



**SOUTHERN CALIFORNIA IBEW-NECA ADMINISTRATIVE CORPORATION**

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**January 23, 2023**

**TO:** Project Labor Agreement /Project Stabilization Agreement/Subscription Agreement Contractors  
**FROM:** Southern California IBEW-NECA Administrative Corporation  
**RE:** Core Worker - Dues Deductions – Reporting in WebERF

The Southern California IBEW-NECA Administrative Corporation (“Fund Office”) has become aware of a need to report Core Workers that have not signed a “Dues Authorization Card” without Dues contributions. For more information, please see the attached January 23, 2023, IBEW Local 11 memo. To accommodate, beginning March 1, 2023 (for February 2023 work month), the Fund Office will add a new Job Classification titled **CORE-NO DUES** under the Project Labor Agreement and Project Stabilization Agreement in WebERF. Please report all Core Workers under this new Job Classification unless you have a signed “Dues Authorization Card” on file for them. This is in effect for all hours worked beginning January 30, 2023 (first pay period of February 2023) and thereafter. The **“CORE-NO DUES” Job Classification** will be the default reporting category for all Core Workers going forward. **Please note, using the CORE-NO DUES Job Classification in WebERF will calculate contributions at the Journeyman Job Classification level, but will not include Dues.**

If you have a signed “Dues Authorization Card” for the Core Worker, then you should use the J (Journeyman) Job Classification to Report. **Please note, using the J (Journeyman) Job Classification in WebERF will calculate contributions at the Journeyman Job Classification level, including Dues.**

**What to expect in WebERF:**

When creating a monthly contribution report in WebERF, you will have the **CORE-NO DUES** Job Classification as an option (see image below).

<b>First Name*</b>	<b>MI</b>	<b>Job Class</b>	<b>Proj</b>
John		CORE-NO DUES	-

After entering in all the information into the report, click calculate and finalize. For any individuals that are entered using the **CORE-NO DUES** Job Classification, the WebERF Report will not calculate Dues. In the report example below, you will note there are no Dues included.

ID	J/C	Hours	Wages	Vac	11 DB	DB-F	DC	HW	11 SUB	11 HRA	ETI-EE
20310400	CORE-NO DUES	100.00	1,000.00	0.0850	6.3200	2.7100	6.1400	11.9400	0.7000	0.7500	0.6000
				85.00	632.00	271.00	614.00	1,194.00	70.00	75.00	60.00
<b>Grand Totals:</b>		<b>100.00</b>	<b>\$ 1,000.00</b>	<b>\$ 85.00</b>	<b>\$ 632.00</b>	<b>\$ 271.00</b>	<b>\$ 614.00</b>	<b>\$ 1,194.00</b>	<b>\$ 70.00</b>	<b>\$ 75.00</b>	<b>\$ 60.00</b>

  

ID	J/C	ETI-ER	LMC-EE	LMC-ER	NEBF	CCF	Totals
20310400	CORE-NO DUES	0.8100	0.2500	0.5500	0.0300	0.0050	
		81.00	25.00	55.00	30.00	5.00	3,197.00
<b>Grand Totals:</b>		<b>\$ 81.00</b>	<b>\$ 25.00</b>	<b>\$ 55.00</b>	<b>\$ 30.00</b>	<b>\$ 5.00</b>	<b>\$ 3,197.00</b>

If you have questions regarding the submission of reports and payment of contributions you may contact the Audit and Remittance Processing Department at the Fund Office at (323) 221-5861 or at the nationwide, toll-free number, (800) 824-6935. Office hours are Monday through Friday, 8:30AM to 5:30PM. Voicemail messages may be left at any time, with return calls placed the next business day. Fax communications may be directed to (323) 726-3520.

Thank you for your cooperation.



# IBEW

International Brotherhood of  
Electrical Workers, AFL-CIO

*Compliance Division*  
297 North Marengo Avenue  
Third Floor  
Pasadena, CA 91101  
PHONE: (626) 449-8058  
FAX: (626) 449-8125

**January 23, 2023**

**TO:** PLA/PSA/Subscription Agreement Contractors  
**FROM:** IBEW Local 11  
**RE:** Core Worker- Dues Deductions

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This serves to inform all active PLA/PSA/Subscription Agreement Contractors that effective January 30, 2023 (first pay period of February 2023) and thereafter, contractors should utilize a new job classification when reporting to the Plans to ensure that working dues (3.5%) are not calculated from registered core employee's hourly wages. Instead, deduction of working dues (3.5%) shall be exclusive to those individuals who have signed "Dues Authorization Card" with IBEW Local 11, such as Local 11 dispatched members or any core worker for whom IBEW Local 11 has provided you with a signed Dues Authorization Card.

An updated wage sheet and sample pay stub which does not include the working dues deduction has been included in this correspondence for your reference.

A separate correspondence will be issued by the Southern California IBEW-NECA Administrative Corporation ("Fund Office") which provides guidance on the updated report and classification available on the WebERF systems effective March 1, 2023 for PLA/PSA/Subscription Agreement Contractors. If you have questions regarding the submission of reports and payment of contributions you may contact the Audit and Remittance Processing Department at the Fund Office at (323) 221-5861 or at the nationwide, toll-free number, (800) 824-6935

Also, please be advised that IBEW Local 11 staff may be directly contacting core workers to discuss dues authorization cards. Should a core worker elect to sign a "Dues Authorization Card", you will be informed immediately.

If you have any questions regarding the establishment of PLA/PSA/Subscription agreements or the working dues deductions, please contact Veronica Martinez, Director of Compliance, at (626) 660-4950 or [martinez@ibew11.org](mailto:martinez@ibew11.org).

Thank you for your cooperation.

