

# A GUIDE FOR SUBMISSION AND PRESENTATION OF A CASE TO THE COUNCIL ON INDUSTRIAL RELATIONS



## **PREFACE**

In an average year over one hundred cases are presented to and decided by the Council on Industrial Relations for the Electrical Contracting Industry. These include deadlocked negotiations, grievances, and other disputes which arise under the collective bargaining agreement.

It is the desire of the Council on Industrial Relations that all parties who appear before it be given ample opportunity to present the facts and evidence in support of their individual positions. Too often, the parties obscure the facts or obfuscate them with a mass of extraneous paper or with long, irrelevant oral arguments.

This guide is an attempt to amplify and clarify the important points in the submission and presentation of a case to the Council as viewed from the standpoint of people who have had experience rendering decisions. The first step is very important to assure that your case will be scheduled for the next session of Council. You must request submission forms from the Secretary of the Council according to the provisions set forth in your collective bargaining agreement. This can be done

through our case management system, this can be found online at: [www.thecir.org](http://www.thecir.org).

**Contact Information:**

Secretary, CIR  
Council on Industrial Relations  
IBEW Building  
900 Seventh Street, N.W.  
Washington, D.C. 20001  
(202)728-6165 Telephone  
[www.thecir.org](http://www.thecir.org) (website)  
[secretary@thecir.org](mailto:secretary@thecir.org) (e-mail)

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# **PART I**

## **INTRODUCTION**

The Council on Industrial Relations (CIR) exists as a result of the mutual determination of the International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA) to provide a forum for the peaceful resolution of labor disputes in the electrical contracting industry.

The services of the Council are available to either or both parties to a labor dispute whose local labor agreement provides for this means of resolving negotiating or grievance impasses. The Council encourages and supports local agreements. The Council does not solicit business. It exists to serve the industry and to help resolve only those issues upon which an impasse has been reached. Use of the Council should not be abused, nor should it be used as an excuse for not exhausting every possible effort by both parties to resolve disputes locally. The Council was never intended to be a substitute for the development of good faith labor-management relations on the local level.



## Council on Industrial Relations for the Electrical Contracting Industry

A copy of this form properly completed and signed **MUST** be returned to the Secretary postmarked and uploaded to CIR Case Management on or before: **<FILING DEADLINE>**. RefNbr #

### PARTIES TO SUBMISSION

_____ Chapter, NECA	Local Union No. _____ IBEW
_____ (City)	_____ (Chartered City)
_____ (State)	_____ (State)
Division _____	Type of Agreement _____

### INSTRUCTIONS TO SUBMITTING PARTIES

1. A copy of this form, properly and **completely** filled out, signed by the parties, mailed and uploaded to Case Management, is required by the Council. It is suggested that the parties retain a duplicate copy for their files.
2. The Council shall be furnished four (4) copies of the current approved collective bargaining agreement and all approved amendments which must be postmarked on or before the first day of the month in which the hearing is scheduled and filed with the Council Secretary and the parties must upload an electronic copy to Case Management by the same date.
3. Each of the parties to this submission should furnish the Council four (4) paper copies of a brief supporting their contentions with respect to the issues submitted and upload an electronic copy to Case Management. **The Council strongly recommends that the brief address the issues in the same order as presented on page 2 of this form.**
4. When briefs are filed, they must be uploaded and mailed to the Council Secretary, (postmarked, and a copy furnished to the other party) on or before the first day of the month in which the hearing is scheduled. The same obligation exists for both joint and unilateral submissions.
5. The parties are encouraged to arrange for personal appearances at the Council hearing to present oral testimony; however, such appearances are not mandatory.
6. The parties are urged to continue efforts to settle the issues locally between the date a case is submitted and the date it is to be heard. A case may be withdrawn by the requesting party at any time prior to, or at the time of the hearing. If a local agreement is reached on some issues, then those issues can be withdrawn by mutual consent at the hearing.
7. The parties should suggest new agreement language clearly when stating what each party wishes to accomplish.
8. Sections marked \* on pages 5, 6, and 7 are to be completed if wages or fringes are issues to be adjudicated.

