

NORTHERN CALIFORNIA ADDENDUM No. 2

TO THE 9TH DISTRICT

SOUND & COMMUNICATIONS

AGREEMENT

Between

**NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION**

AND

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS**



Effective

December 1, 2023 – November 30, 2027

HOLIDAYS

New Year's Day

Martin Luther King Jr.'s Birthday

(Observed the Third Monday in January)

Washington's Birthday

(Observed the Third Monday in February)

Memorial Day

(Observed the Last Monday in May)

Independence Day

(4th of July)

Friday before Labor Day

Labor Day

(Observed the First Monday in September)

Thanksgiving Day

(Observed the Fourth Thursday in November)

Day After Thanksgiving Day

Christmas Eve

(December 24th)

Christmas Day

(December 25th)

Northern California Addendum No. 2
To The 9th District
Sound & Communications Agreement

Table of Contents

<u>SCOPE (Northern California Addendum #2)</u>	2
Limits/Exclusions from scope:	4
<u>BASIC PRINCIPLES</u>	5
<u>ARTICLE I: Effective Date – Changes – Grievances - Disputes</u>	6
<u>ARTICLE II: Employer Rights – Union Rights</u>	8
Favored Nations	11
Surety Bond – Union Geographical Jurisdiction.....	11
Vehicle Signage	11
<u>ARTICLE III: Hours – Wages – Holidays - Working Conditions</u>	12
Workday	12
Overtime.....	12
Meal Periods	12
Call Back/Stand By/Emergency	13
Supervision.....	13
Payday	13
Shift Arrangements.....	15
Holidays	16
Sick Leave/PTO and/or Holidays	16
Travel Reimbursement	17
Mileage Computation.....	17
Uniforms.....	18
IBEW-COPE Contributions	18
Employee Tools.....	18
Apprentice Tools	19
<u>ARTICLE IV: Referral Procedure</u>	20
Referral Appeals Committee.....	22
<u>ARTICLE V: NEBF</u>	24
National Electrical Benefit Fund.....	24
District No. 9 Retirement Plan.....	24
<u>ARTICLE VI: National Electrical 401K Plan</u>	25
<u>ARTICLE VII: Safety</u>	26
<u>ARTICLE VIII: Industry Fund (NECA Members Only)</u>	26

<u>ARTICLE IX: Vacations – Health and Welfare</u>	27
Vacation Account/Dues Deduction	27
Vacation – Vesting.....	27
Vacation Scheduling.....	27
Vacation Seniority	28
Health & Welfare Trust Fund	28
Loss of Manpower	29
<u>ARTICLE X: Apprenticeship and Training</u>	30
Committee Composition	30
Committee Member – Term of Office.....	30
Committee Supervision	30
Committee Authority	31
Apprentice Removal from Program.....	31
Apprentice Ratio.....	31
Apprentice Supervision.....	32
Trust Fund.....	32
Trust Fund Contribution	32
<u>ARTICLE XI: Labor – Management Cooperation Committee</u>	33
Sound & Communication Public Works Compliance Fund.....	33
<u>ARTICLE XII: Drug Testing</u>	34
<u>ARTICLE XIII: Separability</u>	34
<u>ARTICLE XIV: Administrative Fund</u>	34
<u>ARTICLE XV: National Labor Management Cooperation Committee (NLMCC)</u>	35
<u>WAGES & FRINGES SCHEDULES:</u>	
Schedule “2-A”	36
Schedule “2-B”	37
Schedule “2-C”	38
Schedule “2-D”	39
Schedule “2-E”	40
<u>Memorandum of Understanding - Addendum No. 2:</u>	41
<u>Memorandum of Understanding - Scope of Work:</u>	41
Between The San Francisco Electrical Contractors Association, Inc. (SFECA) and Local Union 6 of the International Brotherhood of Electrical Contractors	
<u>Memorandum of Understanding - Scope of Work:</u>	42
Between The Redwood Empire Chapter NECA and Local Union 551 of the International Brotherhood of Electrical Workers	
<u>Memorandum of Understanding - Scope of Work:</u>	42
Between The Sacramento Chapter NECA and Local Union 340 of the International Brotherhood of Electrical Workers	

Northern California Addendum No. 2
To The 9th District
Sound & Communications Agreement

The work covered by this Addendum may be performed within the geographical jurisdiction of the following Local Unions: 6, 100, 180, 234, 302, 332, 340, 551, 595, 617, and 684, between The International Brotherhood of Electrical Workers and The National Electrical Contractors Association.

December 1, 2023 – November 30, 2027

The Northern California Addendum Number Two ("Addendum No. 2") is by and between the signatory NECA Chapters and signatory IBEW Local Unions. This agreement is an addendum to the 9th District Sound and Communications Agreement which covers California, Oregon, Nevada and Washington. As used in this Addendum, the term "Chapter" shall mean signatory NECA Chapters and the term "Union" shall mean signatory IBEW Local Unions. The term "Addendum" shall refer to the Northern California Addendum Number Two.

It shall apply to all firms who sign a Letter of Assent to be bound by the terms of this Agreement. This Agreement shall have no force or effect unless a firm signatory to a Letter of Assent to this Addendum is also signatory to a Letter of Assent to the 9th District Sound and Communications Agreement. All firms must sign a Letter of Assent to the Local Addendum, wherever said firm is performing work covered by this Agreement. Any firm desiring to terminate its Letter of Assent must terminate both Assent to the 9th District Agreement and Assent(s) to any addendums to which the firm is signatory.

In the event that a dispute arises between the language of the Addendum and the Master Agreement, the Addendum language shall take precedence, provided such Addendum has been approved, the same as this Agreement.

Conditions relevant to a specific geographic area shall be negotiated and made part of this agreement as Schedules A, B, C, D and E and attached hereto.

The term "Employer" shall mean an individual firm who has been recognized by an assent to this Agreement.

SCOPE

(Northern California Addendum No. 2)

The work covered by this Agreement shall include the installation, testing, service, programming and maintenance, of all VDV systems which utilize the transmission and/or transference of voice, sound, vision or digital for commercial, education, security and entertainment purposes for the following: TV monitoring and surveillance, background-foreground music, intercom and telephone interconnect, inventory control systems, microwave transmission, multi-media, multiplex, nurse call system, radio page, school intercom and sound, burglar alarms and low voltage master clock systems. Programming may be performed under the terms of this agreement when qualifications and/or certification(s) are approved by the Contractor.

This agreement specifically includes the following work:

A. SOUND AND VOICE TRANSMISSION/TRANSFERENCE SYSTEMS

1. Background-foreground music
2. Intercom and telephone interconnect systems
3. Telephone systems
4. Nurse call systems
5. Radio page systems
6. School intercom and sound systems
7. Burglar alarm systems
8. Low-voltage master clock systems
9. Multi-media/multiplex systems
10. Sound and musical entertainment systems
11. RF Systems
12. Antennas and Wave Guide

B. TELEVISION AND VIDEO SYSTEMS

1. Television monitoring and surveillance systems
2. Video security systems
3. Video entertainment systems
4. Video educational systems
5. Microwave transmission systems
6. CATV and CCTV

C. SECURITY SYSTEMS

1. Perimeter security systems
2. Vibration sensor systems
3. Card access systems
4. Access control systems
5. Sonar/Infrared monitoring equipment

D. COMMUNICATION SYSTEMS THAT TRANSMIT OR RECEIVE INFORMATION AND/OR CONTROL SYSTEMS THAT ARE INTRINSIC TO THE ABOVE LISTED SYSTEMS (IN THE SCOPE).

1. SCADA (Supervisory Control and Data Acquisition)
2. PCM (Pulse Code Modulation)
3. Inventory Control Systems
4. Digital Data Systems
5. Broadband and Baseband and Carriers
6. Point of Sale Systems
7. VSAT Data Systems
8. Data Communication Systems
9. RF and Remote-Control Systems
10. Fiber Optic Data Systems

E. FIRE ALARM SYSTEMS INCLUDING INSTALLATION, WIRE PULLING, AND TESTING WITH THE FOLLOWING CONDITIONS:

In those areas where Fire Alarm systems have historically not been performed by Inside Journeyman Wiremen, such work may be performed under the terms of this Agreement.

In those areas where fire alarm systems have historically been performed by Inside Wiremen, Fire Alarm Installations may be performed under the terms of this Agreement but at the equivalent Inside Journeymen Wiremen wage and fringe benefit rates when either of the two conditions apply: the Fire Alarm conductors are installed in conduit, **OR** the work is performed on new construction or major remodel Building Trades projects.

Life Safety Systems, which are the integrated systems required in all buildings having floors located more than 75 feet above the lowest floor level having building access, are not Fire Alarm Systems as defined in this Agreement. (See Exclusions Item C.)

Prior to the effective date of this Agreement, each Local Union/Chapter jurisdiction shall make a determination of who has historically performed Fire Alarm work in that particular jurisdiction. When there is a mutual agreement by Labor and Management that the work has historically been performed and is currently being performed by Inside Wiremen, then the equivalent Inside wage and fringe benefit rate shall be paid on major remodel and Building Trades projects. In those areas where there is no mutual agreement, the Technician's rate shall apply. It shall be the responsibility of each individual Local Union/NECA Chapter jurisdiction to make the results of the local determination available to the International Office of the IBEW and to affected employers prior to the effective date of this Agreement.

(For Work in the City and County of San Francisco, refer to Memorandum of Understanding - Scope of Work on page 39.)

(For Work in the counties of Sonoma, Marin, Lake, Mendocino, Humboldt and Del Norte, refer to Memorandum of Understanding – Scope of Work on page 40.)

F. VDV SUPPORT SYSTEMS SUCH AS DATA-TRACK, INNERDUCT, OR SIMILAR TYPE RACEWAYS AND LADDER RACK INTENDED SPECIFICALLY FOR THE ABOVE LISTED SYSTEMS.

G. THIS WILL SERVE TO CLARIFY THAT THE FOLLOWING ITEMS ARE INCLUDED WITHIN THE SCOPE OF WORK PERMITTED UNDER THIS ADDENDUM: J-HOOKS; TEARDROPS; TRAPEZES (CEILING WIRE WITH HORIZONTAL SUPPORT – I.E. EMT); INNERDUCT FOR VDV ON OCCUPIED JOB SITES ONLY.

H. TRAFFIC CONTROL PROJECTS ON PUBLIC WORKS:

This will serve to clarify that fiber optic cabling on traffic control projects on public works shall be performed by Inside Wiremen at the Inside Wireman wage and fringe rates in effect where the work is performed. The splicing and/or termination of Fiber Optic Cable on such projects shall be paid at the equivalent Inside Wiremen wage and fringe rates but may be performed by individuals working under this agreement. For work in the County of San Francisco refer to the MOU on page 39.

