



JOINT LABOR/MANAGEMENT COMMITTEE



For the Electrical Contracting Industry

INLAND EMPIRE CHAPTER
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION
1715 North Atlantic
Spokane, Washington 99205

LOCAL UNION NO. 73
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS
1616 North Washington
Spokane, Washington 99205

MODIFICATIONS of AGREEMENT BETWEEN NECA AND IBEW

Eastern Division, Inland Empire NECA and IBEW Local #73 agree to the following changes to the Inside Wireman's Collective Bargaining Agreement ("CBA"):
(This Modification of Agreement replaces the prior Modification of Agreement of July 31st 2023)

1. In recognition of the parties agreement effective August 1, 2023 to discontinue the multiple retirement/wage options the parties agree to modify Article III, Section 3.7(b) NOTE: and allow the members to allocate to the retirement.
2. Effective the first full pay period in **July 2024**, Article 6.3(a) Money Purchase Plan will be changed as follows: "Each Employer agrees to pay **\$5.00** for each hour worked by all employees covered by this agreement to a legally constituted pension annuity (money purchase) plan, a jointly trusted pension trust created pursuant to Section 302(c) of the Labor Management Act".
3. Section 6.3 - Delete everything after Note:
4. Add the following new Section 6.3(b)

"Jointly trusted National 401k Plan with the following provisions. May set contribution rate to zero at the end of the pay period. The contribution rate is fixed at five percent (5%), seven percent (7%), ten percent (10%), or thirteen percent (13%) of gross wages."
Note: Employees may activate their initial enrollment in the NEFP-401k plan at any time. Employees may also change their allocation rate to zero at any time at the end of the pay period. However, employees may otherwise only change their allocation rates upon dispatch to the employer and during the established open enrollment periods of: the two weeks before January 1st and the two weeks before July 1st of each year. (*Apprentices may participate in the NEFP 401k Plan, however only at a single rate of five percent 5%*).
5. The union does not consider monies deferred by employees to the NEFP-401k plan as gross payroll in regard to the employer's calculation of union dues.

Executed this 1st day of June 2024

Christian Chally
Eastern Division
Inland Empire Chapter of
National Electrical Contractors Association

Ken D. Brown
International Brotherhood
of Electrical Workers
IBEW Local #73