



Los Angeles County Chapter
 National Electrical Contractors Association
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IBEW Local 11

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

Rates effective January 26, 2026 through June 30, 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%.

<i>Tunnel Rates</i>				Employer Contributions							Employee Deductions ^(g)				
				Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training ^(e)	LMCC ^(f)	NECA Service Charge ^(c)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 89.52	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 80.51	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 71.50	3%	\$ 18.12	\$ 16.64	\$ 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				\$ 75.08	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 28.60	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 32.18	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 35.75	3%	\$ 9.06	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 39.33	3%	\$ 9.97	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 42.90	3%	\$ 10.87	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 46.48	3%	\$ 11.78	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 50.05	3%	\$ 12.68	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 53.63	3%	\$ 13.59	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 57.20	3%	\$ 14.50	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 60.78	3%	\$ 15.40	\$ 16.64	\$ 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 **\$18.12** equal to their percentage in the program (i.e., 50% apprentice gets **\$9.06** total local pension contribution). Local Pension is allocated \$10.53 to defined benefit (pension) and \$7.59 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 **\$15.64** for 40% and 45% apprentices. All other apprentices get **\$16.64**. 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 ^(g)					
				Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(f)	NECA Service Charge ^(c)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 105.01	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 94.44	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 83.87	3%	\$ 18.12	\$ 16.64	\$ 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				\$ 88.07	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 33.55	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 37.75	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 41.93	3%	\$ 9.06	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 46.13	3%	\$ 9.97	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 50.32	3%	\$ 10.87	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 54.52	3%	\$ 11.78	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 58.71	3%	\$ 12.68	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 62.91	3%	\$ 13.59	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 67.10	3%	\$ 14.50	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 71.29	3%	\$ 15.40	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	

<i>Tunnel Graveyard Shift</i>				Employer Contributions						Employee Deductions ^(g)					
				Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(f)	NECA Service Charge ^(c)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 117.63	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 105.79	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 93.95	3%	\$ 18.12	\$ 16.64	\$ 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				\$ 98.66	3%	\$ 18.12	\$ 16.64	\$ 0.86	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 37.58	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 42.28	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 46.98	3%	\$ 9.06	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 51.68	3%	\$ 9.97	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 56.37	3%	\$ 10.87	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 61.07	3%	\$ 11.78	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 65.77	3%	\$ 12.68	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 70.47	3%	\$ 13.59	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 75.16	3%	\$ 14.50	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 79.86	3%	\$ 15.40	\$ 16.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	



LABOR-MANAGEMENT COMMITTEE

IBEW LOCAL UNION #11-NECA LOS ANGELES COUNTY CHAPTER
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MEMORANDUM OF UNDERSTANDING

Between

IBEW Local Union 11 and Los Angeles County Chapter, NECA

Tunnel Premium Pay

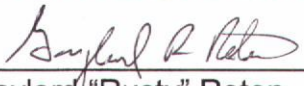
The parties to the Inside Wiremen's Agreement between IBEW Local 11 and Los Angeles County Chapter, NECA hereby restate their interpretation of when tunnel premium pay applies under the collective bargaining agreement. This interpretation is consistent with their existing interpretation and is restated here for clarification purposes.

The tunnel pay premium listed in the Inside Wiremen's Agreement shall apply to all electrical construction installation, maintenance and repair work in tunnels while the tunnel is under construction. This shall include installation of temporary power and light wiring, work performed on the tunnel boring machines (TBM) and the de-energizing and energizing of electrical systems within the tunnel. Other tradesmen may, however, attach or disconnect safe, properly grounded portable cords.

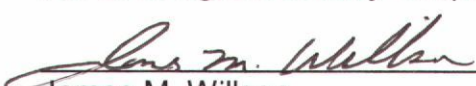
Tunnel premium pay shall apply to all wiremen who are working on the construction and boring of the tunnel, including when they are working in the adjacent structures such as the station box. It shall not apply to those workmen in adjacent structures that are not working on construction of the tunnel.

Tunnel premium shall no longer apply to a tunnel once a tunnel section is completed (i.e., boring is completed and concrete segments are in place along the length of the tunnel between stations). Tunnel premium shall no longer apply to adjacent structures (such as station boxes) once the adjoining tunnel sections are completed."

For IBEW Local Union 11


Gaylord "Rusty" Roten
12/12/18
Date

For Los Angeles County Chapter NECA


James M. Willson
12/10/18
Date