## **PART II**

### **HOW TO PREPARE THE COUNCIL SUBMISSION FORM** **COMMENTS FOR PAGE ONE PARTIES TO SUBMISSION**

Fully complete the spaces for identification of the "Parties to Submission." "Parties to Submission" are the same as the parties to the agreement in question. Most often they are the Local Union Business Manager and the NECA Chapter Manager. In cases where an independent agreement exists, the employer party would be the individual employer. The full legal name of the Chapter or employer should be used. The Local Union's city of charter should be used. Be careful to identify the "Type of Agreement"; i.e., Inside, Outside, Residential.

Please read the Instructions for submitting for the parties at the bottom of the page.

The party requesting these forms is responsible for the Upload and mailing of the Agreement, Submission forms, and their Brief.



## **COMMENTS FOR PAGE TWO**

### **STATEMENT OF ISSUES**

In completing the "Statement of Issues," there are some important things to remember here which will be of great help to the Council in deciding your case.

1. Do not list issues which have already been settled. (But be sure they are unquestionably settled. If you have any doubts, then list the issues.)

2. State the articles and sections in the agreement which are affected by the issues, including article and section numbers and a brief description such as wages or unjust discharge. If there is more than one section or article affected, state all sections affected separately.

3. There are two columns of boxes. For each issue that is listed, check the appropriate box as an "Employer" or "Union" issue on the submission form. If the issue is a concern for both, check the box for "Employer" and "Union" on that issue.

4. List the issues in the same order as treated in the brief, citing the articles and sections affected in the agreement. In your presentation at the hearing, address the issues in the same order as listed on your Submission Form and in your brief. Do not use your negotiation notes, or other notes which have the issues in some other order. This only leads to confusion and takes unnecessary time for the Council to follow the issues. Usually there is only one "Statement of Issues" page for each submission. It is not necessary for each party to prepare separate lists of issues which may be in different order. The parties have to agree only to the identification of the issue.

<Month> Session of the Council on Industrial Relations  
**JOURNEYMAN CURRENT WAGE & BENEFITS\***

	Base Wage	H&W	Local Pension	NEBF	NEIB	Annuity	Vacation	Holiday	HRA	App	Total Pkg
Journeyman											

FUND	Paid by Employer				Deducted from Paycheck			
NEBF	%	OR	\$	Per hour	%	OR	\$	Per hour
NEIB	%	OR	\$	Per hour	%	OR	\$	Per hour
Local Union Pension	%	OR	\$	Per hour	%	OR	\$	Per hour
Health and Welfare	%	OR	\$	Per hour	%	OR	\$	Per hour
Annuity Pay	%	OR	\$	Per hour	%	OR	\$	Per hour
Vacation Pay	%	OR	\$	Per hour	%	OR	\$	Per hour
Holiday Pay	%	OR	\$	Per hour	%	OR	\$	Per hour
Apprenticeship	%	OR	\$	Per hour	%	OR	\$	Per hour
Educational	%	OR	\$	Per hour	%	OR	\$	Per hour
Industry	%	OR	\$	Per hour	%	OR	\$	Per hour
Other	%	OR	\$	Per hour	%	OR	\$	Per hour

1. Have the parties agreed on an effective date? Yes, \_\_\_\_\_ effective date. No, Council will set the effective date.
2. The parties have met \_\_\_\_\_ times for \_\_\_\_\_ hours in an effort to reach an agreement through local negotiations. The most recent meeting was held \_\_\_\_\_.

## **COMMENTS FOR PAGE THREE**

### **WIREMAN/LINEMAN CURRENT BENEFITS**

Be sure to include all fringes and use the space for "other" at the bottom for any fringes not covered above. Also complete the proper column - either "Paid by Employer" contributions, or "Deducted contribution or deduction from check in the same way from Pay Check." Express the amount of employer as it appears in the agreement; i.e., either as a percentage, or cents per hour as stated in the CBA.

