



**Los Angeles County Chapter**  
**National Electrical Contractors Association**  
**100 E. Corson Street, Suite 410**  
**Pasadena, CA 91103**  
**626.792.6322**  
**www.laneca.org**

IMPORTANT: Labor Relations Bulletin

## IBEW Local 11

### Inside Wiremen's Agreement (**Tunnel Rates**)

Rates effective January 27, 2025 through July 27, 2025

**Tunnel Rates:** Tunnel Journeyman Rate = 1.100 x regular journeyman rate; Tunnel Foreman rate = 1.126 x Tunnel Journeyman rate;  
Tunnel General Foreman = 1.252 x Tunnel Journeyman rate; Tunnel Journeyman (splicing, welding, instrumentation, NETA) =  
1.05 x journeyman tunnel rate; Apprentices tunnel rate equal to wage % in program of regular journeyman plus 10%.

<b>Tunnel Rates</b>				<b>Employer Contributions</b>						<b>Employee Deductions <sup>(g)</sup></b>					
				Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training <sup>(e)</sup>	LMCC <sup>(f)</sup>	NEIF <sup>(c)</sup> (NECA only)	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 87.45	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 78.65	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 69.85	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing				\$ 73.34	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 27.94	3%	\$ -	\$ 14.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 31.44	3%	\$ -	\$ 14.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 34.93	3%	\$ 8.46	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 38.42	3%	\$ 9.31	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 41.91	3%	\$ 10.15	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 45.41	3%	\$ 11.00	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 48.90	3%	\$ 11.84	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 52.39	3%	\$ 12.69	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 55.88	3%	\$ 13.54	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 59.38	3%	\$ 14.38	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	

(a) Figure represents combined total for defined contribution and defined benefit plans. There is no local pension contribution for 40% and 45% apprentices. All others get percentage of **\$16.92** equal to their percentage in the program (i.e., 50% apprentice gets **\$8.46** total local pension contribution). Local Pension is allocated \$9.78 to defined benefit (pension) and \$7.14 to defined contribution (annuity), with apprentice rates adjusted proportionately.

(b) NEBF contribution is an amount equal to 3% of the gross wage.

(c) NEIF contribution is an amount equal to 1% of gross wage and is paid by NECA members only.

CCF contribution is an amount equal to 0.5% of gross wage and is paid by non-NECA only.

(d) Health contribution is **\$14.34** for 40% and 45% apprentices. All other apprentices get **\$15.34**.

This includes the amount for the HRA component of the plan.

(e) No **\$0.65** deduction for training on apprentices, employer pays **\$0.91**.

(f) Includes \$0.05 for establishment and maintenance of substance abuse program.

(g) Vacation and working dues deductions are based on percentage of gross.

#### Additional Information

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = Wage + 31.4% (See Section 3.12 of CBA) \*\*Note new start time for graveyard shift is 8:00 PM.
- **Double Time:** Paid after 10 hours on weekdays and after 10 hours on Saturday.

Labor bulletins for future increases will be posted at  
<https://laneca.org/documents/> when available.

Tunnel Swing Shift				Employer Contributions						Employee Deductions <sup>(g)</sup>					
				Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(f)</sup>	NEIF <sup>(c)</sup> (NECA only)	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 102.58	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 92.26	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 81.93	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing				\$ 86.03	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 32.77	3%	\$ -	\$ 14.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 36.88	3%	\$ -	\$ 14.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 40.97	3%	\$ 8.46	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 45.07	3%	\$ 9.31	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 49.16	3%	\$ 10.15	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 53.27	3%	\$ 11.00	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 57.36	3%	\$ 11.84	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 61.45	3%	\$ 12.69	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 65.55	3%	\$ 13.54	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 69.65	3%	\$ 14.38	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	

Tunnel Graveyard Shift				Employer Contributions						Employee Deductions <sup>(g)</sup>					
				Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(f)</sup>	NEIF <sup>(c)</sup> (NECA only)	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 114.91	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 103.35	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 91.78	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing				\$ 96.37	3%	\$ 16.92	\$ 15.34	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 36.71	3%	\$ -	\$ 14.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 41.31	3%	\$ -	\$ 14.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 45.90	3%	\$ 8.46	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 50.48	3%	\$ 9.31	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 55.07	3%	\$ 10.15	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 59.67	3%	\$ 11.00	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 64.25	3%	\$ 11.84	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 68.84	3%	\$ 12.69	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 73.43	3%	\$ 13.54	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 78.03	3%	\$ 14.38	\$ 15.34	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	