



**IBEW**  
**LOCAL 11**  
SINCE 1891

**Inside Wiremen**  
**CONTRACT**  
**July 1, 2026 – June 30, 2031**

**Brothers and Sisters,**

**Before you vote, I want to be clear about where your negotiating committee stands. After careful consideration and many hours at the bargaining table, we unanimously believe this is an agreement we can recommend to the membership. That recommendation was not made lightly. We challenged proposals, pushed for improvements, returned to the table more than once, and continued negotiating based on the direction you gave us.**

**We have reached what we believe to be the final agreement from our negotiations with the contractors. After multiple rounds of bargaining and after taking your feedback back to the table, this is the best proposal we were able to secure through negotiations.**

**The next couple of days, your vote carries significant weight. You are not simply voting to accept or reject a contract. If this agreement is rejected, you will also be deciding whether to authorize a strike sanction so that your negotiating committee has the authority to pursue the next step, if necessary.**

**A strike sanction is not a vote to strike. It is a vote to give your negotiating committee the ability to call for a strike if every other option has been exhausted. It provides leverage at the bargaining table, but it also comes with serious responsibilities and potential consequences. That is why I ask every member to consider this decision carefully.**

**This is your agreement. This is your union. The negotiating committee has done its job by bringing back the strongest agreement we could achieve at the bargaining table. Now it is your responsibility to determine whether this agreement meets your expectations or whether you believe we should move forward with strike authorization.**

**Whatever the outcome, we will stand together, respect the will of the membership, and move forward united.**

**Robert Corona  
Business Manager/Financial Secretary**

<p style="text-align: center;"><b>Inside Wiremen CONTRACT July 1, 2026 – June 30, 2031</b></p>
--

**IBEW 11 and LA NECA Inside Wireman's Agreement**

**Summary of Changes:**

**Article I:**

**Section 1.01 – Effective Date:** July 1, 2026 - June 30, 2031

**Section 1.11 & 1.12** – Remove sections and insert Appendix 2 – see attached.

**Note:** The added language avoids frivolous lawsuits against contractors by directing issues to the CBA grievance procedure for resolution.

**Article III:**

**Section 3.03 – Holiday List:** Remove Cesar Chavez Day; Replace with **President’s Day**.

**Section 3.03(g) – Change Sick Pay to PTO and Holiday Pay:** Add “All Government required PTO and Holiday pay has been addressed within the total compensation package.”

**Note: Employers** will contribute compensation toward PTO **in addition to (not taken from)** wage increases for all hours worked per the following schedule. The PTO percentage will be based on hourly base wages (including shift and overtime). PTO compensation will accumulate in a non-restricted credit union account with immediate access for members.

- 7/27/2026 - 0.25% of gross wages**
- 2/01/2027 – 0.50% of gross wages**
- 7/26/2027 - 0.75% of gross wages**
- 1/31/2028 – 1.00% of gross wages**
- 7/31/2028 – 1.25% of gross wages**
- 1/29/2029 – 1.50% of gross wages**
- 7/30/2029 – 1.75% of gross wages**
- 1/28/2030 – 2.00% of gross wages**

**Note:** By the end of the 4<sup>th</sup> year of the contract, PTO compensation will be equal to 5 days wages. As portions of wage increases are allocated to the check, the PTO will grow with it.

**Section 3.05 – Wage Increases:**

- 7/27/2026 - \$2.20 (\$2.00 to check, \$0.10 to health, \$0.10 to training)**
- 2/01/2027 - \$2.20 (to be allocated)**
- 7/26/2027 - \$2.20 (to be allocated)**
- 1/31/2028 - \$2.20 (to be allocated)**
- 7/31/2028 - \$2.20 (to be allocated)**
- 1/29/2029 - \$2.20 (to be allocated)**
- 7/30/2029 - \$2.25 (to be allocated)**
- 1/28/2030 - \$2.25 (to be allocated)**
- 7/29/2030 - \$2.40 (to be allocated)**
- 1/27/2031 - \$2.40 (to be allocated)**

---

**Total        \$22.50**

Note: all allocations to be determined by allocation committee subject to approval of the membership.