The two sentences at the bottom of the page are important, and helpful to the Council.

1. If the parties have agreed to an effective date for changes, it should be stated; however, be certain there is an agreement before you sign the form.
2. Be certain the date agreed upon is correct (day, month and year). The Council will give much credence to a date agreed on by the parties but reserves the right to change it if in their opinion such change is warranted by circumstances.
3. The amount of time spent in local negotiations gives the Council an insight into how close the parties were to agreement, and may lead to specific questioning of the parties by Council members in arriving at a fair decision.

NOTICE - All of the spaces at the bottom of the page for signatures and initials must be completed by both parties on form for joint submission. Do not use separate submission forms. "For the Employer" refers to the employer party to the submission identified on page 1.

**NOTICE! ALL OF THE FOLLOWING MUST BE COMPLETED AND ALL OTHER INFORMATION MUST BE PROVIDED.**

**FOR THE EMPLOYER**

**FOR THE UNION**

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Print/Type Name here)

\_\_\_\_\_  
(Print/Type Name here)

\_\_\_\_\_  
(Employer Association/Employer)

Local Union No. \_\_\_\_\_ IBEW

\_\_\_\_\_  
(Street)

\_\_\_\_\_  
(Street)

\_\_\_\_\_  
(City) (State) (Zip)

\_\_\_\_\_  
(City) (State) (Zip)

Phone: \_\_\_\_\_

Phone: \_\_\_\_\_

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**THE AUTHORIZED REPRESENTATIVES OF THE ABOVE NAMED PARTIES HEREBY AGREE AS FOLLOWS:**

1. To submit for adjudication by the Council the issues listed on page 2, which have been attempted, without success, to settle through local negotiations; and to accept as final and binding the decision rendered by the Council.
2. To submit for wage review by the Council the information listed on pages 3, 5, 6, and 7 is correct.

IMPORTANT PAGE FOUR, Once both parties have signed and submission form, any changes will require mutual consent. Unilateral submissions are signed by only one party and submitted under the conditions of Standing Council Policy VIII as follows:

"VIII - Unilateral Submissions

"Unilateral submissions will be accepted by the Council only when all of the conditions set forth below are satisfied:

"(1) The collective bargaining agreement between the parties contains Council Clauses.

"(2) The submitting party has engaged or attempted to engage in bona fide collective bargaining in accordance with the terms of the local labor agreement in an effort to effect a local settlement.

"(3) The submitting party has given timely notice to the other party, in writing, of intent to file the case, and at the same time invited said other party to join in the submission, with a copy of said invitation to the Secretary of Council.

"Upon receipt of a unilateral submission which qualifies under the conditions set forth above, together with the other material required, the Secretary of the Council will notify the non-submitting party that the case has been filed, and list the issues submitted to the Council."

