

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

	Class Code	WAGE Effective 7/01/24	HEALTH	PENSION	NEBF 3% Of Gross Wages	LMCC Employer Contribution	AMF	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE	SCHEDULED WAGE PACKAGE INCREASES <i>(Wages and all fringe benefits included)</i>	
Local 11 - Los Angeles	SOUND & COMMUNICATIONS											
		INST	47.47	11.26	5.77	1.42	0.10	0.15	0.65	0.47	67.29	12/31/24 6/30/25 1.60 1.60
		FM	52.22	11.26	5.77	1.57	0.10	0.15	0.65	0.52	72.24	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	56.96	11.26	5.77	1.71	0.10	0.15	0.65	0.57	77.17	
	APPRENTICES											
		45%	21.36	7.53	~~	0.64	0.01	0.15	0.30	0.21	30.20	
		50%	23.74	7.53	~~	0.71	0.01	0.15	0.30	0.24	32.68	
		55%	26.11	11.26	3.17	0.78	0.01	0.15	0.30	0.26	42.04	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		60%	28.48	11.26	3.46	0.85	0.01	0.15	0.30	0.28	44.79	
		65%	30.86	11.26	3.75	0.93	0.01	0.15	0.30	0.31	47.57	
	80%	37.98	11.26	4.62	1.14	0.01	0.15	0.30	0.38	55.84		
Local 40 - Hollywood	SOUND & COMMUNICATIONS											
		INST	46.34	10.93	4.73	1.39	0.10	0.15	0.65	0.46	64.75	12/31/24 6/30/25 1.60 1.60
		FM	50.97	10.93	4.73	1.53	0.10	0.15	0.65	0.51	69.57	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	55.61	10.93	4.73	1.67	0.10	0.15	0.65	0.56	74.40	
	APPRENTICES											
		45%	20.85	6.62	~~	0.63	0.01	0.15	0.30	0.21	28.77	
		50%	23.17	6.62	~~	0.70	0.01	0.15	0.30	0.23	31.18	
		55%	25.49	10.93	2.60	0.76	0.01	0.15	0.30	0.25	40.49	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		60%	27.80	10.93	2.84	0.83	0.01	0.15	0.30	0.28	43.14	
		65%	30.12	10.93	3.07	0.90	0.01	0.15	0.30	0.30	45.78	
	80%	37.07	10.93	3.78	1.11	0.01	0.15	0.30	0.37	53.72		
Local 428 - Bakersfield	SOUND & COMMUNICATIONS											
		INST	43.06	9.34	9.65	1.29	0.21	0.15	0.65	0.43	64.78	12/31/24 6/30/25 1.60 1.60
		FM	47.37	9.34	9.65	1.42	0.21	0.15	0.65	0.47	69.26	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	51.67	9.34	9.65	1.55	0.21	0.15	0.65	0.52	73.74	
	APPRENTICES											
		45%	19.38	9.34	~~	0.58	0.21	0.15	0.30	0.19	30.15	
		50%	21.53	9.34	~~	0.65	0.21	0.15	0.30	0.22	32.40	
		55%	23.68	9.34	5.31	0.71	0.21	0.15	0.30	0.24	39.94	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>
		60%	25.84	9.34	5.79	0.78	0.21	0.15	0.30	0.26	42.67	
		65%	27.99	9.34	6.27	0.84	0.21	0.15	0.30	0.28	45.38	
	80%	34.45	9.34	7.72	1.03	0.21	0.15	0.30	0.34	53.54		
Local 428 - Bakersfield Edwards Air Force	SOUND & COMMUNICATIONS											
		INST	49.19	9.34	9.65	1.48	0.21	0.15	0.65	0.49	71.16	12/31/24 6/30/25 1.60 1.60
		FM	53.50	9.34	9.65	1.61	0.21	0.15	0.65	0.54	75.65	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	57.80	9.34	9.65	1.73	0.21	0.15	0.65	0.58	80.11	
	APPRENTICES											
		45%	25.51	9.34	~~	0.77	0.21	0.15	0.30	0.26	36.54	
		50%	27.66	9.34	~~	0.83	0.21	0.15	0.30	0.28	38.77	
		55%	29.81	9.34	5.31	0.89	0.21	0.15	0.30	0.30	46.31	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>
		60%	31.97	9.34	5.79	0.96	0.21	0.15	0.30	0.32	49.04	
		65%	34.12	9.34	6.27	1.02	0.21	0.15	0.30	0.34	51.75	
	80%	40.58	9.34	7.72	1.22	0.21	0.15	0.30	0.41	59.93		
Local 428 - Bakersfield China Lake Naval	SOUND & COMMUNICATIONS											
		INST	52.70	9.34	9.65	1.58	0.21	0.15	0.65	0.53	74.81	12/31/24 6/30/25 1.60 1.60
		FM	57.01	9.34	9.65	1.71	0.21	0.15	0.65	0.57	79.29	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	61.31	9.34	9.65	1.84	0.21	0.15	0.65	0.61	83.76	
	APPRENTICES											
		45%	29.02	9.34	~~	0.87	0.21	0.15	0.30	0.29	40.18	
		50%	31.17	9.34	~~	0.94	0.21	0.15	0.30	0.31	42.42	
		55%	33.32	9.34	5.31	1.00	0.21	0.15	0.30	0.33	49.96	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>
		60%	35.48	9.34	5.79	1.06	0.21	0.15	0.30	0.35	52.68	
		65%	37.63	9.34	6.27	1.13	0.21	0.15	0.30	0.38	55.41	
	80%	44.09	9.34	7.72	1.32	0.21	0.15	0.30	0.44	63.57		