**IMPORTANT: Labor Relations Bulletin: PLA /PSA/Subscription Agreement Core Workers ONLY**

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

**Rates effective December 26, 2022 through June 25, 2023**

A \$1.55 package increase is effective as of December 26, 2022. It is allocated \$1.05 to wages, \$0.50 to health. See Page 3 for a complete list of changes to the collective bargaining agreement.

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	D.C.	NEBF <sup>(a)</sup>	LMCC	TRAINING	NEIF <sup>(b)</sup>	AMF <sup>(b)</sup>	LMCC	Working Dues <sup>(e)</sup>
Journeyman Sound Installer (JSI)	44.92	9.41	5.47	1.35	0.10	0.65	0.45	0.15	(0.10)	
Foreman (JSI rate x 1.10) <sup>(c)</sup>	49.41	9.41	5.47	1.48	0.10	0.65	0.49	0.15	(0.10)	
General Foreman (JSI rate x 1.20) <sup>(c)</sup>	53.90	9.41	5.47	1.62	0.10	0.65	0.54	0.15	(0.10)	
Apprentices - Period 1, 1st Year, 45%	20.21	5.68	--	0.61	0.01	0.30	0.20	0.15	--	
Period 2, 1st Year, 50%	22.46	5.68	--	0.67	0.01	0.30	0.22	0.15	--	
Period 3, 2nd Year, 55%	24.71	9.41	3.01	0.74	0.01	0.30	0.25	0.15	--	
Period 4, 2nd Year, 60%	26.95	9.41	3.28	0.81	0.01	0.30	0.27	0.15	--	
Period 5, 3rd Year, 65%	29.20	9.41	3.56	0.88	0.01	0.30	0.29	0.15	--	
Period 6, 3rd Year, 80%	35.94	9.41	4.38	1.08	0.01	0.30	0.36	0.15	--	

**Additional Information**

- <sup>(a)</sup> **NEBF** contribution is an amount equal to 3% of the gross wage.
- <sup>(b)</sup> **NEIF** contribution is an amount equal to 1% of gross wage and is paid by NECA members only. **AMF** amount paid by non-NECA only.
- <sup>(c)</sup> A foreman is required at the 3rd JSI on the job.  
A general foreman is required at the 6th JSI on the job.
- <sup>(d)</sup> **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%
- <sup>(e)</sup> Working dues rate at time of publication; For questions on working dues please contact IBEW Local 11 at 626-243-9700.

**Future increases:**

Effective Date	Amount (to be allocated to wages/fringe benefits)
6/26/23	+ \$1.55
1/1/24	+ \$1.55
7/1/24	+ \$1.60
12/31/24	+ \$1.60
6/30/25	+ \$1.60
11/30/25	CBA expiration date

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

**Rates effective December 26, 2022 through June 25, 2023**

<b>Swing Shift</b> <i>(Local 11 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)	52.69	9.41	5.47	1.58	0.10	0.65	0.53	0.15	(0.10)	
Foreman (JSI rate x 1.10) <sup>(c)</sup>	57.96	9.41	5.47	1.74	0.10	0.65	0.58	0.15	(0.10)	
General Foreman (JSI rate x 1.20) <sup>(c)</sup>	63.22	9.41	5.47	1.90	0.10	0.65	0.63	0.15	(0.10)	
Apprentices - Period 1, 1st Year, 45%	23.71	5.68	--	0.71	0.01	0.30	0.24	0.15	--	
Period 2, 1st Year, 50%	26.35	5.68	--	0.79	0.01	0.30	0.26	0.15	--	
Period 3, 2nd Year, 55%	28.98	9.41	3.01	0.87	0.01	0.30	0.29	0.15	--	
Period 4, 2nd Year, 60%	31.61	9.41	3.28	0.95	0.01	0.30	0.32	0.15	--	
Period 5, 3rd Year, 65%	34.25	9.41	3.56	1.03	0.01	0.30	0.34	0.15	--	
Period 6, 3rd Year, 80%	42.16	9.41	4.38	1.26	0.01	0.30	0.42	0.15	--	

<b>Graveyard Shift</b> <i>(Local 11 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)	59.02	9.41	5.47	1.77	0.10	0.65	0.59	0.15	(0.10)	
Foreman (JSI rate x 1.10) <sup>(c)</sup>	64.92	9.41	5.47	1.95	0.10	0.65	0.65	0.15	(0.10)	
General Foreman (JSI rate x 1.20) <sup>(c)</sup>	70.82	9.41	5.47	2.12	0.10	0.65	0.71	0.15	(0.10)	
Apprentices - Period 1, 1st Year, 45%	26.56	5.68	--	0.80	0.01	0.30	0.27	0.15	--	
Period 2, 1st Year, 50%	29.51	5.68	--	0.89	0.01	0.30	0.30	0.15	--	
Period 3, 2nd Year, 55%	32.47	9.41	3.01	0.97	0.01	0.30	0.32	0.15	--	
Period 4, 2nd Year, 60%	35.41	9.41	3.28	1.06	0.01	0.30	0.35	0.15	--	
Period 5, 3rd Year, 65%	38.37	9.41	3.56	1.15	0.01	0.30	0.38	0.15	--	
Period 6, 3rd Year, 80%	47.23	9.41	4.38	1.42	0.01	0.30	0.47	0.15	--	