**Section 3.05 – Cable splicing, welding, instrumentation, and NETA testing rate** from 1.05 to 1.075 x journeyman rate.

**Section 3.17(b) – Added language:** Existing terms regarding 2 hour show up pay and 4 hour minimum for starting work remain unaffected. Employees that work more than 4 hours, but less than 6 hours, shall be paid for 6 hours. Employees that work more than 6 hours, but less than 8 hours, shall be paid for 8 hours.

**Section 3.23 – Amended as follows:** “On all jobs requiring five (5) or more journeymen, at least every fifth (5th) journeyman, if available, shall be forty (40) years of age or older. There shall be no obligation to hire additional employees to comply with this section.”

Note: This language expands employee protection and aligns with California state law.

**Section 3.24 – Added Language:** Communication Devices

When the Employer requires or directs an Employee to use a personal device for work-related purposes, the Employer shall either:

- (a) provide a company-issued device at no cost to the Employee, or
- (b) provide a weekly reimbursement of **\$7.50**

Work-related use shall include voice communication, text messaging, email, employer-provided applications, and the transmission of photographs or project documentation.

**No Employee shall be required to enable GPS, location services, or any form of electronic tracking on personal device. Employees shall not be subject to discipline or discrimination for declining to use a personal device where the Employer has not provided a company-issued device or the required reimbursement.** Employees must adhere to the Employer’s cell phone policy.

Note: The weekly reimbursement is intended to cover roughly one third of an average monthly cell phone bill should an employee choose to utilize their personal phone at the request of the employer.

**Section 3.25(c) – Tool reimbursement modification:** 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.**

Note: Tool reimbursement will be substantially expedited, placing the responsibility of reimbursement by LMCC directly with the contractor. (LMCC is funded 2/3 by NECA, 1/3 by IBEW).

**3.25(d) – Boot reimbursement modification:** 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.

Note: Boot reimbursement has been nearly doubled from \$175.

**3.51 – Hazard insurance and premium rates** – Hazard Insurance to be added and paid by LMCC.

Note: LMCC is funded 2/3 by NECA and 1/3 IBEW.

**Added heading - 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.

Note: This added section compensates members for increased risk of injury. In future negotiations, additional hazardous conditions can be added.

## **Article V:**

**Section 5.12** – Change apprentice ratio to align with state law. Modify apprentice ratio to allow for 1:1 starting with 2nd JW on the job.

- 1 – 2 JW = 2 Apprentice
- 3 JW = 3 Apprentice
- 4 JW = 4 Apprentice
- Etc.

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.

Note: This section will now align with California state law and enable contractors to be more competitive with non-union contractors, thereby creating more work for members. Currently, non-union contractors utilize the 1 to 1 ratio when bidding and this change will help even the playing field for union contractors when bidding on prevailing wage jobs.

## **Article VII:**

**7.49 – Delete section** (Enabling language no longer needed now that 401(k) plan has been implemented).

Note: Members Defined Contribution (annuity) will soon have a self-directed portion, thereby rendering this section obsolete.

**NEW – Waive annual 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)

## **PTO Frequently Asked Questions:**

**Does the PTO take money away from my wages?** – NO, PTO is in addition to your wages and paid by the contractor.

**How is my PTO calculated?** – it is a percentage of what you make on your check (hourly rate). Example: if you grossed \$1000 for the week your PTO for the week at 2% would be \$20 deposited into your PTO account.

**How do I access my money?** – it will be sent to an account in your name at the credit union, like the vacations fund but without any restrictions or fees for withdrawal.

**Do I need a doctor's note to access my PTO?** – NO

**Do I need to work a certain amount of time before I start earning PTO?** – NO, you start earning the first hour you work.

**Do I lose my PTO if I change contractors?** – NO, the money goes into your account (stays with the member).

## **APPENDIX 2**

The parties to this Agreement recognize that the Supreme Court of the United States has consistently held for over fifty years that federal law and policy favors the use and finality of arbitration procedures established through collective bargaining agreements to resolve all nature of disputes affecting the employee-employer relationship.