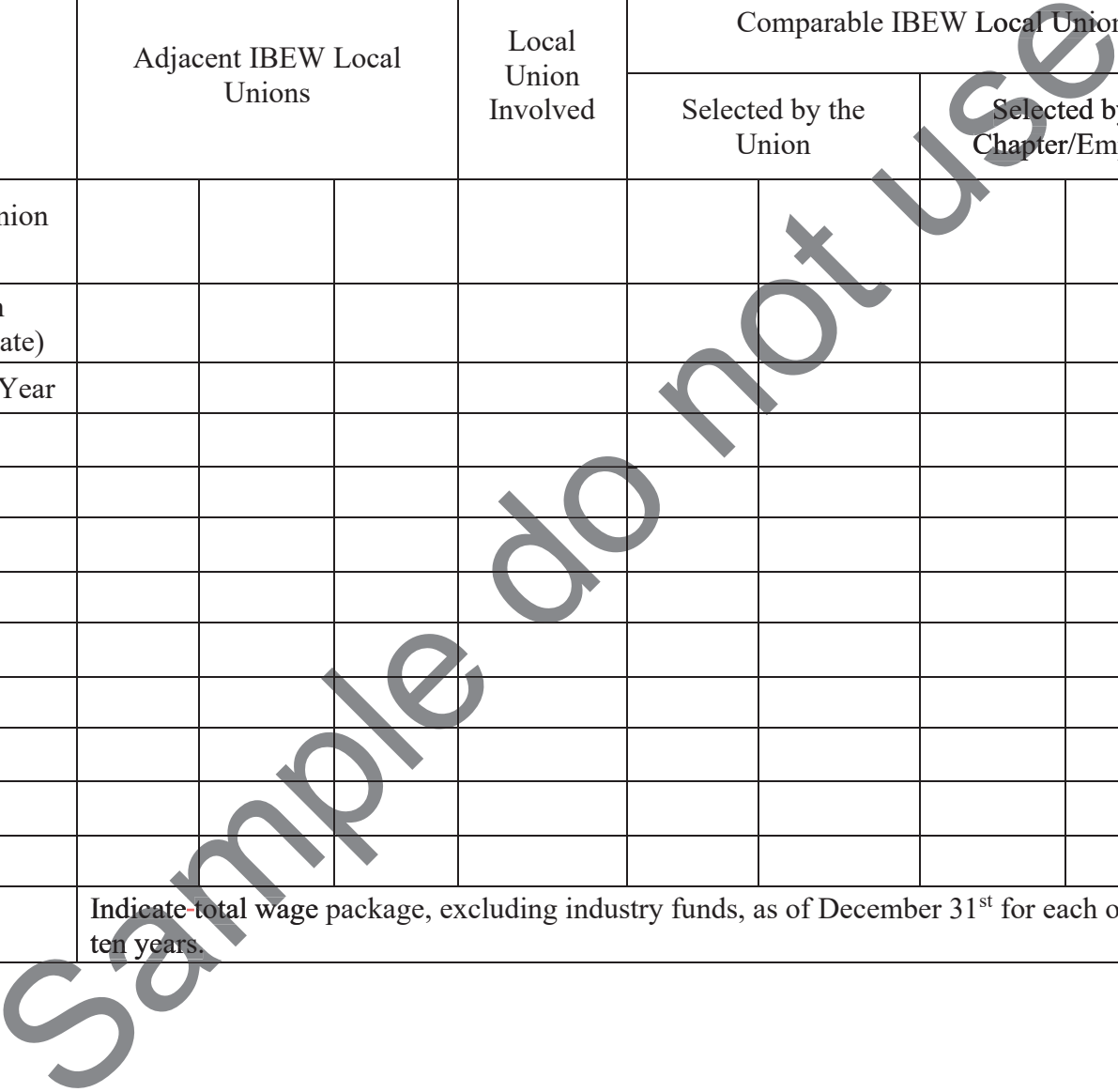
Read, understand and comply with the two conditions agreed to by both parties when submitting a case to Council. These conditions are listed just below the section containing the signatures and other pertinent information on page .

**Comparative Wage Information\***

Adjacent IBEW Local Unions are those which geographically border the Local Union involved or have been considered adjacent in past practice due to proximity.

Comparable IBEW Local Unions are those which have similar (but not limited to) membership demographics, work type, work outlook, etc.

*	Adjacent IBEW Local Unions			Local Union Involved	Comparable IBEW Local Unions		
					Selected by the Union		Selected by the Chapter/Employer
Local Union No.							
Location (City, State)							
Current Year							
*	Indicate total wage package, excluding industry funds, as of December 31 <sup>st</sup> for each of the last ten years.						





**WAGE HISTORY**

Tabulate the Journeyman hourly wage rate, exclusive of fringe benefits, by contract years, **for the past 5 years starting with the CURRENT YEAR.** Show percentage differential, or monetary differential (whichever was specified by the agreement at the time), for the other classifications. Show the effective date of each increment in each contract year.