**IMPORTANT: Labor Relations Bulletin: PLA /PSA/Subcription Agreement Core Workers ONLY**

**IBEW Local 11  
Inside Wiremen's Agreement**

**Rates effective January 30, 2023 through June 30, 2023**

The **\$2.20** increase effective January 30, 2023 will be allocated as follows: **+\$1.80** to wages, **+\$0.20** to the defined contribution pension plan, and **+\$0.20** to the HRA component of the health plan. 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)	CCF <sup>(c)</sup> (Non-)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
General Foreman (1.252 x jrmn.)	\$ 73.87	\$ 2.22	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.74	\$ 0.37	\$ (0.60)	\$ (0.25)	\$ (6.28)	
Foreman (1.126 x jrmn.)	\$ 66.43	\$ 1.99	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.66	\$ 0.33	\$ (0.60)	\$ (0.25)	\$ (5.65)	
Journeyman	\$ 59.00	\$ 1.77	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.59	\$ 0.30	\$ (0.60)	\$ (0.25)	\$ (5.02)	
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 61.95	\$ 1.86	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.62	\$ 0.31	\$ (0.60)	\$ (0.25)	\$ (5.27)	
Apprentices Period 1, 1st Year, 40%	\$ 23.60	\$ 0.71	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.24	\$ 0.12	\$ -	\$ (0.25)	\$ (2.01)	
Period 2, 1st Year, 45%	\$ 26.55	\$ 0.80	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.27	\$ 0.13	\$ -	\$ (0.25)	\$ (2.26)	
Period 3, 2nd Year, 50%	\$ 29.50	\$ 0.89	\$ 7.69	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.30	\$ 0.15	\$ -	\$ (0.25)	\$ (2.51)	
Period 4, 2nd Year, 55%	\$ 32.45	\$ 0.97	\$ 8.45	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.32	\$ 0.16	\$ -	\$ (0.25)	\$ (2.76)	
Period 5, 3rd Year, 60%	\$ 35.40	\$ 1.06	\$ 9.22	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.35	\$ 0.18	\$ -	\$ (0.25)	\$ (3.01)	
Period 6, 3rd Year, 65%	\$ 38.35	\$ 1.15	\$ 9.99	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.38	\$ 0.19	\$ -	\$ (0.25)	\$ (3.26)	
Period 7, 4th Year, 70%	\$ 41.30	\$ 1.24	\$ 10.76	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.41	\$ 0.21	\$ -	\$ (0.25)	\$ (3.51)	
Period 8, 4th Year, 75%	\$ 44.25	\$ 1.33	\$ 11.53	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.44	\$ 0.22	\$ -	\$ (0.25)	\$ (3.76)	
Period 9, 5th Year, 80%	\$ 47.20	\$ 1.42	\$ 12.30	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.47	\$ 0.24	\$ -	\$ (0.25)	\$ (4.01)	
Period 10, 5th Year 85%	\$ 50.15	\$ 1.50	\$ 13.06	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.50	\$ 0.25	\$ -	\$ (0.25)	\$ (4.26)	

- (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 **\$15.37** equal to their percentage in the program (i.e., 50% apprentice gets **\$7.69** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$6.34 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 **\$12.59** for 40% and 45% apprentices. All other apprentices get **\$13.59**. Includes \$0.70 for SUB program and \$0.95 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.

**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**

**Additional Information**

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

**IMPORTANT: Labor Relations Bulletin: PLA /PSA/Subcription Agreement Core Workers ONLY**

<b>Swing Shift</b>	Wage	Employer Contributions							Employee Deductions <sup>(g)</sup>			Working Dues
		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)	CCF <sup>(c)</sup> (Non-	Training <sup>(e)</sup>	LMCC	Vacation	
General Foreman (1.252 x jrmn.)	\$ 86.65	\$ 2.60	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.87	\$ 0.43	\$ (0.60)	\$ (0.25)	\$ (7.37)	
Foreman (1.126 x jrmn.)	\$ 77.92	\$ 2.34	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.78	\$ 0.39	\$ (0.60)	\$ (0.25)	\$ (6.62)	
Journeyman (swing shift)	\$ 69.21	\$ 2.08	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.69	\$ 0.35	\$ (0.60)	\$ (0.25)	\$ (5.88)	
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 72.67	\$ 2.18	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.73	\$ 0.36	\$ (0.60)	\$ (0.25)	\$ (6.18)	
Apprentices Period 1, 1st Year, 40%	\$ 27.68	\$ 0.83	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.28	\$ 0.14	\$ -	\$ (0.25)	\$ (2.35)	
Period 2, 1st Year, 45%	\$ 31.14	\$ 0.93	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.31	\$ 0.16	\$ -	\$ (0.25)	\$ (2.65)	
Period 3, 2nd Year, 50%	\$ 34.60	\$ 1.04	\$ 7.69	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.35	\$ 0.17	\$ -	\$ (0.25)	\$ (2.94)	
Period 4, 2nd Year, 55%	\$ 38.06	\$ 1.14	\$ 8.45	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.38	\$ 0.19	\$ -	\$ (0.25)	\$ (3.24)	
Period 5, 3rd Year, 60%	\$ 41.52	\$ 1.25	\$ 9.22	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.42	\$ 0.21	\$ -	\$ (0.25)	\$ (3.53)	
Period 6, 3rd Year, 65%	\$ 44.98	\$ 1.35	\$ 9.99	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.45	\$ 0.22	\$ -	\$ (0.25)	\$ (3.82)	
Period 7, 4th Year, 70%	\$ 48.44	\$ 1.45	\$ 10.76	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.48	\$ 0.24	\$ -	\$ (0.25)	\$ (4.12)	
Period 8, 4th Year, 75%	\$ 51.91	\$ 1.56	\$ 11.53	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.52	\$ 0.26	\$ -	\$ (0.25)	\$ (4.41)	
Period 9, 5th Year, 80%	\$ 55.37	\$ 1.66	\$ 12.30	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.55	\$ 0.28	\$ -	\$ (0.25)	\$ (4.71)	
Period 10, 5th Year 85%	\$ 58.83	\$ 1.76	\$ 13.06	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.59	\$ 0.29	\$ -	\$ (0.25)	\$ (5.00)	

