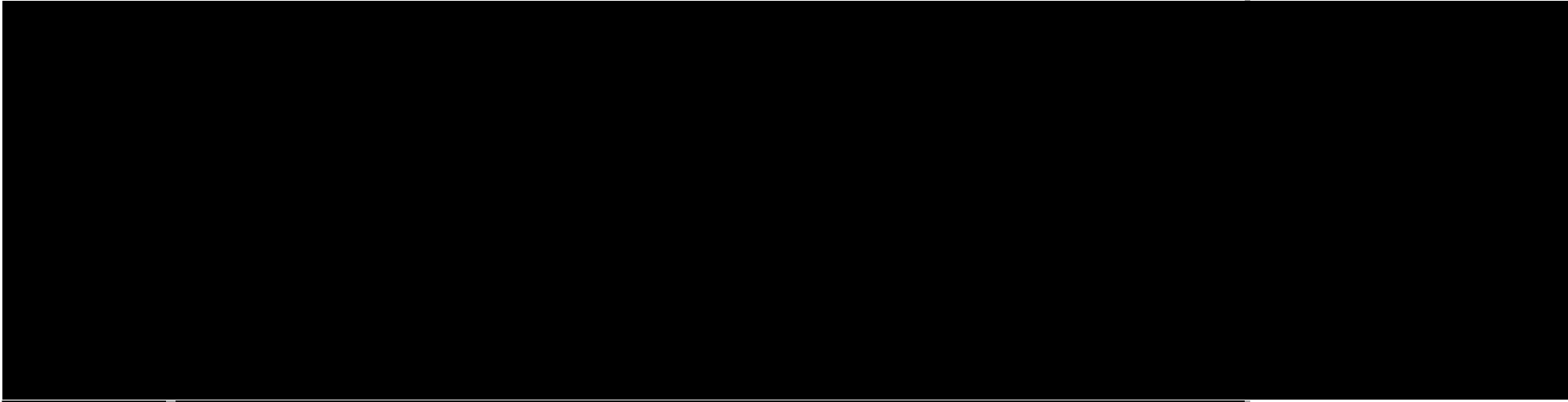


Wages and Benefits
Appendix I
Effective with hours worked January 1, 2024

Class	WAGE Effective	HEALTH	PENSION	NEBF 3% Of	LMCC Employer	AMF	TRAINING JATC	NECA 1% Of Gross	TOTAL WAGE	SCHEDULED WAGE PACKAGE INCREASES <i>(Wages and all fringe benefits included)</i>				
										7/01/24	12/31/24	6/30/25		
SOUND & COMMUNICATIONS														
Local 428 - Bakersfield	Journeyman Sound Installer (JSI)	INST	41.46	9.34	9.65	1.24	0.21	0.15	0.65	0.41	63.11	1.60	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	45.61	9.34	9.65	1.37	0.21	0.15	0.65	0.46	67.44	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF	49.75	9.34	9.65	1.49	0.21	0.15	0.65	0.50	71.74			
APPRENTICES														
Local 428 - Bakersfield	First Year - 45%	45%	18.66	9.34	~	0.56	0.21	0.15	0.30	0.19	29.41	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>		
	First Year - 50%	50%	20.73	9.34	~	0.62	0.21	0.15	0.30	0.21	31.56			
	Second Year - 55%	55%	22.80	9.34	5.31	0.68	0.21	0.15	0.30	0.23	39.02			
	Second Year - 60%	60%	24.88	9.34	5.79	0.75	0.21	0.15	0.30	0.25	41.67			
	Third Year - 65%	65%	26.95	9.34	6.27	0.81	0.21	0.15	0.30	0.27	44.30			
	Third Year - 80%	80%	33.17	9.34	7.72	1.00	0.21	0.15	0.30	0.33	52.22			
SOUND & COMMUNICATIONS														
Local 428 - Bakersfield Edwards Air Force	Journeyman Sound Installer (JSI)	INST	47.59	9.34	9.65	1.43	0.21	0.15	0.65	0.48	69.50	1.60	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	51.74	9.34	9.65	1.55	0.21	0.15	0.65	0.52	73.81	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF	55.88	9.34	9.65	1.68	0.21	0.15	0.65	0.56	78.12			
APPRENTICES														
Local 428 - Bakersfield Edwards Air Force	First Year - 45%	45%	24.79	9.34	~	0.74	0.21	0.15	0.30	0.25	35.78	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>		
	First Year - 50%	50%	26.86	9.34	~	0.81	0.21	0.15	0.30	0.27	37.94			
	Second Year - 55%	55%	28.93	9.34	5.31	0.87	0.21	0.15	0.30	0.29	45.40			
	Second Year - 60%	60%	31.01	9.34	5.79	0.93	0.21	0.15	0.30	0.31	48.04			
	Third Year - 65%	65%	33.08	9.34	6.27	0.99	0.21	0.15	0.30	0.33	50.67			
	Third Year - 80%	80%	39.30	9.34	7.72	1.18	0.21	0.15	0.30	0.39	58.59			
