



# IBEW Local 11 Inside Wiremen's Agreement

Rates effective July 25, 2022 through January 29, 2023

Negotiations have concluded on the Inside Wireman's Agreement and the parties have reached a settlement. The first increase under the new collective bargaining agreement (CBA) will be +\$2.15 to wages effective for work performed as of July 25, 2022. See page 4 of this bulletin for complete summary of changes to the CBA. Accordingly, the wages and fringe benefits for the effective dates above will be:

	Wage	Employer Contributions							Employee Deductions <sup>(g)</sup>			
		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
General Foreman (1.252 x jrmn.)	\$ 71.61	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Foreman (1.126 x jrmn.)	\$ 64.41	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Journeyman	\$ 57.20	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 60.06	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Apprentices: Period 1, 1st Year, 40%	\$ 22.88	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 2, 1st Year, 45%	\$ 25.74	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 3, 2nd Year, 50%	\$ 28.60	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 4, 2nd Year, 55%	\$ 31.46	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 5, 3rd Year, 60%	\$ 34.32	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 6, 3rd Year, 65%	\$ 37.18	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 7, 4th Year, 70%	\$ 40.04	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 8, 4th Year, 75%	\$ 42.90	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 9, 5th Year, 80%	\$ 45.76	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 10, 5th Year, 85%	\$ 48.62	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 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 **\$15.17** equal to their percentage in the program (i.e., 50% apprentice gets **\$7.59** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$6.14 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 **\$12.39** for 40% and 45% apprentices. All other apprentices get **\$13.39**. Includes \$0.70 for SUB program and \$0.75 for HRA.

(e) No **\$0.60** deduction for training on apprentices, employer pays **\$0.86**.

(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)

**Future increases:**

**January 30, 2023:** +\$2.20 to be allocated to wages and/or benefits

**June 30, 2023:** Contract expiration date

**Please note: As of January 27, 2020, the double time rate is paid after 10 hours on weekdays and after 10 hours on Saturday.**

<b>Swing Shift</b>	Wage	Employer Contributions							Employee Deductions <sup>(g)</sup>			
		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
General Foreman (1.252 x jrmn.)	\$ 84.00	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Foreman (1.126 x jrmn.)	\$ 75.55	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Journeyman (swing shift)	\$ 67.10	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 70.45	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Apprentices: Period 1, 1st Year, 40%	\$ 26.84	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 2, 1st Year, 45%	\$ 30.19	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 3, 2nd Year, 50%	\$ 33.55	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 4, 2nd Year, 55%	\$ 36.90	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 5, 3rd Year, 60%	\$ 40.26	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 6, 3rd Year, 65%	\$ 43.61	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 7, 4th Year, 70%	\$ 46.97	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 8, 4th Year, 75%	\$ 50.32	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 9, 5th Year, 80%	\$ 53.68	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 10, 5th Year, 85%	\$ 57.03	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)

<b>Graveyard Shift</b>	Wage	Employer Contributions							Employee Deductions <sup>(g)</sup>			
		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
General Foreman (1.252 x jrmn.)	\$ 94.10	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Foreman (1.126 x jrmn.)	\$ 84.63	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Journeyman (graveyard shift)	\$ 75.16	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 78.92	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Apprentices: Period 1, 1st Year, 40%	\$ 30.06	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 2, 1st Year, 45%	\$ 33.82	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 3, 2nd Year, 50%	\$ 37.58	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 4, 2nd Year, 55%	\$ 41.34	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 5, 3rd Year, 60%	\$ 45.10	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 6, 3rd Year, 65%	\$ 48.85	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 7, 4th Year, 70%	\$ 52.61	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 8, 4th Year, 75%	\$ 56.37	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 9, 5th Year, 80%	\$ 60.13	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 10, 5th Year, 85%	\$ 63.89	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)

