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)

	Installer			Technician			Senior Technician			APPRENTICES (3-YEAR PROGRAM)																	
										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]	**60.58**	90.87	121.16	**69.67**	104.51	139.34	**75.73**	113.60	151.46	**33.32**	49.98	66.64	**36.35**	54.53	72.70	**39.38**	59.07	78.76	**42.41**	63.62	84.82	**48.46**	72.69	96.92	**54.52**	81.78	109.04
Health Fund	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.25	18.250	18.250
IBEW District 9 Retirement Plan[3]	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	0.00	0.00	0.00	6.00	6.00	6.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.00	12.000	12.000
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	0.300	0.300
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	0.100	0.100
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	0.010	0.010
National Pension NEBF (3% of Total Gross Payroll)	1.82	2.73	3.63	2.09	3.14	4.18	2.27	3.41	4.54	1.00	1.50	2.00	1.09	1.64	2.18	1.18	1.77	2.36	1.27	1.91	2.54	1.45	2.18	2.91	1.64	2.45	3.27
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	1.000	1.000
NECA Service Charge (1% of Total Gross Payroll)	0.61	0.91	1.21	0.70	1.05	1.39	0.76	1.14	1.51	0.33	0.50	0.67	0.36	0.55	0.73	0.39	0.59	0.79	0.42	0.64	0.85	0.48	0.73	0.97	0.55	0.82	1.09
Administrative Maintenance Fund (0.5 % of Total Gross Payroll)	0.30	0.45	0.61	0.35	0.52	0.70	0.38	0.57	0.76	0.17	0.25	0.33	0.18	0.27	0.36	0.20	0.30	0.39	0.21	0.32	0.42	0.24	0.36	0.48	0.27	0.41	0.55
Subtotal	***94.97***	***126.62***	***158.27***	***104.47***	***140.88***	***177.27***	***110.80***	***150.38***	***189.93***	***54.48***	***71.89***	***89.30***	***63.64***	***82.65***	***101.63***	***72.81***	***93.39***	***113.96***	***75.97***	***98.15***	***120.29***	***82.29***	***107.62***	***132.94***	***88.64***	***117.12***	***145.61***
Soc. Sec. 7.65% (FICA) applied to limits established annually by SSA	4.63	6.95	9.27	5.33	8.00	10.66	5.79	8.69	11.59	2.55	3.82	5.10	2.78	4.17	5.56	3.01	4.52	6.03	3.24	4.87	6.49	3.71	5.56	7.41	4.17	6.26	8.34
Federal Unemployment Tax 0.6% (applied to max. of $7,000 earnings)	0.36	0.55	0.73	0.42	0.63	0.84	0.45	0.68	0.91	0.20	0.30	0.40	0.22	0.33	0.44	0.24	0.35	0.47	0.25	0.38	0.51	0.29	0.44	0.58	0.33	0.49	0.65
State Disability Insurance - 0.9% (applied to max. of $110,902 earnings)	0.55	0.82	1.09	0.63	0.94	1.25	0.68	1.02	1.36	0.30	0.45	0.60	0.33	0.49	0.65	0.35	0.53	0.71	0.38	0.57	0.76	0.44	0.65	0.87	0.49	0.74	0.98
Employment Training Tax - 0.1% (applied to max. of $7,000 earnings)	0.06	0.09	0.12	0.07	0.10	0.14	0.08	0.11	0.15	0.03	0.05	0.07	0.04	0.05	0.07	0.04	0.06	0.08	0.04	0.06	0.08	0.05	0.07	0.10	0.05	0.08	0.11
Worker's Compensation[5] - $5.30/$7.31 per $100 of Straight Time Payroll	3.21	3.21	3.21	3.69	3.69	3.69	4.01	4.01	4.01	1.77	1.77	1.77	1.93	1.93	1.93	2.09	2.09	2.09	2.25	2.25	2.25	2.57	2.57	2.57	2.89	2.89	2.89
Liability Insurance[6] (6%/$100)	3.63	3.63	3.63	4.18	4.18	4.18	4.54	4.54	4.54	2.00	2.00	2.00	2.18	2.18	2.18	2.36	2.36	2.36	2.54	2.54	2.54	2.91	2.91	2.91	3.27	3.27	3.27
State Unemployment[7] - 5.4% (applied to max. of $7,000 earnings)	3.27	4.91	6.54	3.76	5.64	7.52	4.09	6.13	8.18	1.80	2.70	3.60	1.96	2.94	3.93	2.13	3.19	4.25	2.29	3.44	4.58	2.62	3.93	5.23	2.94	4.42	5.89
DIRECT COST Per Hour	***110.69***	***146.78***	***182.87***	***122.55***	***164.06***	***205.56***	***130.45***	***175.58***	***220.68***	***63.13***	***82.98***	***102.83***	***73.07***	***94.75***	***116.39***	***83.03***	***106.49***	***129.95***	***86.98***	***112.26***	***137.51***	***94.87***	***123.75***	***152.61***	***102.79***	***135.26***	***167.75***
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