



International Brotherhood of Electrical Workers  
15937 NE Airport Way  
Portland, OR 97230

**DATE:** November 21, 2017  
**TO:** All Inside Journeyman Wireman, Inside Apprentices and Inside Construction Support  
**FROM:** Gary Young, Business Manager/Financial Secretary  
**RE:** CIR Results and Wage Allocation Vote

Dear Member,

The Council on Industrial Relations has determined that the Commercial/Industrial Agreement effective January 1, 2018 contain the following changes:

- 1) 3-year Agreement, effective January 1, 2018 and expiring on December 31, 2020;
- 2) Addition to Article III (Hours/Wages/Working Conditions), Section 3.01(a): 4-10 work schedules can be substituted for a 5-8 work week for holidays or weather delays to allow for a 40-hour work week Monday-Friday (**please note that this is only for 5-8 work weeks and is not for existing 4-10 schedules; it is also not mandatory for a member to work the substituted 4-10 schedule**);
- 3) Addition to Article III (Hours/Wages/Working Conditions), Section 3.01(b): allow for 4-10 work schedules on swing and graveyard shifts at the appropriate shift differential rates;
- 4) Addition to Article III (Hours/Wages/Working Conditions), Section 3.06(a): "On a project with 75 or more employees the free zone shall be eliminated for zone 3 and beyond in LU 48 jurisdiction;"
- 5) Addition to the Code of Excellence (new sentence is underlined):

Members of NECA declare and proclaim the activities of partnering and the Code of Excellence with IBEW are intended to result in well paying jobs to satisfy the economic needs of families including food, housing, health care, education, recreation and economic security in retirement. The purpose of partnering is also to fulfill emotional and physical needs through skilled productive work, respect, dignity and inclusion on challenging yet safe projects. Partnering will also allow labor and management to share new experiences with proper recognition and appreciation to all who participate. Members of NECA are committed to growing and maintaining a strong, educated and productive local workforce;



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6) NECA agrees to adopt language which allows for marijuana use as soon as a federally adopted standard for marijuana testing is available (**the intent is regarding a test for impairment**); and

7) Package increase:

January 1, 2018	\$3.00
January 1, 2019	\$3.00
January 1, 2020	Wage Opener

Monies first will go to Edison Pension Trust and Harrison Health Trust as required by trustees.

Although the membership did not choose to ratify these proposals in September, the Council determined that this was indeed a fair contract with a considerable wage increase and language changes that were beneficial to both parties. Essentially, we pushed NECA as far as we could, and we held our ground at CIR so we did not lose anything we had gained. I attribute the fact that we were able to get a contract with such a substantial increase and positive language gains to the participation of the membership. I look forward to continuing to grow member participation for future bargaining.

Now that we know that we have a \$3.00 increase effective January 1, 2018, we need to determine how to allocate it. We will discuss allocation options on November 29<sup>th</sup>, 2017. We will have our General Membership Meeting, and then begin the allocation discussion afterwards to allow those not working under this Agreement to leave. From that discussion, we will develop three (3) alternatives to putting the full wage increase on the check. The actual decision will be done by mail ballot to ensure we get as much member participation as possible.

**This is NOT the final ballot**, but I wanted to share with you the general concept so you can better understand the process. The ballot will look something like this:

Please cast your vote for one of the two options by checking the appropriate box:

- 1) All 2018 wage increase on the paycheck
- 2) Some allocation to benefits and the remainder on the paycheck

If you selected 1) "All 2018 wage increase on the paycheck," stop here – your vote is complete.

If you selected 2) "Some allocation to benefits and the remainder on the paycheck," please choose from the three options below by checking the appropriate box below. **If you vote for both 1) "All 2018 wage increase on the paycheck, AND you vote for one of the three (3) options below, IBEW Local 48 will not be able to determine your intent and your vote will NOT be counted.**

- 1) Option 1
- 2) Option 2
- 3) Option 3

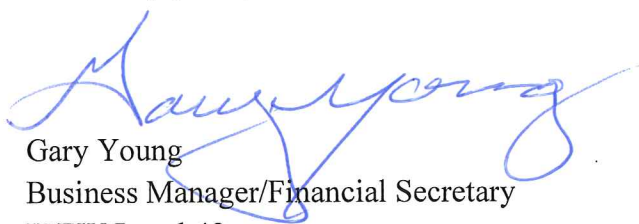


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If the majority of the votes are cast for 1) "All 2018 wage increase on the paycheck," then all wages will be directed to the paycheck and not to other sources. If the majority of the votes are cast for "Some allocation to benefits and the remainder on the paycheck," then the allocation option with the most votes will determine how the 2018 wage increase is distributed.

**We intend to mail out the ballot Thursday, November 30<sup>th</sup>, so please watch your mail closely.**  
Further instructions and information will be included with the official ballot.

Fraternally yours,



Gary Young  
Business Manager/Financial Secretary  
IBEW Local 48



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