

**California Outside Line Construction Agreement
Negotiations with IBEW Local's 47 & 1245 and WLCC-NECA
Table Settlement – April 24, 2017**

1. Agreed: 5 Year Term modify Article 1, Section 1.1 as follows:

This Agreement shall take effect *June 1, 2017*, and shall remain in effect until *May 31, 2022* unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from June 1 through May 31 of each year, unless changed or terminated in the way later provided herein.

2. Agreed: Sick Pay Exemption: Add the following language New Article VI, Section 6.22:

Sick Pay Exemption. During the time this Agreement is in effect, if the Federal Government or the State of California or any city, county or political subdivision of the State of California enacts a statute, ordinance, rule, law or regulation mandating paid sick leave for employees within its jurisdiction, both parties to this Agreement hereby agree to waive the requirements of the statute, ordinance, rule, law or regulation including, but not limited to, Article 1.5 (commencing with Section 245) of the California labor code and California labor code Section 2810.5 (H) and all local ordinances, including, but not limited to those cities of Berkley, Emeryville, Los Angeles, Oakland, San Diego, San Francisco and Santa Monica. Any employer who is signatory to this Agreement shall not be required to comply with said statute, ordinance, rule, law or regulation, and any employee covered by this Agreement shall not have any right or cause of action against any signatory employer or IBEW Local 47 and IBEW Local 1245 for violation of said statute, ordinance, rule, law or regulation.

3. Agreed: Renew 47 – 1245 LOU's/ Project Addendums for: Substation Tech's; Street Light and Net Com Crew and 1245 LOU's on Underground and Night Work - see attached.

Add LOU for Short Haul Operations to Article VI, Section 6.11 of the Agreement – see attached. Add Fabricator Technician additional definition item 6 from June 14, 2012 LOU.

4. Agreed: LINECO Article IV, Section 4.11(a) modify to cover up to \$5.75 per hour effective January 1, 2018 and up to \$6.00 per hour effective January 1, 2019 and up to \$6.25 per hour beginning January 1, 2020 or beyond. (If LINECO doesn't reach \$6.25 in the required contribution on January 1, 2022 the difference between the \$6.25 and the required contribution will go to the NEAP contribution amount for each working classification. This is not precedent setting and this language will remain in this Table Settlement).

5. Agreed: LINECO HRA Article IV, Section 4.11(b) add additional \$0.25 per hour on June 1, 2018 and an additional \$0.25 per hour on June 1, 2019 on all classifications in the Agreement.

6. Agreed: Base Wage Increase per hour for Journeyman Lineman [JL] classification: \$1.05 effective June 1, 2017; \$1.30 effective June 1, 2018; \$1.30 effective June 1, 2019; \$1.05 effective June 1, 2020 and \$1.05 effective June 1, 2021. All other Classifications set forth in Appendix A of the Agreement and any LOU and/or Addendum will be calculated based on their percent of the JL base wage. As a result, Foreman will be at 109.95% of the JL increase and a Groundman would be at 61.08% of the JL increase.

7. **Agreed - NEAP:** Add an additional \$0.50 per hour effective June 1, 2017; \$0.75 per hour effective June 1, 2018; \$0.90 effective June 1, 2019; \$1.00 effective June 1, 2020 and \$1.00 effective June 1, 2021 for all classifications.

The parties hereto agree to recommend this settlement to their Membership.

Date: April 24, 2017

Union Signatures

Management Signatures













