



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

## IBEW Local 11

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

**Rates effective July 28, 2025 through January 25, 2026**

**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><i>Tunnel Rates</i></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>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman		\$ 88.83	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman		\$ 79.89	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman		\$ 70.95	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing		\$ 74.50	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year, 40%	\$ 28.38	3%	\$ -	\$ 14.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year, 45%	\$ 31.93	3%	\$ -	\$ 14.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year, 50%	\$ 35.48	3%	\$ 8.69	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year, 55%	\$ 39.03	3%	\$ 9.55	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year, 60%	\$ 42.57	3%	\$ 10.42	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year, 65%	\$ 46.12	3%	\$ 11.29	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year, 70%	\$ 49.67	3%	\$ 12.16	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year, 75%	\$ 53.22	3%	\$ 13.03	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year, 80%	\$ 56.76	3%	\$ 13.90	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year, 85%	\$ 60.31	3%	\$ 14.76	\$ 15.89	\$ 0.91	\$ 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 **\$17.37** equal to their percentage in the program (i.e., 50% apprentice gets **\$8.69** total local pension contribution). Local Pension is allocated \$10.03 to defined benefit (pension) and \$7.34 to defined contribution (annuity), with apprentice rates adjusted proportionately.

(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.  
 CCF contribution is an amount equal to 0.5% of gross wage and is paid by non-NECA only.

(d) Health contribution is **\$14.89** for 40% and 45% apprentices. All other apprentices get **\$15.89**.  
 This amount includes \$1.50 for the HRA component of the plan.

(e) No **\$0.65** deduction for training on apprentices, employer pays **\$0.91**.

(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)

\*\*Note new start time for graveyard shift is 8:00 PM.

- **Double Time:** Paid after 10 hours on weekdays and after 10 hours on Saturday.

Labor bulletins for future increases will be posted at  
<https://laneca.org/documents/> when available.

Tunnel Swing Shift				Employer Contributions							Employee Deductions <sup>(g)</sup>				
				Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(f)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 104.20	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 93.71	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 83.22	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing				\$ 87.39	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 33.29	3%	\$ -	\$ 14.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 37.45	3%	\$ -	\$ 14.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 41.62	3%	\$ 8.69	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 45.78	3%	\$ 9.55	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 49.93	3%	\$ 10.42	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 54.10	3%	\$ 11.29	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 58.26	3%	\$ 12.16	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 62.43	3%	\$ 13.03	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 66.58	3%	\$ 13.90	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 70.74	3%	\$ 14.76	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	

<b><i>Tunnel Graveyard Shift</i></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>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 116.72	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 104.98	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 93.23	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing				\$ 97.89	3%	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 37.29	3%	\$ -	\$ 14.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 41.96	3%	\$ -	\$ 14.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 46.62	3%	\$ 8.69	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 51.29	3%	\$ 9.55	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 55.94	3%	\$ 10.42	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 60.60	3%	\$ 11.29	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 65.27	3%	\$ 12.16	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 69.93	3%	\$ 13.03	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 74.58	3%	\$ 13.90	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 79.25	3%	\$ 14.76	\$ 15.89	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	