

## IBEW, Local 595

DAN CHIVELLO, LABOR CHAIR  
IBEW LOCAL 595

SAM KHARUFEH  
IBEW LOCAL 595

PETE MAGALLANEZ  
IBEW LOCAL 595

JUAN PEREZ  
IBEW LOCAL 595

MIKE MALONEY  
IBEW LOCAL 595

# SUMMARY OF THE JOINT RECOMMENDED SETTLEMENT FOR THE INSIDE CONSTRUCTION AGREEMENT FOR SAN JOAQUIN & CALAVERAS COUNTIES

## NorCal Chapter, NECA

GREG E. ARMSTRONG  
NORCAL CHAPTER, NECA

LEWIS FRAIN  
CON J. FRANKE ELECTRIC, INC.

BRIAN GINI  
COLLINS ELECTRICAL COMPANY, INC.

GENE GINI, MANAGEMENT CHAIR  
COLLINS ELECTRICAL COMPANY, INC.

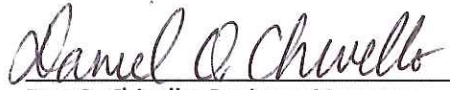
GARY WOODY  
BOCKMON & WOODY ELECTRICAL COMPANY

PETE BUTLER  
NORCAL CHAPTER, NECA

The following items were discussed and agreed upon by the negotiating committees for IBEW Local 595 and the Northern California Chapter, NECA regarding the Inside Construction Agreement for IBEW Local 595 and the San Joaquin and Calaveras Counties Division, Northern California Chapter, NECA.

- **Term of Agreement:** Three Year Agreement
  - December 1, 2019 through November 30, 2022
- **Monies to be allocated:** \$7.25 over term of the agreement.
  - Effective June 1, 2020: \$2.25 in new monies to be allocated by Labor.
  - Effective June 1, 2021: \$2.50 in new monies to be allocated by Labor
  - Effective June 1, 2022: \$2.50 in new monies to be allocated by Labor
- **Agreement Changes:**
  - Section 1.04 – Private Attorney’s General Act (PAGA): Added language allowing the Labor Management Committee to award remedies as required by PAGA and California State law.
  - Section 3.01 – Workday and Workweek: Added language to subsection (b) allowing flexible project start times if requested by General Contractors, Owners, and Awarding Agency’s.
  - Section 3.03 – Payment of Wages: Subsection (a) Added language concerning circumstances beyond the control of contractors when paying payroll via direct deposit. As well as created language concerning holiday payroll that allows office staff an additional day to pay and deliver payroll. In subsection (g)(h) amended the language concerning lay off pay.
  - Section 3.05 – Classification/Wages: Changed Foreman rate from 115% to 120% effective December 1, 2019.
  - Appendix A, asterisk \*\*: Parties agreed to allow the Health and Welfare Trust to exercise discretion over funds in the Substance Abuse Program to develop a Wellness Program for authorized Health and Welfare plan participants.
  - Cleaned up various errors and omissions throughout the CBA.

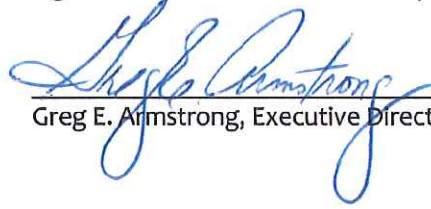
Signed for IBEW Local Union 595:



Dan O. Chivello, Business Manager

September 10, 2019

Signed for Northern California Chapter, NECA:



Greg E. Armstrong, Executive Director