

May 16, 2022

Know Your Agreement Grievances

As you know, NorCal NECA covers nine Counties, three IBEW Locals and multiple collectively bargained agreements (CBAs). Each of these CBA's has a different set of grievance procedures, but the key thing to note is that if the Union brings forth a grievance, remember that NorCal NECA represents you and your business.

IBEW Local 595W (Alameda County): The IBEW Local 595W Inside Agreement requires any grievance be brought forth within thirty (30) days of the date the alleged violation occurred or within thirty (30) days of the date by which the employee could have been reasonably expected to make such a claim, whichever occurs later.

IBEW Local 595E (Calaveras & San Joaquin Counties): The IBEW Local 595E Inside Agreement requires any grievance be brought forth within thirty (30) days of the first occurrence to be properly considered as a grievance or question in dispute.

IBEW Local 180 (Napa & Solano Counties): The IBEW Local 180 Inside Agreement states that grievances must be filed within five (5) working days of the occurrence or such time that it could be reasonably construed that the specific violation had occurred.

IBEW Local 684 (Mariposa, Merced, Stanislaus & Tuolumne Counties): The IBEW Local 684 Inside Agreement states that any grievance not brought to the attention of responsible opposite parties to this Agreement in writing within 5 working days of its occurrence shall be deemed to no longer exist.

Northern California Sound & Communications: The 9th District Sound & Communications Agreement states that any grievance which is not filed in writing within ten (10) working days of the grievant becoming aware of the alleged violation, shall be deemed to no longer exist.

In each of these CBA's, grievances or questions in dispute shall be adjusted by the duly authorized representative of each of the parties to this Agreement. If the parties are unable to adjust any matter, the matter shall be referred to the local Labor-Management Committee (LMC) for resolution.

If the LMC fails to agree or to adjust any grievance, the matter shall then be referred to the Council on Industrial Relations for the Electrical Contracting Industry for adjudication. The Council's decisions shall be final and binding.

NorCal NECA is committed to representing your business. If you ever receive any correspondence concerning a grievance, please reach out to [Pete Butler](#), [Scot VanBuskirk](#) or [Greg Armstrong](#).