This Agreement specifically excludes the following work:

- A.** Raceway systems on new construction or major renovation projects when an electrical contractor is on site are not covered under the terms of this Agreement except for those listed in Item F, above. Chases, sleeves and/or nipples (not to exceed 10 ft.) may be installed on open wiring systems.
- B.** The complete installation of non-integrated Energy Management Systems, computer systems in industrial applications such as process controls, assembly lines, robotics, and computer-controlled manufacturing systems, and all HVAC control work up to the first point of connection to the multipurpose integrated system if so connected shall not be a part of this Agreement.
- C.** Life Safety Systems, as defined in this agreement, are the integrated systems which are required in all buildings having floors located more than 75 feet above the lowest floor having building access. Life Safety Systems are wholly and specifically excluded from this Agreement in San Francisco.

In areas other than San Francisco, and counties of Sonoma, Marin, Lake, Mendocino, Humboldt, and Del Norte, the Fire Alarm portion of a Life Safety System may be installed under this agreement. Any such installation requires the payment of the equivalent Inside Wiremen Wage and Fringe package. All conduit installation related to the Fire Alarm portion of a Life Safety System shall be installed by Inside Wiremen unless otherwise allowed under this Agreement. When required by the manufacturers that distribute through authorized dealerships and franchises or required by specification – terminating, programming, testing and start-up may be performed under this Agreement, except in San Francisco.

- D.** SCADA (Supervisory Control and Data Acquisition) where not intrinsic to the above listed systems (in the scope).

Nothing contained in this SCOPE or any other section of this agreement shall prevent, a contractor who is signatory to an Inside Agreement in the jurisdiction of the Site Local Union from performing VDV work under the terms and conditions of that Inside Agreement.

BASIC PRINCIPLES

The Employer and the Union have a common and sympathetic interest in both the Sound and Communication and Electrical/Electronic Industries. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Employer, the Union and the Public. Progress in industry demands a mutuality of confidence between the Employer and the Union. All will benefit by continuous peace and by adjusting any differences by rational, common sense methods. Now, therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE I

Effective Date – Changes – Grievances – Disputes

Section 1:01. This Agreement shall take effect December 1, 2023, and shall remain in effect until November 30, 2027 unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from December 1 through November 30 of each year, unless changed or terminated in the way later provided herein.

Section 1:02.

- (a) Either party or an Employer withdrawing representation from the Chapter or not represented by the Chapter, desiring to change or terminate this Agreement must provide written notification at least 90 days prior to the expiration date of the Agreement or any anniversary date occurring thereafter.
- (b) Whenever notice is given for changes, the nature of the changes desired must be specified in the notice, or no later than the first negotiating meeting unless mutually agreed otherwise.
- (c) The existing provisions of the Agreement, including this Article, shall remain in full force and effect until a conclusion is reached in the matter of proposed changes.
- (d) Unresolved issues or disputes arising out of the failure to negotiate a renewal or modification of this agreement that remain on the 20th of the month preceding the next regular meeting of the Council on Industrial Relations for the Electrical Contracting Industry (CIR) may be submitted jointly or unilaterally to the Council for adjudication. Such unresolved issues or disputes shall be submitted no later than the next regular meeting of the Council following the expiration date of this agreement or any subsequent anniversary date. The Council's decisions shall be final and binding.
- (e) When a case has been submitted to the Council, it shall be the responsibility of the negotiating committee to continue to meet weekly in an effort to reach a settlement on the local level prior to the meeting of the Council.
- (f) Notice of a desire to terminate this Agreement shall be handled in the same manner as a proposed change.

Section 1:03. This Agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, signed by the parties hereto, and submitted to the International Office of the IBEW for approval, the same as this Agreement or addendums.

Section 1:04. There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or dispute over matters relating to this Agreement. All such matters must be handled as stated herein.

Section 1:05. There shall be a Labor-Management Committee composed of four (4) members of the IBEW and four (4) members of the National Electrical Contractors Association. One (1) member from the IBEW and one (1) member from NECA shall be from the area in which the dispute arose, however, these members shall not vote on the dispute and will be excused from the meeting while the vote is taken.

A Labor-Management Committee will be comprised of the parties to this Addendum. It shall be established and perform pursuant to rules contained in the 9th District Sound and Communications Agreement.

Section 1:06. All grievances or questions in dispute shall be adjusted by the duly authorized representative of each of the parties to this Agreement. In the event that these two are unable to adjust any matter within 48 hours, they shall refer the same to the Labor-Management Committee.

Section 1:07. All matters coming before the Labor-Management Committee shall be decided by majority vote. Four (4) members of the Committee, two (2) from each of the parties hereto, shall be a quorum for the transaction of business, but each party shall have the right to cast the full vote of its membership and it shall be counted as though all were present and voting.

Section 1:08. Should the Labor-Management Committee fail to agree or to adjust any matter, such 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.

Section 1:09. The Council on Industrial Relations pursuant to its basic rule number XI shall appoint an interim committee to investigate each issue that has been submitted to it by the local parties for adjudication under Article 1:08 of this agreement. The appropriate IBEW Vice-President and Regional Executive Director of NECA shall be designated as the co-chairman of the committee. The co-chairman may appoint additional members to the committee not to exceed two members each. The purpose of this committee shall be to review those issues that have been referred by the local parties to the Council for adjudication. The interim committee shall make recommendations to the Council on each issue that has been referred to it prior to the next regular session of Council. The interim committee may share their recommendations with local parties for their consideration prior to the Council session.

Section 1:10. When any matter in dispute has been referred to conciliation or arbitration for adjustment, the provisions and conditions prevailing prior to the time such matters arose shall not be changed or abrogated until agreement has been reached or a ruling has been made.

Section 1:11. 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.

ARTICLE II

Employer Rights – Union Rights

Section 2:01. Employer Defined. Certain qualifications, knowledge, experience and financial responsibility are required of everyone desiring to be an Employer under the terms of this Agreement. Therefore, an Employer who contracts for such work is a person, firm or corporation having these qualifications and maintaining a permanent place of business, a business telephone and adequate tools, equipment and inventory. The Employer shall maintain a suitable financial status to meet payroll requirements, and employing not less than one (1) installer and/or technician, when performing work covered under this Agreement.

- (a) Employees, except those meeting the requirements of “Employer” as defined herein, shall not contract for any work as set forth under the “Scope of Work” of this Agreement.
- (b) Any employee, working under the terms of this Agreement, holding an active contractor’s license covering the Scope of Work as set forth in this Agreement, shall inactivate their license in accordance with State Law.
- (c) Any Employee covered by this Agreement having no work hours reported during two (2) fringe benefit transmittal periods shall be terminated by the Employer unless prior approval is given by the Business Manager or their designated representative.

Section 2:02. The Unions understand the Employer is responsible to perform the work required by the owner. The Employer shall, therefore, have no restrictions except those specifically provided for in the collective bargaining agreement, in planning, directing and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Unions’ geographical jurisdiction, in determining the need and number as well as the person who will act as Foreman (See Section 3:05), in requiring all employees to observe the Employer’s and/or owner’s rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations, and in discharging employees for proper cause.

Section 2:03. For all employees covered by this Agreement, the Employer shall carry Workman’s Compensation Insurance with a company authorized to do business in the State, Social Security and such other protective insurance as may be required by the laws of the State in which the work is performed.

Section 2:04.

- (a) The Employer agrees that if a majority of its employees authorizes the Local Union to represent them in collective bargaining, the Employer will recognize the Local Union as the exclusive collective bargaining agent for all employees performing communication/electronic work within the jurisdiction of the Local Union on all present and future jobsites.
- (b) The Employer understands that the Local Union’s jurisdiction – both trade and territorial – is not a subject for negotiations but rather is determined solely within the IBEW by the International President, and therefore, agrees to recognize and be bound by such determination.

Section 2:05. In order to protect and preserve, for the employees covered by this Agreement, and in order to prevent any device or subterfuge to avoid the protection and preservation of such work, it is hereby agreed as follows: If and when the Employer shall perform any work of the type covered by this Agreement, under its own name or under the name of another, as a corporation, company, partnership, or any other business entity, including a joint-venture, wherein the Employer, through its officers, directors, partner or stockholders, exercise either directly or indirectly, management, control or majority ownership, the terms and conditions of this Agreement shall be applicable to all such work.

Section 2:06.

- (a) Free movement of men is allowed throughout any of the signatory Local Union jurisdictions. On all jobs exceeding one (1) day in duration, the Employer shall notify the Local Union in whose jurisdiction he will be working, in writing or by fax, prior to starting a job, the location of the job, and the names and social security numbers of the employees to be sent in. A standardized portability form will be provided by the Union. The representative of the Union, either in the area where the work is being performed or in the areas where the contractor's shop is located, shall have the authority to inspect the individual Employer's payroll and associated work records as to time and pay of an employee, if the question arises. The rights covered by this Section are not automatic but are contingent upon compliance with the proper notification contained herein.
- (b) In the Northern California Addendum Schedule A, B, C, D, and E employees covered by this Agreement who are working within the jurisdiction of the Local Union where the employer's shop is located shall be dispatched through that Local Union's referral office.

Section 2:07. A signatory Employer shall not perform work as an installer and/or technician except one (1) designated member of a firm (Employer) shall be permitted to work with the tools at any time on work covered by this Agreement. Such working member of a firm (Employer) shall work under all the terms and conditions of this Agreement. The firm shall have one (1) installer and/or technician not a member of the firm employed under the terms of this Agreement at all times. Avoidance of the intent of this section shall not be permitted by the pretense of ownership of the business by an immediate member of the family. Nothing contained in this section shall be construed to prevent any Employer from performing work during emergencies for the protection of life or property or working up to four (4) hours each day on service, repair calls, and checking and inspecting.

In this addendum, an Employer performing residential work shall be permitted to personally install work under the scope of the Agreement without having any Apprentices, Installers or Technicians.

Section 2:08. The Union has the right to appoint Stewards at any shop and/or any job where workmen are employed under the terms of this Agreement. The Employer shall be notified and furnished the name of the Steward. Such Stewards shall be allowed sufficient time during the regular working hours without loss of pay to see that the terms and conditions of this Agreement are observed at his shop or on his job. No Steward shall be discriminated against by an Employer because of his faithful performance of duties as Steward, nor shall any Steward be removed from the job until notice has been given to the Business Manager of the Union. Such removal would be subject to the grievance procedure.

Section 2:09.

- (a) The representative of the Union shall be allowed access to any shop or job, at any reasonable time, where workers are employed under the terms of this Agreement, provided he first notifies the Employer's local office.
- (b) The employer agrees that he shall not dismiss or otherwise discriminate against any employee for making a complaint or giving evidence to a representative of the union with respect to an alleged violation of the agreement.

Section 2:10.

- (a) It shall not be a violation of this Agreement, and it shall not be cause for discharge or any other disciplinary action by the Employer against any employee, for an employee to refuse to cross or work behind a picket line which is sanctioned by the Building Trades Council, the Central Labor Council or the Local Union.
- (b) Any employee exercising such right shall carefully put away all tools, materials, equipment, or any other property of the Employer in a safe manner.

Each employee will be responsible for any loss to the Employer for neglect in carrying out this provision but only when a safe place is provided by the Employer.

Each employer will furnish necessary locked storage to reasonably protect tools from weather and vandalism and will replace such tools when tools are damaged on the job or stolen from the locked storage.

