



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

IMPORTANT: Labor Relations Bulletin

IBEW Local 11

Residential Wiring Agreement

Rates effective July 21, 2025 through December 28, 2025

Negotiations have concluded on the Residential Wiring Agreement. Effective 7/21/2025 there will be a \$1.10 increase to the journeyman Residential Wireman wage, with all others affected proportionately. Also note new percentages for apprentices. See Page 4 for a complete list of new terms to the agreement.

	Wage	Employer Contributions						Employee Deductions
		Health ^(a)	NEBF ^(b)	LMCC	Training	NECA Service Charge ^(c)	CCF (Non-NECA only) ^(c)	Working Dues ^(d)
Residential Foreman - MRE + 13%	\$ 46.77	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Master Residential Electrician - 110%	\$ 41.39	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Residential Wireman	\$ 37.63	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Apprentices -								
6th Period - 85%	\$ 31.98	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
5th Period - 80%	\$ 30.10	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
4th Period - 75%	\$ 28.22	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
3rd Period - 70%	\$ 26.34	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
2nd Period - 65%	\$ 24.46	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
1st Period - 60.5%	\$ 22.76	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

Additional Information

- (a) Health contribution is comprised of \$6.36 for the plan and \$0.47 for the HRA.
- (b) NEBF contribution is an amount equal to 3% of the gross wage.
- (c) NECA Service Charge contribution is an amount equal to 1% of gross wage and is paid by NECA members only. CCF amount paid by non-NECA only.
- (d) Working dues rate at time of publication; For questions on working dues please contact IBEW Local 11 at 626-243-9700.
- (e) Double the straight-time rate of pay applies on Sundays and holidays, and after ten (10) hours work on any day.

Future increases:

See Page 4 for more information.

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

Note: Pages 1 and 2 of this bulletin apply to Residential Wiremen beginning work under the CBA on or after 12/30/19. For the rates for Residential Wiremen who began work under the CBA before that date, please see Page 3.

Swing (2nd) Shift	Wage	Employer Contributions						Employee Deductions
		Health ^(a)	NEBF ^(b)	LMCC	Training	NECA Service Charge ^(c)	CCF (Non-NECA only) ^(c)	Working Dues ^(d)
Residential Foreman - MRE + 13%	\$ 54.86	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Master Residential Electrician - 110%	\$ 48.55	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Residential Wireman	\$ 44.14	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Apprentices -								
6th Period - 85%	\$ 37.51	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
5th Period - 80%	\$ 35.31	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
4th Period - 75%	\$ 33.10	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
3rd Period - 70%	\$ 30.90	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
2nd Period - 65%	\$ 28.69	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
1st Period - 60.5%	\$ 26.70	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

Graveyard (3rd) shift	Wage	Employer Contributions						Employee Deductions
		Health ^(a)	NEBF ^(b)	LMCC	Training	NECA Service Charge ^(c)	CCF (Non-NECA only) ^(c)	Working Dues ^(d)
Residential Foreman - MRE + 13%	\$ 61.46	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Master Residential Electrician - 110%	\$ 54.39	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Residential Wireman	\$ 49.45	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Apprentices -								
6th Period - 85%	\$ 42.02	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
5th Period - 80%	\$ 39.55	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
4th Period - 75%	\$ 37.08	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
3rd Period - 70%	\$ 34.61	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
2nd Period - 65%	\$ 32.14	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
1st Period - 60.5%	\$ 29.91	\$ 6.83	3%	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

See page 1 for all footnotes



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Residential Wiring Agreement**

(for existing Residential Wiremen in the classification prior to 12/30/19)**

Rates effective July 21, 2025 through December 28, 2025

The following rates will be in effect for the Residential Wiremen who have been participants in the existing Residential Wiring Agreement's health and pension plans prior to 12/30/19.

	Wage	Employer Contributions							Employee Deductions
		Health**	NEBF ^(b)	Local Pension**	LMCC	Training	NECA Service Charge ^(c)	CCF (Non-NECA only) ^(c)	Working Dues ^(d)
Residential Foreman - MRE + 13%	\$ 46.77	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Master Residential Electrician - 110%	\$ 41.39	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Residential Wireman	\$ 37.63	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

Swing Shift

Residential Foreman - MRE + 13%	\$ 54.86	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Master Residential Electrician - 110%	\$ 48.55	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Residential Wireman	\$ 44.14	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

Graveyard Shift

Residential Foreman - MRE + 13%	\$ 61.46	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Master Residential Electrician - 110%	\$ 54.39	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)
Residential Wireman	\$ 49.45	\$ 7.54	3%	\$ 1.25	\$ 0.05	\$ 0.45	1%	0.5%	(3.5%)

The rates on page 3 of this bulletin only apply to workers who were participants in the existing Residential Wiring Agreement health and pension plans prior to 12/30/19. Health contribution is comprised of \$6.36 for the plan and \$1.18 for the HRA for this group. For all other workers, the regular contract rates apply.

See page 1 for all other footnotes

Changes to the Residential Wiring Agreement

1. **Term:** 5-year agreement
2. **DC plan:** Keep existing language. Allocate \$0.25 starting 6/29/2026.
3. **DB plan:** Include enabling language to start and contribute to a new Variable or NEIB pension plan. Final plan design to be agreed to by both parties.
4. **Change foreman rate** to 13% above Master Residential Electrician.
5. **Rename** NEIF to NECA Service Charge.
6. **Scope:** Add language in the Scope of Work to identify "Prevailing Wage Projects are limited to 4 floors and non-Prevailing Wage projects can go to 5 floors. Service Work on Non-Prevailing Wage projects located above the 5th floor can also be done under this agreement.
7. **Wage/Benefit changes:** See below.

Effective Date	Amount
7/21/25	Increase to wages for Residential Wireman = \$1.10
12/29/25	\$0.16 increase to Health*
6/29/26	Increase Residential Wireman total package = \$1.12 (\$0.87 to be allocated, \$0.25 to DC)
12/28/26	Benefit increase equal to CECW FMCP health increase (to be allocated)*
6/28/27	Increase Residential Wireman total package = \$1.21 (to be allocated)
12/27/27	Benefit increase equal to CECW FMCP health increase (to be allocated)*
6/26/28	Increase Residential Wireman total package = \$2.10 (to be allocated)
12/25/28	Benefit increase equal to CECW FMCP health increase (to be allocated)*
6/25/29	Increase Residential Wireman total package = \$2.10 (to be allocated)
12/31/29	Benefit increase equal to CECW FMCP health increase (to be allocated)*
6/30/30	Agreement expiration date.

* This amount is typically available several months before the effective date. Does not apply to Residential Wiremen in the classification prior to 12/30/19.

8. **Apprentice percentage rates** to be increased by 10% to all levels.
9. **Delete** CE/CW Package Mirroring Language.