As the designated representative of employees, the union contracts regarding the specific terms and conditions of employment as well as the enforcement mechanism to ensure those conditions are met, which mechanisms include grievance and arbitration. These terms, conditions and enforcement mechanisms are generally superior to those available to employees not covered by collective bargaining agreements. Grievance and arbitration provisions in a collective bargaining agreement are reflected in national labor laws and are premised on the federal policy of promoting industrial stabilization through the collective bargaining agreement.

The parties to this Agreement recognize that arbitration pursuant to the grievance procedure affords numerous benefits including expedited resolution of disputes; reduced cost and expense as compared to litigation; potentially greater monetary relief to individual employees; benefit of the arbitrator's knowledge and expertise with the bargaining parties, the employment relationships governed by the collective bargaining agreement, and the practices of the construction industry; less restrictive rules of evidence; and less formal procedures. The parties also recognize that class and representative action procedures are

designed to afford a mechanism of relief for claims for which the costs of litigation are disproportionate to the available relief and that this grievance procedure addresses the same concerns by providing an expedited mechanism at reduced cost to address such claims without the need for class or representative action procedures. It is therefore the intent of the parties that this grievance procedure provides a mechanism for resolving the individual claims covered herein which balances expedited and complete relief to employees for violations and avoidance of unnecessary costs and disproportionate remedies associated with class and representative actions.

#### Arbitration of Employment Related Claims

Any dispute, complaint or grievance alleging a violation of the Agreement shall be processed through Article I, Sections 1.06 – 1.10 of the Agreement and, if applicable, Expedited Arbitration, and the Union shall retain sole and exclusive ability to bring such a grievance to arbitration pursuant to those sections. In addition, any dispute, complaint or grievance concerning a violation of, or arising under, Industrial Welfare Commission Wage Order 16 (“Wage Order 16”) which is subject to Article I, Sections 1.06 – 1.10 of the Agreement by operation of Wage Order 16 and exemptions contained therein for employees covered by collective bargaining agreements shall remain subject to Article I, Sections 1.06 – 1.10 and, if applicable, Expedited Arbitration, and not this Appendix. Disputes, complaints or grievances within the scope of this paragraph shall be referred to as “Contractual Disputes.”

In addition to Contractual Disputes that may be brought by the Union as described above, all employee disputes concerning violations of, or arising under Wage Order 16 (except as noted in the immediately preceding paragraph), the California Labor Code sections identified in California Labor Code section 2699.5 as amended, all derivative claims under California Business and Professions Code section 17200, *et seq.*, all associated penalties, and federal, state and local law concerning wage-hour requirements, wage payment and meal or rest periods, including claims arising under the Fair Labor Standards Act (hereinafter “Statutory Dispute” or “Statutory Disputes”) shall be subject to and must be processed by the employee pursuant to the procedures set forth in this Appendix as the sole and exclusive remedy. To ensure disputes are subject to this grievance procedure in accordance with the intended scope of coverage set forth herein, Statutory Disputes also include any contract, tort or common law claim concerning the matters addressed in the foregoing laws (other than a claim of violation of this Agreement which are deemed Contractual Disputes).

In addition to the claims listed above, the parties have also agreed to provide for final and binding arbitration of any and all claims that could be asserted under all local, state and

federal anti-discrimination laws, including but not limited to the California Fair Employment and Housing Act, Title VII of the Civil Rights Act 1964, the Age Discrimination in Employment Act, the Family and Medical Leave Act, and the California Family Rights Act. All claims for discrimination, harassment or retaliation in employment on the basis of race, age, sex, gender, religion, national origin, alienage, marital status, sexual orientation, disability, or any other basis that is protected under any of those laws, as well as all related or similar claims (including but not limited to those for wrongful termination in violation of public policy, intentional infliction of emotional distress, violation of 42 U.S.C. section 1981, and retaliation in violation of California Labor Code section 1102.5), shall be resolved exclusively under and in accordance with the procedure set forth in this Appendix and not in a court of law. The agreement to arbitrate such claims shall also include those asserted against any of the Employer's employees, officers or owners.

