



IBEW Local 11

Inside Wiremen's Agreement (**Tunnel Rates**)

Rates effective July 26, 2021 through January 30, 2022

Tunnel Rates: Tunnel Journeyman Rate = 1.100 x regular journeyman rate; Tunnel Foreman 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%.

Tunnel Rates				Employer Contributions						Employee Deductions^(g)					
				Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training ^(e)	LMCC ^(f)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman				\$ 73.68	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman				\$ 66.27	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman				\$ 58.85	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing				\$ 61.79	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 23.54	3%	\$ -	\$ 12.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
Apprentices	Period 2, 1st Year,	45%	\$ 26.49	3%	\$ -	\$ 12.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 3, 2nd Year,	50%	\$ 29.43	3%	\$ 7.41	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 4, 2nd Year,	55%	\$ 32.37	3%	\$ 8.15	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 5, 3rd Year,	60%	\$ 35.31	3%	\$ 8.89	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 6, 3rd Year,	65%	\$ 38.26	3%	\$ 9.63	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 7, 4th Year,	70%	\$ 41.20	3%	\$ 10.37	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 8, 4th Year,	75%	\$ 44.14	3%	\$ 11.12	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 9, 5th Year,	80%	\$ 47.08	3%	\$ 11.86	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)	
	Period 10, 5th Year,	85%	\$ 50.03	3%	\$ 12.60	\$ 13.19	\$ 0.86	\$ 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 **\$14.82** equal to their percentage in the program (i.e., 50% apprentice gets **\$7.41** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$5.79 to defined contribution (annuity), with apprentice rates adjusted proportionately.

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

(c) NEIF contribution 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 **\$12.19** for 40% and 45% apprentices. All other apprentices get **\$13.19**. Includes \$0.70 for SUB program and \$0.55 for HRA.

(e) No **\$0.55** deduction for training on apprentices, employer pays **\$0.86**.

(f) Includes \$0.05 for establishment and maintenance of substance abuse program.

(g) Vacation and working dues deductions are based on percentage of gross.

Please note: As of January 27, 2020, the double time rate is paid after 10 hours on weekdays and after 10 hours on Saturday.

Additional Information

- **Shifts:** Swing Shift = wage + 17.3%; Graveyard = Wage + 31.4% (See Section 3.12 of CBA)

Tunnel Swing Shift			Employer Contributions							Employee Deductions ^(g)				
			Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(f)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman			\$ 86.43	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			\$ 77.73	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			\$ 69.03	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing			\$ 72.48	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 27.61	3%	\$ -	\$ 12.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	\$ 31.07	3%	\$ -	\$ 12.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	\$ 34.52	3%	\$ 7.41	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	\$ 37.97	3%	\$ 8.15	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	\$ 41.42	3%	\$ 8.89	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	\$ 44.88	3%	\$ 9.63	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	\$ 48.33	3%	\$ 10.37	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	\$ 51.78	3%	\$ 11.12	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	\$ 55.22	3%	\$ 11.86	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	\$ 58.69	3%	\$ 12.60	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)

Tunnel Graveyard Shift			Employer Contributions							Employee Deductions ^(g)				
			Wage	NEBF ^(b)	Local Pension ^(a)	Health ^(d)	Training	LMCC ^(f)	NEIF ^(c) (NECA only)	CCF ^(c) (Non-NECA)	Training ^(e)	LMCC	Vacation	Working Dues
Tunnel General Foreman			\$ 96.82	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Foreman			\$ 87.08	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel Journeyman			\$ 77.33	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing			\$ 81.19	3%	\$ 14.82	\$ 13.19	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.55)	\$ (0.25)	(8.5%)	(3.5%)
Tunnel	Period 1, 1st Year,	40%	\$ 30.93	3%	\$ -	\$ 12.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Apprentices	Period 2, 1st Year,	45%	\$ 34.81	3%	\$ -	\$ 12.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 3, 2nd Year,	50%	\$ 38.67	3%	\$ 7.41	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 4, 2nd Year,	55%	\$ 42.53	3%	\$ 8.15	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 5, 3rd Year,	60%	\$ 46.40	3%	\$ 8.89	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 6, 3rd Year,	65%	\$ 50.27	3%	\$ 9.63	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 7, 4th Year,	70%	\$ 54.14	3%	\$ 10.37	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 8, 4th Year,	75%	\$ 58.00	3%	\$ 11.12	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 9, 5th Year,	80%	\$ 61.86	3%	\$ 11.86	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
	Period 10, 5th Year,	85%	\$ 65.74	3%	\$ 12.60	\$ 13.19	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)