



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

## IBEW Local 11 Inspectors Agreement

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

A \$2.00 increase effective 7/28/2025 will be allocated as follows: \$1.00 to wages, \$0.25 to the DB pension, \$0.20 to the DC pension, and \$0.55 to the HRA component of the health contribution. Accordingly, the wages and fringe benefits for the effective dates above will be:

	Employer Contributions								Employee Deductions <sup>(f)</sup>			
	Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(e)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training	LMCC	Vacation	Working Dues
Foreman (1.126 x jrmn.)	\$ 72.63	\$ 2.18	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	\$ 0.73	\$ 0.36	\$ (0.65)	\$ (0.25)	\$ (6.17)	\$ (2.54)
Journeyman	\$ 64.50	\$ 1.94	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	\$ 0.65	\$ 0.32	\$ (0.65)	\$ (0.25)	\$ (5.48)	\$ (2.26)

	Employer Contributions								Employee Deductions <sup>(f)</sup>			
	Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(e)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training	LMCC	Vacation	Working Dues
<b>Swing Shift</b>												
Foreman	\$ 85.19	\$ 2.56	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	\$ 0.85	\$ 0.43	\$ (0.65)	\$ (0.25)	\$ (7.24)	\$ (2.98)
Journeyman	\$ 75.66	\$ 2.27	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	\$ 0.76	\$ 0.38	\$ (0.65)	\$ (0.25)	\$ (6.43)	\$ (2.65)

	Employer Contributions								Employee Deductions <sup>(f)</sup>			
	Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(e)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training	LMCC	Vacation	Working Dues
<b>Graveyard Shift</b>												
Foreman	\$ 95.44	\$ 2.86	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	\$ 0.95	\$ 0.48	\$ (0.65)	\$ (0.25)	\$ (8.11)	\$ (3.34)
Journeyman	\$ 84.75	\$ 2.54	\$ 17.37	\$ 15.89	\$ 0.86	\$ 0.55	\$ 0.85	\$ 0.42	\$ (0.65)	\$ (0.25)	\$ (7.20)	\$ (2.97)

(a) Figure represents combined total for defined contribution and defined benefit plans.

Local Pension is allocated \$10.03 to defined benefit (pension) and \$7.34 to defined contribution (annuity).

(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) This amount includes \$1.50 for the HRA component of the plan.

(e) Includes \$0.05 for establishment and maintenance of substance abuse program.

(f) Vacation and working dues deductions are based on percentage of gross.

**Future increases:**

Effective Date	To be Allocated	Employer Contribution	Employee Deduction
1/26/26	+\$2.00	---	---
6/30/26	Contract expiration date		

**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.