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National Electrical Contractors Association
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IMPORTANT: Labor Relations Bulletin

IBEW Local 11
Inside Wiremen's Agreement *(Tunnel Rates)*

Rates effective October 26, 2026 through January 31, 2027

Tunnel Rates: Tunnel Journeyman Rate = 1.100 x regular journeyman rate; Tunnel Forman rate = 1.15 x Tunnel Journeyman rate; Tunnel General Foreman = 1.30 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%.

				Employer Contributions								Employee Deductions [h]			
			Wage	NEBF [a]	Local Pension [b]	Health [c]	PTO [d]	Training [e]	LMCC [f]	NECA Service Charge [g]	CCF [g] (Non-NECA)	Training [e]	LMCC	Vacation	Working Dues
Tunnel General Foreman			$ 95.81	3%	$ 18.12	$ 16.64	$ -	$ 0.86	$ 0.55	1%	0.5%	$ (0.65)	$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			$ 84.76	3%	$ 18.12	$ 16.64	$ -	$ 0.86	$ 0.55	1%	0.5%	$ (0.65)	$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			$ 73.70	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			$ 77.39	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%	$ 29.48	3%	$ -	$ 15.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 2, 1st Year,	45%	$ 33.17	3%	$ -	$ 15.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	$ 36.85	3%	$ 9.06	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	$ 40.54	3%	$ 9.97	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	$ 44.22	3%	$ 10.87	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	$ 47.91	3%	$ 11.78	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	$ 51.59	3%	$ 12.68	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	$ 55.28	3%	$ 13.59	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	$ 58.96	3%	$ 14.50	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	$ 62.65	3%	$ 15.40	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)

(a) NEBF contribution is an amount equal to 3% of the gross wage.

(b) 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.

(c) 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.

(d) The new PTO contribution will go into effect on 2/1/27. The amount will be equal to 0.50% of gross wage beginning on that date. That amount increases on the following dates: 1/31/28 to 1.00%, 1/29/29 to 1.50%, and on 1/28/30 to 2.00%.

(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) 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.

(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.

BDD: 10/2026

Swing Shift

				Employer Contributions								Employee Deductions [g]			
			Wage	NEBF [a]	Local Pension [b]	Health [c]	PTO [d]	Training [e]	LMCC [f]	NECA Service Charge [g]	CCF [g] (Non-NECA)	Training [e]	LMCC	Vacation	Working Dues
Tunnel General Foreman			$ 112.39	3%	$ 18.12	$ 16.64	$ -	$ 0.86	$ 0.55	1%	0.5%	$ (0.65)	$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			$ 99.42	3%	$ 18.12	$ 16.64	$ -	$ 0.86	$ 0.55	1%	0.5%	$ (0.65)	$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			$ 86.45	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			$ 90.78	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%	$ 34.58	3%	$ -	$ 15.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	$ 38.91	3%	$ -	$ 15.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	$ 43.23	3%	$ 9.06	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	$ 47.55	3%	$ 9.97	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	$ 51.87	3%	$ 10.87	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	$ 56.20	3%	$ 11.78	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	$ 60.52	3%	$ 12.68	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	$ 64.84	3%	$ 13.59	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	$ 69.16	3%	$ 14.50	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	$ 73.49	3%	$ 15.40	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)

Graveyard Shift

				Employer Contributions								Employee Deductions [g]			
			Wage	NEBF [a]	Local Pension [b]	Health [c]	PTO [d]	Training [e]	LMCC [f]	NECA Service Charge [g]	CCF [g] (Non-NECA)	Training [e]	LMCC	Vacation	Working Dues
Tunnel General Foreman			$ 125.89	3%	$ 18.12	$ 16.64	$ -	$ 0.86	$ 0.55	1%	0.5%	$ (0.65)	$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			$ 111.37	3%	$ 18.12	$ 16.64	$ -	$ 0.86	$ 0.55	1%	0.5%	$ (0.65)	$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			$ 96.84	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			$ 101.69	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%	$ 38.74	3%	$ -	$ 15.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	$ 43.59	3%	$ -	$ 15.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	$ 48.42	3%	$ 9.06	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	$ 53.27	3%	$ 9.97	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	$ 58.11	3%	$ 10.87	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	$ 62.95	3%	$ 11.78	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	$ 67.79	3%	$ 12.68	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	$ 72.64	3%	$ 13.59	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	$ 77.47	3%	$ 14.50	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	$ 82.32	3%	$ 15.40	$ 16.64	$ -	$ 0.91	$ 0.55	1%	0.5%	$ -	$ (0.25)	(8.5%)	(3.5%)

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 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%)