<b>Graveyard Shift</b>	Wage	Employer Contributions							Employee Deductions <sup>(g)</sup>			Working Dues
		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)	CCF <sup>(c)</sup> (Non-	Training <sup>(e)</sup>	LMCC	Vacation	
General Foreman (1.252 x jrmn.)	\$ 97.07	\$ 2.91	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.97	\$ 0.49	\$ (0.60)	\$ (0.25)	\$ (8.25)	
Foreman (1.126 x jrmn.)	\$ 87.29	\$ 2.62	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.87	\$ 0.44	\$ (0.60)	\$ (0.25)	\$ (7.42)	
Journeyman (graveyard shift)	\$ 77.53	\$ 2.33	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.78	\$ 0.39	\$ (0.60)	\$ (0.25)	\$ (6.59)	
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 81.40	\$ 2.44	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.81	\$ 0.41	\$ (0.60)	\$ (0.25)	\$ (6.92)	
Apprentices Period 1, 1st Year, 40%	\$ 31.01	\$ 0.93	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.31	\$ 0.16	\$ -	\$ (0.25)	\$ (2.64)	
Period 2, 1st Year, 45%	\$ 34.89	\$ 1.05	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.35	\$ 0.17	\$ -	\$ (0.25)	\$ (2.97)	
Period 3, 2nd Year, 50%	\$ 38.76	\$ 1.16	\$ 7.69	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.39	\$ 0.19	\$ -	\$ (0.25)	\$ (3.29)	
Period 4, 2nd Year, 55%	\$ 42.64	\$ 1.28	\$ 8.45	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.43	\$ 0.21	\$ -	\$ (0.25)	\$ (3.62)	
Period 5, 3rd Year, 60%	\$ 46.52	\$ 1.40	\$ 9.22	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.47	\$ 0.23	\$ -	\$ (0.25)	\$ (3.95)	
Period 6, 3rd Year, 65%	\$ 50.39	\$ 1.51	\$ 9.99	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.50	\$ 0.25	\$ -	\$ (0.25)	\$ (4.28)	
Period 7, 4th Year, 70%	\$ 54.27	\$ 1.63	\$ 10.76	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.54	\$ 0.27	\$ -	\$ (0.25)	\$ (4.61)	
Period 8, 4th Year, 75%	\$ 58.14	\$ 1.74	\$ 11.53	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.58	\$ 0.29	\$ -	\$ (0.25)	\$ (4.94)	
Period 9, 5th Year, 80%	\$ 62.02	\$ 1.86	\$ 12.30	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.62	\$ 0.31	\$ -	\$ (0.25)	\$ (5.27)	
Period 10, 5th Year 85%	\$ 65.90	\$ 1.98	\$ 13.06	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.66	\$ 0.33	\$ -	\$ (0.25)	\$ (5.60)	

See Page 1 for all footnotes.

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## **IMPORTANT: Labor Relations Bulletin: PLA /PSA/Subscription Agreement Core Workers ONLY**

### **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.



**IMPORTANT: Labor Relations Bulletin: PLA /PSA/Subscription Agreement Core Workers ONLY**

**IBEW Local 11**

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

**Rates effective January 30, 2023 through June 30, 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>	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)	CCF <sup>(c)</sup> (Non-)	Training <sup>(e)</sup>	LMCC	Vacation
Tunnel General Foreman	\$ 81.25	\$ 2.44	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.81	\$ 0.41	\$ (0.60)	\$ (0.25)	\$ (6.91)
Tunnel Foreman	\$ 73.08	\$ 2.19	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.73	\$ 0.37	\$ (0.60)	\$ (0.25)	\$ (6.21)
Tunnel Journeyman	\$ 64.90	\$ 1.95	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.65	\$ 0.32	\$ (0.60)	\$ (0.25)	\$ (5.52)
-- When cable splicing, welding, performing instrumentation work or NETA testing	\$ 68.15	\$ 2.04	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.68	\$ 0.34	\$ (0.60)	\$ (0.25)	\$ (5.79)
Tunnel Period 1, 1st Year, 40%	\$ 25.96	\$ 0.78	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.26	\$ 0.13	\$ -	\$ (0.25)	\$ (2.21)
Apprentices Period 2, 1st Year, 45%	\$ 29.21	\$ 0.88	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.29	\$ 0.15	\$ -	\$ (0.25)	\$ (2.48)
Period 3, 2nd Year, 50%	\$ 32.45	\$ 0.97	\$ 7.69	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.32	\$ 0.16	\$ -	\$ (0.25)	\$ (2.76)
Period 4, 2nd Year, 55%	\$ 35.70	\$ 1.07	\$ 8.45	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.36	\$ 0.18	\$ -	\$ (0.25)	\$ (3.03)
Period 5, 3rd Year, 60%	\$ 38.94	\$ 1.17	\$ 9.22	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.39	\$ 0.19	\$ -	\$ (0.25)	\$ (3.31)
Period 6, 3rd Year, 65%	\$ 42.19	\$ 1.27	\$ 9.99	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.42	\$ 0.21	\$ -	\$ (0.25)	\$ (3.59)
Period 7, 4th Year, 70%	\$ 45.43	\$ 1.36	\$ 10.76	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.45	\$ 0.23	\$ -	\$ (0.25)	\$ (3.86)
Period 8, 4th Year, 75%	\$ 48.68	\$ 1.46	\$ 11.53	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.49	\$ 0.24	\$ -	\$ (0.25)	\$ (4.14)
Period 9, 5th Year, 80%	\$ 51.92	\$ 1.56	\$ 12.30	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.52	\$ 0.26	\$ -	\$ (0.25)	\$ (4.41)
Period 10, 5th Year, 85%	\$ 55.17	\$ 1.66	\$ 13.06	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.55	\$ 0.28	\$ -	\$ (0.25)	\$ (4.69)

