NECA
NORTHERN CALIFORNIA CHAPTER

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, 2026 through November 30, 2027
(Based on Installer Rate of $60.58 per hour)

				APPRENTICES (3-YEAR PROGRAM)					
	Installer	Technician	Senior Technician	55%	60%	65%	70%	80%	90%
	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time	Straight Time
Wages[1 and 2]	**60.58**	**69.67**	**75.73**	**33.32**	**36.35**	**39.38**	**42.41**	**48.46**	**54.52**
Health Fund	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25
IBEW District 9 Retirement Plan[3]	12.00	12.00	12.00	0.00	6.00	12.00	12.00	12.00	12.00
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)	1.82	2.09	2.27	1.00	1.09	1.18	1.27	1.45	1.64
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)	0.61	0.70	0.76	0.33	0.36	0.39	0.42	0.48	0.55
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.30	0.35	0.38	0.17	0.18	0.20	0.21	0.24	0.27
Subtotal	***94.97***	***104.47***	***110.80***	***54.48***	***63.64***	***72.81***	***75.97***	***82.29***	***88.64***
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	4.63	5.33	5.79	2.55	2.78	3.01	3.24	3.71	4.17
Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings)	0.36	0.42	0.45	0.20	0.22	0.24	0.25	0.29	0.33
State Disability Insurance - 0.9% (applied to max. of $110,902 earnings)	0.55	0.63	0.68	0.30	0.33	0.35	0.38	0.44	0.49
Employment Training Tax - 0.1% (applied to max. of $7,000 earnings)	0.06	0.07	0.08	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	3.21	3.69	4.01	1.77	1.93	2.09	2.25	2.57	2.89
Liability Insurance[6] (6%/$100)	3.63	4.18	4.54	2.00	2.18	2.36	2.54	2.91	3.27
State Unemployment[7] - 5.4% (applied to max. of $7,000 earnings)	3.27	3.76	4.09	1.80	1.96	2.13	2.29	2.62	2.94
DIRECT COST Per Hour	***110.69***	***122.55***	***130.45***	***63.13***	***73.07***	***83.03***	***86.98***	***94.87***	***102.79***
Subject to rate approval & experience modification									

Revised October 19, 2026

The December 1, 2026 increase of $4.25 was allocated as follows: $2.25 to the Wage, $1.00 to the Pension, and $1.00 to the Health & Welfare.

[1] Current Agreement Expires December 1, 2027. Future increases will be determined during negotiations.

[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%) indendured 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