



Los Angeles County Chapter
National Electrical Contractors Association
100 E. Corson Street, Suite 410
Pasadena, CA 91103
626.792.6322
www.laneca.org

IMPORTANT: Labor Relations Bulletin

Ninth District Sound & Communications Agreement in the jurisdiction of **IBEW Local 40**

Rates effective June 30, 2025 through November 30, 2025

The **\$1.60** package increase effective June 30, 2025 is allocated **\$1.53** to wages and **\$0.07** to the defined contribution (DC) plan.

Accordingly, the wages and fringe benefits for the effective dates above will be:

IBEW Local 40 (Motion Picture Industry)	Employer Contributions								Employee Deductions	
	WAGE	Health ^(f)	D.C.	NEBF ^(a)	LMCC	TRAINING	NECA Service Charge ^(b)	AMF ^(b)	LMCC	Working Dues ^(e)
Journeyman Sound Installer (JSI)	49.00	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Foreman (JSI rate x 1.10) ^(c)	53.90	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
General Foreman (JSI rate x 1.20) ^(c)	58.80	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 45%	22.05	6.78	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 2, 1st Year, 50%	24.50	6.78	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 3, 2nd Year, 55%	26.95	11.40	2.64	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 4, 2nd Year, 60%	29.40	11.40	2.88	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 5, 3rd Year, 65%	31.85	11.40	3.12	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 6, 3rd Year, 80%	39.20	11.40	3.84	3%	0.01	0.30	1%	0.15	~~	(2%)

Additional Information

- (a) **NEBF** contribution is an amount equal to 3% of the gross wage.
- (b) **NECA Service Charge** is an amount equal to 1% of gross wage and is paid by NECA members only. **AMF** amount paid by non-NECA only.
- (c) A foreman is required at the 4th JSI on the job.
A general foreman is required at the 9th JSI on the job.
- (d) **Shifts:** Second (Swing) Shift = 8 hours work for 8 hours pay plus 17.3%
Third (Graveyard) Shift = 8 hours work for 8 hours pay plus 31.4%
- (e) Working dues rate at time of publication; For questions on working dues please contact IBEW Local 40 at 818-762-4239.

11/30/2025	CBA expiration date
------------	---------------------

Subsequent labor bulletins will be posted at
<https://laneca.org/documents/> when available.

Swing Shift (Local 40 Sound & Comm)	Employer Contributions								Employee Deductions	
	WAGE	Health ^(f)	D.C.	NEBF ^(a)	LMCC	TRAINING	NECA Service Charge ^(b)	AMF ^(b)	LMCC	Working Dues ^(e)
Journeyman Sound Installer (JSI)	57.48	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Foreman (JSI rate x 1.10) ^(c)	63.22	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
General Foreman (JSI rate x 1.20) ^(c)	68.97	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 45%	25.86	6.78	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 2, 1st Year, 50%	28.74	6.78	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 3, 2nd Year, 55%	31.61	11.40	2.64	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 4, 2nd Year, 60%	34.49	11.40	2.88	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 5, 3rd Year, 65%	37.36	11.40	3.12	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 6, 3rd Year, 80%	45.98	11.40	3.84	3%	0.01	0.30	1%	0.15	~~	(2%)

Graveyard Shift (Local 40 Sound & Comm)	Employer Contributions								Employee Deductions	
	WAGE	Health ^(f)	D.C.	NEBF ^(a)	LMCC	TRAINING	NECA Service Charge ^(b)	AMF ^(b)	LMCC	Working Dues ^(e)
Journeyman Sound Installer (JSI)	64.39	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Foreman (JSI rate x 1.10) ^(c)	70.82	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
General Foreman (JSI rate x 1.20) ^(c)	77.26	11.40	4.80	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Apprentices -Period 1, 1st Year, 45%	28.97	6.78	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 2, 1st Year, 50%	32.19	6.78	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 3, 2nd Year, 55%	35.41	11.40	2.64	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 4, 2nd Year, 60%	38.63	11.40	2.88	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 5, 3rd Year, 65%	41.85	11.40	3.12	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 6, 3rd Year, 80%	51.51	11.40	3.84	3%	0.01	0.30	1%	0.15	~~	(2%)

See Page 1 for all footnotes.