This Appendix shall not apply to claims before the National Labor Relations Board, the Employee Equal Opportunity Commission, the Department of Fair Employment and Housing, the California Division of Workers' Compensation, claims covered by the Ending Force Arbitration of Sexual Assault and Sexual Harassment Act of 2021, claims under Earned Retirement Income Security Act ("ERISA") plans or stock option or equity plans governed by ERISA; claims that may not be the subject of a mandatory arbitration agreement as provided by the Department of Defense ("DoD") Appropriations Act of 2010 or any successor DoD appropriations acts addressing the use of mandatory arbitration agreements and their implementing regulations, to the extent those statutes and regulations remain in effect and applicable to the Employer and this Appendix.

Pursuant to California Labor Code section 2699.6, the Parties hereby expressly and unambiguously waive the provisions of the California Private Attorneys General Act ("PAGA"), California Labor Code section 2698, *et seq.*, and agree that none of the provisions of that statute apply to any of the employees covered by this Agreement. The Parties further agree that this Agreement prohibits any and all violations of the California Labor Code sections identified in California Labor Code section 2699.5 and 2699(f) as well as any others that would be redressable by PAGA, and that such claims shall be resolved exclusively through the arbitration procedures in this Appendix and shall not be brought in a court of law or before any administrative agency such as the California Labor Commissioner.

#### Procedure for Arbitration of Statutory Disputes

No Statutory Dispute subject to this Appendix shall be recognized unless called to the attention of and, in the event it is not resolved, confirmed in writing by the individual

employee and the Union within the later of: (1) the time set forth in Section 1.10; or (2) the time provided for under applicable statute.

Grievances and arbitrations of all Statutory Disputes shall be brought by the individual employee in an individual capacity only and not as a grievant or class member in any purported class or representative grievance or arbitration proceeding. The arbitrator shall have the authority to consolidate individual grievances for hearing but shall not have the authority to fashion a proceeding as a class or collective action or to award relief to a group or class of employees in one grievance or arbitration proceeding.

If the individual employee dispute is a Statutory Dispute subject to this Appendix, the grievance shall not be heard by the Labor-Management Committee or Sub-Committee but shall proceed directly to an independent arbitrator. In such cases, the procedures for Expedited Arbitration shall not apply; instead, the individual employee and Employer shall proceed to arbitration pursuant and subject to the American Arbitration Association Employment/Workplace Arbitration Rules and Medication Procedures. The Employer shall pay all fees and costs related to the services of the American Arbitration Association and the services of the arbitrator; however, the arbitrator may reallocate such fees and costs in the arbitration award, giving due consideration to the individual employee's ability to pay. Each party shall pay for its own costs, expenses, and attorneys' fees, or if there is a written agreement providing for an award of costs or attorneys' fees, the arbitrator may award costs and reasonable attorneys' fees to the prevailing party. Any issue regarding the payment of fees or costs, and any disputes about the manner of proceeding shall be decided by the arbitrator selected. The Union shall not be a party to such and shall bear no costs or fees of the arbitration.

The arbitrator shall have full authority to fashion such remedies and award relief consistent with limitations under federal and state law, and precedent established thereunder, whether by way of damages or the award of attorneys' fees and other costs, orders to cease and desist, or any and all other reasonable remedies designed to correct any violation which the arbitrator may have found to have existed, including such remedies as provided under applicable state or federal law or regulation. However, the arbitrator shall not have authority to award any penalties that would be payable to the Labor and Workforce Development Agency. The decision of the arbitrator is final and binding upon the parties and is enforceable in a court of competent jurisdiction.

The arbitrator shall not have any authority to award relief that would require amendment of this Agreement or other agreement(s) between the Union and an Employer, or which conflicts with any provision of any collective bargaining agreement or such other agreement(s). Any arbitration outcome shall have no precedential value with respect to the

interpretation of this Agreement or other agreement(s) between the Union and an Employer.

The Parties agree to review this Appendix on a regular basis and as the law evolves, engage in good faith discussions to consider modifications to maintain its effectiveness.

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.