



**SOUND & COMMUNICATIONS ADDENDUM 2C  
WAGES & FRINGE SCHEDULE**

**March 1, 2023**

The following rates are in effect within the Local 340 Union jurisdiction – namely Yuba, Colusa, Sutter, Yolo, Sacramento, \*Amador, \*Placer, \*El Dorado, \*Nevada, \*Sierra, \*Alpine, Butte, Glenn, Lassen, Plumas, Shasta, Tehama and Trinity Counties of California. (These portions west of the main Sierra Mountain's watershed.)

The minimum hourly rate of wages shall be as follows:

<b>Communication and System Installer</b>	\$35.45 (\$1.85 increase)
<b>Communication and System Technician (115%)</b>	\$40.77 (increase based on Installer)
<b>Senior Communication and Systems Technician (125%)</b>	\$44.31 (increase based on Installer)

Present differential shall be maintained in accordance with present agreement as follows: Communication and System Technician 15% above Installer. Senior Communication and System Technician 25% above Installer.

**Apprentices:** The maximum hourly rate of wages shall be as follows:

	<b>Job Hours</b>	<b>Percentag Per Hour</b>	
1 <sup>st</sup> Period	1 – 800	<b>55%</b>	\$19.50
2 <sup>nd</sup> Period	801 – 1,600	<b>60%</b>	\$21.27
3 <sup>rd</sup> Period	1,601 – 2,400	<b>65%</b>	\$23.04
4 <sup>th</sup> Period	2,401 – 3,200	<b>70%</b>	\$24.82
5 <sup>th</sup> Period	3,201 – 4,000	<b>80%</b>	\$28.36
6 <sup>th</sup> Period	4,001 – 4,800	<b>90%</b>	\$31.91

**(NOTE - All Apprentice Rates receive \$6.85 Pension)**

**The fringe benefits shall be as follows:**

Health Insurance	\$12.65	(.40 increase)
Apprenticeship	\$1.10	
NEBF	3%	of Gross Labor Payroll
Local Pension	\$6.85	
LMCC	\$1.10	
National LMCC	\$0.01	
Administrative Maintenance Fund	(.5%	of Gross Labor Payroll)
Local NECA Dues	(1%	of Gross Labor Payroll)

See Travel Language on Back Side.....

**Section 3:08: Travel Reimbursement**

- (a) In this Addendum, wages shall be paid for all time in going from shop to the job, from the job to the shop and from job to job. When workmen covered by the terms of this Agreement are ordered to report directly to a job site in an employer-furnished vehicle, travel expense shall be paid in accordance with the following schedule.

36 - 45 road miles	\$ 7.50 per day
46 - 55 road miles	\$ 13.75 per day
56 - 64 road miles	\$ 20.00 per day
65 + road miles	\$ 20.00 per day plus \$ 8.75 per hour starting at the 65th mile

Mileage shall be computed from the job site to the closer of the employee's residence or the employer's normal place of business, **or City halls for Redding, Chico and Sacramento**. Parking and bridge tolls paid if employees have to move vehicle during work hours.

A normal place of business is one which is prepared to and does perform the function of an electrical/communications contractor offering its services to the general public with a manager in charge who is authorized to submit bids and accept contracts and that is staffed full-time with personnel that perform all the fundamental aspects of a licensed business operation. The employer shall notify the Local Union when such an

#### Mileage Computation

The determination for actual miles driven in a personal vehicle, as outlined above, shall be calculated by the utilization of an internet-based mapping software program that has been jointly agreed to by the parties to this addendum. The method of calculation shall involve the "quickest" route.

- (b) In this Addendum, when workmen covered by the terms of this Agreement are ordered to report directly to a job site in a personal vehicle, they shall receive travel expense in accordance with the above schedule and mileage expense at the published IRS rate for those miles traveled which exceed 35 road miles in each direction.
- (c) In this Addendum, when it becomes necessary that an employee remain away overnight from the Employer's place of business, at the direction of the Employer, then such Employee shall receive either the round-trip mileage expense as set forth under Section 3.08 above or the actual expenses incurred in such transportation required, whichever is less. Additionally, when mutually agreed on by the employee the employer, when an employee is required to stay overnight from their home, the employer will be required to pre-pay for lodging. No more than 1 person per room. Meals will be reimbursed on receipted expenses not to exceed \$45.00 per day.
- When mutually agreed on by the employee and the employer, per diem of not less than \$200.00 per day shall be paid in lieu of the pre-paid lodging and reimbursed meals.
- (d) Employees shall not use their personal vehicle to transport employer tools and material.

  
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Robert D Ward                      3/1/2023  
IBEW Business Manager              Date:

  
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Fran McDermott                      3-1-23  
NECA Executive Director              Date: