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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:

<b>IBEW Local 952 (Ventura County)</b>	Employer Contributions								Employee Deductions	
	WAGE	Health <sup>(f)</sup>	D.C.	NEBF <sup>(a)</sup>	LMCC	TRAINING	NECA Service Charge <sup>(b)</sup>	AMF <sup>(b)</sup>	LMCC	Working Dues <sup>(e)</sup>
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) <sup>(c)</sup>	54.58	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
General Foreman (JSI rate x 1.252) <sup>(c)</sup>	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.

<b>Swing Shift</b> <i>(Local 952 Sound &amp; Comm)</i>	Employer Contributions								Employee Deductions	
	<b>WAGE</b>	<b>HEALTH</b>	<b>D.C.</b>	<b>NEBF<sup>(a)</sup></b>	<b>LMCC</b>	<b>TRAINING</b>	<b>NEIF<sup>(b)</sup></b>	<b>AMF<sup>(b)</sup></b>	<b>LMCC</b>	<b>Working Dues<sup>(e)</sup></b>
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) <sup>(c)</sup>	64.02	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
General Foreman (JSI rate x 1.252) <sup>(c)</sup>	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%)

<b>Graveyard Shift</b> <i>(Local 952 Sound &amp; Comm)</i>	Employer Contributions								Employee Deductions	
	<b>WAGE</b>	<b>HEALTH</b>	<b>D.C.</b>	<b>NEBF<sup>(a)</sup></b>	<b>LMCC</b>	<b>TRAINING</b>	<b>NEIF<sup>(b)</sup></b>	<b>AMF<sup>(b)</sup></b>	<b>LMCC</b>	<b>Working Dues<sup>(e)</sup></b>
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) <sup>(c)</sup>	71.72	13.36	4.92	3%	0.10	0.65	1%	0.5%	(0.10)	(2%)
General Foreman (JSI rate x 1.252) <sup>(c)</sup>	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  $1.126 \times \text{JSI rate}$ ; Increase General Foreman to  $1.252 \times \text{JSI rate}$ .
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.