

Wages and Benefits
Appendix I
Effective with hours worked December 31, 2024

	Class Code	WAGE Effective 12/31/24	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	47.87	12.26	5.97	1.44	0.10	0.15	0.65	0.48	68.92	<i>6/30/25</i> 1.60
		FM	52.66	12.26	5.97	1.58	0.10	0.15	0.65	0.53	73.90	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	57.44	12.26	5.97	1.72	0.10	0.15	0.65	0.57	78.86	
	APPRENTICES											
		45%	21.54	8.53	~~	0.65	0.01	0.15	0.30	0.22	31.40	
		50%	23.94	8.53	~~	0.72	0.01	0.15	0.30	0.24	33.89	
		55%	26.33	12.26	3.28	0.79	0.01	0.15	0.30	0.26	43.38	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		60%	28.72	12.26	3.58	0.86	0.01	0.15	0.30	0.29	46.17	
		65%	31.12	12.26	3.88	0.93	0.01	0.15	0.30	0.31	48.96	
	80%	38.30	12.26	4.78	1.15	0.01	0.15	0.30	0.38	57.33		
Local 40 - Hollywood	SOUND & COMMUNICATIONS											
		INST	47.47	11.40	4.73	1.42	0.10	0.15	0.65	0.47	66.39	<i>6/30/25</i> 1.60
		FM	52.22	11.40	4.73	1.57	0.10	0.15	0.65	0.52	71.34	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	56.96	11.40	4.73	1.71	0.10	0.15	0.65	0.57	76.27	
	APPRENTICES											
		45%	21.36	6.78	~~	0.64	0.01	0.15	0.30	0.21	29.45	
		50%	23.74	6.78	~~	0.71	0.01	0.15	0.30	0.24	31.93	
		55%	26.11	11.40	2.60	0.78	0.01	0.15	0.30	0.26	41.61	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		60%	28.48	11.40	2.84	0.85	0.01	0.15	0.30	0.28	44.31	
		65%	30.86	11.40	3.07	0.93	0.01	0.15	0.30	0.31	47.03	
	80%	37.98	11.40	3.78	1.14	0.01	0.15	0.30	0.38	55.14		
Local 428 - Bakersfield	SOUND & COMMUNICATIONS											
		INST	44.66	9.34	9.65	1.34	0.21	0.15	0.65	0.45	66.45	<i>6/30/25</i> 1.60
		FM	49.13	9.34	9.65	1.47	0.21	0.15	0.65	0.49	71.09	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	53.59	9.34	9.65	1.61	0.21	0.15	0.65	0.54	75.74	
	APPRENTICES											
		45%	20.10	9.34	~~	0.60	0.21	0.15	0.30	0.20	30.90	
		50%	22.33	9.34	~~	0.67	0.21	0.15	0.30	0.22	33.22	
		55%	24.56	9.34	5.31	0.74	0.21	0.15	0.30	0.25	40.86	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>
		60%	26.80	9.34	5.79	0.80	0.21	0.15	0.30	0.27	43.66	
		65%	29.03	9.34	6.27	0.87	0.21	0.15	0.30	0.29	46.46	
	80%	35.73	9.34	7.72	1.07	0.21	0.15	0.30	0.36	54.88		
Local 428 - Bakersfield Edwards Air Force	SOUND & COMMUNICATIONS											
		INST	50.79	9.34	9.65	1.52	0.21	0.15	0.65	0.51	72.82	<i>6/30/25</i> 1.60
		FM	55.26	9.34	9.65	1.66	0.21	0.15	0.65	0.55	77.47	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	59.72	9.34	9.65	1.79	0.21	0.15	0.65	0.60	82.11	
	APPRENTICES											
		45%	26.23	9.34	~~	0.79	0.21	0.15	0.30	0.26	37.28	
		50%	28.46	9.34	~~	0.85	0.21	0.15	0.30	0.28	39.59	
		55%	30.69	9.34	5.31	0.92	0.21	0.15	0.30	0.31	47.23	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>
		60%	32.93	9.34	5.79	0.99	0.21	0.15	0.30	0.33	50.04	
		65%	35.16	9.34	6.27	1.05	0.21	0.15	0.30	0.35	52.83	
	80%	41.86	9.34	7.72	1.26	0.21	0.15	0.30	0.42	61.26		
Local 428 - Bakersfield China Lake Naval	SOUND & COMMUNICATIONS											
		INST	54.30	9.34	9.65	1.63	0.21	0.15	0.65	0.54	76.47	<i>6/30/25</i> 1.60
		FM	58.77	9.34	9.65	1.76	0.21	0.15	0.65	0.59	81.12	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		GF	63.23	9.34	9.65	1.90	0.21	0.15	0.65	0.63	85.76	
	APPRENTICES											
		45%	29.74	9.34	~~	0.89	0.21	0.15	0.30	0.30	40.93	
		50%	31.97	9.34	~~	0.96	0.21	0.15	0.30	0.32	43.25	
		55%	34.20	9.34	5.31	1.03	0.21	0.15	0.30	0.34	50.88	<i>(Increase health contribution for both First Year Apprentice levels (45% & 50%))</i>
		60%	36.44	9.34	5.79	1.09	0.21	0.15	0.30	0.36	53.68	
		65%	38.67	9.34	6.27	1.16	0.21	0.15	0.30	0.39	56.49	
	80%	45.37	9.34	7.72	1.36	0.21	0.15	0.30	0.45	64.90		