Section 2:11. Employees under this Agreement shall not be required to furnish power or special tools or test equipment. Employees shall not use the Employer's property such as tools, parts, test equipment and transportation for other than the Employer's business.

In this Addendum, if any employee, as a result of their own negligence, damages, destroys or loses the Employer's tools or equipment, the employee shall repair, replace or compensate the Employer for such loss or damages sustained.

Section 2:12. All employees covered by the terms of this Agreement shall be required to become members of the Union as a condition of employment from and after the eighth day following the date of their employment or the effective date of this Agreement, whichever is later.

Section 2:13.

- (a) The Local Union is a part of the International Brotherhood of Electrical Workers; any violation or annulment by an individual Employer of the approved Agreement of this or any other Local Union of the IBEW, other than violations of paragraph 2 of this section, will be sufficient cause for the cancellation of his Agreement by the Local Union, after a finding has been made by the International President of the Union that such a violation or annulment has occurred.
- (b) The subletting, assigning or transfer by an individual Employer of any work in connection with electrical/electronic work to any person, firm or corporation not recognizing the IBEW or one of its local unions as the collective bargaining representative of his employees on any sound and communication or electrical/electronic work in the jurisdiction of this or any other local union to be performed at the site of the construction alteration, painting or repair of a building structure or other work, will be deemed a material breach of this Agreement.
- (c) Prefabrication of Communications materials, except standard catalogue items, shall be performed by workers employed under the terms of this Agreement. Standard catalogue items do not include items made to the special specifications of Employer or the customer. Wages shall be paid at the rate in effect for the jobsite location where the prefabricated communications materials are to be installed.
- (d) All charges of violations of Section (b) and (c) of this Section shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement covering the procedure for the handling of grievances and the final and binding resolution of disputes.

Section 2:14. The Labor-Management Committee shall meet within five (5) working days when notice is given by any member thereof that an unresolved dispute within the jurisdiction of the Committee exists.

Section 2:15. The Union reserves the right to discipline its members for violation of its laws, rules and agreements.

Section 2:16. Favored Nations.

- (a) The Union agrees that if, during the life of this Agreement, it grants to any other Employer in the Electrical Contracting Industry on work covered by this Agreement, any better terms or conditions than those set forth in this Agreement, such better terms or conditions shall be made available to the Employer under this Agreement and the Union shall immediately notify the Employer of any such concession.
- (b) In this addendum, any special terms, conditions or amendments provided for a specific marketing or organizing need as agreed by the parties may be implemented in accordance with established procedures negotiated between the Employer and the Union not in conflict with IBEW policies. To the extent feasible within time constraints, such terms, conditions or amendments shall be made available to all signatory Employers with an interest or involvement in the specific job in question as defined above. In no event shall terms, conditions or amendments, referred to herein, constitute an action subject to or invoking the Favored Nations Clause in the Agreement.

Section 2:17. Surety Bond - Union Geographical Jurisdiction. In this addendum, Each Employer shall furnish a surety bond in the amount of \$10,000.00 to secure payment of all amounts due on account of payroll and fund deduction, contribution and reporting obligations of the Employer required by this Addendum. Said bond shall be in the form acceptable to the Union. The bond shall provide that it may not be terminated without thirty (30) days prior written notice to the Employer and the Local Union. The Labor Management Committee shall have full power to determine the amount of money due, if any, and shall direct payments of delinquent wages from the Bond directly to the affected employees and direct payments of delinquent fund contributions from the bond directly to the Trustees of the affected funds or to their designated agents.

Section 2:18. Vehicle Signage. Every contractor signatory to this agreement shall have displayed on each side of each motor vehicle used in his or her business, the Contractor's name and the Contractor's license number in a clearly visible location in print type of at least 72-point font or Three-quarters of an inch in height and width.

ARTICLE III

Hours – Wages – Holidays – Working Conditions

Wages, Fringes and Additional Working Conditions Shall be as Per Addendums

Section 3:01. Workday.

- (a) Eight (8) consecutive hours work between the hours of 6:00 A.M. and 6:00 P.M. (excluding a meal period of not less than one-half (1/2) hour) shall constitute a work- day. Forty (40) hours within five (5) consecutive days, Monday through Friday, shall constitute the work week.
- (b) When mutually agreed by the employee and the employer, four (4) – ten (10) hour days at the regular rate of pay shall be allowed Monday through Friday. If the addendum to this Agreement provides for paid holidays, when the holiday falls within the employee's work week, the employee shall receive ten (10) hours pay for such holiday.
- (c) In this addendum, when workmen report at the shop or job and are not put to work due to conditions beyond the control of the workmen, they shall receive two (2) hours pay. Workmen may be required to remain at the job site for the hours paid.
- (d) In this addendum, when workmen report and are put to work, they shall receive pay for a minimum of four (4) hours and shall remain on the job unless directed otherwise by the Employer.
- (e) In this addendum, each employer shall be allowed to schedule employees for maintenance, service calls and/or shop work at the straight-time rate of pay Tuesday through Saturday. Employees so assigned shall have Sunday and Monday as their days off.

Section 3:02. Overtime.

- (a) In this addendum, the first two (2) hours worked outside hours stated in 3:01 (a) shall be at time and one-half of the regular straight time rate. Saturday overtime for eight (8) hours is one and one-half times the hourly rate and two (2) times thereafter.
- (b) Time worked outside 3:01 (a) and 3:01 (b) and on Sundays and Holidays as set forth in Section 3:09 shall be paid double (2) times the straight time rate of pay.

Section 3:03. Meal Periods.

- (a) When overtime is required by the employer, the employee shall receive a one- half (1/2) hour meal period after the first two (2) hours of overtime work when overtime is required beyond that two (2) hour period.
- (b) After each additional four (4) hours of overtime is worked, the employee shall receive a one half (1/2) hour meal period when overtime is required beyond that four (4) hour period.

Section 3:04. Call Back/Stand By/Emergency.

- (a) In this addendum, an employee recalled for duty after the completion of his normal shift for the day shall receive pay at double (2) times the normal rate of pay for the number of hours worked on such recall; however, an employee so recalled shall receive an amount of no less than two (2) hours of pay. The period of recall shall begin with the time of the employee leaving his home until the time of his return.
- (b) In this addendum, an employee called for duty outside of the regular working hours for emergency repair work, call-back work or service calls shall receive a minimum of two (2) hours work at the applicable hourly rate.
- (c) Service Standby - On call. When Employees are designated by their Employer to be on call for service standby, they shall receive \$125.00 of standby pay, per a seven-day week.

Section 3:05. Supervision.

- (a) Any project requiring four (4) or more employees, supervision will be required, paid at Technicians rate of pay. Any project requiring 13 or more employees will require additional supervision paid at the Senior Technician's rate of pay. Any worker required to supervise more than one job concurrently shall be paid the Senior Technician's rate of pay.
- (b) No apprentices shall act in a supervisory capacity.

Section 3:06. Payday.

- (a) Wages shall be paid on Wednesday of each week with the payroll period ending Sunday evening at 12:00 a.m. (midnight).

The Employer shall pay wages on the job or allow employees sufficient time to reach the shop on payday before the close of working hours. However, when Monday, Tuesday, or Wednesday is celebrated as a Holiday, the Employer shall have one (1) additional day to prepare the payroll and deliver the paychecks to the employees.

- (b) When provided by the Employer, employees may voluntarily participate in direct electronic transfer of wages on a weekly basis to the bank or credit union of the employee's choice. When electronic transfer of wages is chosen by the employee, payroll details (check stub) shall be delivered on payday in either electronic or paper copy, in accordance with California Labor Code 226.

- (c) Straight time at the hourly rate shall be charged for time waiting for pay, except in cases where the Employer or his representative is detained due to circumstances beyond his control, or an error in the amount of pay is due to clerical error.
 - a. For the purposes of this Section, waiting time shall be calculated as follows:
 - i. Waiting time for weekly paycheck: If no payment is issued by the end of workday Wednesday, two (2) hours pay at the straight time hourly rate shall be paid to the employee for Wednesday. After that, 7:00 a.m. – 3:30 p.m., for a maximum of eight (8) hours, for each succeeding regular workday, excluding Saturdays, Sundays, and Holidays.
 - ii. Waiting time for final paycheck: 7:00 a.m.- 3:30 p.m., for a maximum of eight (8) hours, for each succeeding workday, Monday through Friday, except when overtime was regularly scheduled including on Saturdays, Sundays, and Holidays.
 - iii. Any time spent waiting for pay during the regular working hours shall be charged at the regular rate until payment is made.
 - iv. Tender of such waiting time pay either to the Union Business Office or to the employee shall terminate any further waiting time.
- (d) Technician wage rate shall be 115% of the Installer rate, and the Senior Technician wage rate shall be 125% of the Installer rate per each wage schedule.
- (e) Deadline for compliance of subsection (a) is May 31, 2024. Grace period clarification: failure to meet the Wednesday deadline is not grievable until after November 30, 2024. However, any violation of the Section 3:06 (a) as it is read currently, would be grievable should a contractor fail to pay wages by Friday.

Section 3:07. Shift Arrangements.

SHIFT ARRANGEMENTS

Contractors at their option can choose between 3.07 I or 3.07 II Shift Language on a per job basis.

Section 3:07. I. Shift work. When so elected by the Employer, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked, the following conditions shall apply:

- (a) The first shift (day shift) shall be worked between the hours of 8:00 a.m. and 4:30 p.m. Employees on the day shift shall receive eight (8) hours pay at the regular hourly rate for eight (8) hours work.
- (b) The second shift (swing shift) shall be worked between the hours of 4:30 p.m. and 1:00 a.m. 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 a.m. and 9:00 a.m. Workmen on the "grave-yard shift" shall receive eight (8) hours pay at the regular hourly rate plus 31.4% for eight (8) hours work..
- (d) When requested by the customer in writing on occupied remodel and renovation work, and when mutually agreed by the employee and employer, a single shift of eight (8) hours may be performed Monday through Friday, excluding Saturdays, Sundays and Holidays, between the hours of 2:30 p.m. and 6:00 a.m. The shift start time is any time after 2:30 p.m. Employees shall receive a minimum of eight (8) hours pay at the regular hourly rate plus ten percent (10%) regardless of the hours worked. Such written request shall be provided to the Union.
- (e) A lunch period of thirty (30) minutes shall be allowed on each shift.
- (f) All overtime work required after the completion of a regular shift shall be paid at one and one-half (1-1/2) times the "shift" hourly rate.
- (g) There shall be no pyramiding overtime rates, and two (2) times the straight time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked. Any shift starting time, as outlined in this section may be varied by up to two (2) hours.

Section 3:07. II. Alternate Shift. An alternate 8-hour shift may be worked on any hours other than the first, second, or third shift listed in the Shift Work section.

The shift shall be worked a minimum of five (5) days with workers receiving their regular hourly rate plus twenty-five percent (25%) for hours worked.

All overtime work required after the completion of this shift shall be paid at one-and-one-half (1-½) the "shift" hourly rate.

