



Los Angeles County Chapter
 National Electrical Contractors Association
 100 E. Corson Street, Suite 410
 Pasadena, CA 91103
 626.792.6322
 www.laneca.org

IBEW Local 11
Inside Wiremen's Agreement (Tunnel Rates)
Rates effective July 29, 2024 through January 26, 2025

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%.

Tunnel Rates			Employer Contributions							Employee Deductions^(g)				
			Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training ^(e)	LMCC ^(f)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman			\$ 86.76	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			\$ 78.03	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			\$ 69.30	3%	\$ 15.67	\$ 15.09	\$ 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			\$ 72.77	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 27.72	3%	\$ -	\$ 14.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	\$ 31.19	3%	\$ -	\$ 14.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	\$ 34.65	3%	\$ 7.84	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	\$ 38.12	3%	\$ 8.62	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	\$ 41.58	3%	\$ 9.40	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	\$ 45.05	3%	\$ 10.19	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	\$ 48.51	3%	\$ 10.97	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	\$ 51.98	3%	\$ 11.75	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	\$ 55.44	3%	\$ 12.54	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	\$ 58.91	3%	\$ 13.32	\$ 15.09	\$ 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 **\$15.67** equal to their percentage in the program (i.e., 50% apprentice gets **\$7.84** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$6.64 to defined contribution (annuity), with apprentice rates adjusted proportionately.
- (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) Health contribution is **\$14.09** for 40% and 45% apprentices. All other apprentices get **\$15.09**. Includes \$1.45 for HRA.
- (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.

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

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.

				Employer Contributions						Employee Deductions ^(g)					
				Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(f)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel Swing Shift															
Tunnel General Foreman				\$ 101.77	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 91.53	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 81.29	3%	\$ 15.67	\$ 15.09	\$ 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				\$ 85.36	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 32.52	3%	\$ -	\$ 14.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 36.59	3%	\$ -	\$ 14.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 40.64	3%	\$ 7.84	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 44.71	3%	\$ 8.62	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 48.77	3%	\$ 9.40	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 52.84	3%	\$ 10.19	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 56.90	3%	\$ 10.97	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 60.97	3%	\$ 11.75	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 65.03	3%	\$ 12.54	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 69.10	3%	\$ 13.32	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	

				Employer Contributions						Employee Deductions ^(g)					
				Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(f)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel Graveyard Shift															
Tunnel General Foreman				\$ 114.00	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 102.53	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 91.06	3%	\$ 15.67	\$ 15.09	\$ 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				\$ 95.62	3%	\$ 15.67	\$ 15.09	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 36.42	3%	\$ -	\$ 14.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 40.98	3%	\$ -	\$ 14.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 45.53	3%	\$ 7.84	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 50.09	3%	\$ 8.62	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 54.64	3%	\$ 9.40	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 59.20	3%	\$ 10.19	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 63.74	3%	\$ 10.97	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 68.30	3%	\$ 11.75	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 72.85	3%	\$ 12.54	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 77.41	3%	\$ 13.32	\$ 15.09	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	