

**Wages and Benefits  
Appendix I  
Effective with hours worked January 26, 2026**

	Class Code	WAGE Effective 1/26/26	HEALTH	PENSION	NEBF 3% Of Gross Wages	LMCC Employer Contribution	AMF 0.5% Of Gross Wages	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE	EMPLOYEE DEDUCTIONS			SCHEDULED WAGE PACKAGE INCREASES <i>(Wages and all fringe benefits included)</i>				
											TRAINING	LMCC	WORKING DUES					
Local 11 - Los Angeles	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	49.87	13.36	5.97	1.50	0.10	0.25	0.65	0.50	71.70	(0.10)	(0.10)	3.5%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	56.15	13.36	5.97	1.68	0.10	0.28	0.65	0.56	78.19	(0.10)	(0.10)	3.5%				
	Sound General Foreman (JSI rate x 1.252)	GF	62.44	13.36	5.97	1.87	0.10	0.31	0.65	0.62	84.70	(0.10)	(0.10)	3.5%				
	<b>APPRENTICES</b>																	
	First Year - 50%	50%	24.94	9.63	~~	0.75	0.01	0.12	0.30	0.25	35.75	~~	~~	3.5%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year - 52.5%	52.5%	26.18	9.63	~~	0.79	0.01	0.13	0.30	0.26	37.04	~~	~~	3.5%	1.55	1.50	1.55	1.50
	Second Year - 55%	55%	27.43	13.36	3.28	0.82	0.01	0.14	0.30	0.27	45.34	~~	~~	3.5%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year - 60%	60%	29.92	13.36	3.58	0.90	0.01	0.15	0.30	0.30	48.22	~~	~~	3.5%	1.55	1.50	1.55	1.50
	Third Year - 65%	65%	32.42	13.36	3.88	0.97	0.01	0.16	0.30	0.32	51.10	~~	~~	3.5%	6/30/30			
Third Year - 80%	80%	39.90	13.36	4.78	1.20	0.01	0.20	0.30	0.40	59.75	~~	~~	3.5%	1.55				
Local 40 - Hollywood	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	49.88	12.02	4.80	1.50	0.10	0.25	0.65	0.50	69.20	~~	(0.10)	2.0%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	56.16	12.02	4.80	1.68	0.10	0.28	0.65	0.56	75.69	~~	(0.10)	2.0%				
	Sound General Foreman (JSI rate x 1.252)	GF	62.45	12.02	4.80	1.87	0.10	0.31	0.65	0.62	82.20	~~	(0.10)	2.0%				
	<b>APPRENTICES</b>																	
	First Year - 50%	50%	24.94	6.94	~~	0.75	0.01	0.12	0.30	0.25	33.06	~~	~~	2.0%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year - 52.5%	52.5%	26.19	6.94	~~	0.79	0.01	0.13	0.30	0.26	34.36	~~	~~	2.0%	1.55	1.50	1.55	1.50
	Second Year - 55%	55%	27.43	12.02	2.64	0.82	0.01	0.14	0.30	0.27	43.36	~~	~~	2.0%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year - 60%	60%	29.93	12.02	2.88	0.90	0.01	0.15	0.30	0.30	46.19	~~	~~	2.0%	1.55	1.50	1.55	1.50
	Third Year - 65%	65%	32.42	12.02	3.12	0.97	0.01	0.16	0.30	0.32	49.00	~~	~~	2.0%	6/30/30			
Third Year - 80%	80%	39.90	12.02	3.84	1.20	0.01	0.20	0.30	0.40	57.47	~~	~~	2.0%	1.55				
Local 428 - Bakersfield	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	47.26	9.34	10.15	1.42	0.21	0.24	0.65	0.47	69.74	~~	(0.10)	3.5%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	53.21	9.34	10.15	1.60	0.21	0.27	0.65	0.53	75.96	~~	(0.10)	3.5%				
	Sound General Foreman (JSI rate x 1.252)	GF	59.17	9.34	10.15	1.78	0.21	0.30	0.65	0.59	82.19	~~	(0.10)	3.5%				