There shall be no requirement for any other shift when the alternate shift is worked.

Section 3:08. A bulletin board shall be provided by the Employer for the Union to post official notices to its members. In lieu of providing a separate bulletin board for the Union, the Employer may allot a reasonable amount of space on its own bulletin board for the exclusive use of the Union to post official notices.

Section 3:09. Holidays.

- (a) New Year's Day; Martin Luther King Jr. Birthday, observed the third Monday in January; Washington's Birthday, the third Monday in February; Memorial Day, the last Monday in May; Independence Day, the 4th of July; Friday before Labor Day, Labor Day, the first Monday in September; Thanksgiving Day, the fourth Thursday in November; the day after Thanksgiving Day (Friday); Christmas Eve, December 24th; and Christmas Day, December 25th. When Holidays fall on a Saturday, they shall be celebrated on the previous Friday. When Holidays fall on a Sunday, they shall be celebrated on the following Monday. 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.
- (b) No work shall be performed on Labor Day, except in case of emergency, or with the permission of the Business Manager where the work is being performed.
- (c) Sick Leave, PTO and/or Holidays. During the time this agreement is in effect, if the State of California or any city, county or political subdivision of the state of California enacts a statute, ordinance, rule, law or regulation mandating paid time off for employees within its jurisdiction, both parties to this Agreement hereby agree to waive the requirements of the statute, ordinance, rule, law or regulation including, but not limited to, Article 1.5 (commencing with Section 245) of the California labor code and California labor code Section 2810.5 (H). Any employer who is signatory to this agreement shall not be required to comply with said statute, ordinance, rule, law or regulation, and any employee covered by this agreement shall not have any right or cause of action against any signatory employer or IBEW Local for violation of said statute, ordinance, rule, law or regulation. The Employer recognizes that the Union cannot unilaterally bargain away the statutory rights of its members without ratification.

Section 3:10. Travel Reimbursement.

- (a) In this addendum, wages shall be paid for all time in going from shop to the job, from the job to the shop and from job to job. When workmen covered by the terms of this Agreement are ordered to report directly to a job site in an employer-furnished vehicle, travel expense shall be paid in accordance with the following schedule.

36 - 45 road miles	\$10.00 per day
46 - 55 road miles	\$20.00 per day
56 - 64 road miles	\$30.00 per day
65 + road miles	\$30.00 per day plus \$8.75 per hour starting at the 65th mile

Mileage shall be computed from the job site to the closer of the employee's residence, the local union where the employee was dispatched or the employer's normal place of business. Parking and bridge tolls paid if employees have to move vehicle during working hours.

A normal place of business is one which is prepared to and does perform the function of an electrical/communications contractor offering its services to the general public with a manager in charge who is authorized to submit bids and accept contracts and that is staffed full-time with personnel that perform all the fundamental aspects of a licensed business operation. The Employer shall notify the Local Union when such an office is established.

Mileage Computation

The determination for actual miles driven in a personal vehicle, as outlined above, shall be calculated by the utilization of an internet-based mapping software program that has been jointly agreed to by the parties to this addendum. The method of calculation shall involve the "quickest" route.

- (b) In this addendum, when workmen covered by the terms of this Agreement are ordered to report directly to a job site in a personal vehicle, they shall receive travel expense in accordance with the above schedule and mileage expense at the published IRS rate for those miles traveled which exceed 35 road miles in each direction.
- (c) In this Addendum, when it becomes necessary that an employee remain away overnight from the Employer's place of business, at the direction of the Employer, then such Employee shall receive either the round-trip mileage expense as set forth under Section 3.10 above or the actual expenses incurred in such transportation required, whichever is less. Additionally, when mutually agreed on by the employee and employer, when an employee is required to stay overnight from their home, the employer will be required to pre-pay for lodging. No more than 1 person per room. Meals will be reimbursed on receipted expenses not to exceed \$75.00 per day.

When mutually agreed on by the employee and employer, per diem of not less than \$300.00 per day shall be paid in lieu of pre-paid Lodging and reimbursed meals.

- (d) Employees shall not use their personal vehicle to transport employer tools or material.

Section 3:11. Uniforms. In this addendum, when the Employer provides identical clothing as to style or fashion, the Employer shall furnish same, including cleaning and maintenance, with the exception of shirts.

Section 3:12. IBEW-COPE Contributions. In this addendum, the Company may voluntarily agree to honor IBEW-COPE contribution deduction authorizations for its employees who are Union members.

Section 3:13. Employee Tools.

(a) In this addendum, employees shall provide themselves with and keep in first-class condition a kit of the following tools:

1. Bag or Tote
2. Punch Tool w/110 & 66 Blades
3. Coax Crimp Tool (RG-59, 62 & 6)
4. Cat 5 Strippers
5. Wire Strippers (Miller type)
6. Utility Knife
7. Wire Cutters
8. T&B Sta-Kon tool
9. Lineman Pliers
10. Channel Locks (2 pairs)
11. Flat-Head Screwdrivers (Assorted sizes)
12. Phillips-Head Screwdrivers (Assorted sizes)
13. Sheetrock saw (hand type)
14. Nutdrivers (1/4" through 7/16")
15. Hacksaw
16. Hammer
17. Tool pouch
18. Volt-Ohm Meter
19. Tool Box (20" x 8 1/2" x 9" minimum with lock)
20. Scissors
21. Awl
22. Flashlight
23. Tone Generator
24. Probe
25. Tape Measure
26. Adjustable Wrench
27. Needle Nose Pliers
28. Torpedo Level 8"

Apprentice Tools

The requirement for Apprentices to acquire such tools shall be phased in a manner to be determined by a Labor-Management Subcommittee consisting of two (2) members appointed by the IBEW and two (2) members by NECA.

1st year S&C Apprentice Tool list

1. Punch Tool w/110 & 66 Blades
2. Cat 5 Strippers
3. Wire Strippers (Miller type)
4. Utility Knife
5. Wire Cutters
6. Flat-Head Screwdrivers (Assorted sizes)
7. Phillips-Head Screwdrivers (Assorted sizes)
8. Tool pouch
9. Scissors
10. Flashlight
11. Torpedo Level 8"
12. Sheetrock saw (hand type)
13. Tape Measure
14. T&B Sta-Kon tool
15. Lineman Pliers
16. Channel Locks (2 pairs)

2nd year S&C Apprentice Tool list

1. Awl
2. Tool Box (20" x 8 1/2" x 9" minimum with lock)
3. Nutdrivers (1/4" through 7/16")
4. Hacksaw
5. Hammer
6. Adjustable Wrench
7. Needle Nose Pliers

3rd year S&C Apprentice Tool list

1. Tone Generator
2. Probe
3. Coax Crimp Tool (RG-59, 62 & 6)
4. Volt-Ohm Meter

- (b) In this addendum, no workman shall supply tools other than those listed. It is the Employer's responsibility to replace tools lost due to fire or theft with disputes arising over this section to be resolved between the Employer and the Union Representative.

ARTICLE IV

Referral Procedure

Section 4:01. In the interest of maintaining an efficient system of production in the Industry, providing for an orderly procedure of referral of applicants for employment, preserving the legitimate interests of the employees in their employment status within the area and of eliminating discrimination in employment because of membership or non-membership in the Union, the parties hereto agree to the following system of referral of applicants for employment.

Section 4:02. The Local Union shall be the sole and exclusive source of referral of applicants for employment.

Section 4:03. The Employer shall have the right to reject any applicant for employment.

Section 4:04. The Local Union shall select and refer applicants for employment without discrimination against such applicants by reason of membership or non-membership in the Union and such selection and referral shall not be affected in anyway by rules, regulations, by-laws, constitutional provisions or any other aspect or obligation of Union membership policies or requirements. All such selection and referral shall be in accord with the following procedure.

Section 4:05. The Local Union shall maintain a register of applicants for employment established on the basis of the GROUPS listed below. Each applicant for employment shall be registered in the highest priority GROUP for which he qualifies.

- GROUP I** All applicants for employment who have three (3) or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a S&C Installer's examination given by a duly constituted S&C Local Union of the IBEW or have been certified as an S&C Installer by any S&C Apprenticeship and Training Committee, and, who have been employed in the trade for a period of at least one (1) year in the last three (3) years in the geographical area covered by the collective bargaining agreement.

- GROUP II** All applicants for employment who have three (3) or more years' experience in the trade and who have passed an S&C Installer's examination given by a duly constituted S&C Local Union of the IBEW or have been certified as a S&C Installer by any S&C Apprenticeship and Training Committee.

- 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.

Section 4:06. If the registration list is exhausted and the Local Union is unable to refer applicants for employment to the Employer within forty-eight (48) hours from the time of receiving the Employer's request, Saturdays, Sundays and holidays excepted, the Employer shall be free to secure applicants without using the Referral Procedure but such applicants, if hired, shall have the status of "temporary employees."

Section 4:07. The Employer shall notify the Business Manager promptly of the names and Social Security numbers of such "temporary employees" and shall replace such "temporary employees" as soon as registered applicants for employment are available under the Referral Procedure.

Section 4:08. "Resident" means a person who has maintained his permanent home in the above defined geographical area for a period of not less than one (1) year or who, having had a permanent home in this area, has temporarily left with the intention of returning to this area as his permanent home.

Section 4:09. The Union shall maintain an "Out of Work List" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

Section 4:10. An applicant who has registered on the "Out of Work List" must renew his application every thirty (30) days or his name will be removed from the List.

Section 4:11. An applicant who is hired and who receives, through no fault of his own, work of forty (40) hours or less shall, upon re-registration, be restored to his appropriate place within his Group.

Section 4:12.

- (a) Employers shall advise the Business Manager of the Local Union of the number of applicants needed. The Business Manager shall refer applicants to the Employer by first referring applicants in Group I in the order of their place on the "Out of Work List" and then referring applicants in the same manner successively from the "Out of Work List" in Group II, then Group III, and then Group IV. Any applicant who is rejected by the Employer shall be returned to his appropriate place within his Group and shall be referred to other employment in accordance with the position of his Group and his place within his Group.
- (b) The Local Union shall be where the shop or job is located.

Section 4:13. The only exceptions which shall be allowed in this order of referral are as follows:

- (a) When the Employer states bona fide requirements for special skills and abilities in his request for applicants, the Business Manager shall refer the first applicant on the register possessing such skills and abilities.

Referral Appeals Committee

Section 4:14.

- (a) An Appeals Committee is hereby established composed of one (1) member appointed by the Union, one (1) member appointed by the Employer or by the Association, as the case may be, and a Public Member appointed by both of these members.
- (b) An applicant who is discharged for cause two (2) times within a 12-month period shall be referred to the neutral member of the Appeals Committee for a determination as to the applicant's continued eligibility for referral. The neutral member of the Appeals Committee shall, within three (3) business days, review the qualifications of the applicant and the reasons for the discharges. The neutral member of the Appeals Committee may, in his or her sole discretion:
 - 1. Require the applicant to obtain further training from the JATC before again being eligible for referral.
 - 2. Disqualify the applicant for referral for a period of four (4) weeks, or longer, depending on the seriousness of the conduct and/or repetitive nature of the conduct.
 - 3. Refer the applicant to an employee assistance program, if available, for evaluation and recommended action; or
 - 4. Restore the applicant to his/her appropriate place on the referral list.

