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

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:

Daniel O. Chivello, Business Manager

Signed for Northern California Chapter, NECA:

Greg E. Armstrong, Executive Director

September 10, 2019