SOUND & COMMUNICATIONS														
Local 428 - Bakersfield China Lake Naval	Journeyman Sound Installer (JSI)	INST	51.10	9.34	9.65	1.53	0.21	0.15	0.65	0.51	73.14	1.60	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	55.25	9.34	9.65	1.66	0.21	0.15	0.65	0.55	77.46	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF	59.39	9.34	9.65	1.78	0.21	0.15	0.65	0.59	81.76			
APPRENTICES														
Local 428 - Bakersfield China Lake Naval	First Year - 45%	45%	28.30	9.34	~	0.85	0.21	0.15	0.30	0.28	39.43	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>		
	First Year - 50%	50%	30.37	9.34	~	0.91	0.21	0.15	0.30	0.30	41.58			
	Second Year - 55%	55%	32.44	9.34	5.31	0.97	0.21	0.15	0.30	0.32	49.04			
	Second Year - 60%	60%	34.52	9.34	5.79	1.04	0.21	0.15	0.30	0.35	51.70			
	Third Year - 65%	65%	36.59	9.34	6.27	1.10	0.21	0.15	0.30	0.37	54.33			
	Third Year - 80%	80%	42.81	9.34	7.72	1.28	0.21	0.15	0.30	0.43	62.24			

Wages and Benefits
Appendix I
 Effective with hours worked January 1, 2024

Class	WAGE Effective	HEALTH	PENSION	NEBF 3% Of	LMCC Employer	AMF	TRAINING JATC	NECA 1% Of Gross	TOTAL WAGE	SCHEDULED WAGE PACKAGE INCREASES <i>(Wages and all fringe benefits included)</i>
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Local 569 - San Diego	<p>SOUND and COMMUNICATIONS</p> <p>Journeyman Sound Installer (JSI) INST</p> <p>Sound Foreman (JSI + 10%) FM</p> <p>Sound General Foreman (JSI + 20%) GF</p> <p>APPRENTICES</p> <p>First Year, 45% 45%</p> <p>First Year, 50% 50%</p> <p>Second Year, 55% 55%</p> <p>Second Year, 60% 60%</p> <p>Third Year, 65% 65%</p> <p>Third Year, 80% 80%</p>	<p>Local Union 569 allocation coming soon. (858) 569-8900</p>	<table border="0"> <tr> <td>1/01/24</td> <td>7/01/24</td> <td>12/31/24</td> <td>6/30/25</td> </tr> <tr> <td>1.55</td> <td>1.60</td> <td>1.60</td> <td>1.60</td> </tr> </table> <p><i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i></p> <hr/> <p><i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i></p>	1/01/24	7/01/24	12/31/24	6/30/25	1.55	1.60	1.60	1.60
1/01/24	7/01/24	12/31/24	6/30/25								
1.55	1.60	1.60	1.60								

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: 12/08/23 *Supersedes all previous versions*