



Los Angeles County Chapter
National Electrical Contractors Association
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IBEW Local 40 (Motion Picture Industry Production) Inside Wiremen's Agreement

Rates effective August 31, 2026 through January 31, 2027

The parties have concluded negotiations on this agreement. See attached document for a complete list of changes to the CBA. The **\$2.37** increase effective 8/31/2026 will be allocated as follows: **\$2.20** to wages and **\$0.17** to the health contribution. Accordingly, the wages and fringe benefits for the effective dates above will be:

	Wage	Employer Contributions								Employee Deductions	
		NEBF ^(a)	Local Pension ^(b)	Health ^(c)	PTO ^(d)	Training ^(e)	LMCC	NECA Service Charge ^(f)	AMF ^(g) (Non-NECA)	Training ^(e)	LMCC
General Foreman (1.30 x jrmn.)	\$ 93.86	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Foreman (1.15 x jrmn.)	\$ 83.03	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Journeyman	\$ 72.20	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
-- When cable splicing, welding, performing instrumentation work or fiber optic splicing (1.075 x jrmn.)	\$ 77.62	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Apprentices: Period 1, 1st Year, 40%	\$ 28.88	3%	\$ -	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 2, 1st Year, 45%	\$ 32.49	3%	\$ -	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 3, 2nd Year, 50%	\$ 36.10	3%	\$ 7.20	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 4, 2nd Year, 55%	\$ 39.71	3%	\$ 7.92	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 5, 3rd Year, 60%	\$ 43.32	3%	\$ 8.64	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 6, 3rd Year, 65%	\$ 46.93	3%	\$ 9.36	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 7, 4th Year, 70%	\$ 50.54	3%	\$ 10.08	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 8, 4th Year, 75%	\$ 54.15	3%	\$ 10.80	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 9, 5th Year, 80%	\$ 57.76	3%	\$ 11.52	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 10, 5th Year, 85%	\$ 61.37	3%	\$ 12.24	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)

- (a) NEBF contribution is an amount equal to 3% of the gross wage.
- (b) No local pension for 40% and 45% apprentices. All others get percentage of \$14.40 equal to their percentage in the program. For example, 50% apprentice gets \$7.20 local pension contribution. Of the total pension contribution for each classification, \$6.00 goes to the variable annuity pension plan (VAP) and the remainder to the 401(k) plan.
- (c) Amount includes **\$3.20** for HRA.
- (d) New PTO contribution goes into effect on 7/26/27 in an amount equal to 0.5% of gross wage. That amount increases on the following dates: 7/31/28 to 1.0%, 7/30/29 to 1.5%, and on 7/29/30 to 2.0%.
- (e) No **\$0.65** deduction for training on apprentices, employer pays **\$1.36**.
- (f) NECA Service Charge is an amount equal to 1% of total taxable gross earnings and is paid by NECA members only.
- (g) AMF contribution is an amount equal to 0.5% of total taxable gross earnings. AMF is paid by non-NECA contractors on all hours worked *and* paid by NECA members on all hours worked in excess of 150,000 in the Chapter's jurisdiction.

Future Increases to be allocated to wages and/or benefits

Effective Date	Amount	Effective Date	Amount
2/1/2027	+ \$2.20	7/30/2029	+ \$2.20
7/26/2027	+ \$2.03	1/28/2030	+ \$2.20
1/31/2028	+ \$2.20	7/29/2030	+ \$2.20
7/31/2028	+ \$2.20	1/27/2031	+ \$2.20
1/29/2029	+ \$2.20	7/31/2031	CBA Exp. Date

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

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = wage + 31.4% **Note new start time for graveyard shift is 8:00 PM. (See Section 3.12 of CBA)
- **Double Time:** Paid after 10 hours on weekdays and after 10 hours on Saturday.

