



**Los Angeles County Chapter**  
**National Electrical Contractors Association**  
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IMPORTANT: Labor Relations Bulletin

## Construction Electrician/Construction Wireman in Los Angeles County (IBEW Local 11)

Rates effective May 26, 2025 through December 28, 2025

Negotiations have concluded on the Southern California CECW Market Advancement Initiative. New rates are effective as of May 26, 2025 and are listed below. See Page 3 for a complete list of new terms to the MOU.

	Wage	Employer Contributions						Employee Deductions
		Health <sup>(a)</sup>	NEBF <sup>(b)</sup>	LMCC	Training	NECA Service Charge <sup>(c)</sup>	AMF Non-NECA only <sup>(c)</sup>	Working Dues <sup>(d)</sup>
Construction Electrician lead/foreman (CE2 + 13%)	\$ 46.77	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Electrician 2 (10,001 hrs and above) 110%	\$ 41.39	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Electrician 1 (8,001 - 10,000 hrs) 100%	\$ 37.63	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 6 (7,001 - 8,000 hrs) 85%	\$ 31.98	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 5 (6,001 - 7,000 hrs) 80%	\$ 30.10	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 4 (5,001 - 6,000 hrs) 75%	\$ 28.22	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 3 (4,001 - 5,000 hrs) 70%	\$ 26.34	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 2 (3,001 - 4,000 hrs) 65%	\$ 24.46	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 1 (2,001 - 3,000 hrs) 60.5%	\$ 22.76	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman A (1,000 - 2,000 hrs)** 60%	\$ 22.58	\$ 4.97	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman A (0 - 999 hrs)** 60%	\$ 22.58	\$ -	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

### Additional Information

- (a) **Health contribution** will be based on the rates as determined annually by the FMCP.  
**Effective 6/1/2026**, health contribution will include amount for HRA. See Page 3 for details.  
**Los Angeles local terms:** Workers with the CW-A classification shall receive FMCP Plan 14 Single coverage after attaining 1,000 hours of work in the classification.
- (b) NEBF contribution is an amount equal to 3% of the gross wage.
- (c) NECA Service Charge is an amount equal to 1% of gross wage and is paid by NECA members only. AMF is an amount equal to 0.5% of gross wage and is paid by non-NECA members only.
- (d) Working dues rate at time of publication; For questions on working dues please contact IBEW Local 11 at 626-243-9700.
- (e) The minimum hourly rates of wages and benefits for Inside Journeymen, Foremen, General Foremen, and Apprentices shall be per the work site Local Inside CBA.
- (f) Other than an Inside Wireman, only a Construction Electrician Level 2 with a valid City, County and/or State License/Certification may be designated as a jobsite lead/foreman, whose wage scale will be as determined above, plus 13%.

### Future Rates:

Effective Date	CE-1 wage**
6/1/2026	\$38.25
5/31/2027	\$39.46
5/29/2028	\$40.71
5/28/2029	\$42.05
5/31/2030	MOU Expiration Date

\*\* All other CE and CW levels determined proportionately.

Effective Date	Health Contribution
12/29/2025	CW1 - CE = \$6.99; CW A (1,000+ hours) = \$5.08
12/28/2026	FMCP rate (to be determined) + HRA amount
12/27/2027	FMCP rate (to be determined) + HRA amount
1/1/2029	FMCP rate (to be determined) + HRA amount
12/31/29	FMCP rate (to be determined) + HRA amount
5/31/2030	MOU Expiration Date

Established under the Southern California Market Advancement MOU. See MOU for terms and conditions for these classifications.

Subsequent labor bulletins will be posted at  
<https://laneca.org/documents/> when available.

<b>Swing (2nd) Shift</b>	<b>Employer Contributions</b>							<b>Employee Deductions</b>
	Wage	Health <sup>(a)</sup>	NEBF <sup>(b)</sup>	LMCC	Training	NECA Service Charge <sup>(c)</sup>	AMF Non-NECA only <sup>(c)</sup>	Working Dues <sup>(d)</sup>
Construction Electrician lead/foreman (CE2 + 13%)	\$ 54.86	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Electrician 2 (10,001 hrs and above) 110%	\$ 48.55	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Electrician 1 (8,001 - 10,000 hrs) 100%	\$ 44.14	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 6 (7,001 - 8,000 hrs) 85%	\$ 37.51	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 5 (6,001 - 7,000 hrs) 80%	\$ 35.31	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 4 (5,001 - 6,000 hrs) 75%	\$ 33.10	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 3 (4,001 - 5,000 hrs) 70%	\$ 30.90	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 2 (3,001 - 4,000 hrs) 65%	\$ 28.69	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 1 (2,001 - 3,000 hrs) 60.5%	\$ 26.70	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman A (1,000 - 2,000 hrs)** 60%	\$ 26.49	\$ 4.97	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman A (0 - 999 hrs)** 60%	\$ 26.49	\$ -	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

