

**IBEW, Local 595**

GREG BONATO, LABOR CHAIR  
IBEW LOCAL 595

GORGINA HALAUFIA  
IBEW LOCAL 595

MIKE MALONEY  
IBEW LOCAL 595

JUAN PEREZ  
IBEW LOCAL 595

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

**NorCal Chapter, NECA**

BRIAN GINI, MANAGEMENT CHAIR  
COLLINS ELECTRICAL COMPANY, INC.

ERIK NIEWALD  
CON J. FRANKE ELECTRIC, INC.

SCOT VANBUSKIRK  
NORCAL CHAPTER, NECA

NICK WOODY  
BOCKMON & WOODY ELECTRICAL CO., INC.

CHUCK NUNEZ (OBSERVER)  
CN O'NEILL ELECTRIC

DONALD HILL, JR.  
SECRETARY

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, 2025, through November 30, 2028
  - **Monies to be allocated:** \$12.15 over term of the agreement.
    - Effective June 1, 2026: \$4.15 in new monies to be allocated by Labor; of which \$0.25 will be allocated to the Apprenticeship Training Fund.
    - Effective June 1, 2027: \$4.00 in new monies to be allocated by Labor.
    - Effective June 1, 2028: \$4.00 in new monies to be allocated by Labor.
  - **Agreement Changes:**
    - Section 2.16 – Union Access to Work Site: Add the following language, “provided He/She/They first check in with the employer’s main office.”
    - Section 2.19 – Employee Tools: Remove: “Where employee’s tools are not covered by the Employer’s breaking and entering insurance, replacement will be made through the Labor-Management Committee Trust (LMCT) with the following provisions:
      - Subsection (a) Loss must have been an actual break-in or forced entry and have been reported to the proper authorities covering the area involved by employee or others.
      - Subsection (b) The liability for tools lost shall be limited to the tool list, less the first twenty dollars (\$20), which shall be the responsibility of the employee.”
- And replace with:
- “The Employer shall be financially responsible in an amount not to exceed one thousand three hundred dollars (\$1,300) for the loss of an employee’s tools and/or tool box by fire or theft where substantial evidence of loss is established, providing that at the time of loss said tools were placed and locked (when provision is made therefore) within the “suitable safe place or locker box” as provided by the Employer. When the Employer does not provide a locked safe building, room or tool shed or a job box for the storage of the employee’s tools, and when the tools are in the care, control and custody of the Employer or his representative, the Employer shall be responsible for the complete replacement of the employee’s tools to the extent as covered above. The Employer shall not be responsible for individual tools removed or missing from an employee’s unlocked toolbox.

In effecting reimbursement for loss, the contractor may limit reimbursement for items purchased to replace items lost by fire or theft to the amounts shown on receipts submitted by the employee for items. The employee of such loss must submit demand for reimbursement including receipts to the Employer within ten (10) days from the date of knowledge. The Employer shall effect such reimbursement within four (4) working days of submittal of such claim of tools lost by fire or theft and submittal of receipts.”

- Section 2.19 subsection (d) – Employee Tool List: Update the Employee Tool List as follows:
  - Replace “Rule - 6’ or More - 20’ Maximum” with “Minimum 16’ retractable tape measure”
  - Replace “Electricians Knife” with “Utility Knife”
  - Add “Reamer ½” – 1””
- Section 3.02: Added the following language, “Designated Off-Days: Two (2) days each year will be selected by the Union as designated “Off-Days”. Off-Days shall be paid at time and one-half (1-1/2) the straight time rate.”
- Section 3.02 subsection (b): Updated holiday schedule with two (2) designated Off-Days as the Friday before Memorial Day and the Friday before Labor Day.
- Section 3.05 – Classifications/Wages: Change Apprentice periods from six (6) periods to ten (10) periods.
 

|             |                                  |
|-------------|----------------------------------|
| Remove:     |                                  |
| “1st Period | 45% of Journeyman Wireman Rate   |
| 2nd Period  | 50% of Journeyman Wireman Rate   |
| 3rd Period  | 55% of Journeyman Wireman Rate   |
| 4th Period  | 60% of Journeyman Wireman Rate   |
| 5th Period  | 70% of Journeyman Wireman Rate   |
| 6th Period  | 85% of Journeyman Wireman Rate”  |
| And add:    |                                  |
| “1st Period | 45% of Journeyman Wireman Rate   |
| 2nd Period  | 47.5% of Journeyman Wireman Rate |
| 3rd Period  | 50% of Journeyman Wireman Rate   |
| 4th Period  | 55% of Journeyman Wireman Rate   |
| 5th Period  | 60% of Journeyman Wireman Rate   |
| 6th Period  | 65% of Journeyman Wireman Rate   |
| 7th Period  | 70% of Journeyman Wireman Rate   |
| 8th Period  | 75% of Journeyman Wireman Rate   |
| 9th Period  | 80% of Journeyman Wireman Rate   |
| 10th Period | 85% of Journeyman Wireman Rate”  |
- Section 4.05 – Group 1 & 2 Language: Add Category 1 language to Group I and II: All applicants for employment who have four or more years’ experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman Wireman’s examination given by a duly constituted Inside Construction Local Union of the IBEW or have been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee, **“or have at least twelve thousand (12,000) hours experience in the trade,”** and, who have been employed in the trade for a period of at least one year in the last four years in the geographical area covered by the collective bargaining agreement.
- Section 5.12 – Supervision of Apprentices: Replace the language, “two (2) apprentices for every three (3) Journeyman Wireman or fraction thereof as illustrated below”, with “one (1) apprentice for every one (1) Journeyman Wireman with the exception of the first two (2) apprentices. The first two (2) apprentices assigned to a jobsite can be supervised by

one (1) Journeyman Wireman.” It was agreed that general foreman, non-working foremen and project managers are not included in that one-to-one ratio.

