



**SUMMARY OF SETTLEMENT
FOR THE
NORTHERN CALIFORNIA ADDENDUM #2
TO THE 9TH DISTRICT
SOUND & COMMUNICATIONS AGREEMENT**

The following is a summary of the settlement regarding the Northern California Addendum #2 to the 9th District Sound & Communications Agreement.

- **Term of the Agreement:** Three Year Agreement
 - December 1, 2019 through November 30, 2022
- **Monies to be Allocated:**
 - Effective December 1, 2019
 - 2A = Locals 234, 332, 595-W and 617 – with an increase of \$4.25, to be allocated by Labor
 - 2B = Locals 100, 551-N, 595-E and 684 – with a wage increase of 88% of the 2E actual wage increase
 - 2C = Local 340 – negotiates wage increase on their own
 - 2D = Local 6 – with an increase of \$4.25, to be allocated by Labor
 - 2E = Locals 180, 302 and 551-S – with an increase of \$3.20, to be allocated by Labor
 - Effective December 1, 2020
 - 2A = Locals 234, 332, 595-W and 617 – with an increase of \$4.00, to be allocated by Labor
 - 2B = Locals 100, 551-N, 595-E and 684 – with a wage increase of 88% of the 2E actual wage increase
 - 2C = Local 340 – negotiates wage increase on their own
 - 2D = Local 6 – with an increase of \$4.00, to be allocated by Labor
 - 2E = Locals 180, 302 and 551-S – with an increase of \$3.20, to be allocated by Labor
 - Effective December 1, 2021
 - 2A = Locals 234, 332, 595-W and 617 – with an increase of \$4.00, to be allocated by Labor
 - 2B = Locals 100, 551-N, 595-E and 684 – with a wage increase of 88% of the 2E actual wage increase
 - 2C = Local 340 – negotiates wage increase on their own
 - 2D = Local 6 – with an increase of \$4.00, to be allocated by Labor
 - 2E = Locals 180, 302 and 551-S – with an increase of \$3.15, to be allocated by Labor

- **Agreement Changes:**

- Management and Labor agreed to convene a Scope Review Committee, comprised of a representative from each signatory Local Union and NECA Chapter, for non-binding discussions related to the Scope of Work in this Addendum #2 to the 9th District S&C Agreement on a quarterly basis.
- Section 3:04 I (b) and (c) – will read as follows:
 - (b) The second shift (swing shift) shall be worked between the hours of 4:30 PM and 1:00 AM. Employees on the “swing shift” shall receive eight (8) hours pay at the regular hourly rate plus 17.3% for eight (8) hours work.
 - (c) The third shift (graveyard shift) shall be worked between the hours of 12:30 AM and 9:00 AM. Workmen on the “graveyard shift” shall receive eight (8) hours pay at the regular hourly rate plus 31.4% for eight (8) hours work.
- Section 3.07 (a) – Clarifying language will be added to the Holidays Section: “When Christmas Day falls on a Saturday, the holiday will be celebrated on the following Monday. When Christmas Eve falls on a Sunday, the holiday will be celebrated on the previous Friday.”
- Section 3.05 – Dues will read as follows: “The Employer shall deduct and forward to the Financial Secretary of the Local Union where the work is performed, upon receipt of a voluntary written authorization, the dues from the pay of each IBEW member. The amount to be deducted shall be the amount specified in the approved Local Union By-Laws where the work is performed. Such amount shall be certified to the Employer by the Local Union upon request by the Employer.”

**Management and Labor agree that this will become effective, provided the signatory IBEW Local Unions establish a uniform dues percentage by November 30, 2020, and become effective December 1, 2020.
- Section 4:05 (b) – Group III and Group IV will read as follows: “GROUP III. All applicants for employment who have two or more years’ experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed for at least six months in the last three years in the geographical area covered by the collective bargaining agreement.

GROUP IV. All applicants for employment who have worked at the trade for more than one year.”
- Fire Alarm MOU: IBEW Local 551 and Redwood Empire Chapter, NECA signed an MOU regarding Fire Alarm, which will be added to the Agreement.