

Joint Recommendation for Settlement
Bay to Borders – Residential Agreement
October 30, 2025

- a) One-year agreement: December 1, 2025 – November 30, 2026
- b) \$1.25 to be allocated by labor

Signed for the Employers

Anthony ...
Redwood Emp Chapter

Signed for Labor

John ... IBEW Local 557
[Signature] IBEW LH 180
[Signature] IBEW 595