Section 4:15. It shall be the function of the Appeals Committee to consider any complaint of any employee or applicant for employment arising out of the administration by the applicable Local Union of Sections 4:04 through 4:14 of this Agreement. The Appeals Committee shall have the power to make a final and binding decision on any such complaint which shall be compiled with by the applicable Local Union. The Appeals Committee is authorized to issue procedural rules for the conduct of its business, but it is not authorized to add to, subtract from or modify any of the provisions of this Agreement and its decisions shall be in accord with this Agreement.

Section 4:16. A representative of the applicable local NECA Chapter designated to the Union in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Section 4:17. A copy of the Referral Procedure set forth in this Agreement shall be posted on the Bulletin Board in the office of the applicable Local Union and in the offices of the Employers who are parties to this Agreement.

Section 4:18. Apprentices shall be hired and transferred in accordance with the Apprenticeship provisions of the Agreement between the parties.

Section 4:19. "Normal construction labor market" is defined to mean the geographical area as depicted in the local union agreements and attached hereto as Addendum 2 plus the commuting distance adjacent thereto which includes the area from which the normal labor supply is secured.

The geographical area is agreed upon by the parties to include the areas defined by the Secretary of Labor to be the appropriate prevailing wage area under the Davis-Bacon Act to which the agreement applies.

Section 4:20. Experience in the trade is defined as performing work covered by the Scope of this Agreement.

Section 4:21. "Examination" – An Examination shall include experience rating tests if such examination shall have been given prior to the date of this procedure, but from and after the date of this procedure, shall include only written and/or practical examinations given by a duly constituted Sound and Communication Local Union of the IBEW. Reasonable intervals of time for examinations are specified as ninety (90) days. An applicant shall be eligible for examination if he has three (3) years' experience in the trade.

Section 4:22. Right of Rejection - In this addendum, the Employer has the right to discharge any employee for just cause. When an employee is so discharged, the Employer shall promptly notify the Union in writing to that effect. No such notices shall be required in the case of a layoff. If any employee feels that they have been unjustly discharged, they shall have the right to appeal the case to the Labor-Management Committee through the Union. Such appeal must be filed in writing by the Union within seven (7) calendar days from the date the Union is notified by the Employer of such discharge, or unless so filed, the right of appeal is lost.

Section 4:23. When employees are laid off the employer shall complete a termination report form as supplied and must comply with the instructions on said form.

ARTICLE V

NEBF

Section 5:01. National Electrical Benefit Fund. It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund ("NEBF"), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF, the individual Employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The individual Employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

An individual Employer who fails to remit as provided above shall be additionally subject to having this Agreement terminated upon seventy-two (72) hours' notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate collection agent.

The failure of an individual Employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of this Agreement.

Section 5:02. District No. 9 Retirement Plan.

- (a) In this addendum, each Employer agrees to pay, as stipulated in Schedules A, B, C, D, and E for each hour worked by all employees covered by this Agreement to the International Brotherhood of Electrical Workers District No. 9 Retirement Plan, a jointly-trusted pension trust created pursuant to Section 302(c) of the Labor-Management Relations Act.

Payment shall be due on the tenth (10th) day of the month following the month in which hours were worked and shall be forwarded to the Administrator of the Trust monthly. The Employer further agrees to be bound by the provisions of the Trust Agreement created by the International Brotherhood of Electrical Workers District No. 9 Retirement Plan dated 1974, and all amendments hereafter adopted, and agrees to accept as its representatives the present Employer Trustees and their lawfully appointed successors.

- (b) In this addendum, each remittance will be accompanied by a form which will be furnished for this purpose. Failure to forward negotiable remittance for the entire payment due by the tenth (10th) day of the month will automatically require immediate payment of damages prescribed by the Trust Agreement as well as delinquent amounts due and will further require other action as set forth in the Trust Agreement.
- (c) In this addendum, in addition to the damages assessable for late payment under the Trust Agreement and to other legal action which may be taken to collect delinquent payments which have not been received by the Board of Trustees of the IBEW District No. 9 Retirement Plan by the tenth (10th) day of the month following the month for which such assessments were due, individual Employers who fail to remit in accordance with the provisions shall be subject to having this Agreement terminated upon seventy-two (72) hours' notice, in writing, being served by the Union, provided the Employer fails to show satisfactory proof that the required payments have been made to the International Brotherhood of Electrical Workers District No. 9 Retirement Plan.

ARTICLE VI

National Electrical 401K Plan

Section 6:01. It is agreed that the individual Employer, in accord with the National Electrical 401(k) Plan Agreement and Trust (“Agreement and Trust”) as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers, as amended, will participate in the National Electrical 401(k) Plan (“NEFP”).

The individual Employer recognizes that applicable rules require contributions to be transmitted to a 401(k) plan as soon as they can reasonably be segregated from the general assets of the employer. The Trustees of the NEFP strongly encourage all contributing employers to regularly remit to the NEFP or its designee any and all bargaining unit employee elective deferrals within seven business days of the date when the Employer receives or withholds such employee elective deferrals. However, in recognition that some employers may be unable reasonably to segregate participant contributions from their general assets more frequently than the standard monthly processing cycle for participant contributions to pension plans, as noted in U.S. Department of Labor Field Assistance Bulletin 2003-2, all contributions must be remitted by the fifteenth (15th) of the month following the month in which the amounts would otherwise have been payable to the participant. In all events, contributions not remitted by this date shall constitute a debt due and owing to the NEFP. In making such contributions, the individual Employer shall utilize the NEFP’s electronic remittance system. Further, in agreeing to participate in the NEFP, the individual Employer agrees to cooperate with the NEFP by submitting all reasonably requested documents and information necessary for the NEFP to perform all required testing of the NEFP under the tax laws.

The Chapter and/or the individual Employer, as the case may be, and the Local Union certify that no existing defined benefit plan was terminated or modified in any manner solely as a condition upon or as a result of the adoption of the NEFP. This provision does not interfere with the rights and obligations of such local plan(s)’ trustees to make changes to the plan(s) pursuant to the needs of the plan(s), their fiduciary duty, and the requirements of ERISA, the Pension Protection Act, or other laws and regulations.

Inasmuch as the NEFP is intended to offer bargaining unit employees the opportunity to defer current salary into a retirement savings plan and not to replace any existing employer-funded defined benefit plan, no employer contributions will be required or accepted on behalf of individuals for hours worked under the terms of this agreement.

The individual Employer hereby accepts, and agrees to be bound by, the Agreement and Trust.

An individual Employer who fails to remit employee elective deferrals as provided above shall be subject, in addition to all remedies afforded by law or in the Agreement and Trust, to having its participating in the NEFP suspended or terminated at the discretion of the Trustees of the NEFP upon written notice to the individual Employer. An individual Employer who fails to remit as provided above shall be additionally subject to having this agreement terminated upon seventy-two (72) hours’ notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

The failure of an individual Employer to comply with the applicable provisions of the Agreement and Trust shall also constitute a breach of his labor agreement.

ARTICLE VII

Safety

Section 7:01. It is the Employer's responsibility to insure the safety of its employees and their compliance with safety rules and standards.

Section 7:02. When employees are required to work in hazardous area(s) they shall be supplied protective clothing and equipment by the employer. Any safety equipment or necessary protective devices shall be supplied to workmen by the employer.

ARTICLE VIII

Industry Fund (NECA members only)

Section 8:01. Each individual Employer shall contribute an amount not to exceed one percent (1%) nor less than .2 of 1% of the productive electrical payroll, as determined by each local Chapter and approved by the Trustees, with the following exclusions:

- (a) Twenty-five percent (25%) of all productive electrical payroll in excess of 75,000 man-hours paid for electrical work in any one Chapter area during any one calendar year, but not exceeding 150,000 man-hours.
- (b) One hundred percent (100%) of all productive electrical payroll in excess of 150,000 man-hours paid for electrical work in any one Chapter area during any one calendar year.

[Productive electrical payroll is defined as the total wages (including overtime) paid with respect to all hours worked by all classes of electrical labor for which a rate is established in the prevailing labor area where the business is transacted.]

Payment shall be forwarded monthly to the National Electrical Industry Fund in a form and manner prescribed by the Trustees no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. Failure to do so will be considered a breach of this Agreement on the part of the individual employer. (REQUIRED OF NECA MEMBERS ONLY.)

ARTICLE IX

Vacations – Health and Welfare

Section 9:01. Vacation Account / Dues Deduction.

Employer shall withhold six percent (6.0%) of each Employee's gross weekly wage and shall deposit this amount to the individual Employee's Vacation account in the financial institution selected by Third-Party Administrator as provided below.

- (a) These accounts shall be referred to as Vacation Allowance, i.e., six percent (6.0%)
- (b) Employees who have executed a voluntary dues deduction authorization card shall have up to three percent (3.0%) of the withheld wages used to pay working dues in the jurisdiction where the work was performed and three percent (3.0%) for the Vacation Allowance. The amount to be deducted shall be the amount specified in the approved local union bylaws.
- (c) Employees who have executed a voluntary dues deduction authorization card shall deliver said authorization to the signatory Local Union, who shall have sole responsibility for notifying the plan administrator as to the names of Employees who have executed voluntary dues deduction authorization cards. The plan administrator may rely on communications from the signatory Local Unions in order to implement the dues deduction under this agreement. Monies deposited into an individual Employee's dues account shall be applied towards dues. Monies that are applied towards an Employee's dues in excess of any applicable dues shall be deposited quarterly into the member's vacation account. Neither the Employer, the signatory NECA Chapter, nor the plan administrator shall have any duty or responsibility in collecting dues from IBEW members working under this agreement, other than the plan administrator's obligation to remit funds pursuant to this provision.
- (d) This Vacation Allowance shall be withheld from the Employee's weekly pay and shall be sent on a monthly transmittal to the 3rd party administrator (United Administrative Services), together with a check payable to a financial institution selected by the Third-Party Administrator.

Section 9:02. Vacation - Vesting. In this addendum, the right to vacation shall vest after six (6) months continuous service with the same Employer as follows:

- (a) After one (1) year but less than five (5) years continuous service with the same Employer, two (2) weeks' vacation. This accrual is to be determined on a pro rata basis after six (6) months continuous service from the date of employment.
- (b) After five (5) continuous years of service with the same Employer and each year thereafter, three (3) weeks.
- (c) Vacation time is not accumulated except by mutual express consent between the Employer and the employee.

Section 9:03. Vacation - Scheduling. In this addendum, the employee may schedule a vacation at any time within the calendar year after such employee is eligible for a vacation period provided that such dates of vacation have been mutually agreed as between the employee and Employer.

Section 9:04. Vacation – Seniority. In this addendum, vacations shall be scheduled strictly according to seniority. An employee shall not be compelled to take a split vacation, but if he elects to do so, his first choice shall be on the basis of seniority and his second choice on the basis of availability. Vacation schedules shall be posted. No employee to be called to duty, discharged or laid off while on vacation.

