

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

	Class Code	WAGE Effective 1/01/24	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>			
											7/01/24	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	45.40	10.93	4.00	1.36	0.15	0.20	0.65	0.45	63.14	1.60	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	49.94	10.93	4.00	1.50	0.15	0.20	0.65	0.50	67.87	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF	54.48	10.93	4.00	1.63	0.15	0.20	0.65	0.54	72.58			
	APPRENTICES													
	First Year - 45%	45%	20.43	6.62	~~	0.61	0.01	0.20	0.30	0.20	28.37			
	First Year - 50%	50%	22.70	6.62	~~	0.68	0.01	0.20	0.30	0.23	30.74			
	Second Year - 55%	55%	24.97	6.62	2.20	0.75	0.01	0.20	0.30	0.25	35.30	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Second Year - 60%	60%	27.24	6.62	2.40	0.82	0.01	0.20	0.30	0.27	37.86			
	Third Year - 65%	65%	29.51	6.62	2.60	0.89	0.01	0.20	0.30	0.30	40.43			
Third Year - 80%	80%	36.32	6.62	3.20	1.09	0.01	0.20	0.30	0.36	48.10				
Local 440 - Riverside Local 477 - San Bernardino, Inyo, Mono	SOUND & COMMUNICATIONS													
	Journeyman Sound Installer (JSI)	INST	42.72	10.72	7.05	1.28	0.10	0.20	0.65	0.43	63.15	1.60	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	46.99	10.72	7.05	1.41	0.10	0.20	0.65	0.47	67.59	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF	51.26	10.72	7.05	1.54	0.10	0.20	0.65	0.51	72.03			
	APPRENTICES													
	First Year - 45%	45%	19.22	10.72	~~	0.58	0.10	0.20	0.65	0.19	31.66			
	First Year - 50%	50%	21.36	10.72	~~	0.64	0.10	0.20	0.65	0.21	33.88			
	Second Year - 55%	55%	23.50	10.72	3.88	0.71	0.10	0.20	0.65	0.24	40.00	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Second Year - 60%	60%	25.63	10.72	4.23	0.77	0.10	0.20	0.65	0.26	42.56			
	Third Year - 65%	65%	27.77	10.72	4.58	0.83	0.10	0.20	0.65	0.28	45.13			
Third Year - 80%	80%	34.18	10.72	5.64	1.03	0.10	0.20	0.65	0.34	52.86				
Local 569 - San Diego	SOUND and COMMUNICATIONS													
	Journeyman Sound Installer (JSI)	INST										1.55	1.60	1.60
	Sound Foreman (JSI + 10%)	FM										<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF												
	APPRENTICES													
	First Year, 45%	45%												
	First Year, 50%	50%												
	Second Year, 55%	55%										<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Second Year, 60%	60%												
	Third Year, 65%	65%												
Third Year, 80%	80%													
Local 952 - Ventura	SOUND & COMMUNICATIONS													
	Journeyman Sound Installer (JSI)	INST	44.77	10.96	4.72	1.34	0.10	0.15	0.65	0.45	63.14	1.60	1.60	1.60
	Sound Foreman (JSI + 10%)	FM	49.25	10.96	4.72	1.48	0.10	0.15	0.65	0.49	67.80	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Sound General Foreman (JSI + 20%)	GF	53.72	10.96	4.72	1.61	0.10	0.15	0.65	0.54	72.45			
	APPRENTICES													
	First Year - 45%	45%	20.15	7.23	~~	0.60	0.01	0.15	0.30	0.20	28.64			
	First Year - 50%	50%	22.39	7.23	~~	0.67	0.01	0.15	0.30	0.22	30.97			
	Second Year - 55%	55%	24.62	10.96	2.60	0.74	0.01	0.15	0.30	0.25	39.63	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>		
	Second Year - 60%	60%	26.86	10.96	2.83	0.81	0.01	0.15	0.30	0.27	42.19			
	Third Year - 65%	65%	29.10	10.96	3.07	0.87	0.01	0.15	0.30	0.29	44.75			
Third Year - 80%	80%	35.82	10.96	3.78	1.07	0.01	0.15	0.30	0.36	52.45				

Local Union 569 allocation coming soon. (858) 569-8900

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: 12/08/23
all previous versions **Supersedes**