

**IBEW**



**LOCAL UNION 1245**

30 ORANGE TREE CIRCLE  
VACAVILLE, CA 95687  
P.O. BOX 2547, VACAVILLE, CA 95696

TOM DALZELL, BUSINESS MANAGER  
ART FREITAS, PRESIDENT

(707) 452-2700  
FAX (707) 452-2701

LETTER OF UNDERSTANDING  
BETWEEN  
IBEW LOCAL UNION 1245  
AND  
EPPLER & EPPLER, INC

Pursuant to the understanding the agreement between Eppler & Eppler, Inc and IBEW Local Union 1245 that expires on December 31, 2016 will be extended for three (3) years: January 1, 2017 – December 31, 2019. All terms and conditions of the existing agreement will remain the same with the only changes being:

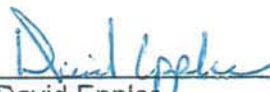
Wages:

- Effective January 1, 2017 the wage rates for all classifications will increase by 3%.
- Effective January 1, 2018 the wage rates for all classification will increase by 3%.
- Effective January 1, 2019 the wage rates for all classifications will increase by 3%.

The parties acknowledge this letter meets all the requirements set forth in the above-mentioned agreement.

This extension becomes effective upon signing by all parties listed below.

  
\_\_\_\_\_  
Tom Dalzell  
Business Manager  
IBEW Local 1245

  
\_\_\_\_\_  
David Eppler  
President  
Eppler & Eppler, Inc

**APPROVED**  
INTERNATIONAL OFFICE - I.B.E.W.  
  
**March 16, 2017**  
  
Lonnie Stephenson, President  
This approval does not make the  
International a party to this agreement.

**5:6 PAYMENT OF WAGES:**

A. Employees are paid bi-weekly per employee handbook.

B. Wage Rates: The following minimum wage rates shall be applicable for term of this Agreement:

	1/1/2017	1/1/2018	1/1/2019
Courier	\$37.77	\$38.90	\$40.07
Box Van	\$37.77	\$38.90	\$40.07
Single Unit Flat Rack (2 Axle)	\$37.77	\$38.90	\$40.07
Pilot Car	\$37.77	\$38.90	\$40.07
Single Unit Flat Rack (3 Axle)	\$38.17	\$39.32	\$40.50
Tractor Trailer	\$38.17	\$39.32	\$40.50
Tractor Trailer with Fork Lift	\$39.05	\$40.22	\$41.43
<b>*Crane Operators</b>			

\*25% with a minimum of \$50.00/hour

*Eppler & Eppler, Inc*

*Term: January 1, 2017 – December 31, 2019*