Section 9:05. Health & Welfare Trust Fund.

- (a) In this addendum, each Employer agrees to pay, as stipulated in Schedules A, B, C, D, and E for each hour worked by all employees covered by this Agreement. The contributions shall be paid to the IBEW/NECA Sound and Communications Health and Welfare Trust Fund, a jointly trusted Health and Welfare Trust Fund created pursuant to Section 302(c) of the Labor Management Relations Act. Payment shall be due on the 10th day of the month in which coverage will exist subject to the provisions of (b) below. The money shall be forwarded to the Administrator of the Trust monthly. The Employer further agrees to be bound by the provisions of the Trust Agreement created by the IBEW/NECA Sound and Communications Health and Welfare Trust Fund and all amendments hereinafter adopted by the Trustees and agrees to accept as its representatives the present Employer Trustees and their lawfully appointed successors.
- (b) In this addendum, to become initially eligible for participation in the program, the Trust Fund must have received a minimum of 133 hours on the employee, and coverage will become effective the first of the following month.
- (c) In this addendum, each remittance will be accompanied by a form which will be furnished for this purpose. Failure to forward negotiable remittances for the entire payment due by the tenth (10th) day of the month will automatically require immediate payment of damages prescribed by the Trust Agreement as well as delinquent amounts due and will further require other action as set forth in the Trust Agreement.
- (d) In this addendum, in addition to the damages assessable for late payment under the Trust Agreement and to other legal action which may be taken to collect delinquent payments which have not been received by the Board of Trustees of the IBEW/NECA Sound and Communications Health and Welfare Trust by the tenth (10th) of the month individual Employers who fail to remit in accordance with the provisions shall be subject to having this Addendum terminated upon seventy-two (72) hours' notice, in writing, being served by the Union, provided the Employer fails to show satisfactory proof that the required payments have been made to the IBEW/NECA Sound and Communications Health and Welfare Trust.
- (e) In this addendum, prior to any change in benefit structure or premium charges, recommendation of such change shall be referred to the Labor-Management Committee for consideration. However, this shall not affect the right of the Trustees of the IBEW/NECA Sound and Communications Health and Welfare Trust Fund to protect the financial integrity of the Plan for health benefits provided herein should the Labor-Management Committee fail to take action to provide that premiums paid are sufficient to support benefits provided.
- (f) Management shall contribute \$0.05 per hour for a Substance Abuse Testing Program to be administered by the IBEW/NECA Sound and Communications Health and Welfare Trust Fund.

Section 9:06. Loss of Manpower. In this addendum, the Association and/or Employer agrees that it shall not constitute a violation of this Agreement for the Union to remove the workmen employed by an Employer who is delinquent in any wage or fringe payment due under the terms of this Agreement, provided the Employer receives seventy-two (72) hours' notice in writing and provided the Employer fails to show positive proof that delinquent payments have been made.

ARTICLE X

Apprenticeship and Training

Section 10:01. Committee Composition. There shall be a Joint Apprenticeship and Training Committee (JATC) having four (4) members representing the chapters of the National Electrical Contractors Association (NECA) and an equal number of four (4) members representing the local unions of the International Brotherhood of Electrical Workers (IBEW). This committee shall make local standards in conformity with the National Apprenticeship and Training Standards for the Sound and Communications Industry governing the qualifications, selection, education and training of all Apprentices. The JATC shall also be responsible for training Systems Installers and others. The local standards will be promptly agreed upon by the parties to this Agreement and shall be registered with the National Joint Apprenticeship and Training Committee and the appropriate State or Federal Apprenticeship Registration Agency.

Section 10:02. Committee Member - Term of Office.

- (a) Members of the Joint Apprenticeship and Training Committee shall be selected by the party they represent. Their term of office shall be three (3) years unless removed by the party they represent. The term of one (1) Employer and one (1) Union representative shall expire each year with successors to be determined in the same manner as the original appointments were made. A Committee member may be reappointed.
- (b) The Committee shall select from its membership, but not both from the same group, a Chairman and a Secretary who shall retain voting privileges.
- (c) The Committee shall meet at least once a month and also when called by the Chairman.
- (d) The Committee will establish the needs and length of the Apprenticeship Training Program. The Training Program will not be less than three (3) years.

Section 10:03. Committee Supervision.

- (a) The Committee shall supervise all matters involving Apprenticeship Training in conformity with the provisions of this Agreement and the registered local Apprenticeship Standards. In case of a deadlock, the matter in dispute shall be referred to the parties to this Agreement for settlement. Any proposed change in this Agreement pertaining to Apprenticeship and Training should first be considered by the Committee for their recommendation before being acted upon by the parties to this Agreement.
- (b) The Committee may establish or authorize a Joint Subcommittee to be similarly constituted and selected for authorized training programs in a specified area or for other than Apprentice Training Programs.

Section 10:04. Committee Authority.

- (a) In order to provide diversity of training or work opportunities, the Committee shall have full authority to transfer Apprentices from one job or Employer to another. All transfer and assignments for work shall be issued by the Committee and the referral office be so notified.
- (b) The Committee is hereby instructed and authorized to employ a full time Training Director at such time as is possible and practical. The Committee shall delegate to the Director that responsibility and authority deemed necessary by the Committee.

Section 10:05. Apprentice Removal from Program. All Apprentices must enter the program through the Committee. An Apprentice may be removed from training at any period of Apprenticeship for violation of Committee rules and policies. Such removal by the Committee cancels the classification of Apprentice and the opportunity to continue on-the-job training (OJT) or classroom training.

Section 10.06. Apprentice Ratio.

- (a) The Committee is authorized to and shall indenture sufficient new Apprentices to provide for the availability of a total number of Apprentices in the training areas not to exceed a ratio of one (1) Apprentice to three (3) Systems Installers who are normally employed under the terms of this addendum.
- (b) An individual Employer shall employ only indentured Apprentices secured from the Committee. No Employer is guaranteed any specific number of Apprentices. The Committee will determine whether or not any individual Employer is entitled to an Apprentice as well as the total number of Apprentices to be assigned to that Employer. For an Apprentice to advance, the Committee must certify that all class and work hours have been completed.
- (c) Each job site shall be allowed a ratio of two (2) apprentices for every three (3) Systems Installers.

Number of Systems Installers	Maximum Number of Apprentices
1	1
2	2
3	2
4	4
5	4
6	4
7	6
8	6
9	6
10	8
Etc.	Etc.

A program will be instituted to assure the effectiveness of these ratios on a local level.

Section 10.07. Apprentice Supervision. An Apprentice is to be under the supervision of a Systems Installer at all times except when in the third year of the program. Systems Installers are not required to constantly watch the Apprentice but are to lay out the work required and permit the Apprentice to perform the work on his/her own. Systems Installers are permitted to leave the immediate work area without being accompanied by the Apprentice assigned to him.

Section 10.08. Trust Fund.

- (a) The parties to this Agreement shall be bound by the Joint Apprenticeship and Training Trust Fund Agreement which shall conform to Section 302 of the Labor Management Relations Act of 1947, as amended, ERISA and other applicable regulations.
- (b) The Trustees authorized under this Trust Agreement are hereby authorized to determine the reasonable value of any facilities, materials or services furnished by either party. All funds shall be handled and disbursed in accordance with the Trust Agreement.

Section 10.09. Trust Fund Contribution. All Employers subject to the terms of this Agreement shall contribute one dollar (\$1.00) per hour worked by all employees covered under this Agreement. This sum shall be due the Trust Fund by the same date as is their payment to the NEBF under the terms of the Employees Benefit Agreement.

Section 10.10. Joint Committee shall be created to develop incentives for installer certifications.

ARTICLE XI

Labor - Management Cooperation Committee

Section 11:01. The parties agree to participate in a Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. §175(a) and Section 302(c)(9) of the Labor Management Relations Act, 29 U.S.C. §186(c)(9). The purposes of this Fund include the following:

1. to improve communications between representatives of Labor and Management;
2. to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organizational effectiveness;
3. to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
4. to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;
5. to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and industry;
6. to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
7. to engage in public education and other programs to expand the economic development of the electrical construction industry;
8. to enhance the involvement of workers in making decisions that affect their working lives; and,
9. to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 11:02. The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the LMCC, as provided in said Agreement and Declaration of Trust.

Section 11:03. Each employer shall contribute (\$.10/hr.). Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The Santa Clara Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 11:04. If an Employer fails to make the required contributions to The Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty dollars (\$20), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment together with attorneys' fees.

Section 11:05. Sound & Communications Public Works Compliance Fund. Effective December 1, 2017, the hourly contribution rate shall be established at \$0.30 per hour for all classifications. Monies collected shall be distributed to local IBEW/NECA Labor-Management Cooperation Committees within the geographical area of this Addendum for all man hours attributed to such jurisdictions pursuant to the monthly transmittal.

ARTICLE XII

Drug Testing

Section 12.01. The dangers and costs that alcohol and other chemical abuses can create in the electrical contracting industry in terms of safety and productivity are significant. The parties to this Agreement resolve to combat chemical abuse in any form and agree that, to be effective, programs to eliminate substance abuse and impairment should contain a strong rehabilitation component. The local parties recognize that the implementation of a drug and alcohol policy and program must be subject to all applicable federal, state, and local laws and regulations. Such policies and programs must also be administered in accordance with accepted scientific principles, and must incorporate procedural safeguards to ensure fairness in application and protection of legitimate interests of privacy and confidentiality. To provide a drug-free workforce for the Electrical Construction Industry, each IBEW Local Union and NECA Chapter shall implement an area-wide Substance Abuse Testing Policy. The policy shall include minimum standards as required by the IBEW and NECA. Should any of the required minimum standards fail to comply with federal, state, and/or local laws and regulations, they shall be modified by the local union and chapter to meet the requirements of those laws and regulations.

ARTICLE XIII

Separability

Section 13.01. Should any provision of this Agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall, thereupon, seek to negotiate substitute provisions which are in conformity with the applicable laws.

ARTICLE XIV

Administrative Maintenance Fund

Section 14.01. Effective December 1, 2014 transmittal period, which starts on November 30, 2014 all Employers signatory to this Labor Agreement shall contribute one half of one percent (.005) per hour for each hour worked by each employee covered by this Labor Agreement to the Administrative Maintenance Fund. The monies are for the purpose of administration of the collective bargaining agreement, grievance handling, and all other management duties and responsibilities in this agreement. The fund is to be administered solely by the employers. The Administrative Maintenance Fund contribution shall be submitted with all other fringe benefits covered in the Labor Agreement by the 15th of the month and shall be bound to the same delinquency requirements under this Labor Agreement. The enforcement for delinquent payments to the fund shall be the sole responsibility of the fund or the employers and not the Local Union. The Fund may not be used in any manner detrimental to the Local Union or the IBEW.

