



**Los Angeles County Chapter**  
 National Electrical  
 Contractors Association  
 100 E. Corson St., Suite 410  
 Pasadena, CA 91103  
[www.laneca.org](http://www.laneca.org)

*IMPORTANT: Labor Relations Bulletin*

**IBEW Local 952 (Ventura County)**  
**Oilfield Electrical Construction Agreement**

**Rates effective December 27, 2021 through July 24, 2022**

The **\$1.21** total increase effective December 27, 2021 will be allocated as follows: **\$0.25** to wages, **\$0.91** to health, and **\$0.05** to training. Accordingly, the wages and fringe benefits will be:

	Wage (Zone A) <sup>(a)</sup>	Employer Contributions							Employee Deductions			
		NEBF <sup>(b)</sup>	Local Pension <sup>(c)</sup>	Health	Training	LMCC <sup>(c)</sup>	NEIF <sup>(d)</sup> (NECA only)	AMF <sup>(d)</sup> (Non-NECA)	COPE/Charity League <sup>(e)</sup>	Vacation <sup>(f)</sup>	401(k) <sup>(g)</sup>	Dues <sup>(h)(c)</sup>
Oilfield Technician GF (122.6%)	\$ 53.64	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Oilfield Technician Foreman (111.3%)	\$ 48.69	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
-- Foreman when cable splicing (122.6%)	\$ 53.64	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	Amount	\$ (3.00)	( )	(6%)
Oilfield Technician Journeyman	\$ 43.75	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	varies	\$ (3.00)	( )	(6%)
-- Journeyman when cable splicing (110%)	\$ 48.13	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Heliarc Welding (111.3%)	\$ 48.69	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	See	\$ (3.00)	( )	(6%)
Apprentices: Period 1, 1st Year, 40%	\$ 17.50	3%	\$ -	\$ 10.37	\$ 1.10	\$ -	1%	0.5%	footnote (e)	\$ -	---	---
Period 2, 1st Year, 45%	\$ 19.69	3%	\$ -	\$ 10.37	\$ 1.10	\$ -	1%	0.5%	below.	\$ -	---	---
Period 3, 2nd Year, 50%	\$ 21.88	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ -	( )	(6%)
Period 4, 3rd Year, 60%	\$ 26.25	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ -	( )	(6%)
Period 5, 4th Year, 70%	\$ 30.63	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Period 6, 5th Year, 85%	\$ 37.19	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)

- (a) This rate sheet applies to Zone A. See Item 9 on Page 3 of this document for information regarding Zone B. Note that there have been recent changes to Zone B conditions.
- (b) NEBF contribution is an amount equal to 3% of the gross wage.
- (c) First year apprentices and unindentured apprentices are excluded from Local Pension, LMCC and working dues. For OT and DT work, pension contribution is made at the appropriate rate (i.e., 1.5x or 2x, respectively).
- (d) NEIF contribution is an amount equal to 1% of gross wage and is paid by NECA members only. AMF contribution is an amount equal to 0.5% of gross wage and is paid by non-NECA contractors only.
- (e) Voluntary authorization required. Employee option of \$0.00 deduction, or a \$0.05 deduction for COPE and/or a \$0.05 deduction for the Charity League.
- (f) Vacation applies to 70% apprentices and above.
- (g) Employee may opt to make a voluntary employee deduction of 0%, 3%, 6%, 9% or 15%. 40% and 45% apprentices are excluded from the 401(k) plan.
- (h) Working dues rate at time of publication; For questions on working dues please contact IBEW Local 952 (805-642-2149).

**Future Increases:**

Effective Date	To Be Allocated (wages and/or fringe benefits)	To Training
7/25/2022	\$1.16	---
12/26/2022	\$1.29	\$0.05
7/31/2023	\$1.29	---
12/25/2023	\$1.35	\$0.10
7/29/2024	\$1.35	---
9/30/2024	CBA expiration date	