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											12/31/24	6/30/25	
Local 413 - Santa Barbara Local 441 - Orange County Local 639 - San Luis Obispo	SOUND & COMMUNICATIONS												
	Journeyman Sound Installer (JSI)	INST	47.00	10.93	4.00	1.41	0.15	0.20	0.65	0.47	64.81	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	51.70	10.93	4.00	1.55	0.15	0.20	0.65	0.52	69.70	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Sound General Foreman (JSI + 20%)	GF	56.40	10.93	4.00	1.69	0.15	0.20	0.65	0.56	74.58		
	APPRENTICES												
	First Year - 45%	45%	21.15	6.62	~~	0.63	0.01	0.20	0.30	0.21	29.12		
	First Year - 50%	50%	23.50	6.62	~~	0.71	0.01	0.20	0.30	0.24	31.58		
	Second Year - 55%	55%	25.85	6.62	2.20	0.78	0.01	0.20	0.30	0.26	36.22	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Second Year - 60%	60%	28.20	6.62	2.40	0.85	0.01	0.20	0.30	0.28	38.86		
	Third Year - 65%	65%	30.55	6.62	2.60	0.92	0.01	0.20	0.30	0.31	41.51		
Third Year - 80%	80%	37.60	6.62	3.20	1.13	0.01	0.20	0.30	0.38	49.44			
Local 440 - Riverside Local 477 - San Bernardino, Inyo, Mono	SOUND & COMMUNICATIONS												
	Journeyman Sound Installer (JSI)	INST	44.07	10.72	7.30	1.32	0.10	0.20	0.65	0.44	64.80	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	48.48	10.72	7.30	1.45	0.10	0.20	0.65	0.48	69.38	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Sound General Foreman (JSI + 20%)	GF	52.88	10.72	7.30	1.59	0.10	0.20	0.65	0.53	73.97		
	APPRENTICES												
	First Year - 45%	45%	19.83	10.72	~~	0.59	0.10	0.20	0.65	0.20	32.29		
	First Year - 50%	50%	22.04	10.72	~~	0.66	0.10	0.20	0.65	0.22	34.59		
	Second Year - 55%	55%	24.24	10.72	4.02	0.73	0.10	0.20	0.65	0.24	40.90	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Second Year - 60%	60%	26.44	10.72	4.38	0.79	0.10	0.20	0.65	0.26	43.54		
	Third Year - 65%	65%	28.65	10.72	4.75	0.86	0.10	0.20	0.65	0.29	46.22		
Third Year - 80%	80%	35.26	10.72	5.84	1.06	0.10	0.20	0.65	0.35	54.18			
Local 569 - San Diego	SOUND and COMMUNICATIONS												
	Journeyman Sound Installer (JSI)	INST	49.50	8.14	4.37	1.49	0.10	0.15	0.65	0.50	64.90	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	54.45	8.14	4.37	1.63	0.10	0.15	0.65	0.54	70.03	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Sound General Foreman (JSI + 20%)	GF	59.40	8.14	4.37	1.78	0.10	0.15	0.65	0.59	75.18		
	APPRENTICES												
	First Year, 45%	45%	22.28	5.41	~~	0.67	0.01	0.15	0.30	0.22	29.04		
	First Year, 50%	50%	24.75	5.41	~~	0.74	0.01	0.15	0.30	0.25	31.61		
	Second Year, 55%	55%	27.23	8.14	2.40	0.82	0.01	0.15	0.30	0.27	39.32	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Second Year, 60%	60%	29.70	8.14	2.62	0.89	0.01	0.15	0.30	0.30	42.11		
	Third Year, 65%	65%	32.18	8.14	2.84	0.97	0.01	0.15	0.30	0.32	44.91		
Third Year, 80%	80%	39.60	8.14	3.49	1.19	0.01	0.15	0.30	0.40	53.28			
Local 952 - Ventura	SOUND & COMMUNICATIONS												
	Journeyman Sound Installer (JSI)	INST	46.07	11.26	4.72	1.38	0.10	0.15	0.65	0.46	64.79	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	50.68	11.26	4.72	1.52	0.10	0.15	0.65	0.51	69.59	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Sound General Foreman (JSI + 20%)	GF	55.28	11.26	4.72	1.66	0.10	0.15	0.65	0.55	74.37		
	APPRENTICES												
	First Year - 45%	45%	20.73	7.53	~~	0.62	0.01	0.15	0.30	0.21	29.55		
	First Year - 50%	50%	23.04	7.53	~~	0.69	0.01	0.15	0.30	0.23	31.95		
	Second Year - 55%	55%	25.34	11.26	2.60	0.76	0.01	0.15	0.30	0.25	40.67	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>	
	Second Year - 60%	60%	27.64	11.26	2.83	0.83	0.01	0.15	0.30	0.28	43.30		
	Third Year - 65%	65%	29.95	11.26	3.07	0.90	0.01	0.15	0.30	0.30	45.94		
Third Year - 80%	80%	36.86	11.26	3.78	1.11	0.01	0.15	0.30	0.37	53.84			

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: 6/13/24 *Supersedes all previous versions*