



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

IBEW Local 952 (Ventura County) Inside Wiremen's Agreement

Rates effective July 31, 2023 through December 24, 2023

The **\$1.29** increase effective July 31, 2023 will be allocated entirely to wages. Accordingly, the wages and fringe benefits will be:

| | Wage (Zone A) ^(a) | Employer Contributions | | | | | | | Employee Deductions | | | |
|---|---------------------------------|------------------------|------------------------------|----------|----------|---------------------|------------------------------------|----------------------------------|---------------------------------------|-------------------------|-----------------------|------------------------|
| | | NEBF ^(b) | Local Pension ^(c) | Health | Training | LMCC ^(c) | NEIF ^(d) (NECA only) | AMF ^(d) (Non-NECA) | COPE/Charity League ^(e) | Vacation ^(f) | 401(k) ^(g) | Dues ^{(h)(c)} |
| General Foreman (1.226 x jrmn.) | \$ 57.81 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Foreman (1.113 x jrmn.) | \$ 52.48 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Journeyman | \$ 47.15 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | Amount | \$ (3.00) | () | (6%) |
| -- When cable splicing | \$ 51.87 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | varies | \$ (3.00) | () | (6%) |
| Transportation Systems Tech. (75% of Journeyman) | \$ 35.36 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (4%) |
| Apprentices: Period 1, 1st Year, 40% | \$ 18.86 | 3% | \$ - | \$ 10.71 | \$ 1.15 | \$ - | 1% | 0.5% | See footnote (e) | \$ - | --- | --- |
| Period 2, 1st Year, 45% | \$ 21.22 | 3% | \$ - | \$ 10.71 | \$ 1.15 | \$ - | 1% | 0.5% | below. | \$ - | --- | --- |
| Period 3, 2nd Year, 50% | \$ 23.58 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 4, 3rd Year, 60% | \$ 28.29 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 5, 4th Year, 70% | \$ 33.01 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Period 6, 5th Year, 85% | \$ 40.08 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |

- (a) This rate sheet applies to Zone A. See Item 9 on Page 3 of this document for information regarding Zone B. Note that there have been recent changes to Zone B conditions.
- (b) NEBF contribution is an amount equal to 3% of the gross wage.
- (c) First year apprentices and unindentured apprentices are excluded from Local Pension, LMCC and working dues. For OT and DT work, pension contribution is made at the appropriate rate (i.e., 1.5x or 2x, respectively).
- (d) NEIF contribution is an amount equal to 1% of gross wage and is paid by NECA members only. AMF contribution is an amount equal to 0.5% of gross wage and is paid by non-NECA contractors only.
- (e) Voluntary authorization required. Employee option of \$0.00 deduction, or a \$0.05 deduction for COPE and/or a \$0.05 deduction for the Charity League.
- (f) Vacation applies to 70% apprentices and above.
- (g) Employee may opt to make a voluntary employee deduction of 0%, 3%, 6%, 9% or 15%. 40% and 45% apprentices are excluded from the 401(k) plan.
- (h) Working dues rate at time of publication; For questions on working dues please contact IBEW Local 952 (805-642-2149).

Future Increases:

| Effective Date | To Be Allocated (wages and/or fringe benefits) | To Training |
|----------------|---|-------------|
| 12/25/2023 | \$1.35 | \$0.10 |
| 7/29/2024 | \$1.35 | --- |
| 9/30/2024 | CBA expiration date | |

Shift rates:

| Swing Shift | Wage (Zone A) ^(a) | Employer Contributions | | | | | | | Employee Deductions | | | |
|---|---------------------------------|------------------------|------------------------------|----------|----------|---------------------|------------------------------------|----------------------------------|------------------------------------|-------------------------|-----------------------|------------------------|
| | | NEBF ^(b) | Local Pension ^(c) | Health | Training | LMCC ^(c) | NEIF ^(d) (NECA only) | AMF ^(d) (Non-NECA) | COPE/Charity League ^(e) | Vacation ^(f) | 401(k) ^(g) | Dues ^{(h)(c)} |
| General Foreman (1.226 x jrmn.) | \$ 67.81 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Foreman (1.113 x jrmn.) | \$ 61.56 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Journeyman (swing shift) | \$ 55.31 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | Amount | \$ (3.00) | () | (6%) |
| -- When cable splicing | \$ 60.84 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | varies | \$ (3.00) | () | (6%) |
| Transportation Systems Tech. (75% of Journeyman) | \$ 41.48 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | See | \$ (3.00) | () | (4%) |
| Apprentices: Period 1, 1st Year, 40% | \$ 22.12 | 3% | \$ - | \$ 10.71 | \$ 1.15 | \$ - | 1% | 0.5% | footnote (e) | \$ - | --- | --- |
| Period 2, 1st Year, 45% | \$ 24.89 | 3% | \$ - | \$ 10.71 | \$ 1.15 | \$ - | 1% | 0.5% | below. | \$ - | --- | --- |
| Period 3, 2nd Year, 50% | \$ 27.66 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 4, 3rd Year, 60% | \$ 33.18 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 5, 4th Year, 70% | \$ 38.72 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Period 6, 5th Year, 85% | \$ 47.01 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |

| Graveyard Shift | Wage (Zone A) ^(a) | Employer Contributions | | | | | | | Employee Deductions | | | |
|---|---------------------------------|------------------------|------------------------------|----------|----------|---------------------|------------------------------------|----------------------------------|------------------------------------|-------------------------|-----------------------|------------------------|
| | | NEBF ^(b) | Local Pension ^(c) | Health | Training | LMCC ^(c) | NEIF ^(d) (NECA only) | AMF ^(d) (Non-NECA) | COPE/Charity League ^(e) | Vacation ^(f) | 401(k) ^(g) | Dues ^{(h)(c)} |
| General Foreman (1.226 x jrmn.) | \$ 75.96 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Foreman (1.113 x jrmn.) | \$ 68.96 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Journeyman (graveyard shift) | \$ 61.96 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | Amount | \$ (3.00) | () | (6%) |
| -- When cable splicing | \$ 68.16 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | varies | \$ (3.00) | () | (6%) |
| Transportation Systems Tech. (75% of Journeyman) | \$ 46.46 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | See | \$ (3.00) | () | (4%) |
| Apprentices: Period 1, 1st Year, 40% | \$ 24.78 | 3% | \$ - | \$ 10.71 | \$ 1.15 | \$ - | 1% | 0.5% | footnote (e) | \$ - | --- | --- |
| Period 2, 1st Year, 45% | \$ 27.88 | 3% | \$ - | \$ 10.71 | \$ 1.15 | \$ - | 1% | 0.5% | below. | \$ - | --- | --- |
| Period 3, 2nd Year, 50% | \$ 30.98 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 4, 3rd Year, 60% | \$ 37.17 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 5, 4th Year, 70% | \$ 43.38 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Period 6, 5th Year, 85% | \$ 52.67 | 3% | \$ 16.64 | \$ 10.71 | \$ 1.15 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |

See Page 1 for all footnotes

Information regarding shifts:

1. Working a day shift only is not considered a "shift" under the terms of the agreement.
2. The day shift is the first shift, the swing shift is the second shift and the graveyard shift is the third shift. Thus, the regular work week begins Monday morning with the first shift and ends Saturday morning with the third shift. The graveyard shift for Friday ends on Saturday morning, therefore Saturday's overtime rate does not apply. This is also true for shifts that end on Sundays and holidays.
3. One (1) employee constitutes the establishment of a "shift."
4. Where shifts are worked overtime, after the regular shift the applicable overtime rate (1½ times up to 12 hours worked) shall apply in the addition to the designated shift differential pay. However, the shift differential is not paid on overtime days -- which includes Saturdays, Sundays, holidays and overtime days on approved four ten-hour day workweeks. Double the straight time rate of pay is the maximum amount paid for any work.
5. Shifts must be a minimum of five (5) days duration, which may include Saturday, Sunday and holidays. (This requirement applies to the scheduling and performance of work, not the uninterrupted presence of a particular individual or individuals on the job.)
6. Either the swing or graveyard shifts may be worked alone without the requirement of a day shift.
7. While the shift must last for a minimum of five days duration, it is not necessary for each employee to work the five days in order to fall under the shift work provisions of the agreement.
8. Per Section 3.12 of the agreement, the shift rate of pay is determined by the start time of the shift (see chart below).

| |
|---|
| First Shift (Day Shift): Start time between 5:00 AM and 10:00 AM (Straight Time Rate) |
| Second Shift (Swing): Start time between 10:01 AM and 7:00 PM (Straight Time Rate +17.3%) |
| Third Shift (Graveyard): Start time between 7:01 PM and 4:59 AM (Straight Time Rate +31.4%) |

Information regarding Zone B:

9. Zone B definition: All work in excess of thirty-two (32) road miles from the nearest basing point, shall be Zone B hourly pay scale and fringe benefits. The basing point shall be the main post office in the following cities: Camarillo, Oxnard, Santa Paula, Ventura and Oak View. Zone B premium does not apply when workers begin work in Zone A and travel to Zone B on company time. See Sections 3.04 and 3.16(b), (c) and (d) of the CBA for Zone B pay, terms and conditions.