

**IBEW, LOCAL 595  
& 684**

Greg Bonato  
IBEW Local 595

Scott Taylor  
IBEW Local 684

**SUMMARY OF THE  
JOINT RECOMMENDED SETTLEMENT**

**FOR THE**

**CENTRAL VALLEY MARKET  
ADVANCEMENT INITIATIVE  
MEMORANDUM OF UNDERSTANDING**

**NORCAL, NECA**

Greg Armstrong  
NorCal NECA

Donald Hill Jr.  
NorCal NECA

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

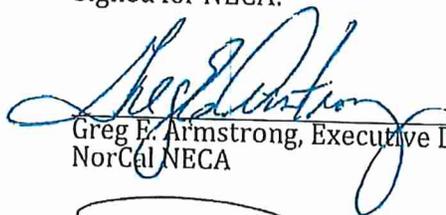
- **Term of Agreement:** Three Year Agreement
  - June 1, 2025 through May 31, 2028
- **Wage Increases:** \$4.80 over term of the agreement
  - Effective January 1, 2026: \$1.50 to the Wage
  - Effective January 1, 2027: \$1.60 to the Wage
  - Effective January 1, 2028: \$1.70 to the Wage
- **Health & Welfare Increases:**
  - Effective January 1, 2026: \$0.16 to the Health and Welfare - as quoted by the NECA/IBEW Family Medical Care Plan (FMCP)
  - Effective January 1, 2027: \$0.16 to the Health and Welfare – as quoted by the FMCP
  - Effective January 1, 2028: a Health and Welfare increase as quoted by the FMCP
- **Restructured CW Pay Brackets:** the parties agreed to reduce the brackets from six to four
  - **CW1:** 0 – 2,000 (47.5%)
  - **CW2:** 2,001 – 4,000 (55%)
  - **CW3:** 4,001 – 6,000 (65%)
  - **CW4:** 6,001 – 8,000 (80%)

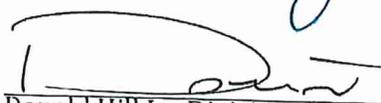
Signed for the IBEW:

  
\_\_\_\_\_  
Greg Bonato, Business Manager  
IBEW Local 595

  
\_\_\_\_\_  
Scott Taylor, Business Manager  
IBEW Local 684

Signed for NECA:

  
\_\_\_\_\_  
Greg E. Armstrong, Executive Director  
NorCal NECA

  
\_\_\_\_\_  
Donald Hill Jr., Division Manager  
NorCal NECA

April 16, 2025