<b>Graveyard (3rd) shift</b>	<b>Employer Contributions</b>							<b>Employee Deductions</b>
	Wage	Health <sup>(a)</sup>	NEBF <sup>(b)</sup>	LMCC	Training	NECA Service Charge <sup>(c)</sup>	AMF Non-NECA only <sup>(c)</sup>	Working Dues <sup>(d)</sup>
Construction Electrician lead/foreman (CE2 + 13%)	\$ 61.46	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Electrician 2 (10,001 hrs and above) 110%	\$ 54.39	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Electrician 1 (8,001 - 10,000 hrs) 100%	\$ 49.45	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 6 (7,001 - 8,000 hrs) 85%	\$ 42.02	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 5 (6,001 - 7,000 hrs) 80%	\$ 39.55	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 4 (5,001 - 6,000 hrs) 75%	\$ 37.08	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 3 (4,001 - 5,000 hrs) 70%	\$ 34.61	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 2 (3,001 - 4,000 hrs) 65%	\$ 32.14	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman 1 (2,001 - 3,000 hrs) 60.5%	\$ 29.91	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman A (1,000 - 2,000 hrs)** 60%	\$ 29.67	\$ 4.97	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Construction Wireman A (0 - 999 hrs)** 60%	\$ 29.67	\$ -	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

**See page 1 for all footnotes**

\* Established under the Southern California Market Advancement MOU. See MOU for terms and conditions for these classifications.

### Changes to the CECW MOU

1. **Term:** May 26, 2025 through May 31, 2030 (5 years)
2. **Rename** NEIF to NECA Service Charge.
3. **AMF** rate is changed to an amount equal to 0.5% of gross wage and is paid by non-NECA members only.
4. **Add the following language to MOU:** Except in the event of unforeseen circumstances, provide a minimum 2 weeks notification to the employer's payroll department prior to changing classification to JW.
5. **Change foreman rate** to 13% above CE-2.
6. **Add HRA** to health plan effective 6/1/2026. See chart below for HRA rates.
7. **Wage changes:** See chart below.

		5/26/2025		6/1/2026		5/31/2027		5/29/2028		5/28/2029	
		Wage	HRA	Wage	HRA	Wage	HRA	Wage	HRA	Wage	HRA
CE Foreman	CE2 + 13%	\$ 46.77	\$ -	\$ 47.61	\$ 0.57	\$ 49.10	\$ 0.57	\$ 50.66	\$ 0.57	\$ 52.33	\$ 0.57
CE2	110.0%	\$ 41.39	\$ -	\$ 42.08	\$ 0.55	\$ 43.40	\$ 0.55	\$ 44.79	\$ 0.55	\$ 46.26	\$ 0.55
CE1	100.0%	\$ 37.63	\$ -	\$ 38.25	\$ 0.50	\$ 39.46	\$ 0.50	\$ 40.71	\$ 0.50	\$ 42.05	\$ 0.50
CW6	85.0%	\$ 31.98	\$ -	\$ 32.52	\$ 0.43	\$ 33.54	\$ 0.43	\$ 34.61	\$ 0.43	\$ 35.75	\$ 0.43
CW5	80.0%	\$ 30.10	\$ -	\$ 30.60	\$ 0.40	\$ 31.56	\$ 0.40	\$ 32.57	\$ 0.40	\$ 33.64	\$ 0.40
CW4	75.0%	\$ 28.22	\$ -	\$ 28.69	\$ 0.38	\$ 29.59	\$ 0.38	\$ 30.54	\$ 0.38	\$ 31.54	\$ 0.38
CW3	70.0%	\$ 26.34	\$ -	\$ 26.78	\$ 0.35	\$ 27.62	\$ 0.35	\$ 28.50	\$ 0.35	\$ 29.44	\$ 0.35
CW2	65.0%	\$ 24.46	\$ -	\$ 24.87	\$ 0.33	\$ 25.65	\$ 0.33	\$ 26.46	\$ 0.33	\$ 27.34	\$ 0.33
CW1	60.5%	\$ 22.76	\$ -	\$ 23.14	\$ 0.30	\$ 23.87	\$ 0.30	\$ 24.63	\$ 0.30	\$ 25.44	\$ 0.30
CWA 1,000+ hours	60.0%	\$ 22.58	\$ -	\$ 22.95	\$ 0.30	\$ 23.67	\$ 0.30	\$ 24.43	\$ 0.30	\$ 25.23	\$ 0.30
CWA	60.0%	\$ 22.58	\$ -	\$ 22.95	\$ 0.30	\$ 23.67	\$ 0.30	\$ 24.43	\$ 0.30	\$ 25.23	\$ 0.30