- (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 **\$7.69** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$6.34 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 **\$12.59** for 40% and 45% apprentices. All other apprentices get **\$13.59**. Includes \$0.70 for SUB program and \$0.95 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)



IBEW Local 11 Inside Wireman's Agreement (Tunnel Rates)

Rates effective January 30, 2023 through June 30, 2023

<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)	CCF <sup>(c)</sup> (Non-)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman			\$ 95.31	\$ 2.86	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.95	\$ 0.48	\$ (0.60)	\$ (0.25)	\$ (8.10)	
Tunnel Foreman			\$ 85.72	\$ 2.57	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.86	\$ 0.43	\$ (0.60)	\$ (0.25)	\$ (7.29)	
Tunnel Journeyman			\$ 76.13	\$ 2.28	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.76	\$ 0.38	\$ (0.60)	\$ (0.25)	\$ (6.47)	
-- When cable splicing, welding, performing instrumentation work or NETA testing			\$ 79.94	\$ 2.40	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.80	\$ 0.40	\$ (0.60)	\$ (0.25)	\$ (6.79)	
Tunnel Apprentices	Period 1, 1st Year,	40%	\$ 30.45	\$ 0.91	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.30	\$ 0.15	\$ -	\$ (0.25)	\$ (2.59)	
	Period 2, 1st Year,	45%	\$ 34.26	\$ 1.03	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.34	\$ 0.17	\$ -	\$ (0.25)	\$ (2.91)	
	Period 3, 2nd Year,	50%	\$ 38.06	\$ 1.14	\$ 7.69	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.38	\$ 0.19	\$ -	\$ (0.25)	\$ (3.24)	
	Period 4, 2nd Year,	55%	\$ 41.88	\$ 1.26	\$ 8.45	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.42	\$ 0.21	\$ -	\$ (0.25)	\$ (3.56)	
	Period 5, 3rd Year,	60%	\$ 45.68	\$ 1.37	\$ 9.22	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.46	\$ 0.23	\$ -	\$ (0.25)	\$ (3.88)	
	Period 6, 3rd Year,	65%	\$ 49.49	\$ 1.48	\$ 9.99	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.49	\$ 0.25	\$ -	\$ (0.25)	\$ (4.21)	
	Period 7, 4th Year,	70%	\$ 53.29	\$ 1.60	\$ 10.76	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.53	\$ 0.27	\$ -	\$ (0.25)	\$ (4.53)	
	Period 8, 4th Year,	75%	\$ 57.10	\$ 1.71	\$ 11.53	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.57	\$ 0.29	\$ -	\$ (0.25)	\$ (4.85)	
	Period 9, 5th Year,	80%	\$ 60.90	\$ 1.83	\$ 12.30	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.61	\$ 0.30	\$ -	\$ (0.25)	\$ (5.18)	
	Period 10, 5th Year,	85%	\$ 64.71	\$ 1.94	\$ 13.06	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.65	\$ 0.32	\$ -	\$ (0.25)	\$ (5.50)	

<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)	CCF <sup>(c)</sup> (Non-)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman			\$ 106.76	\$ 3.20	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 1.07	\$ 0.53	\$ (0.60)	\$ (0.25)	\$ (9.07)	
Tunnel Foreman			\$ 96.03	\$ 2.88	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.96	\$ 0.48	\$ (0.60)	\$ (0.25)	\$ (8.16)	
Tunnel Journeyman			\$ 85.28	\$ 2.56	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.85	\$ 0.43	\$ (0.60)	\$ (0.25)	\$ (7.25)	
-- When cable splicing, welding, performing instrumentation work or NETA testing			\$ 89.55	\$ 2.69	\$ 15.37	\$ 13.59	\$ 0.81	\$ 0.55	\$ 0.90	\$ 0.45	\$ (0.60)	\$ (0.25)	\$ (7.61)	
Tunnel Apprentices	Period 1, 1st Year,	40%	\$ 34.11	\$ 1.02	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.34	\$ 0.17	\$ -	\$ (0.25)	\$ (2.90)	
	Period 2, 1st Year,	45%	\$ 38.38	\$ 1.15	\$ -	\$ 12.59	\$ 0.86	\$ 0.55	\$ 0.38	\$ 0.19	\$ -	\$ (0.25)	\$ (3.26)	
	Period 3, 2nd Year,	50%	\$ 42.64	\$ 1.28	\$ 7.69	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.43	\$ 0.21	\$ -	\$ (0.25)	\$ (3.62)	
	Period 4, 2nd Year,	55%	\$ 46.91	\$ 1.41	\$ 8.45	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.47	\$ 0.23	\$ -	\$ (0.25)	\$ (3.99)	
	Period 5, 3rd Year,	60%	\$ 51.17	\$ 1.54	\$ 9.22	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.51	\$ 0.26	\$ -	\$ (0.25)	\$ (4.35)	
	Period 6, 3rd Year,	65%	\$ 55.44	\$ 1.66	\$ 9.99	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.55	\$ 0.28	\$ -	\$ (0.25)	\$ (4.71)	
	Period 7, 4th Year,	70%	\$ 59.70	\$ 1.79	\$ 10.76	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.60	\$ 0.30	\$ -	\$ (0.25)	\$ (5.07)	
	Period 8, 4th Year,	75%	\$ 63.97	\$ 1.92	\$ 11.53	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.64	\$ 0.32	\$ -	\$ (0.25)	\$ (5.44)	
	Period 9, 5th Year,	80%	\$ 68.22	\$ 2.05	\$ 12.30	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.68	\$ 0.34	\$ -	\$ (0.25)	\$ (5.80)	
	Period 10, 5th Year,	85%	\$ 72.49	\$ 2.17	\$ 13.06	\$ 13.59	\$ 0.86	\$ 0.55	\$ 0.72	\$ 0.36	\$ -	\$ (0.25)	\$ (6.16)	

See Page 1 for all footnotes.

