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IMPORTANT: Labor Relations Bulletin

Ninth District Sound & Communications Agreement in the jurisdiction of **IBEW Local 952**

Rates effective January 26, 2026 through June 27, 2026

The parties have concluded negotiations on the Sound & Communications Agreement. The **\$1.50** package increase effective January 26, 2026 is allocated as follows: **\$1.00** to wages and **\$0.50** to health. See page 3 for complete list of changes to the CBA. Accordingly, the wages and fringe benefits for the effective dates above will be:

IBEW Local 952 (Ventura County)	Employer Contributions								Employee Deductions	
	WAGE	Health ^(f)	D.C.	NEBF ^(a)	LMCC	TRAINING	NECA Service Charge ^(b)	AMF ^(b)	LMCC	Working Dues ^(e)
Journeyman Sound Installer (JSI)	48.47	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
Foreman (JSI rate x 1.126) ^(c)	54.58	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
General Foreman (JSI rate x 1.252) ^(c)	60.68	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 50%	24.24	9.63	~~	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 2, 1st Year, 52.5%	25.45	9.63	~~	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 3, 2nd Year, 55%	26.66	13.36	2.71	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 4, 2nd Year, 60%	29.08	13.36	2.95	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 5, 3rd Year, 65%	31.51	13.36	3.20	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 6, 3rd Year, 80%	38.78	13.36	3.94	3%	0.01	0.30	1%	0.5%	~~	(2%)

Additional Information

- (a) **NEBF** contribution is an amount equal to 3% of the gross wage.
- (b) **NECA Service Charge** is an amount equal to 1% of gross wage and is paid by NECA members only.
AMF is an amount equal to 0.5% of gross wage and is 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 952 at 805-642-2149.
- (f) Includes \$0.40 for the HRA.

Future increases:

Effective Date	Amount	Effective Date	Amount
6/28/2026	+\$1.55	12/31/2028	+\$1.50
12/27/2026	+\$1.50	6/24/2029	+\$1.55
6/27/2027	+\$1.55	12/30/2029	+\$1.50
12/26/2027	+\$1.50	6/30/2030	+\$1.55
6/25/2028	+\$1.55	11/30/2030	Exp. Date

Amounts to be allocated to wages and/or fringe benefits.

Subsequent labor bulletins will be posted at <https://laneca.org/documents/> when available.

**** Note regarding fire alarms:** Fire alarm system installations, maintenance and service work in Local 952's jurisdiction (Ventura County) is performed according to the terms of the Inside Wireman's Agreement (pay, fringe benefits and working conditions). See CBA and associated local MOU for conditions that are unique to Ventura County.

Swing Shift <i>(Local 952 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)	56.86	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
Foreman (JSI rate x 1.126) ^(c)	64.02	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
General Foreman (JSI rate x 1.252) ^(c)	71.18	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 50%	28.43	9.63	~~	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 2, 1st Year, 52.5%	29.85	9.63	~~	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 3, 2nd Year, 55%	31.27	13.36	2.71	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 4, 2nd Year, 60%	34.11	13.36	2.95	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 5, 3rd Year, 65%	36.96	13.36	3.20	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 6, 3rd Year, 80%	45.49	13.36	3.94	3%	0.01	0.30	1%	0.5%	~~	(2%)

Graveyard Shift <i>(Local 952 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)	63.69	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
Foreman (JSI rate x 1.126) ^(c)	71.72	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
General Foreman (JSI rate x 1.252) ^(c)	79.73	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
Apprentices - Period 1, 1st Year, 50%	31.85	9.63	~~	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 2, 1st Year, 52.5%	33.44	9.63	~~	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 3, 2nd Year, 55%	35.03	13.36	2.71	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 4, 2nd Year, 60%	38.21	13.36	2.95	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 5, 3rd Year, 65%	41.40	13.36	3.20	3%	0.01	0.30	1%	0.5%	~~	(2%)
Period 6, 3rd Year, 80%	50.96	13.36	3.94	3%	0.01	0.30	1%	0.5%	~~	(2%)

See Page 1 for all footnotes.

Changes to the Sound & Communications Agreement

1. **Term of Agreement:** January 26, 2026 through November 30, 2030.
2. **Scope:** Amend Scope of Work to include PoE and cabling, equipment and devices in the scope associated with the existing scope covered by this agreement.
3. **Tool List:** Add utility knife and electrical scissors to the required tool list.
4. **Add language for 2-4-6-8 Rule:** Existing terms regarding 2 hour show up pay and 4 hour minimum for starting work continue in effect. Additionally, if employees work more than 4 hours but less than 6 hours, they shall receive 6 hours pay. If they work more than 6 hours but less than 8 hours, they shall receive 8 hours pay.
5. **Wages:** See page 1 of this bulletin for new wage rates and future increases.
6. **Foreman / GF rates:** Increase Foreman to 1.126 x JSI rate; Increase General Foreman to 1.252 x JSI rate.
7. **Apprentice rates:** Increase 1st Period Apprentice to 50%; Increase 2nd Period Apprentice to 52.5%.
8. **Add the following provision:** At no time shall the lowest paid classification's hourly pay rate be allowed to fall below 130% of the state minimum wage.
9. **Section 3:06 - Travel Expenses:** Amend as follows –
 - 66 - 80 miles = 6% of JSI hourly rate per hour worked
 - 81 - 95 miles = 12% of JSI hourly rate per hour worked
 - 96 - 120 miles = 18% of JSI hourly rate per hour worked
 - More than 121 miles = 24% of JSI hourly rate per hour worked.
 - Mileage shall be computed from the job site to the closer of the employee's residence, employer's normal place of business or nearest union dispatch location.
10. **Defined benefit language:** Add enabling language for new VAPP (Variable Annuity Pension Plan).
11. Replace term "NEIF" with "NECA Service Charge".
12. Create a new Substance Abuse Pool to include all members working under this CBA.
13. **AMF:** Amend to make AMF equal to 0.5% of gross payroll.