Los Angeles County Chapter
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IMPORTANT: Labor Relations Bulletin

Ninth District
Sound & Communications Agreement
in the jurisdiction of IBEW Local 11

Rates effective June 28, 2026 through December 26, 2026

The $1.55 package increase effective June 28, 2026 is allocated as follows: $0.75 to wages, $0.50 to pension, and $0.30 to health (which includes $0.05 to the HRA). Accordingly, the wages and fringe benefits for the effective dates above will be:

IBEW Local 11 (Los Angeles County)		Employer Contributions							Employee Deductions		
	WAGE	Health[f]	Local Pension[g]	NEBF[a]	LMCC	TRAINING	NECA Service Charge[b]	AMF[b]	TRAINING	LMCC	Working Dues [e]
Journeyman Sound Installer (JSI)	50.62	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
Foreman (JSI rate x 1.126) [c]	57.00	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
General Foreman (JSI rate x 1.252) [c]	63.38	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
Apprentices - Period 1, 1st Year, 50%	25.31	9.93	--	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 2, 1st Year, 52.5%	26.58	9.93	--	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 3, 2nd Year, 55%	27.84	13.66	3.56	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 4, 2nd Year, 60%	30.37	13.66	3.88	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 5, 3rd Year, 65%	32.90	13.66	4.21	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 6, 3rd Year, 80%	40.50	13.66	5.18	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)

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 11 at 626-243-9700.

(f) Includes $0.45 for the HRA.

(g) Local pension is allocated $3.72 to DC plan and $2.75 to VAPP, with apprentice rates adjusted proportionately.

Future increases:

Effective Date	Amount	Effective Date	Amount
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
12/31/2028	+$1.50		

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

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

BDD: 06/2026

Ninth District Sound & Communications Agreement **Rates effective June 28, 2026 through December 26, 2026**
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Swing Shift *(Local 11 Sound & Comm)*		Employer Contributions							Employee Deductions		
	WAGE	**HEALTH**	**Local Pension[g]**	**NEBF[a]**	**LMCC**	**TRAINING**	**NECA Service Charge[b]**	**AMF[b]**	**TRAINING**	**LMCC**	**Working Dues [e]**
Journeyman Sound Installer (JSI)	59.38	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
Foreman (JSI rate x 1.126) [c]	66.86	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
General Foreman (JSI rate x 1.252) [c]	74.34	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
Apprentices - Period 1, 1st Year, 50%	29.69	9.93	--	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 2, 1st Year, 52.5%	31.18	9.93	--	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 3, 2nd Year, 55%	32.66	13.66	3.56	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 4, 2nd Year, 60%	35.62	13.66	3.88	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 5, 3rd Year, 65%	38.59	13.66	4.21	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 6, 3rd Year, 80%	47.51	13.66	5.18	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)

Graveyard Shift *(Local 11 Sound & Comm)*		Employer Contributions							Employee Deductions		
	WAGE	**HEALTH**	**Local Pension[g]**	**NEBF[a]**	**LMCC**	**TRAINING**	**NECA Service Charge[b]**	**AMF[b]**	**TRAINING**	**LMCC**	**Working Dues [e]**
Journeyman Sound Installer (JSI)	66.51	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
Foreman (JSI rate x 1.126) [c]	74.90	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
General Foreman (JSI rate x 1.252) [c]	83.28	13.66	6.47	3%	0.10	0.65	1%	0.5%	(0.10)	(0.10)	(3.5%)
Apprentices - Period 1, 1st Year, 50%	33.26	9.93	--	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 2, 1st Year, 52.5%	34.93	9.93	--	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 3, 2nd Year, 55%	36.58	13.66	3.56	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 4, 2nd Year, 60%	39.91	13.66	3.88	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 5, 3rd Year, 65%	43.23	13.66	4.21	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)
Period 6, 3rd Year, 80%	53.22	13.66	5.18	3%	0.01	0.30	1%	0.5%	--	--	(3.5%)

See Page 1 for all footnotes.

Changes to the Sound & Communications Agreement (effective 1/26/2026)

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 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.