

Wages and Benefits
Appendix I
Effective with hours worked December 1, 2019

	Neca Star Code	WAGE effective 12/1/19	HEALTH	PENSION (D.C.)	N.E.B.F. (3% of gross wages)	L.M.C.C. (employer contribution)	AMF	TRAINING (J.A.T.C.)	N.E.C.A. (1% of wages)	Total Wage Package	SCHEDULED WAGE PACKAGE INCREASES <i>[wages and all fringe benefits included]</i>			
											12/28/2020	12/27/2021		
Local 428, Bakersfield	SOUND and COMMUNICATIONS													
	Journeyman Sound Installer (JSI)	INST	32.86	9.44	7.70	0.99	0.10	0.15	0.65	0.33	52.22	2.85	3.05	
	Sound Foreman (JSI + 6%)	FM	34.83	9.44	7.70	1.04	0.10	0.15	0.65	0.35	54.26	<i>[Wages for these classifications are percentage-driven by the JSI rate of pay.]</i>		
	Sound General Foreman (JSI + 17%)	GF	38.45	9.44	7.70	1.15	0.10	0.15	0.65	0.38	58.02			
	APPRENTICES													
	First Year, 45%	45%	14.79	5.59	~~	0.44	0.01	0.15	0.30	0.15	21.43	<i>[Wages for these classifications are percentage-driven by the JSI rate of pay.]</i>		
	First Year, 50%	50%	16.43	5.59	~~	0.49	0.01	0.15	0.30	0.16	23.13			
	Second Year, 55%	55%	18.07	9.44	4.24	0.54	0.01	0.15	0.30	0.18	32.93			
	Second Year, 60%	60%	19.72	9.44	4.62	0.59	0.01	0.15	0.30	0.20	35.03			
	Third Year, 65%	65%	21.36	9.44	5.01	0.64	0.01	0.15	0.30	0.21	37.12			
	Third Year, 80%	80%	26.29	9.44	6.16	0.79	0.01	0.15	0.30	0.26	43.40			
	Local 413, Santa Barbara Local 441, Orange County Local 639, San Luis Obispo	SOUND and COMMUNICATIONS												
		Journeyman Sound Installer (JSI)	INST	36.72	9.06	4.00	1.10	0.15	0.20	0.65	0.37	52.25	2.85	3.05
Sound Foreman (JSI + 6%)		FM	38.92	9.06	4.00	1.17	0.15	0.20	0.65	0.39	54.54	<i>[Wages for these classifications are percentage-driven by the JSI rate of pay.]</i>		
Sound General Foreman (JSI + 17%)		GF	42.96	9.06	4.00	1.29	0.15	0.20	0.65	0.43	58.74			
APPRENTICES														
First Year, 45%		45%	16.52	5.59	~~	0.50	0.01	0.20	0.30	0.17	23.29	<i>[Wages for these classifications are percentage-driven by the JSI rate of pay.]</i>		
First Year, 50%		50%	18.36	5.59	~~	0.55	0.01	0.20	0.30	0.18	25.19			
Second Year, 55%		55%	20.20	5.59	2.20	0.61	0.01	0.20	0.30	0.20	29.31			
Second Year, 60%		60%	22.03	5.59	2.40	0.66	0.01	0.20	0.30	0.22	31.41			
Third Year, 65%		65%	23.87	5.59	2.60	0.72	0.01	0.20	0.30	0.24	33.53			
Third Year, 80%		80%	29.38	5.59	3.20	0.88	0.01	0.20	0.30	0.29	39.85			

WAGE DEDUCTIONS
LMCC: For Journeyman level classifications, withhold \$.10 per hour from hourly wage, in addition to the employer contribution.
Working Dues: Refer to Appendix II for appropriate withholding rate.

FOR ADDITIONAL WAGE-RELATED PROVISIONS:
Travel time, refer to Section 3.06
On call provision, refer to Section 3.01
Overtime pay, refer to Section 3.04

Revised: 11/21/19
[superceeds all prior versions]

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											12/28/2020	12/27/2021		
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Local 569, San Diego	SOUND and COMMUNICATIONS													
		Journeyman Sound Installer (JSI)	INST	38.95	8.14	2.77	1.17	0.10	0.15	0.65	0.39	52.32	2.85	3.05
		Sound Foreman (JSI + 6%)	FM	41.29	8.14	2.77	1.24	0.10	0.15	0.65	0.41	54.75	<i>[Wages for these classifications are percentage-driven by the JSI rate of pay.]</i>	
		Sound General Foreman (JSI + 17%)	GF	45.57	8.14	2.77	1.37	0.10	0.15	0.65	0.46	59.21		
	APPRENTICES													
		First Year, 45%	45%	17.53	5.41	~~	0.53	0.01	0.15	0.30	0.18	24.11		
		First Year, 50%	50%	19.48	5.41	~~	0.58	0.01	0.15	0.30	0.19	26.12		
		Second Year, 55%	55%	21.42	8.14	1.52	0.64	0.01	0.15	0.30	0.21	32.39	<i>[Wages for these classifications are percentage-driven by the JSI rate of pay.]</i>	
		Second Year, 60%	60%	23.37	8.14	1.66	0.70	0.01	0.15	0.30	0.23	34.56		
		Third Year, 65%	65%	25.32	8.14	1.80	0.76	0.01	0.15	0.30	0.25	36.73		
	Third Year, 80%	80%	31.16	8.14	2.22	0.93	0.01	0.15	0.30	0.31	43.22			
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