Settlement Agreement of the **Inside Collective Bargaining Agreement** (CBA) between
The International Brotherhood of Electrical Workers (IBEW) Local Union # 176
and
The Eastern Illinois Chapter of the National Electrical Contractors Association (EILNECA)

The parties unanimously agree to the following Inside Contract settlement and the IBEW
agrees to recommend this settlement to their respective membership:

1. **Effective Date** - **Section 1.01** This Agreement shall take effect June 1, 2020, and
   shall remain in effect until May 31, 2023, unless otherwise specifically provided
   for herein. It shall continue in effect from year to year thereafter, from June 1st
   through May 31st of each year, unless changed or terminated in the way later
   provided herein.

   **Article III**

2. **Hourly Economic Package Increase Section 3.05** - The regular wage rate per
   hour for a journeyman wireman shall be allocated or re-allocated from the total
   economic package increase as follows:

   Effective 6/1/2020 - $2.65 per hour increase to the Journeyman Wireman wage rate to be
   allocated or re-allocated between wages and fringe benefits by the Union in its sole discretion.

   Effective 6/1/2021 - $2.75 per hour increase to the Journeyman Wireman wage rate to be
   allocated or re-allocated between wages and fringe benefits by the Union in its sole discretion.

   Effective 6/1/2022 - $2.85 per hour increase to the Journeyman Wireman wage rate to be
   allocated or re-allocated between wages and fringe benefits by the Union in its sole discretion.

   It is understood that the above Hourly Economic Package Increases shall include the NEBF
   Contributions as defined in Article IV, Section 6.01 hereof.

3. **June 1, 2021 Contract Reopener** –
   The contract shall be reopened on June 1, 2021 to negotiate rest period and job steward
   language only. If an agreement is reached on both rest period and job steward language
   between the IBEW and EILNECA, then there shall be an hourly economic package reopener
   on June 1, 2021. If no agreement is reached on the hourly economic package reopener, then
   the agreed upon rest period and job steward language shall become null and void and the
   hourly economic package increase on June 1, 2021 shall be $2.75. Both parties agree that the
   provisions of Article I, Section 1.02(a)-(e) shall not apply to this Contract Reopener provision in
   that neither party will request Council on Industrial Relations adjudication for rest period and
   job steward language.

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4. Work Jurisdiction - Add the Following Language to Section 3.14(a) –

The construction, installation, maintenance, renovation and repair of all photovoltaic systems including construction and mounting of solar panel arrays and modules by ground, roof, pole or building integrated mounting used to support solar panels and modules of electrical generating equipment, including all components, inverters, batteries for grid storage, system chargers, combiner boxes, racking systems installation supporting the solar array or modules, cabling, tracking and shading systems monitoring and metering and the racking and stacking of solar/PV panels and modules, energy storage systems and micro grids.

All erection, installation, maintenance, connection and monitoring of generators, wind turbines, all power generating green technology, fuel cells, battery storage systems, electric vehicle charging infrastructure, and hydro generation.

Operation of all tools and equipment used with building information modeling systems or other similar type systems used on the jobsite needed to plan, layout, and install electrical raceways, lighting, and other electrical systems and devices covered under the terms of this agreement. Tools and equipment used with building information modeling systems shall include trimbles, drones, laser layout tools, and other similar devices.

The construction, installation, maintenance, renovation, repair or removal of traffic signals or systems, whether overhead, underground, or on bridges. This work shall include, but not be limited to, all systems and components to control, monitor and communicate with pedestrian or vehicular traffic and automated self-driving vehicle systems.

All chasing, channeling, opening and closing of places for electrical work to be installed. The handling, rigging, and moving of all electrical materials, motors, switchgear, apparatus, etc. at the job site (excluding the delivery from off the site to the ground level delivery area at the site and the movement of heavy machinery/equipment).

Installation of all brackets, supports, and other mechanical components necessary for the installation of any electrical device, raceway, or other similar components.

Such work as welding, burning, brazing, bending, drilling and shaping of all copper, aluminum, channel iron, angle iron, I-beams and brackets to be used in connection with the installation and erection of electrical wiring, electrical bus bar and duct, raceways, equipment, devices, racking systems or other similar components.

High and medium voltage cable splicing and terminations, breaker testing, commission and decommission of electrical control systems. In the interest of safety for those working under this agreement, covered work shall also include hole watch and fire watch.

Article V:

5. Joint Apprenticeship and Training Committee (JATC) Contribution Rate –

Section 5.16 – All Employers subject to the terms of this Agreement shall contribute the amount of funds specified by the Parties signatory to the local apprenticeship and training trust agreement. The current rate of contribution is: one dollar and twenty-three cents per hour for each hour worked. Three cents of this contribution shall be placed in a special “Building Fund” to be used towards upgrading the existing JATC facility or, building a new JATC facility. This sum shall be due the Trust Fund by the same date as is their payment to the NEBF under the terms of the Restated Employees Benefit Agreement and Trust.
Article VII:

6. **Labor Managements Cooperation Committee (LMCC) Fund Contribution Rate**

Section 8.03 – Each Employer shall contribute to the Labor Management Cooperation Committee (LMCC) the sum of fifteen cents ($0.15) per hour, two cents ($0.02) of the fifteen cents ($0.15) shall be used to fund the Joint Drug Testing Program between NECA and the IBEW. 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 Eastern IL Chapter, NECA, or its designee, shall be the collection for this fund.

Agreed terms that are not to be added contextually to the Inside Agreement:

7. Move the following sections in the Inside Agreement to aide in ease of interpretation of the agreement:

   Move Section 2.19 **Union Security** to Section 2.07
   Move Section 2.08 **Favored Nations** to Section 2.19
   Move Section 3.08 **Union Dues Deduction** to Section 2.08
   Move Section 2.07 **Non-Resident Employees** to Section 4.22
   Move Section 2.20 **Age-Ratio** to Section 4.23
   Move Section 2.30 **Foreman Call-Out by Name** to Section 4.24

8. The IBEW agrees that when it negotiates separate collective bargaining agreements with any contractor/employer to provide electrical workers in the jurisdictional boundary of the Eastern Illinois Chapter of the National Electrical Contractors Association (EILNECA), and that agreement calls for that employer to participate in fringe benefits payments through the Employee Payroll Reporting (EPR) system, and those employers so situated do not pay into the Administrative Maintenance Fund, it shall seek a reasonable fee to be paid by such contractors to the EILNECA to participate in the EPR system operated by EILNECA.