ARTICLE XV

National Labor Management Cooperation Committee (NLMCC)

Section 15.01. The parties agree to participate in the NECA-IBEW National Labor Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. §175(a) and Section 302(c)(9) of the Labor Management Relations Act, 29 U.S.C. §186(c)(9). The purposes of this Fund include the following:

1. to improve communication between representatives of labor and management;
2. to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organization effectiveness;
3. to assist worker and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
4. to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;
5. to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and the industry;
6. to encourage and support the initiation and operation of similarly constituted local labor-management cooperation committees;
7. to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
8. to engage in public education and other programs to expand the economic development of the electrical construction industry;
9. to enhance the involvement of workers in making decisions that affect their working lives; and
10. to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 15:02. The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust, and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the NLMCC, as provided in said Agreement and Declaration of Trust.

Section 15:03. Each employer shall contribute one cent (1¢) per hour worked under this Agreement up to a maximum of 150,000 hours per year. Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The Santa Clara Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 15:04. If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty dollars (\$20), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment together with attorneys' fees.

WAGES AND FRINGES SCHEDULE "2-A"

Effective December 1, 2023 – November 30, 2024

Effective December 1, 2023, the following rates are in effect within the following Local Union jurisdictions: Local 234, Monterey, San Benito, and Santa Cruz Counties; Local 332, Santa Clara County; Local 595W, Alameda County; Local 617, San Mateo County.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers	\$ 53.18
Communications & Systems Technicians	\$ 61.16
Senior Communications & Systems Technicians	\$ 66.48

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	Percentages	Maximum Hourly Rate of Wages
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$29.25
801-1600	1001-2000	60%	\$31.91
1601-2400	2001-3000	65%	\$34.57
2401-3200	3001-4000	70%	\$37.23
3201-4000	4001-5000	80%	\$42.54
4001-4800	5001-6000	90%	\$47.86

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$15.15/hr. worked
RETIREMENT	\$10.00/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%): Does not receive Pension Contribution
 Second Bracket (60%): Receive 50% of the Installer Pension Contribution
 All Remaining Brackets Receive 100% of the Installer Pension Contribution

APPRENTICESHIP TRUST	\$ 1.00/hr. worked
LMCC (Includes Local, National & Compliance Fund)	\$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND (AMF)	0.5% Gross Labor Payroll
N.E.B.F. PENSION	3.0% Gross Labor Payroll
LOCAL N.E.C.A. DUES	1.0% Gross Labor Payroll
VACATION/WORKING DUES WITHHOLDING**	6% Gross Labor Payroll

* **Includes Health Reimbursement Account (\$0.65) & Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Increases are to be allocated by the Union prior to effective dates. The pension benefit payment may be increased prior to December 1 of any year by the Union by reducing the wage rates accordingly.

Future Increases: 12/01/24: \$4.00/hour (to be allocated), 12/01/25: \$4.25/hour (to be allocated), and 12/01/26: \$4.25/hour (to be allocated).

WAGES & FRINGES SCHEDULE “2-B”

Effective December 1, 2023 – November 30, 2024

Effective December 1, 2023, the following rates are in effect within the following Local Union jurisdictions: Local 100, Fresno / King / Madera /Tulare Counties; Local 551-N, Del Norte / Humboldt / Lake / Mendocino Counties; Local 595E, Calaveras / San Joaquin Counties; and Local 684, Mariposa /Merced /Stanislaus /Tuolumne Counties.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers	\$ 42.48
Communications & Systems Technicians	\$ 48.85
Senior Communications & Systems Technicians	\$ 53.10

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	Percentages	<u>Maximum Hourly Rate of Wages</u>
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$23.36
801-1600	1001-2000	60%	\$25.49
1601-2400	2001-3000	65%	\$27.61
2401-3200	3001-4000	70%	\$29.74
3201-4000	4001-5000	80%	\$33.98
4001-4800	5001-6000	90%	\$38.23

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$15.15/hr. worked
RETIREMENT	\$10.00/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%): Does not receive Pension Contribution
 Second Bracket (60%): Receive 50% of the Installer Pension Contribution
 All Remaining Brackets Receive 100% of the Installer Pension Contribution

APPRENTICESHIP TRUST	\$ 1.00/hr. worked
LMCC (Includes Local, National & Compliance Fund)	\$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND (AMF)	0.5% Gross Labor Payroll
N.E.B.F. PENSION.....	3.0% Gross Labor Payroll
LOCAL N.E.C.A. DUES	1.0% Gross Labor Payroll
VACATION/WORKING DUES WITHHOLDING**	6% Gross Labor Payroll

* **Includes Health Reimbursement Account (\$0.65) & Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Future Increases: 12/01/24: 80% of the 2-A actual wage increase, 12/01/25: 80% of the 2-A actual wage increase, and 12/01/26: 80% of the 2-A actual wage increase.

WAGES & FRINGES SCHEDULE “2-C”

Effective March 1, 2023

The following rates are in effect within the Local 340 Union Jurisdiction – namely Yuba, Colusa, Sutter, Yolo, Sacramento, *Amador, *Placer, *El Dorado, *Nevada, *Sierra, *Alpine, Butte, Glenn, Lassen, Plumas, Shasta, Tehama and Trinity Counties of California. (These portions west of the main Sierra Mountain’s watershed.)

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications and Systems Installers	\$ 35.45
Communications and Systems Technicians	\$ 40.77
Senior Communications & Systems Technicians.....	\$ 44.31

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	Percentages	Maximum Hourly Rate of Wages
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$21.27
801-1600	1001-2000	60%	\$21.27
1601-2400	2001-3000	65%	\$23.04
2401-3200	3001-4000	70%	\$24.82
3201-4000	4001-5000	80%	\$28.36
4001-4800	5001-6000	90%	\$31.91

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$12.65/hr. worked
APPRENTICESHIP TRUST	\$ 1.10/hr. worked
LMCC	\$ 1.10/hr. worked
NATIONAL LMCC	\$0.01/hr. worked
LOCAL PENSION	\$6.85/hr. worked
ADMINISTRATIVE MAINTENANCE FUND (AMF)	0.5% Gross Labor Payroll
N.E.B.F. PENSION	3.0% Gross Labor Payroll
LOCAL N.E.C.A. DUES	1.0% Gross Labor Payroll

* **Includes Health Reimbursement Account (\$0.50) & Drug Free Workplace Program (\$0.05)**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Mileage shall be computed from the job site to the closer of the employee’s residence or the employer’s normal place of business, or City halls for Redding, Chico, and Sacramento. Parking and bridge tolls paid if employees have to move vehicle during working hours.

WAGES & FRINGES SCHEDULE "2-D"

Effective December 1, 2023 – November 30, 2024

Effective December 1, 2023, the following rates are in effect within Local Union 6, City and County of San Francisco.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers	\$53.68
Communications & Systems Technicians	\$61.73
Senior Communications & Systems Technicians	\$67.10

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021	Percentages	Maximum Hourly Rate of Wages
<u>Job Hours</u>	<u>Job Hours</u>		
1-800	1-1000	55%	\$29.52
801-1600	1001-2000	60%	\$32.21
1601-2400	2001-3000	65%	\$34.89
2401-3200	3001-4000	70%	\$37.58
3201-4000	4001-5000	80%	\$42.94
4001-4800	5001-6000	90%	\$48.31

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE*	\$15.15/hr. worked
RETIREMENT	\$10.50/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%): Does not receive Pension Contribution
 Second Bracket (60%): Receive 50% of the Installer Pension Contribution
 All Remaining Brackets Receive 100% of the Installer Pension Contribution

APPRENTICESHIP TRUST	\$ 1.00hr. worked
LMCC (Includes Local, National & Compliance Fund)	\$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND (AMF)	0.5% Gross Labor Payroll
N.E.B.F. PENSION	3.0% Gross Labor Payroll
LOCAL N.E.C.A. DUES	1.0% Gross Labor Payroll
VACATION/WORKING DUES WITHHOLDING**	6% Gross Labor Payroll

* **Includes Health Reimbursement Account (\$0.65) & Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Future Increases: 12/01/24: \$4.00/hour (to be allocated), 12/01/25: \$4.25/hour (to be allocated), and 12/01/26: \$4.25/hour (to be allocated).

WAGES & FRINGES SCHEDULE “2-E”

Effective December 1, 2023 – November 30, 2024

Effective December 1, 2023, the following rates are in effect within the following Local Union jurisdictions: Local 180, Napa and Solano Counties; Local 302, Contra Costa County, and Local 551S, Marin/Sonoma Counties.

MINIMUM HOURLY RATE OF WAGES SHALL BE AS FOLLOWS:

Communications & Systems Installers..... \$ 48.44
Communications & Systems Technicians \$ 55.71
Senior Communications & Systems Technicians \$ 60.55

APPRENTICES:

Indentured BEFORE March 1, 2021	Indentured AFTER March 1, 2021		
<u>Job Hours</u>	<u>Job Hours</u>	<u>Percentages</u>	<u>Maximum Hourly Rate of Wages</u>
1-800	1-1000	55%	\$26.64
801-1600	1001-2000	60%	\$29.06
1601-2400	2001-3000	65%	\$31.49
2401-3200	3001-4000	70%	\$33.91
3201-4000	4001-5000	80%	\$38.75
4001-4800	5001-6000	90%	\$43.60

FRINGE BENEFIT CONTRIBUTIONS:

HEALTH & WELFARE* \$15.15/hr. worked
RETIREMENT \$10.00/hr. worked

Apprentice Indentured After December 1, 2023

First Bracket (55%): Does not receive Pension Contribution
Second Bracket (60%): Receive 50% of the Installer Pension Contribution
All Remaining Brackets Receive 100% of the Installer Pension Contribution

APPRENTICESHIP TRUST \$ 1.00/hr. worked
LMCC (Includes Local, National & Compliance Fund) \$ 0.41/hr. worked
ADMINISTRATIVE MAINTENANCE FUND (AMF) 0.5% Gross Labor Payroll
N.E.B.F. PENSION 3.0% Gross Labor Payroll
LOCAL N.E.C.A. DUES 1.0% Gross Labor Payroll
VACATION/WORKING DUES WITHHOLDING6% Gross Labor Payroll**

* **Includes Health Reimbursement Account (\$0.65) & Drug Free Workplace Program (\$0.05)**

****Effective February 6, 2023 - Included with Wage Rates.**

Present differentials shall be maintained in accordance with present Agreement as follows: Technician shall be 115% of the Installer rate and Sr. Technician shall be 125% of the Installer rate.

Future Increases: 12/01/24: 90% of the 2-A actual wage increase, 12/01/25: 90% of the 2-A actual wage increase, and 12/01/26: 90% of the 2-A actual wage increase.

MEMORANDUM OF UNDERSTANDING - ADDENDUM NO. 2

During the course of negotiations over this Agreement, a number of items were addressed which could not be completely resolved because of the issue of "Category I" or standard IBEW/NECA contract language.

There were five provisions in the agreement that were agreed to even though the language in the agreement does not reflect the complete understanding of the parties. This Memorandum will clarify the intent of the parties with respect to those four (4) sections.