Effective Dates	JN	F	GF	Apprentice Rate in % or Dollars										
				1	2	3	4	5	6	7	8	9	10	

Sample do not use

**COMMENTS FOR PAGES FIVE, SIX, AND SEVEN**  
**WAGE AND FRINGE BENEFIT COMPARISONS AND**  
**WAGE HISTORY**

CIR Form pages 5, 6 and 7 are to be used only if wages or fringes are issues before the Council. You will not receive these pages for grievance cases. All case must complete the fringe benefit information on CIR Form page 3.

1. "Local Union Wage Comparisons" - page 5 - The Council looks carefully at many things. They read your brief, your agreement, and your submission form data. They listen to oral arguments and rebuttals, and they ask questions. Do not prejudice your case by careless preparation of the submission form. Take the time to prepare it correctly, and it will pay dividends in the end. The submission form data must agree with the agreement as submitted with your brief. If it doesn't, the Council decision you receive may be confusing to you, and may require later interpretation - all on account of carelessness in preparing the submission form. Please note the footnote at the bottom of CIR Form page 5 . For the comparative local union data, indicate the total wage package.

2. This amount will include the employers' cost of all fringe benefits plus wages, and apprenticeship but excluding educational or industry funds. Data should cover the most recent ten-year period, with the most recent data appearing in the top row. Make this data as reliable and accurate as possible. Do not compare apples to oranges. Use the same base for all data on this page.
  
3. "Historical Data." - page 6 - This provides comparative information historically over a ten-year period for eight crafts. Again, exclude from the total wage package "educational or industry funds" and place the most recent data in the top row. Integrity of the data is important to enable the Council to make a fair decision. It cannot and must not be based on careless or inaccurate information. If information is not available in any instances leave the space blank. Do not guess. This will only distort the facts, and mislead the Council.
  
4. "Wage History" - page 7 - This is a history of the Relationship between various wage classifications in the agreement. Please note here that this only calls for wage rate (not fringe costs - nor total package).

5. If you have a ten-period apprentice pay schedule or other classifications, utilize the lines directly below the table. Again, accuracy is of prime importance, and certainly the classification wage differentials should be expressed as either percentage or cents per hour - the same as in the agreement. Also be sure to show the effective dates in the left hand column of this table. It is absolutely critical to your case that the wage information for the classifications shown here is the same as in your agreement. Do not be careless here. If the wage rates have been changed by amendments since your agreement was printed - be sure to reflect all such amendments.

## **PART III**

### **ABOUT COUNCIL BRIEFS AND ORAL PRESENTATIONS**

The rules of good communications apply to the subjects of briefs and oral presentations. Avoid complicated, ambiguous statements. Strive for clarity. Make statements that are brief, complete and to the point.

Your brief should show for each issue - in a convenient and easy to read format - pertinent existing agreement clauses, union proposals, employer proposals, arguments for your proposals and substantiating evidence. Copies of letters, lengthy lists and other such data are usually best placed in back of the brief and referred to in the text.

Council members are interested in jointly signed minutes of meetings. These minutes which relate to the issues submitted are of special value when an argument for your case is that an agreement has been reached on some or all issues in dispute.

The Council members will have read your brief before your case is called. The hearing itself is divided into three phases: oral presentation, rebuttal, and questions. Each

party will be given an opportunity to orally present new or additional evidence. After oral presentations have been made, each party will be allowed to rebut the other's written brief and/or oral testimony. Following rebuttal, Council members may question the disputants.

Although the best type of oral presentation will be determined by the nature of the case, often a very short statement, merely emphasizing and perhaps illustrating the most important parts of your case, is most effective. You should tell the Council what you want from the Council in your own language. Members of the Council will write language if necessary, but it is in your best interest to submit the written language that you want in your agreement. Remember, however, the oral presentation is for you to present new evidence. Do not read your brief. Save your rebuttal arguments for the rebuttal portion of the hearing.

With few exceptions, discourses on the uncooperative attitude of the other party, the bad faith bargaining engaged in, and other extraneous matters will confuse the issue and accomplish nothing.

CIR members are familiar with your problems. Most have faced similar problems themselves. All members of the Council have had labor relations experience in our industry.

