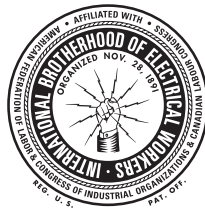


International  
Electrical



Brotherhood  
Workers

**AFL-CIO**

Local Union No. 332

2125 CANOAS GARDEN AVENUE, SUITE 100

SAN JOSE, CALIFORNIA 95125

Telephone: (408) 269-4332

Fax: (408) 979-5500

May 26, 2021

Brothers and Sisters,

Thank you for your continued engagement in the negotiations process and the record participation in the second NECA contract vote. Your involvement throughout this process continues to be greatly appreciated by the entire Negotiating Committee.

The Negotiating Committee went back to the bargaining table and now have an offer that we believe you should strongly consider. We listened to your concerns and negotiated with NECA to withdraw the language regarding the modified workweek, 6 am start option, and this contract offer is for three years. **We are encouraging the membership to vote in favor of this contract proposal.**

Since the current contract expires on May 31, 2021, this vote will also be a STRIKE vote. **We believe this is a solid offer and encourage the membership to approve it.**

Due to the Santa Clara County COVID restrictions that are still in effect, we are once again unable to meet in person to vote on this proposal. We are all frustrated by these mandatory restrictions but are making every effort to reach the entire membership with mailers, emails, text messages, and through social media. Please take some time to thoroughly review this contract offer, discuss it with your fellow members, and encourage everyone to vote. If you have any questions please direct them to your negotiating team at [negotiations@ibew332.org](mailto:negotiations@ibew332.org).

This vote will be conducted online via Election Runner and will consist of three questions. The vote will be open for seven days from May 27<sup>th</sup> to June 2<sup>nd</sup>. **You will need to use your IBEW card number for the login ID, and LU332 for the login key.** The first question will be to vote on the contract itself and the second two questions will address how to allocate the money if the membership approves the contract.

Please use this link to vote between May 27<sup>th</sup> at 7 am to June 2<sup>nd</sup> at 5 pm: <https://j.mp/2SsXMyC>

In Solidarity,

A handwritten signature in black ink, appearing to read "Dan Rodriguez".

Dan Rodriguez  
Business Manager/Financial Secretary

# IBEW / NECA Joint Recommendation Contract Proposal

(For Review Only. Detailed List Available at [www.ibew332.org](http://www.ibew332.org) Inside Negotiations Tab)

Effective June 1, 2021 – May 31, 2024 (3 Year Agreement)

## I. **Wage Increase**

### Section 3.05 (a)

Effective June 1, 2021 - \$ 5.00 to be Allocated

Effective June 1, 2022 - \$ 5.00 to be Allocated

Effective June 1, 2023 - \$ 5.00 to be Allocated

## II. **Overtime**

### Section 3.02

#### **(REMOVE 1997 LANGUAGE AND REPLACE WITH BELOW)**

(b) All Saturdays, Sundays, and Holidays shall be paid at Double (2x) the rate of pay.

## III. **Tools**

### Section 3.12

#### **(a) (ADD LANGUAGE)**

For the duration of the 2021 agreement value of the tool list outlined in Section 3.12(b) shall be assessed at \$850.00 including tax. The tool list replacement value will be re-evaluated prior to all future contracts.

#### **(TOOL LIST UPDATE)**

**Add** - Allen metric set not over 10mm, Multi-tip 11-1 (optional), Conduit Reamer up to 1", Digital Category III Meter up to 600 Volts (optional).

**Remove** - Tap Wrench, Awl

**Made Optional** - Plumb Bob, Chisels

## IV. **Paid Parking**

### Section 3.19

(a) Parking reimbursement will move from 6 block radius to 8 block radius. Quarter mile rule is still in effect and is unchanged

## V. **Reverse Book Layoff**

### Section 6.18

#### **(ADD STRENGTHENED LANGUAGE)**

(d) Supervisory capacity shall be defined as having a minimum of three (3) workers under their direct supervision, unless only one supervisor is present on the project.