**Shift rates:**

<b>Swing Shift</b>	Wage (Zone A) <sup>(a)</sup>	Employer Contributions							Employee Deductions			
		NEBF <sup>(b)</sup>	Local Pension <sup>(c)</sup>	Health	Training	LMCC <sup>(c)</sup>	NEIF <sup>(d)</sup> (NECA only)	AMF <sup>(d)</sup> (Non-NECA)	COPE/Charity League <sup>(e)</sup>	Vacation <sup>(f)</sup>	401(k) <sup>(g)</sup>	Dues <sup>(h)(c)</sup>
Oilfield Technician GF (122.6%)	\$ 62.92	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Oilfield Technician Foreman (111.3%)	\$ 57.11	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
-- Foreman when cable splicing (122.6%)	\$ 62.92	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	Amount	\$ (3.00)	( )	(6%)
Oilfield Technician Journeyman	\$ 51.32	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	varies	\$ (3.00)	( )	(6%)
-- Journeyman when cable splicing (110%)	\$ 56.46	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Heliarc Welding (111.3%)	\$ 57.11	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	See	\$ (3.00)	( )	(6%)
Apprentices: Period 1, 1st Year, 40%	\$ 20.53	3%	\$ -	\$ 10.37	\$ 1.10	\$ -	1%	0.5%	footnote (e)	\$ -	---	---
Period 2, 1st Year, 45%	\$ 23.10	3%	\$ -	\$ 10.37	\$ 1.10	\$ -	1%	0.5%	below.	\$ -	---	---
Period 3, 2nd Year, 50%	\$ 25.67	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ -	( )	(6%)
Period 4, 3rd Year, 60%	\$ 30.79	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ -	( )	(6%)
Period 5, 4th Year, 70%	\$ 35.93	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Period 6, 5th Year, 85%	\$ 43.62	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)

<b>Graveyard Shift</b>	Wage (Zone A) <sup>(a)</sup>	Employer Contributions							Employee Deductions			
		NEBF <sup>(b)</sup>	Local Pension <sup>(c)</sup>	Health	Training	LMCC <sup>(c)</sup>	NEIF <sup>(d)</sup> (NECA only)	AMF <sup>(d)</sup> (Non-NECA)	COPE/Charity League <sup>(e)</sup>	Vacation <sup>(f)</sup>	401(k) <sup>(g)</sup>	Dues <sup>(h)(c)</sup>
Oilfield Technician GF (122.6%)	\$ 70.48	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Oilfield Technician Foreman (111.3%)	\$ 63.98	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
-- Foreman when cable splicing (122.6%)	\$ 70.48	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	Amount	\$ (3.00)	( )	(6%)
Oilfield Technician Journeyman	\$ 57.49	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	varies	\$ (3.00)	( )	(6%)
-- Journeyman when cable splicing (110%)	\$ 63.24	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Heliarc Welding (111.3%)	\$ 63.98	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%	See	\$ (3.00)	( )	(6%)
Apprentices: Period 1, 1st Year, 40%	\$ 23.00	3%	\$ -	\$ 10.37	\$ 1.10	\$ -	1%	0.5%	footnote (e)	\$ -	---	---
Period 2, 1st Year, 45%	\$ 25.87	3%	\$ -	\$ 10.37	\$ 1.10	\$ -	1%	0.5%	below.	\$ -	---	---
Period 3, 2nd Year, 50%	\$ 28.75	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ -	( )	(6%)
Period 4, 3rd Year, 60%	\$ 34.49	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ -	( )	(6%)
Period 5, 4th Year, 70%	\$ 40.25	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)
Period 6, 5th Year, 85%	\$ 48.87	3%	\$ 16.64	\$ 10.37	\$ 1.10	\$ 0.55	1%	0.5%		\$ (3.00)	( )	(6%)

**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 12 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. 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.
8. Per Section 3.29(b) of the agreement, the shift rate of pay is determined by the start time of the shift (see chart below).

<b>First Shift (Day Shift):</b> Start time between 5:00 AM and 10:00 AM (Straight Time Rate)
<b>Second Shift (Swing):</b> Start time between 10:01 AM and 7:00 PM (Straight Time Rate +17.3% )
<b>Third Shift (Graveyard):</b> Start time between 7:01 PM and 4:59 AM (Straight Time Rate +31.4% )

**Information regarding Zone B:**

9. Zone B definition: All work in excess of thirty-two (32) road miles from the nearest basing point, shall be Zone B hourly pay scale and fringe benefits. The basing point shall be the main post office in the following cities: Camarillo, Oxnard, Santa Paula, Ventura and Oak View. Zone B premium does not apply when workers begin work in Zone A and travel to Zone B on company time. See Sections 3.04 and 3.16(b), (c) and (d) of the CBA for Zone B pay, terms and conditions.