Although personal appearances are not mandatory for the Council to hear a case, it is preferred for you to make a personal appearance if a dispute is important enough to submit. A personal appearance by both parties allows the Council members the opportunity to question the disputants directly, and some unrevealed but pertinent facts may be brought to light enabling the Council to resolve the dispute in the most equitable manner. Through direct questioning of the parties, Council members will gain an insight leading to a decision directed to the real problem rather than to an issue which may be somewhat obscure in the brief. The person who appears at the hearing should be well versed on the issues in dispute.

If it is not practical for either party to make a personal appearance and a case must be submitted by brief only, then be certain that your brief contains all the information on the issue and that your position and arguments are germane to the issues. Also be sure that

the issue is clear and represents the true item which is in dispute.

It is most important; whether you are presenting your case in person or by brief only, that you clearly state what you want the CIR to do. In a wage case, asking for a reasonable wage increase (or worse, asking Council not to grant an unreasonable increase) is wholly inadequate. State in dollars and cents the amount of any increase requested and whether that increase should go to wages only or be allocated so much to the hourly wage and so much to specified fringe benefits. Bear in mind that a wage increase is not the same as a total package increase, particularly if fringes such as health & welfare and pension are calculated as a percentage of the wage rate. If you mean for your wage proposal to include the "percentage roll-ups" in your agreement, make this clear in your presentation.

If you are asking for a language change or clarification, include the desired language.

In grievances, clearly state whether Council should find a violation of the agreement or not, and if a violation is found, what the specific remedy should be and how it was arrived at.

Many disputants before the CIR have gone to considerable effort to detail the issues and arguments in their briefs, oral presentations and rebuttals, only to leave this basic question, "What do you want Council to do?" unanswered.

When appearing before the Council on Industrial Relations, the best advice is to know your case. If you really understand the problem; if you have given the other party ample opportunity in bargaining to study, modify or reject your solution and have in turn given every consideration to that party's alternative proposals and can identify their weaknesses; if you have written out a statement of the problem and your suggested solutions in an orderly and clear manner -- if you have done all these things, you are prepared to come to Council.

## **PART IV CHECKLIST FOR BRIEFS**

- Have you uploaded copies of your brief, submission form and agreement(s) to the CIR Secretary via Case Management in a timely fashion by the 11:59 e.s.t. on the 1<sup>st</sup> of the month of Council. Your brief should be on letter size paper (8 1/2" x 11") and 4 copies of your brief, submission form and agreement(s) post marked on or before to the 1<sup>st</sup> of the month of Council to the Secretary of CIR.
- Is each issue on the submission form clearly addressed in your brief?
- Is your position on each issue and the reason for your position clearly stated? Are all arguments in support of our position pertinent to the issue? Have you clearly stated how you want Council to rule on each issue?
- If you propose a change in the agreement, does your brief state exact language for consideration by the Council?

- Have you included a brief summary of negotiations to date including all economic items already agreed upon at home?
- Is all necessary supportive data clearly organized, identified and properly referenced so as to be easily located in your brief?
- If you propose a change in the effective date of the agreement, have you stated the effective date you propose and the reason for such change?
- Have you reviewed and deleted from the original draft all unnecessary and extraneous language in your brief which would only tend to confuse the reader?
- Have you exchanged briefs with the other party on or before the first day of the month in which the hearing is scheduled?
- Have the parties continued their efforts to settle the issues? Remember that a negotiated settlement tends to strengthen good relations between the parties.

## **PART V**

### **CHECKLIST FOR MAKING A PERSONAL APPEARANCE AT COUNCIL**

- Upon your arrival at Council, make your presence known to the Secretary and check to see when your case is scheduled to be heard.
- At the time that you check in, notify the Secretary of the Council if you have any additional written evidence which you wish to introduce at your hearing and which was not included in your brief. Present a copy to the other party for review prior to your scheduled hearing. This additional material will not be distributed at the hearing unless its distribution is consented to by the other party. You must provide 22 copies for distribution.
- Ensure that any other representatives who will appear at the table with you know when your case is scheduled to be heard and arrange for them to be present when the hearing starts.
- If you are not thoroughly acquainted with Council procedure, arrive early and plan to observe other cases heard in open session so as to become familiar

with the procedure and order of presentations. Organize your thoughts and have your oral presentation well in mind so that you can make optimum use of the time allotted for your case and hold the full attention of Council members with only minimum reference to notes.