Swing Shift	Wage	Employer Contributions								Employee Deductions	
		NEBF ^(a)	Local Pension ^(b)	Health ^(c)	PTO ^(d)	Training ^(d)	LMCC	NECA Service Charge ^(e)	AMF ^(f) (Non-NECA)	Training ^(d)	LMCC
General Foreman (1.30 x jrmn.)	\$ 110.10	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Foreman (1.15 x jrmn.)	\$ 97.39	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Journeyman	\$ 84.69	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
-- When cable splicing, welding, performing instrumentation work or fiber optic splicing (1.075 x jrmn.)	\$ 91.05	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Apprentices: Period 1, 1st Year, 40%	\$ 33.88	3%	\$ -	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 2, 1st Year, 45%	\$ 38.11	3%	\$ -	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 3, 2nd Year, 50%	\$ 42.35	3%	\$ 7.20	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 4, 2nd Year, 55%	\$ 46.58	3%	\$ 7.92	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 5, 3rd Year, 60%	\$ 50.81	3%	\$ 8.64	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 6, 3rd Year, 65%	\$ 55.05	3%	\$ 9.36	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 7, 4th Year, 70%	\$ 59.28	3%	\$ 10.08	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 8, 4th Year, 75%	\$ 63.52	3%	\$ 10.80	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 9, 5th Year, 80%	\$ 67.75	3%	\$ 11.52	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 10, 5th Year, 85%	\$ 71.99	3%	\$ 12.24	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)

Graveyard Shift	Wage	Employer Contributions								Employee Deductions	
		NEBF ^(a)	Local Pension ^(b)	Health ^(c)	PTO ^(d)	Training ^(d)	LMCC	NECA Service Charge ^(e)	AMF ^(f) (Non-NECA)	Training ^(d)	LMCC
General Foreman (1.30 x jrmn.)	\$ 123.33	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Foreman (1.15 x jrmn.)	\$ 109.10	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Journeyman	\$ 94.87	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
-- When cable splicing, welding, performing instrumentation work or fiber optic splicing (1.075 x jrmn.)	\$ 101.99	3%	\$ 14.40	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ (0.65)	\$ (0.25)
Apprentices: Period 1, 1st Year, 40%	\$ 37.95	3%	\$ -	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 2, 1st Year, 45%	\$ 42.69	3%	\$ -	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 3, 2nd Year, 50%	\$ 47.44	3%	\$ 7.20	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 4, 2nd Year, 55%	\$ 52.18	3%	\$ 7.92	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 5, 3rd Year, 60%	\$ 56.92	3%	\$ 8.64	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 6, 3rd Year, 65%	\$ 61.67	3%	\$ 9.36	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 7, 4th Year, 70%	\$ 66.41	3%	\$ 10.08	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 8, 4th Year, 75%	\$ 71.15	3%	\$ 10.80	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 9, 5th Year, 80%	\$ 75.90	3%	\$ 11.52	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)
Period 10, 5th Year, 85%	\$ 80.64	3%	\$ 12.24	\$ 15.03	\$ -	\$ 1.36	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)

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 10 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. Where an employee does not complete a full shift due to his own choice, he will be paid for actual hours worked. Where it is the choice of the employer, the "4-8 Rule" as shown in Article III, Section 3.17, will apply in addition to the shift differential.
8. 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.
9. 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 9:30 AM (Straight Time Rate)
Second Shift (Swing):	Start time between 9:31 AM and 7:59 PM (Straight Time Rate +17.3%)
Third Shift (Graveyard):	Start time between 8:00 PM and 4:59 AM (Straight Time Rate +31.4%)