1. Section 1:03 is understood to mean that if the International Office of the IBEW "redlines" or modifies any provision(s) in this Agreement, such provision(s) will be renegotiated by the parties.
2. Section 3:04 is understood to mean that the actual hours of work for the first, second, and third shift will be determined by the actual starting time of the first shift, as provided for in Section 3.01.
3. Section 4:13 is understood to mean the Employer shall have the right to select a "named applicant" from the out-of-work list.
4. Section 4:18 is understood to mean that apprentices will not be transferred between Employers unless both affected Employers agree to the transfer.

MEMORANDUM OF UNDERSTANDING - SCOPE OF WORK

The San Francisco Electrical Contractors Association, Inc. (SFECA) and Local Union 6 of the International Brotherhood of Electrical Workers agree that Fire Alarm systems have historically been performed by Inside Wiremen within the jurisdiction of Local 6 and the SFECA and, therefore, shall be performed at the current Inside Wage and Fringe rate. It is further agreed that Life Safety Systems are not Fire Alarm Systems as defined in this Agreement. and are not covered by the scope of the 9th District Sound and Communications Agreement. The undersigned will continue to review this Memorandum annually.

For clarity, Life Safety Systems are systems that enhance or facilitate evacuation, smoke control, compartmentalization, and/or isolation; can include both active and passive fire protection systems, devices, or assemblies; are comprised of several items of equipment, processes, actions, or behaviors, grouped or interconnected so as to reduce injuries or death from fire or other life-threatening event; Life Safety Systems, including the Fire Alarm portion and the Emergency Responder Radio Communication System (ERRCS) sometimes referred to as a Public Safety Radio Enhancement System, or a Public Safety DAS System, are wholly and specifically excluded from this agreement in San Francisco.

Additionally, the parties agree that Light Fixture installations, Train (or any other type of vehicle) Control Systems, Streetlight and Traffic Signal Systems, Electrical Control Systems for systems such as Energy Management, HVAC Control, Lighting Controls, Equipment Metering, and Utility Metering are not covered by the scope of the 9th District Sound and Communications Agreement and are properly performed under the Inside Agreement.

MEMORANDUM OF UNDERSTANDING – SCOPE OF WORK

The Redwood Empire Chapter NECA and Local Union 551 of the International Brotherhood of Electrical Workers agree that fire alarm systems as defined on Page 3 of the 9th District Sound & Communications Agreement regarding Scope of Work have historically been performed by Inside Wiremen within the counties of Sonoma, Marin, Lake, Mendocino, Humboldt and Del Norte and, therefore, shall be performed, as defined, at the current Inside Wage and Fringe rate. It is further agreed that Life Safety Systems which apply to all buildings having floors located more than 75 feet above the lowest floor level having building access are not fire alarm systems and are not covered by the scope of the 9th District Sound and Communication Agreement. The undersigned agree to review this Memorandum when there is a new Sound and Communication Agreement.

MEMORANDUM OF UNDERSTANDING – SCOPE OF WORK

(Effective February 1, 2023)

The Sacramento Electrical Contractors Association (SECA) and International Brother of Electrical (IBEW) Local 340 agree that Fiber Installation has historically been performed by Sound and Communications Workers. Pretest; Installation of Fiber Innerduct; Installation of Fiber Duct; Installation of Fiber Raceway; Installation of Fiber; Splicing; Termination; Splice-on pigtails; Splice-on Connectors; Splice Cases; Splice Trays; Splice Enclosures; Termination Shelves; Termination Enclosures; Fiber Enclosures; Fiber Optic Closures; Fiber Splitters; Fiber Taps; Optical Transport Network (OTN); Inspection; Connector Cleaning; Visual Fault Locator (VFL) Testing; OTDR Testing; Power-loss Testing; Troubleshooting and Certification shall be performed by Sound and Communications workers under the ninth district Sound and Communications Agreement.

INDEX

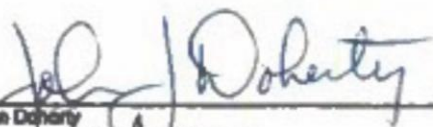


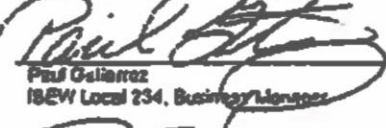
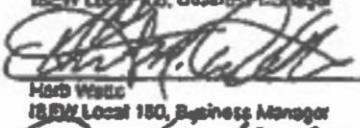
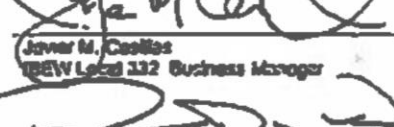
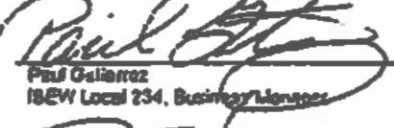
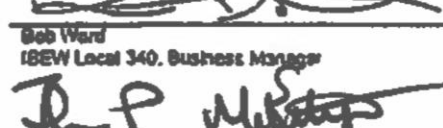
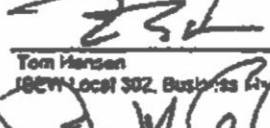
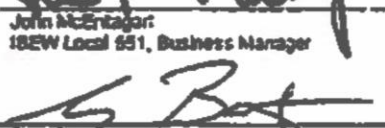
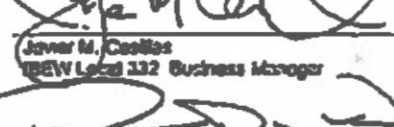
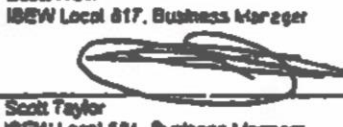
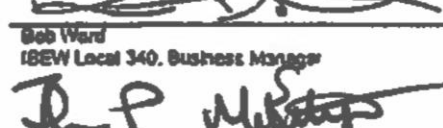
48-Hour Clause	21
Administrative Maintenance Fund.....	34
Apprentice Tools.....	19
Articles:	
Article I - Effective Date - Changes - Grievances - Disputes	6
Article II – Employer Rights – Union Rights	8
Article III – Hours – Wages – Holidays - Working Conditions	12
Article IV – Referral Procedure	20
Article V - NEBF.....	24
Article VI – National Electrical 401K Plan.....	25
Article VII - Safety	26
Article VIII – Industry Fund (NECA Members Only).....	26
Article IX- Vacations - Health and Welfare	27
Article X - Apprenticeship & Training.....	30
Article XI - LMCC	33
Article XII - Drug Testing.....	34
Article XIII - Separability.....	34
Article XIV – Administrative Maintenance Fund	34
Article XV - National LMCC.....	35
Basic Principles	5
Bona Fide Requirements	21
Designated Management Worker	9
Discipline of Members	11
District No. 9 Retirement Plan.....	24
Double-Breasted.....	10
Drug Testing.....	34
Effective Date	6
Employee Tools.....	18
Employer Qualifications	8
Exclusive Referral.....	20
Favored Nations	11
Foreman's Language.....	13
Four Ten-Hour Days.....	12
Health & Welfare Trust Fund	27
Hiring and Transferring of Apprentices.....	30
Holidays	16
IBEW-COPE Contributions	18
Inspection of Referral Records	22
Labor Day.....	16
Labor-Management Committee - Composition.....	6
Labor-Management Committee Decisions	7
Labor-Management Cooperation Committee	33
Loss of Manpower	29
Maintenance/Service Calls	13
Management Rights	8
Memorandum of Understanding - Addendum No. 2.....	41

Memorandum of Understanding - Scope of Work (Local Union 6)	41
Memorandum of Understanding – Scope of Work (Local Union 551).....	42
Memorandum of Understanding – Scope of Work (Local Union 340)	42
National Electrical Benefit Fund.....	24
National Electrical Industry Fund	26
National Labor Management Cooperation Committee	33
No Strike/No Lockout.....	6
Non-Discriminatory Referral.....	20
Order of Referral.....	20
Out-of-Work List	21
Overtime.....	12
Payment of Wages	13
Picket Lines	10
Portability	9
Posting of Notices.....	16
Posting of Referral Procedure.....	22
Recalled for Duty	13
Register of Applicants.....	20
Re—registration with 40 hours or Less	20
Resident	21
Right of Rejection	20
Safety	26
Scope (Northern California Addendum No. 2).....	2
Separability.....	32
Shift Language	15
- Alternate Shift.....	15
Show Up Pay.....	13
Sick Leave, PTO and/or Holidays	16
Surety Bond – Union Geographical Jurisdiction.....	11
Temporary Employees.....	21
Travel Reimbursement	17
Uniforms.....	18
Union Access to Shop/Job.....	9
Union Cancellation of Agreement	10
Union Dues.....	26
Union Membership – Condition of Employment	10
Union Steward.....	9
Vacation – Scheduling, Seniority, Vesting & Account	27 & 28
Wages and Fringes:	
Schedule “2-A”	36
Schedule “2-B”	37
Schedule “2-C”.....	38
Schedule “2-D”.....	39
Schedule “2-E”	40
Work Preservation Clause	9
Workday and Workweek.....	12
Worker's Compensation Insurance	8

**Northern California Addendum No. 2
To The 9th District
Sound & Communications Agreement**

December 1, 2023 – November 30, 2027

SIGNATURE PAGE

 John Doherty IBEW Local 6, Business Manager	11/17/2023 Date	DocuSigned by: Thomas A. Colm Thomas Colman, Manager San Francisco Chapter, NECA	11/20/2023 Date
 Ronny Jank IBEW Local 70, Business Manager	11-16-2023 Date	DocuSigned by: Dave Clark Dave Clark, Manager East Central California Chapter, NECA	11/20/2023 Date
 Herb Wells IBEW Local 180, Business Manager	11-16-2023 Date	DocuSigned by: Greg Armstrong Greg Armstrong, Manager Northern California Chapter, NECA	11/20/2023 Date
 Paul Gallaroz IBEW Local 234, Business Manager	11-16-2023 Date	DocuSigned by: Joni L. Gue Joni Chapman, Manager Monterey Bay California Chapter, NECA	11/20/2023 Date
 Tom Hansen IBEW Local 302, Business Manager	11/16/2023 Date	DocuSigned by: Michael Geller Michael Geller, Manager Contra Costa Chapter, NECA	11/20/2023 Date
 Javier M. Castillo IBEW Local 332, Business Manager	11.16.2023 Date	 Doug Lung, Manager Santa Clara Valley Chapter, NECA	11/21/23 Date
 Bob Ward IBEW Local 340, Business Manager	11.16.2023 Date	 Fran McDermott, Manager Greater Sacramento Chapter, NECA	11/20/2023 Date
 John McEntagart IBEW Local 551, Business Manager	11/17/2023 Date	DocuSigned by: Anisa Thomson Anisa Thomson, Manager Redwood Empire Chapter, NECA	11/20/2023 Date
 Greg Bando IBEW Local 585, Business Manager	11/17/2023 Date	DocuSigned by: Bill Kulir William Kulir, Manager San Mateo Chapter, NECA	11/21/2023 Date
 Scott Wein IBEW Local 817, Business Manager	11/16/23 Date		
 Scott Taylor IBEW Local 884, Business Manager	11/17/23 Date		

NOTES: