



**SOUND & COMMUNICATIONS ADDENDUM 2C  
WAGES & FRINGE SCHEDULE**

**March 1, 2025**

The following rates are in effect within the Local 340 Union jurisdiction - namely Yuba, Colusa, Sutter, Yolo, Sacramento, \*Amador, \*Placer, \*El Dorado, \*Nevada, \*Sierra, \*Alpine, Butte, Glenn, Lassen, Plumas, Shasta, Theama and Trinity Counties of California. (These portions west of the main Sierra Mountain's watershed)

The minimum hourly rate of wages shall be as follows:

<b>Communication and System Installer</b>	\$40.00
<b>Communication and System Technician (115%)</b>	\$46.00
<b>Senior Communication and Systems Technician (125%)</b>	\$50.00


Present differential shall be maintained in accordance with present agreement as follows: Communication and System Technician 15% above Installer. Senior Communication and System Technician 25% above Installer.


**Apprentices:** The maximum hourly rate of wages shall be as follows (see pension rates before/after March 1, 2024):

	<b>Job Hours</b>	<b>Percentage</b>	<b>Per Hour</b>	<b>Indentured BEFORE March 1, 2024 Pension</b>	<b>Indentured AFTER March 1, 2024 Pension</b>
1st Period	1 - 1,000	55%	\$ 22.00	\$ 7.20	\$ -
2nd Period	1,001 - 2,000	60%	\$ 24.00	\$ 7.20	\$ 3.60
3rd Period	2,001 - 3,000	65%	\$ 26.00	\$ 7.20	\$ 7.20
4th Period	3,001 - 4,000	70%	\$ 28.00	\$ 7.20	\$ 7.20
5th Period	4,001 - 5,000	80%	\$ 32.00	\$ 7.20	\$ 7.20
6th Period	5,001 - 6,000	90%	\$ 36.00	\$ 7.20	\$ 7.20

The fringe benefits shall be as follows:

Health Insurance	\$15.00
Apprenticeship	\$1.00
NEBF	3% of Gross Labor Payroll
Local Pension (maximum amount)	\$7.20
LMCC	\$1.10
National LMCC	\$0.01
Administrative Maintenance Fund	0.5% of Gross Labor Payroll
Local NECA Dues	1% of Gross Labor Payroll

 2-24-25  
Robert D Ward Date:  
IBEW Business Manager

 2-24-25  
Fran McDermott Date:  
NECA Executive Director

See Travel Language on Back Side...

Section 3:10. Travel Reimbursement. The Parties agreed to update the reimbursement amount under subsection (a) and (c), as well as update the computation:

Subsection (a) will read:

- 36 – 45 road miles = \$10.00 per day
- 46 – 55 road miles = \$20.00 per day
- 56-64 road miles = \$30.00 per day
- 65+ road miles = \$30.00 per day plus \$8.75 per hour starting at the 65<sup>th</sup> mile

Mileage shall be computed from the job site to the closer of the employee's residence, the local union where the employee was dispatched or the employer's normal place of business. Parking and bridge tolls paid if employees have to move vehicle during working hours.

Subsection (c) will read:

In this Addendum, when it becomes necessary that an employee remain away overnight from the Employer's place of business, at the direction of the Employer, then such Employee shall receive either the round-trip mileage expense as set forth under Section 3.10 above or the actual expenses incurred in such transportation required, whichever is less. Additionally, when mutually agreed on by the employee and employer, when an employee is required to stay overnight from their home, the employer will be required to pre-pay for lodging. No more than 1 person per room. Meals will be reimbursed on receipted expenses not to exceed \$75.00 per day.

When mutually agreed on by the employee and employer, per diem of not less than \$300.00 per day shall be paid in lieu of pre-paid Lodging and reimbursed meals.