

Wages and Benefits
Appendix I
Effective with hours worked June 26, 2023

		Class Code	WAGE Effective 6/26/23	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>				
												1/01/24	7/01/24	12/31/24	6/30/25	
Local 11 - Los Angeles	SOUND & COMMUNICATIONS											1/01/24	7/01/24	12/31/24	6/30/25	
		Journeyman Sound Installer (JSI)	INST	46.47	9.41	5.47	1.39	0.10	0.15	0.65	0.46	64.10	1.55	1.60	1.60	1.60
		Sound Foreman (JSI + 10%)	FM	51.12	9.41	5.47	1.53	0.10	0.15	0.65	0.51	68.94	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Sound General Foreman (JSI + 20%)	GF	55.76	9.41	5.47	1.67	0.10	0.15	0.65	0.56	73.77				
		APPRENTICES														
		First Year - 45%	45%	20.91	5.68	~~	0.63	0.01	0.15	0.30	0.21	27.89				
		First Year - 50%	50%	23.24	5.68	~~	0.70	0.01	0.15	0.30	0.23	30.31				
		Second Year - 55%	55%	25.56	9.41	3.01	0.77	0.01	0.15	0.30	0.26	39.47	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Second Year - 60%	60%	27.88	9.41	3.28	0.84	0.01	0.15	0.30	0.28	42.15				
		Third Year - 65%	65%	30.21	9.41	3.56	0.91	0.01	0.15	0.30	0.30	44.85				
		Third Year - 80%	80%	37.18	9.41	4.38	1.12	0.01	0.15	0.30	0.37	52.92				
	Local 40 - Hollywood	SOUND & COMMUNICATIONS											1/01/24	7/01/24	12/31/24	6/30/25
		Journeyman Sound Installer (JSI)	INST	43.67	10.45	4.73	1.31	0.10	0.15	0.65	0.44	61.50	1.55	1.60	1.60	1.60
		Sound Foreman (JSI + 10%)	FM	48.04	10.45	4.73	1.44	0.10	0.15	0.65	0.48	66.04	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Sound General Foreman (JSI + 20%)	GF	52.40	10.45	4.73	1.57	0.10	0.15	0.65	0.52	70.57				
		APPRENTICES														
		First Year - 45%	45%	19.65	6.33	~~	0.59	0.01	0.15	0.30	0.20	27.23				
		First Year - 50%	50%	21.84	6.33	~~	0.66	0.01	0.15	0.30	0.22	29.51				
		Second Year - 55%	55%	24.02	10.45	2.60	0.72	0.01	0.15	0.30	0.24	38.49	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Second Year - 60%	60%	26.20	10.45	2.84	0.79	0.01	0.15	0.30	0.26	41.00				
		Third Year - 65%	65%	28.39	10.45	3.07	0.85	0.01	0.15	0.30	0.28	43.50				
		Third Year - 80%	80%	34.94	10.45	3.78	1.05	0.01	0.15	0.30	0.35	51.03				
Local 413 - Santa Barbara Local 441 - Orange County Local 639 - San Luis Obispo		SOUND & COMMUNICATIONS											1/01/24	7/01/24	12/31/24	6/30/25
		Journeyman Sound Installer (JSI)	INST	44.33	10.45	4.00	1.33	0.15	0.20	0.65	0.44	61.55	1.55	1.60	1.60	1.60
		Sound Foreman (JSI + 10%)	FM	48.76	10.45	4.00	1.46	0.15	0.20	0.65	0.49	66.16	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Sound General Foreman (JSI + 20%)	GF	53.20	10.45	4.00	1.60	0.15	0.20	0.65	0.53	70.78				
		APPRENTICES														
		First Year - 45%	45%	19.95	6.33	~~	0.60	0.01	0.20	0.30	0.20	27.59				
		First Year - 50%	50%	22.17	6.33	~~	0.67	0.01	0.20	0.30	0.22	29.90				
		Second Year - 55%	55%	24.38	6.33	2.20	0.73	0.01	0.20	0.30	0.24	34.39	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Second Year - 60%	60%	26.60	6.33	2.40	0.80	0.01	0.20	0.30	0.27	36.91				
		Third Year - 65%	65%	28.81	6.33	2.60	0.86	0.01	0.20	0.30	0.29	39.40				
		Third Year - 80%	80%	35.46	6.33	3.20	1.06	0.01	0.20	0.30	0.35	46.91				
	Local 440 - Riverside Local 477 - San Bernardino, Inyo, Mono	SOUND & COMMUNICATIONS											1/01/24	7/01/24	12/31/24	6/30/25
		Journeyman Sound Installer (JSI)	INST	41.65	10.24	7.05	1.25	0.10	0.20	0.65	0.42	61.56	1.55	1.60	1.60	1.60
		Sound Foreman (JSI + 10%)	FM	45.82	10.24	7.05	1.37	0.10	0.20	0.65	0.46	65.89	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Sound General Foreman (JSI + 20%)	GF	49.98	10.24	7.05	1.50	0.10	0.20	0.65	0.50	70.22				
		APPRENTICES														
		First Year - 45%	45%	18.74	10.24	~~	0.56	0.01	0.20	0.30	0.19	30.24				
		First Year - 50%	50%	20.83	10.24	~~	0.62	0.01	0.20	0.30	0.21	32.41				
		Second Year - 55%	55%	22.91	10.24	3.88	0.69	0.01	0.20	0.30	0.23	38.46	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Second Year - 60%	60%	24.99	10.24	4.23	0.75	0.01	0.20	0.30	0.25	40.97				
		Third Year - 65%	65%	27.07	10.24	4.58	0.81	0.01	0.20	0.30	0.27	43.48				
		Third Year - 80%	80%	33.32	10.24	5.64	1.00	0.01	0.20	0.30	0.33	51.04				
Local 952 - Ventura		SOUND & COMMUNICATIONS											1/01/24	7/01/24	12/31/24	6/30/25
		Journeyman Sound Installer (JSI)	INST	44.77	9.41	4.72	1.34	0.10	0.15	0.65	0.45	61.59	1.55	1.60	1.60	1.60
		Sound Foreman (JSI + 10%)	FM	49.25	9.41	4.72	1.48	0.10	0.15	0.65	0.49	66.25	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Sound General Foreman (JSI + 20%)	GF	53.72	9.41	4.72	1.61	0.10	0.15	0.65	0.54	70.90				
		APPRENTICES														
		First Year - 45%	45%	20.15	5.68	~~	0.60	0.01	0.15	0.30	0.20	27.09				
		First Year - 50%	50%	22.39	5.68	~~	0.67	0.01	0.15	0.30	0.22	29.42				
		Second Year - 55%	55%	24.62	9.41	2.60	0.74	0.01	0.15	0.30	0.25	38.08	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
		Second Year - 60%	60%	26.86	9.41	2.83	0.81	0.01	0.15	0.30	0.27	40.64				
		Third Year - 65%	65%	29.10	9.41	3.07	0.87	0.01	0.15	0.30	0.29	43.20				
		Third Year - 80%	80%	35.82	9.41	3.78	1.07	0.01	0.15	0.30	0.36	50.90				

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: 5/24/23
previous versions

Supersedes all