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Local 413 - Santa Barbara Local 441 - Orange County Local 639 - San Luis Obispo	SOUND & COMMUNICATIONS											
		INST	48.13	11.40	4.00	1.44	0.15	0.20	0.65	0.48	66.45	<i>6/30/25</i>
		FM	52.94	11.40	4.00	1.59	0.15	0.20	0.65	0.53	71.46	1.60
		GF	57.76	11.40	4.00	1.73	0.15	0.20	0.65	0.58	76.47	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
	APPRENTICES											
		45%	21.66	6.78	~~	0.65	0.01	0.20	0.30	0.22	29.82	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		50%	24.07	6.78	~~	0.72	0.01	0.20	0.30	0.24	32.32	
		55%	26.47	6.78	2.20	0.79	0.01	0.20	0.30	0.26	37.01	
		60%	28.88	6.78	2.40	0.87	0.01	0.20	0.30	0.29	39.73	
		65%	31.28	6.78	2.60	0.94	0.01	0.20	0.30	0.31	42.42	
	80%	38.50	6.78	3.20	1.16	0.01	0.20	0.30	0.39	50.54		
Local 440 - Riverside Local 477 - San Bernardino, Inyo, Mono	SOUND & COMMUNICATIONS											
		INST	45.23	11.16	7.30	1.36	0.10	0.20	0.65	0.45	66.45	<i>6/30/25</i>
		FM	49.75	11.16	7.30	1.49	0.10	0.20	0.65	0.50	71.15	1.60
		GF	54.28	11.16	7.30	1.63	0.10	0.20	0.65	0.54	75.86	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
	APPRENTICES											
		45%	20.35	11.16	~~	0.61	0.10	0.20	0.65	0.20	33.27	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		50%	22.62	11.16	~~	0.68	0.10	0.20	0.65	0.23	35.64	
		55%	24.88	11.16	4.02	0.75	0.10	0.20	0.65	0.25	42.01	
		60%	27.14	11.16	4.38	0.81	0.10	0.20	0.65	0.27	44.71	
		65%	29.40	11.16	4.75	0.88	0.10	0.20	0.65	0.29	47.43	
	80%	36.18	11.16	5.84	1.09	0.10	0.20	0.65	0.36	55.58		
Local 569 - San Diego	SOUND and COMMUNICATIONS											
		INST	51.10	8.14	4.37	1.53	0.10	0.15	0.65	0.51	66.55	<i>6/30/25</i>
		FM	56.21	8.14	4.37	1.69	0.10	0.15	0.65	0.56	71.87	1.60
		GF	61.32	8.14	4.37	1.84	0.10	0.15	0.65	0.61	77.18	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
	APPRENTICES											
		45%	23.00	5.41	~~	0.69	0.01	0.15	0.30	0.23	29.79	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		50%	25.55	5.41	~~	0.77	0.01	0.15	0.30	0.26	32.45	
		55%	28.11	8.14	2.40	0.84	0.01	0.15	0.30	0.28	40.23	
		60%	30.66	8.14	2.62	0.92	0.01	0.15	0.30	0.31	43.11	
		65%	33.22	8.14	2.84	1.00	0.01	0.15	0.30	0.33	45.99	
	80%	40.88	8.14	3.49	1.23	0.01	0.15	0.30	0.41	54.61		
Local 952 - Ventura	SOUND & COMMUNICATIONS											
		INST	46.47	12.26	4.92	1.39	0.10	0.15	0.65	0.46	66.40	<i>6/30/25</i>
		FM	51.12	12.26	4.92	1.53	0.10	0.15	0.65	0.51	71.24	1.60
		GF	55.76	12.26	4.92	1.67	0.10	0.15	0.65	0.56	76.07	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
	APPRENTICES											
		45%	20.91	8.53	~~	0.63	0.01	0.15	0.30	0.21	30.74	<i>(Wages for these classifications are percentage-driven by the JSI rate of pay)</i>
		50%	23.24	8.53	~~	0.70	0.01	0.15	0.30	0.23	33.16	
		55%	25.56	12.26	2.71	0.77	0.01	0.15	0.30	0.26	42.02	
		60%	27.88	12.26	2.95	0.84	0.01	0.15	0.30	0.28	44.67	
		65%	30.21	12.26	3.20	0.91	0.01	0.15	0.30	0.30	47.34	
	80%	37.18	12.26	3.94	1.12	0.01	0.15	0.30	0.37	55.33		

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: 12/30/24
all previous versions
Supersedes