



**IBEW Local 11**  
**Inside Wiremen's Agreement (Tunnel Rates)**  
**Rates effective July 25, 2022 through January 29, 2023**

**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			\$ 78.78	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			\$ 70.85	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			\$ 62.92	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			\$ 66.07	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 25.17	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	\$ 28.31	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	\$ 31.46	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	\$ 34.61	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	\$ 37.75	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	\$ 40.90	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	\$ 44.04	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	\$ 47.19	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	\$ 50.34	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	\$ 53.48	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.

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

**Additional Information**

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = Wage + 31.4% (See Section 3.12 of CBA)

<b>Tunnel Swing Shift</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	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			\$ 92.41	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			\$ 83.11	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			\$ 73.81	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			\$ 77.50	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 29.52	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	\$ 33.21	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	\$ 36.90	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	\$ 40.60	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	\$ 44.28	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	\$ 47.98	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	\$ 51.66	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	\$ 55.35	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	\$ 59.05	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	\$ 62.73	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)

<b>Tunnel Graveyard Shift</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	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			\$ 103.52	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			\$ 93.10	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			\$ 82.68	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			\$ 86.82	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 33.07	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	\$ 37.20	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	\$ 41.34	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	\$ 45.48	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	\$ 49.60	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	\$ 53.74	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	\$ 57.87	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	\$ 62.01	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	\$ 66.15	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	\$ 70.27	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)



**LABOR-MANAGEMENT COMMITTEE**

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**MEMORANDUM OF UNDERSTANDING**

Between

IBEW Local Union 11 and Los Angeles County Chapter, NECA

**Tunnel Premium Pay**

The parties to the Inside Wiremen's Agreement between IBEW Local 11 and Los Angeles County Chapter, NECA hereby restate their interpretation of when tunnel premium pay applies under the collective bargaining agreement. This interpretation is consistent with their existing interpretation and is restated here for clarification purposes.

The tunnel pay premium listed in the Inside Wiremen's Agreement shall apply to all electrical construction installation, maintenance and repair work in tunnels while the tunnel is under construction. This shall include installation of temporary power and light wiring, work performed on the tunnel boring machines (TBM) and the de-energizing and energizing of electrical systems within the tunnel. Other tradesmen may, however, attach or disconnect safe, properly grounded portable cords.

Tunnel premium pay shall apply to all wiremen who are working on the construction and boring of the tunnel, including when they are working in the adjacent structures such as the station box. It shall not apply to those workmen in adjacent structures that are not working on construction of the tunnel.

Tunnel premium shall no longer apply to a tunnel once a tunnel section is completed (i.e., boring is completed and concrete segments are in place along the length of the tunnel between stations). Tunnel premium shall no longer apply to adjacent structures (such as station boxes) once the adjoining tunnel sections are completed."

For IBEW Local Union 11

Gaylord R. Roten 12/12/18  
Gaylord "Rusty" Roten Date

For Los Angeles County Chapter NECA

James M. Willson 12/10/18  
James M. Willson Date