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IMPORTANT: Labor Relations Bulletin

IBEW Local 11 Inside Wiremen's Agreement

Rates effective July 31, 2023 through January 28, 2024

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 **+\$1.80** to wages effective for work performed as of July 31, 2023. Additionally, the employee deduction for training will increase by **\$0.05**. 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.) | \$ 76.12 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Foreman (1.126 x jrmn.) | \$ 68.46 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Journeyman | \$ 60.80 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| -- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%) | \$ 63.84 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Apprentices: Period 1, 1st Year, 40% | \$ 24.32 | 3% | \$ - | \$ 12.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 2, 1st Year, 45% | \$ 27.36 | 3% | \$ - | \$ 12.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 3, 2nd Year, 50% | \$ 30.40 | 3% | \$ 7.69 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 4, 2nd Year, 55% | \$ 33.44 | 3% | \$ 8.45 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 5, 3rd Year, 60% | \$ 36.48 | 3% | \$ 9.22 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 6, 3rd Year, 65% | \$ 39.52 | 3% | \$ 9.99 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 7, 4th Year, 70% | \$ 42.56 | 3% | \$ 10.76 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 8, 4th Year, 75% | \$ 45.60 | 3% | \$ 11.53 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 9, 5th Year, 80% | \$ 48.64 | 3% | \$ 12.30 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 10, 5th Year, 85% | \$ 51.68 | 3% | \$ 13.06 | \$ 13.59 | \$ 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 **\$15.37** equal to their percentage in the program (i.e., 50% apprentice gets **\$7.69** total local pension contribution). Local Pension is allocated \$9.03 to defined benefit (pension) and \$6.34 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 **\$12.59** for 40% and 45% apprentices. All other apprentices get **\$13.59**. Includes \$0.70 for SUB program and \$0.95 for HRA.
- (e) No **\$0.65** 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.

Future increases:

| Effective Date | To be Allocated | Employer Contribution | Employee Deduction |
|----------------|--------------------------|-----------------------|--------------------|
| 1/29/24 | +\$2.00 | --- | --- |
| 7/29/24 | +\$2.00 | +\$0.05 to training | --- |
| 1/27/25 | +\$2.00 | --- | --- |
| 7/28/25 | +\$2.00 | --- | --- |
| 1/26/26 | +\$2.00 | --- | --- |
| 6/30/26 | Contract expiration date | | |

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.

| 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.) | \$ 89.29 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Foreman (1.126 x jrmn.) | \$ 80.30 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Journeyman (swing shift) | \$ 71.32 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| -- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%) | \$ 74.88 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Apprentices: Period 1, 1st Year, 40% | \$ 28.53 | 3% | \$ - | \$ 12.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 2, 1st Year, 45% | \$ 32.09 | 3% | \$ - | \$ 12.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 3, 2nd Year, 50% | \$ 35.66 | 3% | \$ 7.69 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 4, 2nd Year, 55% | \$ 39.23 | 3% | \$ 8.45 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 5, 3rd Year, 60% | \$ 42.79 | 3% | \$ 9.22 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 6, 3rd Year, 65% | \$ 46.36 | 3% | \$ 9.99 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 7, 4th Year, 70% | \$ 49.92 | 3% | \$ 10.76 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 8, 4th Year, 75% | \$ 53.49 | 3% | \$ 11.53 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 9, 5th Year, 80% | \$ 57.05 | 3% | \$ 12.30 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 10, 5th Year, 85% | \$ 60.62 | 3% | \$ 13.06 | \$ 13.59 | \$ 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.) | \$100.02 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Foreman (1.126 x jrmn.) | \$ 89.96 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Journeyman (graveyard shift) | \$ 79.89 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| -- When cable splicing, welding, performing instrumentation work or NETA testing (+ 5%) | \$ 83.89 | 3% | \$ 15.37 | \$ 13.59 | \$ 0.81 | \$ 0.55 | 1% | 0.5% | \$ (0.65) | \$ (0.25) | (8.5%) | (3.5%) |
| Apprentices: Period 1, 1st Year, 40% | \$ 31.96 | 3% | \$ - | \$ 12.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 2, 1st Year, 45% | \$ 35.95 | 3% | \$ - | \$ 12.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 3, 2nd Year, 50% | \$ 39.95 | 3% | \$ 7.69 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 4, 2nd Year, 55% | \$ 43.94 | 3% | \$ 8.45 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 5, 3rd Year, 60% | \$ 47.93 | 3% | \$ 9.22 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 6, 3rd Year, 65% | \$ 51.93 | 3% | \$ 9.99 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 7, 4th Year, 70% | \$ 55.92 | 3% | \$ 10.76 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 8, 4th Year, 75% | \$ 59.92 | 3% | \$ 11.53 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 9, 5th Year, 80% | \$ 63.91 | 3% | \$ 12.30 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |
| Period 10, 5th Year, 85% | \$ 67.91 | 3% | \$ 13.06 | \$ 13.59 | \$ 0.86 | \$ 0.55 | 1% | 0.5% | \$ - | \$ (0.25) | (8.5%) | (3.5%) |

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%) |