	<b>APPRENTICES</b>																	
	First Year - 50%	50%	23.63	9.34	~~	0.71	0.21	0.12	0.30	0.24	34.55	~~	~~	3.5%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year - 52.5%	52.5%	24.81	9.34	~~	0.74	0.21	0.12	0.30	0.25	35.77	~~	~~	3.5%	1.55	1.50	1.55	1.50
	Second Year - 55%	55%	25.99	9.34	5.58	0.78	0.21	0.13	0.30	0.26	42.59	~~	~~	3.5%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year - 60%	60%	28.36	9.34	6.09	0.85	0.21	0.14	0.30	0.28	45.57	~~	~~	3.5%	1.55	1.50	1.55	1.50
	Third Year - 65%	65%	30.72	9.34	6.60	0.92	0.21	0.15	0.30	0.31	48.55	~~	~~	3.5%	6/30/30			
Third Year - 80%	80%	37.81	9.34	8.12	1.13	0.21	0.19	0.30	0.38	57.48	~~	~~	3.5%	1.55				
Local 428 - Bakersfield Edwards Air Force China Lake Navel Weapons Center	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	56.01	9.34	10.15	1.68	0.21	0.28	0.65	0.56	78.88	~~	(0.10)	3.5%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	61.96	9.34	10.15	1.86	0.21	0.31	0.65	0.62	85.10	~~	(0.10)	3.5%				
	Sound General Foreman (JSI rate x 1.252)	GF	67.92	9.34	10.15	2.04	0.21	0.34	0.65	0.68	91.33	~~	(0.10)	3.5%				
	<b>APPRENTICES</b>																	
	First Year - 50%	50%	32.38	9.34	~~	0.97	0.21	0.16	0.30	0.32	43.68	~~	~~	3.5%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year - 52.5%	52.5%	33.56	9.34	~~	1.01	0.21	0.17	0.30	0.34	44.93	~~	~~	3.5%	1.55	1.50	1.55	1.50
	Second Year - 55%	55%	34.74	9.34	5.58	1.04	0.21	0.17	0.30	0.35	51.73	~~	~~	3.5%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year - 60%	60%	37.11	9.34	6.09	1.11	0.21	0.19	0.30	0.37	54.72	~~	~~	3.5%	1.55	1.50	1.55	1.50
	Third Year - 65%	65%	39.47	9.34	6.60	1.18	0.21	0.20	0.30	0.39	57.69	~~	~~	3.5%	6/30/30			
Third Year - 80%	80%	46.56	9.34	8.12	1.40	0.21	0.23	0.30	0.47	66.63	~~	~~	3.5%	1.55				
Local 413 Santa Barbara Local 441 Orange County Local 639 San Luis Obispo	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	50.61	12.02	4.00	1.52	0.15	0.25	0.65	0.51	69.71	~~	(0.10)	See Below	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	56.99	12.02	4.00	1.71	0.15	0.28	0.65	0.57	76.37	~~	(0.10)	See Below				
	Sound General Foreman (JSI rate x 1.252)	GF	63.36	12.02	4.00	1.90	0.15	0.32	0.65	0.63	83.03	~~	(0.10)	See Below				
	<b>APPRENTICES</b>																	
	First Year - 50%	50%	25.31	6.94	~~	0.76	0.01	0.13	0.30	0.25	33.70	~~	~~	See Below	6/28/26	12/27/26	6/27/27	12/26/27
	First Year - 52.5%	52.5%	26.57	6.94	~~	0.80	0.01	0.13	0.30	0.27	35.02	~~	~~	See Below	1.55	1.50	1.55	1.50
	Second Year - 55%	55%	27.84	6.94	2.20	0.84	0.01	0.14	0.30	0.28	38.55	~~	~~	See Below	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year - 60%	60%	30.37	6.94	2.40	0.91	0.01	0.15	0.30	0.30	41.38	~~	~~	See Below	1.55	1.50	1.55	1.50
	Third Year - 65%	65%	32.90	6.94	2.60	0.99	0.01	0.16	0.30	0.33	44.23	~~	~~	See Below	6/30/30			
Third Year - 80%	80%	40.49	6.94	3.20	1.21	0.01	0.20	0.30	0.40	52.75	~~	~~	See Below	1.55				

