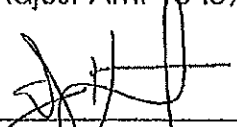


Term of Settlement

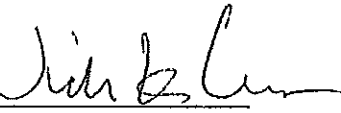
1. Term of Agreement
June 1, 2013 through May 31, 2016
2. Health & Welfare
 - a. Maintenance of Benefits for Health & Welfare for the term of the agreement.
3. Establish a Bay Area MAI Review Committee that shall meet quarterly.
4. Wage: Appendix B
 - a. June 1, 2013 – No changes to wages
 - b. June 1, 2014 – cost of Living increase using the Bay Area index
 - c. June 1, 2015 – cost of Living increase using the Bay Area index
5. Adjust AMF to .5% in Appendix B.



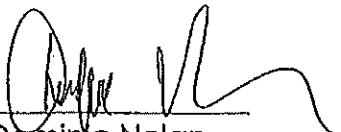
Andy Hartman
IBEW 234




Gerald Pfeiffer
IBEW 332



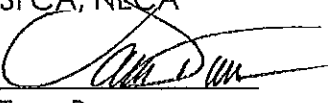
Victor Uno
IBEW 595



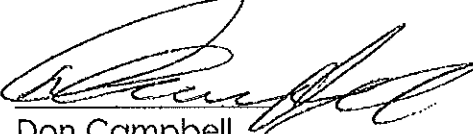
Dominic Nolan
IBEW 617



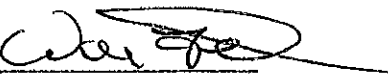
Thomas Coleman
SFCA, NECA



Tom Barrow
Santa Clara Valley, NECA



Don Campbell
Northern California, NECA



William Kuhr
San Mateo, NECA