



IBEW Local 11 Inside Wiremen's Agreement

Rates effective July 25, 2022 through January 29, 2023

Negotiations have concluded on the Inside Wireman's Agreement and the parties have reached a settlement. The first increase under the new collective bargaining agreement (CBA) will be +\$2.15 to wages effective for work performed as of July 25, 2022. See page 4 of this bulletin for complete summary of changes to the CBA. Accordingly, the wages and fringe benefits for the effective dates above will be:

	Wage	Employer Contributions							Employee Deductions ^(g)			
		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
General Foreman (1.252 x jrmn.)	\$ 71.61	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Foreman (1.126 x jrmn.)	\$ 64.41	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Journeyman	\$ 57.20	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 60.06	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Apprentices: Period 1, 1st Year, 40%	\$ 22.88	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 2, 1st Year, 45%	\$ 25.74	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 3, 2nd Year, 50%	\$ 28.60	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 4, 2nd Year, 55%	\$ 31.46	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 5, 3rd Year, 60%	\$ 34.32	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 6, 3rd Year, 65%	\$ 37.18	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 7, 4th Year, 70%	\$ 40.04	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 8, 4th Year, 75%	\$ 42.90	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 9, 5th Year, 80%	\$ 45.76	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 10, 5th Year, 85%	\$ 48.62	3%	\$ 12.89	\$ 13.39	\$ 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 **\$15.17** equal to their percentage in the program (i.e., 50% apprentice gets **\$7.59** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$6.14 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 **\$12.39** for 40% and 45% apprentices. All other apprentices get **\$13.39**. Includes \$0.70 for SUB program and \$0.75 for HRA.

(e) No **\$0.60** 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.

Additional Information

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

Future increases:

January 30, 2023: +\$2.20 to be allocated to wages and/or benefits

June 30, 2023: Contract expiration date

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

Swing Shift	Wage	Employer Contributions							Employee Deductions ^(g)			
		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
General Foreman (1.252 x jrmn.)	\$ 84.00	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Foreman (1.126 x jrmn.)	\$ 75.55	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Journeyman (swing shift)	\$ 67.10	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 70.45	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Apprentices: Period 1, 1st Year, 40%	\$ 26.84	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 2, 1st Year, 45%	\$ 30.19	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 3, 2nd Year, 50%	\$ 33.55	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 4, 2nd Year, 55%	\$ 36.90	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 5, 3rd Year, 60%	\$ 40.26	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 6, 3rd Year, 65%	\$ 43.61	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 7, 4th Year, 70%	\$ 46.97	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 8, 4th Year, 75%	\$ 50.32	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 9, 5th Year, 80%	\$ 53.68	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 10, 5th Year, 85%	\$ 57.03	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)

Graveyard Shift	Wage	Employer Contributions							Employee Deductions ^(g)			
		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
General Foreman (1.252 x jrmn.)	\$ 94.10	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Foreman (1.126 x jrmn.)	\$ 84.63	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Journeyman (graveyard shift)	\$ 75.16	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
-- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%)	\$ 78.92	3%	\$ 15.17	\$ 13.39	\$ 0.81	\$ 0.55	1%	0.5%	\$ (0.60)	\$ (0.25)	(8.5%)	(3.5%)
Apprentices: Period 1, 1st Year, 40%	\$ 30.06	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 2, 1st Year, 45%	\$ 33.82	3%	\$ -	\$ 12.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 3, 2nd Year, 50%	\$ 37.58	3%	\$ 7.59	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 4, 2nd Year, 55%	\$ 41.34	3%	\$ 8.34	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 5, 3rd Year, 60%	\$ 45.10	3%	\$ 9.10	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 6, 3rd Year, 65%	\$ 48.85	3%	\$ 9.86	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 7, 4th Year, 70%	\$ 52.61	3%	\$ 10.62	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 8, 4th Year, 75%	\$ 56.37	3%	\$ 11.38	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 9, 5th Year, 80%	\$ 60.13	3%	\$ 12.14	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)
Period 10, 5th Year, 85%	\$ 63.89	3%	\$ 12.89	\$ 13.39	\$ 0.86	\$ 0.55	1%	0.5%	\$ -	\$ (0.25)	(8.5%)	(3.5%)