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	Class Code	WAGE Effective 1/26/26	HEALTH	PENSION	NEBF 3% Of Gross Wages	LMCC Employer Contribution	AMF 0.5% Of Gross Wages	TRAINING JATC	NECA 1% Of Gross Wages	TOTAL WAGE PACKAGE	EMPLOYEE DEDUCTIONS			SCHEDULED WAGE PACKAGE INCREASES <i>(Wages and all fringe benefits included)</i>				
											TRAINING	LMCC	WORKING DUES					
Local 440 Riverside Local 477 San Bernardino Inyo, Mono	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	47.40	11.89	7.50	1.42	0.10	2.37	0.65	0.47	71.80	~~	(0.10)	3.0%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	53.37	11.89	7.50	1.60	0.10	2.67	0.65	78.31	~~	(0.10)	3.0%					
	Sound General Foreman (JSI rate x 1.252)	GF	59.34	11.89	7.50	1.78	0.10	2.97	0.65	84.82	~~	(0.10)	3.0%					
	<b>APPRENTICES</b>																	
	First Year, 50%	50%	23.70	11.89	~~	0.71	0.10	1.19	0.65	0.24	38.48	~~	~~	3.0%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year, 52.5%	52.5%	24.89	11.89	~~	0.75	0.10	1.24	0.65	0.25	39.77	~~	~~	3.0%	1.55	1.50	1.55	1.50
	Second Year, 55%	55%	26.07	11.89	4.13	0.78	0.10	1.30	0.65	0.26	45.18	~~	~~	3.0%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year, 60%	60%	28.44	11.89	4.50	0.85	0.10	1.42	0.65	0.28	48.13	~~	~~	3.0%	1.55	1.50	1.55	1.50
	Third Year, 65%	65%	30.81	11.89	4.88	0.92	0.10	1.54	0.65	0.31	51.10	~~	~~	3.0%	6/30/30			
	Third Year, 80%	80%	37.92	11.89	6.00	1.14	0.10	1.90	0.65	0.38	59.98	~~	~~	3.0%	1.55			
Local 569 - San Diego	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	54.20	8.14	4.37	1.63	0.10	0.27	0.65	0.54	69.90	~~	(0.10)	2.0%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	61.03	8.14	4.37	1.83	0.10	0.31	0.65	61.03	~~	(0.10)	2.0%					
	Sound General Foreman (JSI rate x 1.252)	GF	67.86	8.14	4.37	2.04	0.10	0.34	0.65	68.86	~~	(0.10)	2.0%					
	<b>APPRENTICES</b>																	
	First Year, 50%	50%	27.10	5.41	~~	0.81	0.01	0.14	0.30	0.27	34.04	~~	~~	2.0%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year, 52.5%	52.5%	28.46	5.41	~~	0.85	0.01	0.14	0.30	0.28	35.45	~~	~~	2.0%	1.55	1.50	1.55	1.50
	Second Year, 55%	55%	29.81	8.14	2.40	0.89	0.01	0.15	0.30	0.30	42.00	~~	~~	2.0%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year, 60%	60%	32.52	8.14	2.62	0.98	0.01	0.16	0.30	0.33	45.06	~~	~~	2.0%	1.55	1.50	1.55	1.50
	Third Year, 65%	65%	35.23	8.14	2.84	1.06	0.01	0.18	0.30	0.35	48.11	~~	~~	2.0%	6/30/30			
	Third Year, 80%	80%	43.36	8.14	3.49	1.30	0.01	0.22	0.30	0.43	57.25	~~	~~	2.0%	1.55			
Local 952 - Ventura	<b>SOUND &amp; COMMUNICATIONS</b>																	
	Journeyman Sound Installer (JSI)	INST	48.47	13.36	4.92	1.45	0.10	0.24	0.65	0.48	69.19	~~	(0.10)	2.0%	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>			
	Sound Foreman (JSI rate x 1.126)	FM	54.58	13.36	4.92	1.64	0.10	0.27	0.65	75.52	~~	(0.10)	2.0%					
	Sound General Foreman (JSI rate x 1.252)	GF	60.68	13.36	4.92	1.82	0.10	0.30	0.65	81.83	~~	(0.10)	2.0%					
	<b>APPRENTICES</b>																	
	First Year - 50%	50%	24.24	9.63	~~	0.73	0.01	0.12	0.30	0.24	35.03	~~	~~	2.0%	6/28/26	12/27/26	6/27/27	12/26/27
	First Year - 52.5%	52.5%	25.45	9.63	~~	0.76	0.01	0.13	0.30	0.25	36.28	~~	~~	2.0%	1.55	1.50	1.55	1.50
	Second Year - 55%	55%	26.66	13.36	2.71	0.80	0.01	0.13	0.30	0.27	43.97	~~	~~	2.0%	6/25/28	12/31/28	6/24/29	12/30/29
	Second Year - 60%	60%	29.08	13.36	2.95	0.87	0.01	0.15	0.30	0.29	46.72	~~	~~	2.0%	1.55	1.50	1.55	1.50
	Third Year - 65%	65%	31.51	13.36	3.20	0.95	0.01	0.16	0.30	0.32	49.49	~~	~~	2.0%	6/30/30			
	Third Year - 80%	80%	38.78	13.36	3.94	1.16	0.01	0.19	0.30	0.39	57.74	~~	~~	2.0%	1.55			

**WAGE DEDUCTIONS**  
**Training:** For Journeyman level classifications withhold \$0.10 per hour from hourly wage in addition to the employer contribution.  
**LMCC:** For Journeyman level classifications withhold \$0.10 per hour from hourly wage in addition to the employer contribution.  
**Working Dues:** For all level classifications percentage withholding by each Local. Local 413 Santa Barbra - 6.75% Local 441 Orange County - 3.25% Local 639 San Luis Obispo - 6.00%

**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: 1/26/26 Supersedes all previous versions*