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**IMPORTANT: Labor Relations Bulletin: PLA /PSA/Subscription Agreement Core Workers ONLY**

**IBEW Local 11**

**Intelligent Transportation Systems Agreement**

**Rates effective January 30, 2023 through June 30, 2023**

The **\$2.20** increase effective January 30, 2023 will be allocated as follows: **+\$1.80** to wages, **+\$0.10** to the defined contribution pension plan, and **+\$0.30** to the HRA component of the health plan.

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)	CCF <sup>(c)</sup> (Non-)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
General Foreman (1.252 x jrmn.)	\$ 73.87	\$ 2.22	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.74	\$ 0.37	\$ (0.60)	\$ (0.25)	\$ (6.28)	
Foreman (1.126 x jrmn.)	\$ 66.43	\$ 1.99	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.66	\$ 0.33	\$ (0.60)	\$ (0.25)	\$ (5.65)	
Journeyman	\$ 59.00	\$ 1.77	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.59	\$ 0.30	\$ (0.60)	\$ (0.25)	\$ (5.02)	
Journeymen [qualified cable splicers; fiber optic splicers] (1.05 x jrmn.)	\$ 61.95	\$ 1.86	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.62	\$ 0.31	\$ (0.60)	\$ (0.25)	\$ (5.27)	
Technicians (75% jrmn.)	\$ 44.25	\$ 1.33	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.44	\$ 0.22	\$ (0.60)	\$ (0.25)	\$ (3.76)	
Apprentices:												
Period 1, 1st Year, 40%	\$ 23.60	\$ 0.71	\$ 6.17	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.24	\$ 0.12	\$ -	\$ (0.25)	\$ (2.01)	
Period 2, 1st Year, 45%	\$ 26.55	\$ 0.80	\$ 6.94	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.27	\$ 0.13	\$ -	\$ (0.25)	\$ (2.26)	
Period 3, 2nd Year, 50%	\$ 29.50	\$ 0.89	\$ 7.71	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.30	\$ 0.15	\$ -	\$ (0.25)	\$ (2.51)	
Period 4, 2nd Year, 55%	\$ 32.45	\$ 0.97	\$ 8.48	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.32	\$ 0.16	\$ -	\$ (0.25)	\$ (2.76)	
Period 5, 3rd Year, 60%	\$ 35.40	\$ 1.06	\$ 9.25	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.35	\$ 0.18	\$ -	\$ (0.25)	\$ (3.01)	
Period 6, 3rd Year, 65%	\$ 38.35	\$ 1.15	\$ 10.02	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.38	\$ 0.19	\$ -	\$ (0.25)	\$ (3.26)	
Period 7, 4th Year, 75%	\$ 44.25	\$ 1.33	\$ 15.42	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.44	\$ 0.22	\$ -	\$ (0.25)	\$ (3.76)	
Period 8, 4th Year, 85%	\$ 50.15	\$ 1.50	\$ 15.42	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.50	\$ 0.25	\$ -	\$ (0.25)	\$ (4.26)	

(a) Apprenticeship pension benefit is proportionate to percentage in the program, with the following exceptions: 75% and 85% apprentices receive full pension benefit. All other benefits are at the full amount for apprentices. Technicians receive full pension benefit. Local pension is allocated \$9.08 to defined benefit (pension) and \$6.34 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) Includes \$0.65 for SUB program and \$0.95 for the 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)
- Hourly wage is increased by \$1.00 for employees who take a specialty call for Class A, Class B and NCCO, or when performing work requiring these credentials.

**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>				<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)	CCF <sup>(c)</sup> (Non-	Training <sup>(e)</sup>	LMCC	Vacation
General Foreman (1.252 x jrmn.)				\$ 86.65	\$ 2.60	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.87	\$ 0.43	\$ (0.60)	\$ (0.25)	\$ (7.37)
Foreman (1.126 x jrmn.)				\$ 77.92	\$ 2.34	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.78	\$ 0.39	\$ (0.60)	\$ (0.25)	\$ (6.62)
Journeyman				\$ 69.21	\$ 2.08	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.69	\$ 0.35	\$ (0.60)	\$ (0.25)	\$ (5.88)
Journeymen [qualified cable splicers; fiber optic splicers] (1.05 x jrmn.)				\$ 72.67	\$ 2.18	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.73	\$ 0.36	\$ (0.60)	\$ (0.25)	\$ (6.18)
Technicians (75% jrmn.)				\$ 51.91	\$ 1.56	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.52	\$ 0.26	\$ (0.60)	\$ (0.25)	\$ (4.41)
Apprentices: Period 1, 1st Year, 40%				\$ 27.68	\$ 0.83	\$ 6.17	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.28	\$ 0.14	\$ -	\$ (0.25)	\$ (2.35)
Period 2, 1st Year, 45%				\$ 31.14	\$ 0.93	\$ 6.94	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.31	\$ 0.16	\$ -	\$ (0.25)	\$ (2.65)
Period 3, 2nd Year, 50%				\$ 34.60	\$ 1.04	\$ 7.71	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.35	\$ 0.17	\$ -	\$ (0.25)	\$ (2.94)
Period 4, 2nd Year, 55%				\$ 38.06	\$ 1.14	\$ 8.48	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.38	\$ 0.19	\$ -	\$ (0.25)	\$ (3.24)
Period 5, 3rd Year, 60%				\$ 41.52	\$ 1.25	\$ 9.25	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.42	\$ 0.21	\$ -	\$ (0.25)	\$ (3.53)
Period 6, 3rd Year, 65%				\$ 44.98	\$ 1.35	\$ 10.02	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.45	\$ 0.22	\$ -	\$ (0.25)	\$ (3.82)
Period 7, 4th Year, 75%				\$ 51.91	\$ 1.56	\$ 15.42	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.52	\$ 0.26	\$ -	\$ (0.25)	\$ (4.41)
Period 8, 4th Year, 85%				\$ 58.83	\$ 1.76	\$ 15.42	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.59	\$ 0.29	\$ -	\$ (0.25)	\$ (5.00)

