



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			55%			60%			65%			70%			80%			90%			
	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	Straight Time	Time & 1/2	Double Time	
Wages ^{1 and 2}	58.33	87.50	116.66	67.08	100.62	134.16	72.91	109.37	145.82	32.08	48.12	64.16	35.00	52.50	70.00	37.91	56.87	75.82	40.83	61.25	81.66	46.66	69.99	93.32	52.50	78.75	105.00	
Health Fund	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	17.25	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	11.00	11.00	11.00	11.00	11.00	11.00	0.00	0.00	0.00	5.50	5.50	5.50	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	11.00	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	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30	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	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	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	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01	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	2.63	3.50	2.01	3.02	4.02	2.19	3.28	4.37	0.96	1.44	1.92	1.05	1.58	2.10	1.14	1.71	2.27	1.22	1.84	2.45	1.40	2.10	2.80	1.58	2.36	3.15	
Apprenticeship Fund	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	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	0.88	1.17	0.67	1.01	1.34	0.73	1.09	1.46	0.32	0.48	0.64	0.35	0.53	0.70	0.38	0.57	0.76	0.41	0.61	0.82	0.47	0.70	0.93	0.53	0.79	1.05	
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.29	0.44	0.58	0.34	0.50	0.67	0.36	0.55	0.73	0.16	0.24	0.32	0.18	0.26	0.35	0.19	0.28	0.38	0.20	0.31	0.41	0.23	0.35	0.47	0.26	0.39	0.53	
Subtotal	90.61	126.11	151.57	99.76	136.61	169.85	105.65	143.95	182.04	52.18	68.94	85.70	60.74	79.03	97.31	69.28	89.09	108.89	72.32	93.67	115.00	78.42	102.80	127.18	84.53	111.95	139.39	
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	4.46	6.69	8.92	5.13	7.70	10.26	5.58	8.37	11.16	2.45	3.68	4.91	2.68	4.02	5.36	2.90	4.35	5.80	3.12	4.69	6.25	3.57	5.35	7.14	4.02	6.02	8.03	
Federal Unemployment Tax - 0.6% (applied to max. of \$7,000 earnings)	0.35	0.53	0.70	0.40	0.60	0.80	0.44	0.66	0.87	0.19	0.29	0.38	0.21	0.32	0.42	0.23	0.34	0.45	0.24	0.37	0.49	0.28	0.42	0.56	0.32	0.47	0.63	
State Disability Insurance - 0.9% (applied to max. of \$10,902 earnings)	0.52	0.79	1.05	0.60	0.91	1.21	0.66	0.98	1.31	0.29	0.43	0.58	0.32	0.47	0.63	0.34	0.51	0.68	0.37	0.55	0.73	0.42	0.63	0.84	0.47	0.71	0.95	
Employment Training Tax - 0.1% (applied to max. of \$7,000 earnings)	0.06	0.09	0.12	0.07	0.10	0.13	0.07	0.11	0.15	0.03	0.05	0.06	0.04	0.05	0.07	0.04	0.06	0.08	0.04	0.06	0.08	0.05	0.07	0.09	0.05	0.08	0.11	
Worker's Compensation ⁵ - \$5.30/\$7.31 per \$100 of Straight Time Payroll	3.09	3.09	3.09	3.56	3.56	3.56	3.86	3.86	3.86	1.70	1.70	1.70	1.86	1.86	1.86	2.01	2.01	2.01	2.16	2.16	2.16	2.47	2.47	2.47	2.78	2.78	2.78	
Liability Insurance ⁶ (6%/\$100)	3.50	3.50	3.50	4.02	4.02	4.02	4.37	4.37	4.37	1.92	1.92	1.92	2.10	2.10	2.10	2.27	2.27	2.27	2.45	2.45	2.45	2.80	2.80	2.80	3.15	3.15	3.15	
State Unemployment ⁷ - 5.4% (applied to max. of \$7,000 earnings)	3.15	4.73	6.30	3.62	5.43	7.24	3.94	5.91	7.87	1.73	2.60	3.46	1.89	2.84	3.78	2.05	3.07	4.09	2.20	3.31	4.41	2.52	3.78	5.04	2.84	4.25	5.67	
DIRECT COST Per Hour	105.75	140.52	175.25	117.17	157.13	197.08	124.77	168.21	211.64	60.50	79.61	98.72	69.82	90.68	111.52	79.12	101.71	124.28	82.92	107.26	131.58	90.53	118.33	146.12	98.15	129.42	160.71	
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