, and \$0.35 to the HRA.

¹ Wage Increases - 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