

## WAGES & FRINGES SCHEDULE "2-E"

Effective December 1, 2025 – November 30, 2026

Effective December 1, 2025, the following rates are in effect within the following Local Union jurisdictions: Local 180, Napa and Solano Counties; Local 302, Contra Costa County, and Local 551S, Marin/Sonoma Counties.

### **MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:**

Communications & Systems Installers..... \$ 53.08  
Communications & Systems Technicians..... \$ 61.04  
Senior Communications & Systems Technicians..... \$ 66.35

### **APPRENTICES:**

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021		
<u>Job Hours</u>	<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	1-1000	55%	\$29.19
801-1600	1001-2000	60%	\$31.85
1601-2400	2001-3000	65%	\$34.50
2401-3200	3001-4000	70%	\$37.16
3201-4000	4001-5000	80%	\$42.46
4001-4800	5001-6000	90%	\$47.77

### **FRINGE BENEFIT CONTRIBUTIONS:**

HEALTH & WELFARE\*..... \$17.25/hr. worked  
RETIREMENT ..... \$11.00/hr. worked

#### **Apprentice Indentured After December 1, 2023**

First Bracket (55%): Does not receive Pension Contribution  
Second Bracket (60%): Receive 50% of the Installer Pension Contribution  
All Remaining Brackets Receive 100% of the Installer Pension Contribution

APPRENTICESHIP TRUST..... \$ 1.00/hr. worked  
LMCC (Includes Local, National & Compliance Fund)..... \$ 0.41/hr. worked  
ADMINISTRATIVE MAINTENANCE FUND (AMF)..... 0.5% Gross Labor Payroll  
N.E.B.F. PENSION..... 3.0% Gross Labor Payroll  
LOCAL N.E.C.A. DUES ..... 1.0% Gross Labor Payroll  
VACATION/WORKING DUES WITHHOLDING\*\* ..... 6% Gross Labor Payroll

\* **Includes Health Reimbursement Account (\$1.00) & Drug Free Workplace Program (\$0.05)**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

**Future Increases:** 12/01/26: 90% of the 2-A actual wage increase.