<b>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 <sup>(e)</sup>	LMCC <sup>(f)</sup>	NEIF <sup>(c)</sup> (NECA)	CCF <sup>(c)</sup> (Non-	Training <sup>(e)</sup>	LMCC	Vacation
General Foreman (1.252 x jrmn.)				\$ 97.07	\$ 2.91	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.97	\$ 0.49	\$ (0.60)	\$ (0.25)	\$ (8.25)
Foreman (1.126 x jrmn.)				\$ 87.29	\$ 2.62	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.87	\$ 0.44	\$ (0.60)	\$ (0.25)	\$ (7.42)
Journeyman				\$ 77.53	\$ 2.33	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.78	\$ 0.39	\$ (0.60)	\$ (0.25)	\$ (6.59)
Journeymen [qualified cable splicers; fiber optic splicers] (1.05 x jrmn.)				\$ 81.40	\$ 2.44	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.81	\$ 0.41	\$ (0.60)	\$ (0.25)	\$ (6.92)
Technicians (75% jrmn.)				\$ 58.14	\$ 1.74	\$ 15.42	\$ 13.54	\$ 0.81	\$ 0.55	\$ 0.58	\$ 0.29	\$ (0.60)	\$ (0.25)	\$ (4.94)
Apprentices: Period 1, 1st Year, 40%				\$ 31.01	\$ 0.93	\$ 6.17	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.31	\$ 0.16	\$ -	\$ (0.25)	\$ (2.64)
Period 2, 1st Year, 45%				\$ 34.89	\$ 1.05	\$ 6.94	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.35	\$ 0.17	\$ -	\$ (0.25)	\$ (2.97)
Period 3, 2nd Year, 50%				\$ 38.76	\$ 1.16	\$ 7.71	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.39	\$ 0.19	\$ -	\$ (0.25)	\$ (3.29)
Period 4, 2nd Year, 55%				\$ 42.64	\$ 1.28	\$ 8.48	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.43	\$ 0.21	\$ -	\$ (0.25)	\$ (3.62)
Period 5, 3rd Year, 60%				\$ 46.52	\$ 1.40	\$ 9.25	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.47	\$ 0.23	\$ -	\$ (0.25)	\$ (3.95)
Period 6, 3rd Year, 65%				\$ 50.39	\$ 1.51	\$ 10.02	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.50	\$ 0.25	\$ -	\$ (0.25)	\$ (4.28)
Period 7, 4th Year, 75%				\$ 58.14	\$ 1.74	\$ 15.42	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.58	\$ 0.29	\$ -	\$ (0.25)	\$ (4.94)
Period 8, 4th Year, 85%				\$ 65.90	\$ 1.98	\$ 15.42	\$ 13.54	\$ 0.86	\$ 0.55	\$ 0.66	\$ 0.33	\$ -	\$ (0.25)	\$ (5.60)

See Page 1 for all footnotes.

**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.

International Brotherhood of Electrical Workers 111 American Lane Support America, CA 90000	<b>PAYROLL CHECK          EXAMPLE          Regular Shift</b>	0000 Check Number
Date 1/30/23		<b>\$1,399.70</b> Amount
Pay To The Order Of                      John Q Smith		Local Union I.B.E.W _____ President _____ Treasurer

CHECK NO	CHECK DATE	EMPLOYEE NO	EMPLOYEE NAME			
0000	1/30/23	PAYROLL EXAMPLE	JOHN Q SMITH			

**CURRENT EARNINGS**

WK END	REG HOURS	REG EARN/HR	OT HOURS	OTHER	GROSS	TAXABLE
SUNDAY	40	\$59.00	-	-	\$2,360.00	\$2,360.00

**CURRENT DEDUCTIONS**

FED WH	FICA	STATE WH	SDI	MED		
\$377.60	\$146.32	\$141.60	\$25.96	\$34.22		

**CURRENT INSIDE WIREMAN'S DEDUCTIONS**

TRAINING	LMCC	MISC	VACATION			NET
\$24.00	\$10.00		\$200.60			\$1,399.70

**EXAMPLE OF BREAKDOWN**

	GROSS WAGES	\$2,360.00
CURRENT DEDUCTIONS	FED WH	\$377.60
	SOC SEC/FICA	\$146.32
	STATE WH	\$141.60
	SDI	\$25.96
	SOC SEC/MED	\$34.22
CURRENT IW DEDUCTIONS	TRAINING	\$24.00
	LMCC	\$10.00
	VACATION	\$200.60
	\$1,399.70	

**CURRENT IW DEDUCTIONS BREAKDOWN**

TRAINING - 40 HRS x \$0.60 =	\$24.00
LMCC - 40 HRS x \$0.25 =	\$10.00
VACATION - 8.5% OF GROSS WAGES =	\$200.60

**\*NOTE: TRAINING DEDUCTION DOES NOT APPLY TO AN APPRENTICE**

**WEEKLY PAYDAYS: SECTION 3.16 OF INSIDE WIREMAN AGREEMENT STATES, "WAGES AND ALL AUTHORIZED EXPENSES SHALL BE PAID WEEKLY NO LATER THAN QUITTING TIME ON THURSDAY."**

(EXAMPLE BASED ON SINGE WITH 1 DEDUCTION)

STATE & FEDERAL FIGURES SHOWN ARE TO BE USED AS AN EXAMPLE & NOT FOR CALCULATION OF AN INDIVIDUAL'S DEDUCTION.

