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IMPORTANT: Labor Relations Bulletin

IBEW Local 952 (Ventura County) Intelligent Transportation Systems Agreement

Rates effective December 30, 2024 through June 29, 2025

There will be a **\$0.26** increase to the health contribution effective December 30, 2024. See Page 4 of this bulletin for a list of recent changes to the agreement. 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) | NECA Service Charge (d) (NECA only) | AMF (d) (Non-NECA only) | COPE/Charity League ^(e) | Vacation ^(f) | 401(k) ^(g) | Dues ^{(h)(c)} |
| General Foreman (1.226 x jrmn.) | \$ 62.94 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Foreman (1.113 x jrmn.) | \$ 57.14 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Journeyman | \$ 51.34 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | Amount | \$ (3.00) | () | (6%) |
| Transportation Systems Tech. (75% of Journeyman) | \$ 38.51 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | varies See | \$ (3.00) | () | (4%) |
| Apprentices: ⁽ⁱ⁾ Period 1, 1st Year, 45% | \$ 23.10 | 3% | \$ - | \$ 11.23 | \$ 1.25 | \$ - | 1% | 0.5% | footnote (e) | \$ - | --- | --- |
| Period 2, 1st Year, 50% | \$ 25.67 | 3% | \$ - | \$ 11.23 | \$ 1.25 | \$ - | 1% | 0.5% | below. | \$ - | --- | --- |
| Period 3, 2nd Year, 55% | \$ 28.24 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 4, 3rd Year, 60% | \$ 30.80 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 5, 4th Year, 70% | \$ 35.94 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Period 6, 4th Year, 85% | \$ 43.64 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 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.

(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) NECA Service Charge 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 voluntary deduction applies to 70% apprentices and above.

(g) Employee may opt to make a voluntary employee deduction of 0%, 3%, 6%, 9% or 15%. First year 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).

(i) Note: New apprenticeship percentages where applicable.

| Effective Date | Wage | Pension | Health |
|----------------|--------------------------|----------|----------|
| 6/30/25 | + \$1.75 | + \$0.85 | --- |
| 12/29/25 | + \$1.75 | --- | + \$0.26 |
| 6/29/26 | + \$1.75 | + \$0.36 | --- |
| 12/28/26 | + \$1.75 | --- | + \$0.30 |
| 6/28/27 | + \$1.75 | --- | --- |
| 9/30/27 | Contract expiration date | | |

Subsequent labor bulletins will be posted at <https://laneca.org/documents/> when available.

IBEW Local 952 Intelligent Transportation Systems Agreement

Rates effective December 30, 2024 through June 29, 2025

Shift rates:

| Swing Shift | Wage (Zone A) ^(a) | Employer Contributions | | | | | | | Employee Deductions | | | |
|---|---------------------------------|------------------------|---------------------------------|----------|----------|---------------------|---|-------------------------------|---------------------------------------|-------------------------|-----------------------|------------------------|
| | | NEBF ^(b) | Local Pension ^(c) | Health | Training | LMCC ^(c) | NECA Service Charge (d) (NECA only) | AMF (d) (Non-NECA only) | COPE/Charity League ^(e) | Vacation ^(f) | 401(k) ^(g) | Dues ^{(h)(c)} |
| General Foreman (1.226 x jrmn.) | \$ 73.83 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Foreman (1.113 x jrmn.) | \$ 67.03 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Journeyman (swing shift) | \$ 60.22 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | Amount | \$ (3.00) | () | (6%) |
| Transportation Systems Tech. (75% of Journeyman) | \$ 45.17 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | varies See footnote (e) | \$ (3.00) | () | (4%) |
| Apprentices: ⁽ⁱ⁾ Period 1, 1st Year, 45% | \$ 27.10 | 3% | \$ - | \$ 11.23 | \$ 1.25 | \$ - | 1% | 0.5% | below. | \$ - | --- | --- |
| Period 2, 1st Year, 50% | \$ 30.11 | 3% | \$ - | \$ 11.23 | \$ 1.25 | \$ - | 1% | 0.5% | | \$ - | --- | --- |
| Period 3, 2nd Year, 55% | \$ 33.13 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 4, 3rd Year, 60% | \$ 36.13 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 5, 4th Year, 70% | \$ 42.16 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Period 6, 4th Year, 85% | \$ 51.19 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 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) | NECA Service Charge (d) (NECA only) | AMF (d) (Non-NECA only) | COPE/Charity League ^(e) | Vacation ^(f) | 401(k) ^(g) | Dues ^{(h)(c)} |
| General Foreman (1.226 x jrmn.) | \$ 82.70 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Foreman (1.113 x jrmn.) | \$ 75.08 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Journeyman (graveyard shift) | \$ 67.46 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | Amount | \$ (3.00) | () | (6%) |
| Transportation Systems Tech. (75% of Journeyman) | \$ 50.60 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | varies See footnote (e) | \$ (3.00) | () | (4%) |
| Apprentices: ⁽ⁱ⁾ Period 1, 1st Year, 45% | \$ 30.35 | 3% | \$ - | \$ 11.23 | \$ 1.25 | \$ - | 1% | 0.5% | below. | \$ - | --- | --- |
| Period 2, 1st Year, 50% | \$ 33.73 | 3% | \$ - | \$ 11.23 | \$ 1.25 | \$ - | 1% | 0.5% | | \$ - | --- | --- |
| Period 3, 2nd Year, 55% | \$ 37.11 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 4, 3rd Year, 60% | \$ 40.47 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ - | () | (6%) |
| Period 5, 4th Year, 70% | \$ 47.23 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |
| Period 6, 4th Year, 85% | \$ 57.34 | 3% | \$ 16.64 | \$ 11.23 | \$ 1.25 | \$ 0.55 | 1% | 0.5% | | \$ (3.00) | () | (6%) |

See Page 1 for all footnotes

IBEW Local 952 *Intelligent Transportation Systems Agreement*

Rates effective December 30, 2024 through June 29, 2025

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 shall only apply to employees who begin their work day in Zone B (i.e., they drove there on their own time). Zone B pay shall not apply to employees who begin their work day in Zone A and ride to and from Zone B on company time during the workday and end their workday at the reporting location in Zone A. See Sections 3.04 and 3.16(b), (c) and (d) of the CBA for Zone B pay, terms and conditions.

Changes to the Intelligent Transportation Systems Agreement between IBEW Local 952 and Ventura Division, LA/NECA

- Section 1.01 – Three-year agreement, September 30, 2024, to September 30, 2027.
- Section 1.10 – Delete the sunset date.
- Section 1.11 – Add new section and language addressing PAGA.
- Section 3.04 – Change the apprenticeship period percentages as follows: Period 1 = 45%; Period 2 = 50%; Period 3 = 55%; The rest remain the same.
- Section 3.04 – Wage and Benefits increase (See chart on Page 1). Also, + \$0.25 to supplementary Health Trust, if established.
- Section 3.07 (b) – Amend the Section to clarify working outside of regular working hours:

(b) Any workman, called for duty outside his regular working hours shall receive a minimum of two (2) hours pay at double the straight-time rate.

Work Outside of Normal Working Hours

Overtime rates are established according to a "clock pattern system." That is, straight time and overtime rates are determined by the time on the clock and not by a particular individual's time at work.

On Days with an Established Shift (Day, Swing or Graveyard)

If the work is being performed on a job with established shift times (day, swing, or graveyard), then the pay rate will be based on those established times. For example, if the established work hours for a day shift are from 6:30 a.m. to 3:00 p.m., straight-time hours apply from 6:30 a.m. to 3:00 p.m., time-and-a-half rate applies from 3:00 p.m. to 7:00 p.m., and the double-time rate applies after 7:00 p.m. These rates apply to all workers on the job during these blocks of time, regardless of when they arrived at the job or how long they have been working that day.

Furthermore, these rates would still apply even if the work times are adjusted for one day and work does not begin until 3:00 p.m., with no one working during established straight time block.

On Days Without an Established Shift

If the work is being performed outside the regular shift hours on a job that does not have established shift times, then the clock pattern will be based on the day shift hours being 8:00 a.m. through 4:30 p.m., per Section 3.01 of the Agreement. For example, in this instance, if work is scheduled to begin at 4:00 p.m. for only two days where no other work is being performed, then straight-time hours apply from 4:00 p.m. to 4:30 p.m., time-and-a-half rate applies from 4:30 p.m. to 8:30

p.m. and double time rate applies after 8:30 p.m.

Weekend & Holiday Work

If work is being performed on a Saturday, Sunday, or Holiday as defined by section 3.02(c)(d), the clock pattern will be based on the established shift hours for the project being worked, and the applicable overtime or double time rate will apply. Shift differential (swing/graveyard) shall not be required on Saturdays, Sundays, or Holidays. In the event work is being performed on a separate project (no shift established), the start time shall establish the beginning of the daily Shift.

This shall apply to all types of work, whether considered new construction, maintenance, bid, or negotiated work.

On-call is defined by the employer notifying the employee, in advance, he may be called to duty within a set time period and for a specific project or customer. Advance notice can be a set schedule. For example, the employee can be scheduled to be On-Call every Sunday. Notifying the employee one time is sufficient.

- Section 3.19 – Amend the Section to add the additional items to clarify scope.
- Section 5.12 – Amend the Section to change the Journeymen Wiremen to Apprentice ratio as follows: Each job site shall be allowed a ratio of (1) Journeymen Wiremen to (1) Apprentice.
- Section 6.02 – Amend the Section to reference the IBEW/NECA Family Medical Care Plan (FMCP).
- Section 6.05 – Amend the Section to allow the membership to decide whether to have the Vacation / Saving Contributions deducted from the check and deposited monthly to the Ventura County Credit Union or paid weekly on the check. Deferral elections may only be made at the time of hire or within one month of a scheduled wage increase.
- Section 6.06 – Pension Plan: change from a traditional model to a Variable Annuity Pension Plan (VAPP). If, in the future, the members covered under the Local Pension Plan agree to transition to a VAPP by a three-fourths (3/4) majority vote, all costs will be equally shared by Labor and Management.
- Section 6.08 – Amend the Section by increasing the deposit amount from \$100 to \$500.
- Section 6.10 – Amend the Section to reference the National Electrical 401(k) Plan (NEFP).
- Section 10.02 – Modify the drug testing policy guidelines.