**Information regarding shifts:**

1. Working a day shift only is not considered a "shift" under the terms of the agreement.
2. The day shift is the first shift, the swing shift is the second shift and the graveyard shift is the third shift. Thus, the regular work week begins Monday morning with the first shift and ends Saturday morning with the third shift. The graveyard shift for Friday ends on Saturday morning, therefore Saturday's overtime rate does not apply. This is also true for shifts that end on Sundays and holidays.
3. One (1) employee constitutes the establishment of a "shift."
4. Where shifts are worked overtime, after the regular shift the applicable overtime rate (1½ times up to 10 hours worked)\*\* shall apply in the addition to the designated shift differential pay. However, the shift differential is not paid on overtime days -- which includes Saturdays, Sundays, holidays and overtime days on approved four ten-hour day workweeks. Double the straight time rate of pay is the maximum amount paid for any work.
5. Shifts must be a minimum of five (5) days duration, which may include Saturday, Sunday and holidays. (This requirement applies to the scheduling and performance of work, not the uninterrupted presence of a particular individual or individuals on the job.)
6. Either the swing or graveyard shifts may be worked alone without the requirement of a day shift.
7. Where an employee does not complete a full shift due to his own choice, he will be paid for actual hours worked. Where it is the choice of the employer, the "4-8 Rule" as shown in Article III, Section 3.17, will apply in addition to the shift differential.
8. While the shift must last for a minimum of five days duration, it is not necessary for each employee to work the five days in order to fall under the shift work provisions of the agreement.
9. Per Section 3.12 of the agreement, the shift rate of pay is determined by the start time of the shift (see chart below).

<b>First Shift (Day Shift):</b> Start time between 5:00 AM and 9:30 AM (Straight Time Rate)
<b>Second Shift (Swing):</b> Start time between 9:31 AM and 8:00 PM (Straight Time Rate +17.3% )
<b>Third Shift (Graveyard):</b> Start time between 8:01 PM and 4:59 AM (Straight Time Rate +31.4% )

\*\* As of January 27, 2020, the double time rate is paid after 10 hours on weekdays and 10 hours on Saturday.

**Changes to the  
Inside Wiremen's Agreement  
July 1, 2022 – June 30, 2023**

**Between**

**IBEW Local 11 and Los Angeles County Chapter, NECA**

**1. Scope of Work:** Amend as follows -

Performs high voltage cable splicing and terminations, breaker testing, commission and decommission of electrical control systems including testing of electrical systems. Wiring and commissioning of energy management systems.

**2. Article 1 Effective Date-Changes Grievances-Disputes:** Amend as follows -

~~Strike the following: Section 1.12 shall take effect July 1, 2019 and shall remain in effect until the term of this Agreement, June 30, 2022.~~

**3. Article 3 Hours-Wages-Working Condition: Add the following -**

**Section 3.02. (d). Safety Committee.** The parties mutually agree that safety is a primary concern and agree to establish a Safety Committee, which will consist of three (3) representatives selected by the Local Union and three (3) representatives selected by the LA/NECA Chapter Manager or designee. The Safety Committee will meet quarterly to discuss topics that include but are not limited to safety, equipment, testing, and new workplace safety laws and regulations. Unless the Parties establish a meeting schedule at the beginning of the calendar year, each meeting will be scheduled at least one month in advance of the meeting date. A quorum will consist of at least two (2) representatives of the Local Union and two (2) representatives of LA/NECA. The Safety Committee shall have no authority to make determinations upon or decide grievances arising under this Agreement. The minutes of each meeting will be made available to the Local Union and the LA/NECA after each meeting.

**Section 3.25. (a) Stolen Tools:** Amend as follows –

“Should an employee’s tools be stolen from a “locked box or safe place” provided by the employer [per the terms of Section 3.25(a)] and through no fault of his/her own as determined by both the employer and the employee, the employee shall be reimbursed the value of such stolen tools. Employees shall be reimbursed for up to the established value for such tools as determined by the cost of hand tools available for purchase from the Electrical Training Institute, where applicable, or the lowest published cost if not applicable. This reimbursement shall be funded through LMCC. This section shall NOT apply to any tool not required under Article III Section 3.24 of this Agreement AND/OR when the employee’s tools were not secured, misplaced AND/OR no established theft is documented with authorities.”

**4. Payroll and Fringe Benefits Guarantee Trust Fund:** Amend as follows –

**Section 7.10. Payroll Fringe.** Each electrical contractor employing workmen under the terms of this Agreement shall deposit Five Hundred Dollars (\$500.00), free of interest, for a payroll and fringe benefits guarantee (including Credit Union Fund) up to Seventy-Five Thousand Dollars (\$75,000.00) of payroll, but not over that amount, with the Trustees who shall function under a Trust Agreement to be agreed upon between the parties. If at any time, the interest accrued in the Payroll and Fringe Benefits Guarantee Trust Fund is depleted, each signatory contractor shall make an additional deposit into such fund of any amount up to One Hundred Dollars (\$100.00), making a total of Six Hundred Dollars (\$600.00) maximum. Notice of such additional deposit shall be given by the Labor-Management Committee.

**5. Section 3.06 – 3.11 Wage and Apprenticeship Increases:**

<b>Effective Date</b>	<b>Amount</b>
July 25, 2022	+\$2.15 to be allocated
January 30, 2023	+\$2.20 to be allocated