International Brotherhood of Electrical Workers 111 American Lane Support America, CA 90000	<b>PAYROLL CHECK EXAMPLE Regular Shift</b>	0000 Check Number
Date 1/30/23		<b>\$1,399.70</b> Amount
Pay To The Order Of                      John Q Smith		Local Union I.B.E.W. <hr/> President <hr/> Treasurer

CHECK NO	CHECK DATE	EMPLOYEE NO	EMPLOYEE NAME			
0000	1/30/23	PAYROLL EXAMPLE	JOHN Q SMITH			

**CURRENT EARNINGS**

WK END	REG HOURS	REG EARN/HR	OT HOURS	OTHER	GROSS	TAXABLE
SUNDAY	40	\$59.00	-	-	\$2,360.00	\$2,360.00

**CURRENT DEDUCTIONS**

FED WH	FICA	STATE WH	SDI	MED		
\$377.60	\$146.32	\$141.60	\$25.96	\$34.22		

**CURRENT INSIDE WIREMAN'S DEDUCTIONS**

TRAINING	LMCC	MISC	VACATION			NET
\$24.00	\$10.00	-	\$200.60			\$1,399.70

**EXAMPLE OF BREAKDOWN**

	GROSS WAGES	\$2,360.00
CURRENT DEDUCTIONS	FED WH	\$377.60
	SOC SEC/FICA	\$146.32
	STATE WH	\$141.60
	SDI	\$25.96
	SOC SEC/MED	\$34.22
CURRENT IW DEDUCTIONS	TRAINING	\$24.00
	LMCC	\$10.00
	VACATION	\$200.60
	\$1,399.70	

**CURRENT IW DEDUCTIONS BREAKDOWN**

TRAINING - 40 HRS x \$0.60 =	\$24.00
LMCC - 40 HRS x \$0.25 =	\$10.00
VACATION - 8.5% OF GROSS WAGES =	\$200.60

**\*NOTE: TRAINING DEDUCTION DOES NOT APPLY TO AN APPRENTICE**

**WEEKLY PAYDAYS: SECTION 3.16 OF INSIDE WIREMAN AGREEMENT STATES, "WAGES AND ALL AUTHORIZED EXPENSES SHALL BE PAID WEEKLY NO LATER THAN QUITTING TIME ON THURSDAY."**

(EXAMPLE BASED ON SINGE WITH 1 DEDUCTION)

STATE & FEDERAL FIGURES SHOWN ARE TO BE USED AS AN EXAMPLE & NOT FOR CALCULATION OF AN INDIVIDUAL'S DEDUCTION.

International Brotherhood of Electrical Workers 111 American Lane Support America, CA 90000		<b>PAYROLL CHECK EXAMPLE Regular Shift</b>	0000 Check Number
			<b>\$1,240.29</b> Amount
Date 12/26/22		Local Union I.B.E.W.	
Pay To The Order Of                      John Q Smith		_____ President	
		_____ Treasurer	

CHECK NO	CHECK DATE	EMPLOYEE NO	EMPLOYEE NAME			
0000	12/26/22	PAYROLL EXAMPLE	JOHN Q SMITH			

**CURRENT EARNINGS**

WK END	REG HOURS	REG EARN	OT HOURS	OTHER	GROSS	TAXABLE
SUNDAY	40	\$44.92	-	-	\$1,796.80	\$1,796.80

**CURRENT DEDUCTIONS**

FED WH	FICA	STATE WH	SDI	MED		
\$287.49	\$111.40	\$107.81	\$19.76	\$26.05		

**CURRENT SOUND & COMMUNICATION DEDUCTIONS**

LMCC	MISC	WORKING DUES				NET
\$4.00	-	\$0.00				\$1,240.29

**EXAMPLE OF BREAKDOWN**

CURRENT SC DEDUCTIONS	{	GROSS	\$1,796.80
		FED WH	\$287.49
		SOC SEC/FICA	\$111.40
		STATE	\$107.81
		SDI	\$19.76
		SOC SEC/MED	\$26.05
		LMCC	\$4.00
WORKING DUES	\$1,240.29		

**CURRENT SC DEDUCTIONS BREAKDOWN**

LMCC - 40 HRS x \$0.10 =	\$4.00
WORKING DUES - 3.5% GROSS =	\$0.00

**WEEKLY PAYDAYS: SECTION 3.03 OF SOUND & COMMUNICATION AGREEMENT STATES, "WAGES AND ALL AUTHORIZED EXPENSES SHALL BE PAID WEEKLY NO LATER THAN QUITTING TIME ON FRIDAY."**

**EMPLOYEE DEDUCTIONS WILL BE INCORPORATED INTO YOUR MONTHLY REPORT FORMS TO THE TRUST FUNDS**

**(EXAMPLE BASED ON SINGLE WITH 1 DEDUCTION)**

STATE & FEDERAL FIGURES SHOWN ARE TO BE USED AS AN EXAMPLE & NOT FOR CALCULATION OF AN INDIVIDUAL'S DEDUCTION.