



**IBEW**  
**LOCAL 11**  
 SINCE 1891

**ITS**  
**CONTRACT**  
**July 1, 2023 – June 30, 2026**

Scope of Work - Additional language

All electrical infrastructure installation of airfield lighting systems, including the wiring, conductor placement and terminations, regulators, and control systems both on the airfield and in the electrical vault buildings.

Article III, Section 3.12

The second shift (swing shift) shall consist of eight consecutive hours worked beginning at a start time between 9:31 a.m. and ~~8:00~~ 7:59 p.m. Workmen on the "swing shift" shall be paid at the regular hourly rate of pay plus 17.3% for all hours worked.

The third shift (graveyard shift) shall consist of eight (8) consecutive hours worked beginning at a start time between ~~8:01~~ 8:00 p.m. and 4:59 a.m. Workmen on the "graveyard shift" shall be paid at the regular hourly rate of pay plus 31.4% for all hours worked.

Article III, Section 3.25(d)

When specialized safety shoes (e.g., steel toe/composite toe boots) are required by the customer as a condition of work at the job site, the employee shall be reimbursed with a stipend in the amount of ~~\$125.00~~ \$175.00 toward the cost of the footwear. For the purposes of this section, "specialized safety shoes" shall be defined as that footwear that has been determined by Cal OSHA to be a contractor purchasing responsibility.

Article III, Section 3.05 – Wage Scale

7/31/2023	\$1.80 (\$0.05) Training deduction from employees
1/29/2024	\$2.00
7/29/2024	\$2.00 (\$0.05) Training deduction from employers
1/27/2025	\$2.00
7/28/2025	\$2.00
1/26/2026	\$2.00

**TOTAL \$11.80**

Contract Expiration 06/30/23