- If a submitted issue is withdrawn by mutual consent of the parties, either prior to or at the hearing, it will not appear in the decision as an issue. But before you consent to withdraw an issue, be certain that there is irrevocable agreement on the issue. If there is any doubt, leave it as an issue and ask the Council to include it in their decision as you think it was agreed to at home.

## **PART VI**

### **EXAMPLES OF COMPLETED SUBMISSION FORMS**

- (1) Negotiation Issues - sample completed form
- (2) Grievance Issue - sample completed form



## Council on Industrial Relations for the Electrical Contracting Industry

A copy of this form properly completed and signed **MUST** be returned to the Secretary postmarked and uploaded to CIR Case Management on or before: **<FILING DEADLINE>**. RefNbr #

### PARTIES TO SUBMISSION

Tucumcari \_\_\_\_\_ Chapter, NECA Local Union No. 123 \_\_\_\_\_ IBEW  
Tucumcari \_\_\_\_\_ anywhere \_\_\_\_\_  
\_\_\_\_\_  
(City) (Chartered City)  
New Mexico \_\_\_\_\_ New Mexico \_\_\_\_\_  
\_\_\_\_\_  
(State) (State)  
Division \_\_\_\_\_ Type of Agreement Inside \_\_\_\_\_

### INSTRUCTIONS TO SUBMITTING PARTIES

1. A copy of this form, properly and **completely** filled out, signed by the parties, mailed and uploaded to Case Management, is required by the Council. It is suggested that the parties retain a duplicate copy for their files.
2. The Council shall be furnished four (4) copies of the current approved collective bargaining agreement and all approved amendments which must be postmarked on or before the first day of the month in which the hearing is scheduled and filed with the Council Secretary and the parties must upload an electronic copy to Case Management by the same date.
3. Each of the parties to this submission should furnish the Council four (4) paper copies of a brief supporting their contentions with respect to the issues submitted and upload an electronic copy to Case Management. **The Council strongly recommends that the brief address the issues in the same order as presented on page 2 of this form.**
4. When briefs are filed, they must be uploaded and mailed to the Council Secretary, (postmarked, and a copy furnished to the other party) on or before the first day of the month in which the hearing is scheduled. The same obligation exists for both joint and unilateral submissions.
5. The parties are encouraged to arrange for personal appearances at the Council hearing to present oral testimony; however, such appearances are not mandatory.
6. The parties are urged to continue efforts to settle the issues locally between the date a case is submitted and the date it is to be heard. A case may be withdrawn by the requesting party at any time prior to, or at the time of the hearing. If a local agreement is reached on some issues, then those issues can be withdrawn by mutual consent at the hearing.
7. The parties should suggest new agreement language clearly when stating what each party wishes to accomplish.
8. Sections marked \* on pages 5, 6, and 7 are to be completed if wages or fringes are issues to be adjudicated.

