

Inside Contract

Section 1.01. This Agreement shall take effect ~~April 24, 2017~~ April 27, 2020, and shall remain in effect until ~~April 26, 2020~~ April 23, 2023, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from May through April of each year, unless changed or terminated in the way later provided herein.

Section 2.04. All employers subject to this Agreement are required to post a "Wage, Fringe Benefit and Related Accounts Payment Guaranty Bond," according to the following schedule:

1-2 Employees \$13,200
3-5 Employees \$33,000
6-10 Employees \$66,000
11-15 Employees \$100,000
16-25 Employees \$165,000
26-40 Employees \$263,000

(Each additional employee over 40, the bond increase by \$6,600 per employee).

"Provided, however, that those Employers who have employed members of the Union during the preceding one hundred twenty (120) month period and who have made all the payments aforementioned without default, are hereby entitled to post a bond equal to the schedule below, until such time as they become in default. Upon becoming in default, an employer will be required to furnish a bond for the full amount set forth above and will again be allowed to post a bond equal to the schedule below at the expiration of one hundred twenty (120) month period during which there has been no default. The Labor - Management Committee shall have the right to determine not to consider a late payment as a delinquency for the purposes of establishing the bonding under this paragraph if good cause is shown for the late payment and the Employer makes a written request to the Labor- Management Committee for the Labor - Management Committee to make such a determination."

1-2 Employees \$13,200
3-5 Employees \$20,000
6-10 Employees \$40,000
11-20 Employees \$80,000
21-40 Employees \$120,000
41-60 Employees \$160,000

(Every additional employee over 60, the bond increases by \$2,000 per employee).

(This is to improve bonding protection for the members wages and benefits)

Section 2.20. Modified to add armored cable stripping tool: i.e., Rotor Split Tool (blades supplied by the employer) or Armored Cable Stripping Pliers to the tool list.

Section 3.05 (a). Adding Wage increases of \$1.00 the 1st year beginning April 27th 2020, \$1.00 the 2nd year beginning April 26, 2021 and \$1.00 the 3rd year beginning April 25, 2022 to Appendix "A".

Section 3.11 (b). As of May 1, 2005, when an applicant for employment is referred to an Employer's Shop or Job and is rejected for employment, such applicant shall be reimbursed a \$50.00 application fee ~~unless~~ if such applicant ~~had~~ had not received an ineligible for rehire separation notice, on a separation slip approved by the parties to this agreement, from said Employer in the previous ~~twenty-four~~ thirty-six months.

Section 3.12 Appendix "A". Adding a parking increase to \$10 per day.

Section 3.18 (a) Workmen employed under the terms of this Agreement shall do all electrical construction, installations, including all maintenance thereon, material handling, assembly and setting of electrical equipment and devices, standard core drilling and saw cutting for electrical installations and the final running tests on electrical systems. This also shall include the installation and maintenance of temporary wiring and the installation of maintenance of all electrical lighting, heating and power, including but not limited to installation of all raceway systems, including ducts, cable trays, under floor ducts, electric fans, wired and wireless exit lights, ~~temperature control systems~~, etc. This also includes all solar and wind power systems, whether on land or water, along with all vehicle charging stations.
(This is for added protection in the event of 10 K (jurisdictional dispute) hearing at the NLRB)

Section 4.14 (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 shall, within ~~3 business days~~ 14 days, review the qualifications of the applicant and the reason 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 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; restore the applicant to his/her appropriate place on the referral list.
(It is very difficult to schedule the neutral member (elected official/lawyer) of the Appeals Committee on such short notice

Section 6.03 (c) This section establishes an employer match to the 401k fund for all employees working under this agreement and refers to Appendix "A" for the rates.

Appendix "A" April 27, 2020 – An employee contribution of 25 cents per hour and an employer contribution of 25 cents per hour for a total contribution of 50 cents per hour
April 26, 2021 – An employee contribution of 50 cents per hour and an employer contribution of 50 cents per hour for a total contribution of \$1.00 per hour

April 25, 2022 – An employee contribution of 75 cents per hour and an employer contribution of 75 cents per hour for a total contribution of \$1.50 per hour

Section 8.05 The employer shall contribute an additional \$0.05 to the LMCC fund for the time period 4/27/2020 thru 4/25/21.

(This is to add some extra money into the LMCC fund which is used for drug testing, advertising and other promotional events etc.)