IBEW Local Union 40 and LA/NECA Inside Wireman's Agreement

Changes to the Agreement

- **Scope of Work** – Add attached language (Page 3)
- **Term of the Agreement:** Aug 1, 2026 through July 31, 2031
- **Section 1.11 & 1.12** – Remove sections and insert Appendix 2 – Language is in the process of being finalized by the parties.
- **2.14 – Stewards** – Change “100” to “60”, Change “last 3 workmen” to “last 4 workmen”
- **3.01 – 4 – 10 Schedule** – Add “at the discretion of the contractor & crew and/or” where required by the owner or Prime
- **3.02 (d) (new)** – In Conjunction with State and/or Federal Law, on jobs requiring remote parking and shuttle transportation between the remote parking location and the jobsite, all time spent traveling on the shuttle between the remote parking location and the jobsite shall be considered hours worked and paid at the employee's applicable rate of pay. Should the Union believe that employees are experiencing excessive or unreasonable wait times for shuttle transportation, the Union may request an LMCC meeting to review the matter.
- **3.03 – Amend Holiday List as follows:** Remove Cesar Chavez Day from NSWDL list, Add President's Day to the Holiday List
- **3.03(g) – PTO and Holiday Pay:** See page 2 and add “All Govt required PTO and Holiday pay has been addressed within the total compensation package.”
- **3.05 – Foreman / GF rates:** Increase Foreman to 1.15 x journeyman rate; Increase General Foreman to 1.30 x journeyman rate.
- **3.05 – Wage rates:** See page 2 of this settlement for new rates and all future increases for this term of the agreement. Note that the first increase is effective August 31, 2026. Existing rates remain in effect until then.
- **3.05 – Change cable splicing, welding, etc.** to 1.075 x journeyman rate.
- **3.06 – Hazard Pay** – See Below (Page 3)
- **3.17 – Add language for 2-4-6-8 Rule:** Existing terms regarding 2 hour show up pay and 4 hour minimum for starting work continue in effect. Additionally, if employees work more than 4 hours but less than 6 hours, they shall receive 6 hours pay. If they work more than 6 hours but less than 8 hours, they shall continue to receive 8 hours pay.
- **3.24** – Remove Hack Saw from the tool list
- **3.25(c) – Tool reimbursement modification** – See attached (Page 3).
- **3.25(d) – Boot reimbursement modification** – See attached (Page 3).

- **5.12 – Add** – There shall be no violation of the apprentice ratio when employees assigned to the project miss work due to illness or any reason outside the control of the employer.
- **NEW – Waive notification of SB 294.** The parties agree to waive the requirement of the annual notification requirements of SB 294. New hire notification and any SB 294 modification notifications are still required. (Exact language TBD)

Joint Agreement

Effective	Raise	PTO
8/31/2026	\$2.37	
2/1/2027	\$2.20	
7/26/2027	\$2.03	0.50%
1/31/2028	\$2.20	
7/31/2028	\$2.20	1.00%
1/29/2029	\$2.20	
7/30/2029	\$2.20	1.50%
1/28/2030	\$2.20	
7/29/2030	\$2.20	2.00%
1/27/2031	\$2.20	
	\$22.00	

ARTICLE III, Hours – Wages – Working Conditions

Proposed Language – 3.25 (c) Should an employee's tools be stolen from a "locked box or safe place" provided by the employer [per the terms of Section 3.25(a)] and through no fault of his/her own as determined by both the employer and the employee, the employee shall submit a receipt and be reimbursed the value of such stolen tools as determined by the LMCC tool schedule by the contractor on the next regular pay period upon submission of required documentation. This reimbursement shall be funded through LMCC and remitted to the contractor. This section shall NOT apply to any tool not required under Article III Section 3.24 of this Agreement and/or when the employee's tools were not secured, misplaced and/or no established theft is documented with authorities. LMCC shall update the tool schedule annually.

Section 3.25 (d) When specialized safety shoes (e.g., steel toe/composite toe boots) are required by the customer as a condition of work at the job site, the employee shall be reimbursed in the amount of \$300.00 toward the cost of the footwear. For the purposes of this section, "specialized safety shoes" shall be defined as that footwear that has been determined by Cal OSHA to be a contractor purchasing responsibility.

Hazard Differential

(a) Where workmen are required to work on energized equipment/circuits requiring arc-flash protection of 40 Cal or greater (per NFPA), they shall be compensated at a rate ten percent (10%) above the applicable base rate of pay for all hours worked under such conditions. This premium applies while testing for absence of voltage.

This premium does not apply when equipment has been closed (dead fronts and/or panel covers are installed or hinged cabinet doors are closed).

Work practices should always follow the latest NFPA 70 standards.

Scope

Covered layout work shall include the locating, measuring, positioning, marking, establishing, transferring, and verifying of points, lines, elevations, dimensions, pathways, penetrations, sleeves, inserts, supports, equipment, devices, raceways, systems, and other components associated with electrical work covered by this Agreement, provided such work is performed by a person, on the project and within the area of the job where the installation will take place. Such work shall include the use of Trimble equipment, robotic total stations, GPS or GNSS equipment, laser scanning devices, digital levels, electronic measuring and layout devices and any similar or successor technology used to perform or support electrical layout within the installation area of the project.