



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

**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 Forman 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%.

<b>Tunnel Rates</b>	Wage	Employer Contributions							Employee Deductions <sup>(g)</sup>				
		NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training <sup>(e)</sup>	LMCC <sup>(f)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	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 Apprentices	Period 1, 1st Year, 40%	\$ 28.60	3%	\$ -	\$ 15.64	\$ 0.91	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	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) NECA Service Charge 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.

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.

<b>Tunnel Swing Shift</b>		Employer Contributions							Employee Deductions <sup>(g)</sup>					
		Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(f)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	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%)

<b>Tunnel Graveyard Shift</b>		Employer Contributions							Employee Deductions <sup>(g)</sup>					
		Wage	NEBF <sup>(b)</sup>	Local Pension <sup>(a)</sup>	Health <sup>(d)</sup>	Training	LMCC <sup>(f)</sup>	NECA Service Charge <sup>(c)</sup>	CCF <sup>(c)</sup> (Non-NECA)	Training <sup>(e)</sup>	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%)

See Page 1 for all footnotes.

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