

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 Indentured AFTER

March 1, 2021	March 1, 2021	Job Hours	Percentages	Maximum Hourly Rate of Wages
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.