

**Council on Industrial Relations**  
**for the**  
**Electrical Contracting Industry**



**DECISION NO.**

Martinez, California  
November 16, 2020  
Inside

**PARTIES IN DISPUTE:**

Contra Costa Chapter, NECA  
Local Union No. 302, IBEW

**PRESENTATION:**

By brief and oral argument for Both

**APPEARANCES:**

Contra Costa Chapter, NECA: M. Geller  
For Local Union No. 302, IBEW: T. Hansen

**MATTERS IN DISPUTE:**

1. Article I, Section 1.01 - Length of Agreement
2. Article III, Section 5 – Wages plus 3% NEBF
3. Scope of Work – adopt the Bay to Borders Residential Agreement Schedule A
4. Article V, Sections 20 & 21 – Eliminate pay for hours not worked in the afternoon

**MEMBERS OF COUNCIL SITTING:**

**FOR THE EMPLOYER**

S. Bringmann  
K. Tighe  
M. Walter  
R. Stephens  
M. Gilchrist  
S. Chesley

**FOR THE UNION**

M. Welsh  
G. Arhos  
A. Davis  
D. Fenton  
R. O’Leary  
B. Stage

**DECISION:**

After careful consideration of the evidence submitted, the Council rules as follows:

1. The parties are instructed to amend Article I, Section 1.01 to show the period of agreement as being from December 1, 2020 through May 31, 2022.
- 2(a). The total wage and fringe benefit package for Journeyman Wireman shall be increased \$3.00 per hour, effective March 1, 2021 and an additional \$3.00 per hour, effective February 28, 2022.
- 2(b). Any portion of the scheduled wage increases may be allocated to the existing Fringe Benefit Funds at the option of the Local Union.
- 2(c). The present wage and fringe benefit differentials for all classifications other than those specifically mentioned in this decision shall be maintained in accordance with present agreement.

**DECISION NO.**

**COUNCIL ON INDUSTRIAL RELATIONS  
FOR THE ELECTRICAL CONTRACTING INDUSTRY**

After careful consideration of all issues, and the council declines at this time to change existing language or add new language in this decision on the following issues: 3. Scope of work – adopt the Bay to Borders Residential Agreement Schedule A and 4. Article V, Sections 20 & 21 – Eliminate pay for hours not worked in the afternoon.

The parties are instructed to incorporate the matters set forth in this decision (including any issues previously agreed upon locally) into an agreement that shall then be signed by both parties. Should any of the above changes affect articles and sections not specifically identified by the parties or contained in this decision, those articles and sections shall be modified as required to comply with this decision. Sufficient copies of this agreement are to be promptly submitted for approval in accordance with the usual procedure. These copies must contain original signatures but need not include the original agreement.

**UNANIMOUSLY ADOPTED:**  
Crystal City, VA  
November 16, 2020

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Acting Co-Chairman

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Acting Co-Chairman

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Secretary