



Los Angeles County Chapter
 National Electrical Contractors Association
 100 E. Corson Street, Suite 410
 Pasadena, CA 91103

626.792.6322
 www.ianeca.org

IMPORTANT: Labor Relations Bulletin

IBEW Local 11 Inspectors Agreement

Rates effective January 29, 2018 through July 29, 2018

The **\$1.00** total increase effective 1/29/18 will be allocated as follows: **\$0.50** to wages, **\$0.10** for the SUB component of the health plan, **\$0.20** for the HRA component of the health plan, and **\$0.20** to Pension (DC Annuity). Accordingly, the wages and fringe benefits for the effective dates above will be:

	Employer Contributions								Employee Deductions		
	Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(e)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training	LMCC	Credit Union Fund
Foreman (1.126 x jrmn.)	\$ 48.81	3%	\$ 14.57	\$ 12.59	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)
Journeyman	\$ 43.35	3%	\$ 14.57	\$ 12.59	\$ 0.71	\$ 0.50	1%	0.5%	\$ (0.50)	\$ (0.25)	(12%)

- (a) Figure represents combined total for defined contribution and defined benefit plans. Local Pension is allocated \$9.03 to defined benefit (pension) and \$5.54 to defined contribution (annuity).
- (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 \$0.45 for HRA.
- (e) Includes \$0.05 for establishment and maintenance of substance abuse program.

Future increases:		
Effective Date	Management (to wages and/or benefits)	Labor (employee deduction)
7/30/18	+ \$1.00 to be allocated	
1/28/19	+ \$1.00 to be allocated	
6/30/19	Contract expiration date	

Additional Information

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = Wage + 31.4% (See Section 3.12 of CBA)
- **Foremen:** On 7/27/15, Foreman multiplier increased to 1.126 times journeyman rate.