

## SUMMARY OF THE SETTLEMENT FOR THE CENTRAL VALLEY

### MARKET ADVANCEMENT INITIATIVE – MEMORANDUM OF UNDERSTANDING

The following items were discussed and agreed upon by the negotiating committees for the Bay Area Market Advancement Initiative – Memorandum of Understanding (MAI-MOU).

- **Term of Agreement:** Three Year Agreement
  - June 1, 2019 through May 31, 2022
- **Monies to be allocated:** \$6.50 over term of the agreement
  - Effective June 1, 2019: \$0.75 to the Wage and \$0.50 to a Health Benefit Card
  - Effective January 1, 2020: \$0.75 to the Wage
  - Effective June 1, 2020: \$1.70 to the Wage and \$0.25 to a Health Benefit Card
  - Effective June 1, 2021: \$2.25 to the Wage and \$0.25 to a Health Benefit Card
- **Agreement Changes:**
  - Jurisdiction. Management and Labor agreed to remove IBEW Locals 180, 340 and 401 from the MAI-MOU jurisdiction.
  - Appendix B – Wages and Benefits. Management and Labor agreed to amend the percentages and hours for the CW's and CE's as follows:
    - CW-1 – 45% (0 – 1,000 hours)
    - CW-2 – 50% (1,001 – 2,000 hours)
    - CW-3 – 55% (2,001 – 3,500 hours)
    - CW-4 – 60% (3,501 – 5,000 hours)
    - CW-5 – 70% (5,001 – 6,500 hours)
    - CW-6 – 80% (6,501 – 8,000 hours)
    - CE-1 – 90% (8,001 – 10,000 hours)
    - CE-2 – 100% (10,001 + hours)
    - CE-2 (Lead) – 110%
  - Appendix B – Working Dues. Management and Labor agreed to change the working assessment dues to match the bylaws where the work is being performed.
  - Tool List. Management and Labor agreed to add a tool list for those employees who make double the state minimum wage (per Wage Order 16). The tool list will include; tool box, tool box lock, hammer, knife, 10” – 12” crescent wrench, 2 pair of channel locks, flash light, lineman pliers, wire strippers, torpedo level, tape measure – 25’, 2 screw drivers (Phillips & straight), and diagonal pliers.

Should you have any questions, please contact the NorCal NECA Office at (925) 828-6322.