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IMPORTANT: Labor Relations Bulletin

Ninth District
Sound & Communications Agreement
*in the jurisdiction of **IBEW Local 40***

Rates effective December 26, 2022 through June 25, 2023

A **\$1.55** package increase is effective as of December 26, 2022. It is allocated **\$1.10** to wages, **\$0.45** to health. See Page 3 for a complete list of changes to the collective bargaining agreement.

Accordingly, the wages and fringe benefits for the effective dates above will be:

IBEW Local 40 (Motion Picture Industry)	Employer Contributions								Employee Deductions	
	WAGE	HEALTH	D.C.	NEBF^(a)	LMCC	TRAINING	NEIF^(b)	AMF^(b)	LMCC	Working Dues^(e)
Journeyman Sound Installer (JSI)	42.12	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Foreman (JSI rate x 1.10) ^(c)	46.33	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
General Foreman (JSI rate x 1.20) ^(c)	50.54	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 45%	18.95	6.33**	~	3%	0.01	0.30	1%	0.15	~	(2%)
Period 2, 1st Year, 50%	21.06	6.33**	~	3%	0.01	0.30	1%	0.15	~	(2%)
Period 3, 2nd Year, 55%	23.17	10.45	2.60	3%	0.01	0.30	1%	0.15	~	(2%)
Period 4, 2nd Year, 60%	25.27	10.45	2.84	3%	0.01	0.30	1%	0.15	~	(2%)
Period 5, 3rd Year, 65%	27.38	10.45	3.07	3%	0.01	0.30	1%	0.15	~	(2%)
Period 6, 3rd Year, 80%	33.70	10.45	3.78	3%	0.01	0.30	1%	0.15	~	(2%)

Additional Information

- (a) **NEBF** contribution is an amount equal to 3% of the gross wage.
 - (b) **NEIF** contribution is an amount equal to 1% of gross wage and is paid by NECA members only. **AMF** amount paid by non-NECA only.
 - (c) A foreman is required at the 4th JSI on the job.
A general foreman is required at the 9th JSI on the job.
 - (d) **Shifts:** Second (Swing) Shift = 8 hours work for 8 hours pay plus 17.3%
Third (Graveyard) Shift = 8 hours work for 8 hours pay plus 31.4%
 - (e) Working dues rate at time of publication; For questions on working dues please contact IBEW Local 40 at 818-762-4239.
- ** Health increase for first period apprentices is \$0.27.

Future increases:

Effective Date	Amount (to be allocated to wages/fringe benefits)
6/26/2023	+ \$1.55
1/1/2024	+ \$1.55
7/1/2024	+ \$1.60
12/31/2024	+ \$1.60
6/30/2025	+ \$1.60
11/30/2025	CBA expiration date

Swing Shift <i>(Local 40 Sound & Comm)</i>	Employer Contributions								Employee Deductions	
	WAGE	HEALTH	D.C.	NEBF^(a)	LMCC	TRAINING	NEIF^(b)	AMF^(b)	LMCC	Working Dues^(e)
Journeyman Sound Installer (JSI)	49.41	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Foreman (JSI rate x 1.10) ^(c)	54.35	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
General Foreman (JSI rate x 1.20) ^(c)	59.28	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 45%	22.23	6.33**	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 2, 1st Year, 50%	24.70	6.33**	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 3, 2nd Year, 55%	27.18	10.45	2.60	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 4, 2nd Year, 60%	29.64	10.45	2.84	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 5, 3rd Year, 65%	32.12	10.45	3.07	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 6, 3rd Year, 80%	39.53	10.45	3.78	3%	0.01	0.30	1%	0.15	~~	(2%)

Graveyard Shift <i>(Local 40 Sound & Comm)</i>	Employer Contributions								Employee Deductions	
	WAGE	HEALTH	D.C.	NEBF^(a)	LMCC	TRAINING	NEIF^(b)	AMF^(b)	LMCC	Working Dues^(e)
Journeyman Sound Installer (JSI)	55.35	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Foreman (JSI rate x 1.10) ^(c)	60.88	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
General Foreman (JSI rate x 1.20) ^(c)	66.41	10.45	4.73	3%	0.10	0.65	1%	0.15	(0.10)	(2%)
Apprentices -Period 1, 1st Year, 45%	24.90	6.33**	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 2, 1st Year, 50%	27.67	6.33**	~~	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 3, 2nd Year, 55%	30.45	10.45	2.60	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 4, 2nd Year, 60%	33.20	10.45	2.84	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 5, 3rd Year, 65%	35.98	10.45	3.07	3%	0.01	0.30	1%	0.15	~~	(2%)
Period 6, 3rd Year, 80%	44.28	10.45	3.78	3%	0.01	0.30	1%	0.15	~~	(2%)

See Page 1 for all footnotes.

**Changes to the
Southern California Addendum
Ninth District Sound & Communications Agreement**

Effective December 1, 2022

1. **Term of Agreement:** The term of the new agreement shall be from December 1, 2022 through November 30, 2025.
2. **Wages:** The following increases (to be allocated to wages and/or benefits) will go in effect on the corresponding dates.

Effective Date	Amount
12/26/2022	+ \$1.55
6/26/2023	+ \$1.55
1/1/2024	+ \$1.55
7/1/2024	+ \$1.60
12/31/2024	+ \$1.60
6/30/2025	+ \$1.60

3. **Section 2.17 – (New) – Favored Nations Clause:** Add the following: “*The Union agrees that if, during the life of this Agreement, it grants to any other Employer in the Electrical Contracting Industry on work covered by this Agreement, any better terms or conditions than those set forth in this Agreement, such better terms or conditions shall be made available to the Employer under this Agreement and the Union shall immediately notify the Employer of any such concession.*”
4. **Section 3.03 – Foremen / General Foremen:** Amend as follows –

Foreman shall be designated at the ~~3rd~~ **4th** Journeyman Sound Installer (JSI) at the JSI hourly rate ~~of pay plus 6% times 1.10~~. General Foreman shall be designated at the ~~6th~~ **9th** JSI at the JSI hourly rate ~~of pay plus 17% times 1.20~~. Foreman shall supervise a maximum of nine (9) installers or a maximum crew size of ~~twenty-seven (27)~~ **fifteen (15) workman**.