- o Section 6.05: Added the following language, “Vacation Trust- Subsection (a) The Employer shall pay to each employee subject to this Agreement as a vacation allowance an amount equal to twelve percent (12%) or sixteen percent (16%) of each employee’s gross wages, which amount is incorporated in the wage rates listed in Appendix A of this Agreement and as Section 5 may be amended.

Subsection (b) The vacation percentage shall be noted on the referral slip and can be changed by the employee between May 1st and May 20th each year and will become effective June 1st of that year. Unless indicated otherwise, the rate shall be twelve percent (12%).

Subsection (c) This vacation allowance shall be withheld from the employee’s weekly pay and shall be sent on a monthly basis, along with a Monthly Transmittal Form, to the office of the Trust Administrator to be deposited in the individual employee’s account with the International Brotherhood of Electrical Workers, Local Union 595 Vacation Trust.

Subsection (d) The Employer shall make all legal payroll withholdings for income tax, Social Security, unemployment insurance, etc., from the total wages including vacation allowance, and shall then withhold the full amount of the vacation allowance for transmittal on a monthly basis to the Trust.

Subsection (e) The Employer agrees to comply with all the provisions of the Agreement and Declaration of Trust for the International Brotherhood of Electrical Workers, Local Union 595 Vacation Trust, as amended (copies of which are available in the offices of the Union, the Chapter and the Trust). The Employer further agrees to comply with all rules, regulations and procedures adopted by the Board of Trustees of the Vacation Trust.

Subsection (f) The rules governing the scheduling of payment of vacations are set forth in Appendix B to this Agreement.

- o Added Appendix B as referenced in 6.05 subsection (f).

#### APPENDIX B

##### RULES GOVERNING SCHEDULING AND PAYMENT OF VACATION BENEFITS

The rules governing scheduling and payment of vacation benefits pursuant to Article VI, Section 5 [6.05], of this Agreement are as follows:

###### 1. Payments Directly to Employees

(a) Payment for Scheduled Vacations: An employee may request payment of vacation benefits for one scheduled vacation at any time throughout the year, except during the month of November, when calculations for the annual distribution are made. A request for payment of benefits for a scheduled vacation must be made on or before the first day of the month in which the employee seeks to receive such payment.

(b) Quarterly Vacation Withdrawals: An employee may also request a quarterly withdrawal of funds from his or her individual vacation account to be paid during the first seven (7) days of March, June and September of each year. A request for payment of benefits for a quarterly withdrawal must be made on or before the first day of the month in which the quarterly withdrawal may be paid (i.e., March, June and September). Any funds remaining in an employee’s individual vacation account at the end of November of each year will automatically be paid out to the

employee during the first seven (7) days of December of that year; provided, however, that employees may notify the Plan Manager in writing, on or before the first day of December of each year, of their desire to retain such funds in their individual accounts.

(c) Additional Payments: An employee may request additional payments of funds from his or her individual vacation account for a reasonable administrative fee per payment, to be set from time to time by the Board of Trustees of the Vacation Trust. A request for such additional payment must be made on or before the first day of the month in which the employee seeks to receive such payment. For ease of administration, and in accordance with the above rules providing for five withdrawals per year, the first five requests for withdrawal during any calendar year by an employee shall be without charge, with subsequent withdrawals being subject to the above administrative fee.

2. Transfers to the Electricians #595 Credit Union. In lieu of direct payments, an employee may authorize monthly transfers of amounts paid into his or her individual vacation account into the Electricians #595 Credit Union, pursuant to Article III, Section 9(b) of the collective bargaining agreement. Forms authorizing such transfers of funds are available at the Union office and completed forms must be returned to the Union office. For the purpose of providing parallel benefits, an employee authorizing such transfers will receive the first five monthly transfers in any given calendar year free of charge, with subsequent transfers subject to the same reasonable administrative fee per transfer as will be charged for more than five withdrawals per year. The Board of Trustees of the Vacation Trust will set said fee from time to time.

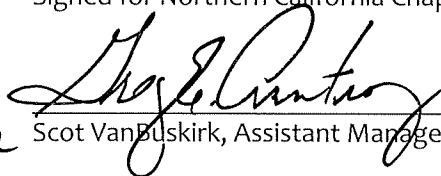
3. Authorized Deductions. The funds in an employee's individual vacation account shall be available to the employee through the above-described procedures; provided, however, that any amounts in the account which are necessary to satisfy the employee's authorized dues, uniform assessment or political action committee deductions, pursuant to Article III, Subsections 9(a) and 9(c) of this Agreement, shall first be paid or set aside prior to any such payment, withdrawal or transfer.

- o Cleaned up various errors and omissions throughout the CBA.

Signed for IBEW Local Union 595:

  
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Greg Bopato, Business Manager  
October 24, 2025

Signed for Northern California Chapter, NECA:

  
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for Scot VanBuskirk, Assistant Manager