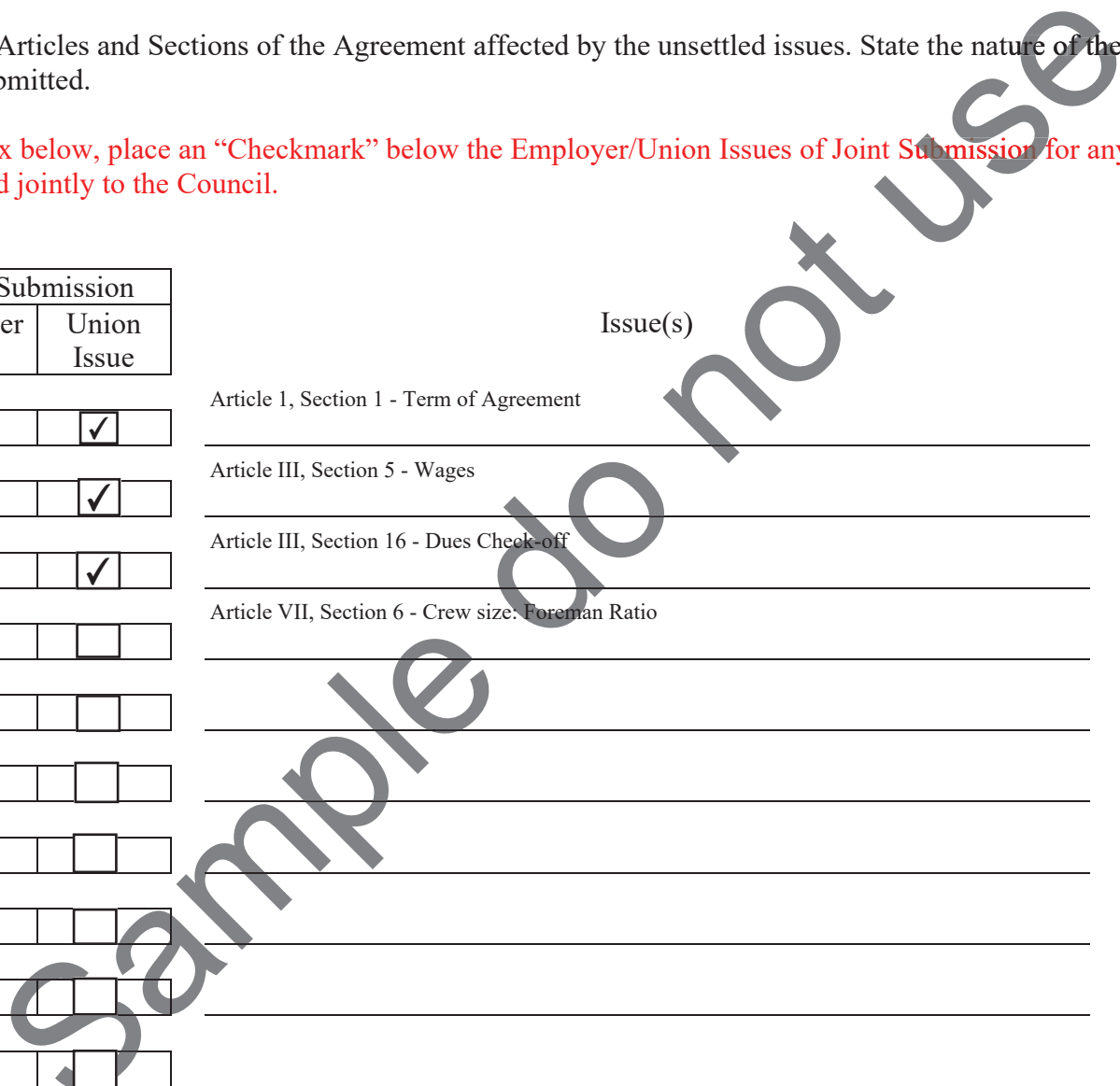
**STATEMENT OF ISSUES**

Do not list any issues which have been settled prior to submitting the case to Council.

Indicate Articles and Sections of the Agreement affected by the unsettled issues. State the nature of the issues being submitted.

In the box below, place an "Checkmark" below the Employer/Union Issues of Joint Submission for any issue submitted jointly to the Council.

Joint Submission		Issue(s)
Employer Issue	Union Issue	
<input type="checkbox"/>	<input type="checkbox"/>	Article 1, Section 1 - Term of Agreement
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Article III, Section 5 - Wages
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Article III, Section 16 - Dues Check-off
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Article VII, Section 6 - Crew size: Foreman Ratio
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	
<input type="checkbox"/>	<input type="checkbox"/>	



<Month> Session of the Council on Industrial Relations  
**JOURNEYMAN CURRENT WAGE & BENEFITS\***

	Base Wage	H&W	Local Pension	NEBF	NEIB	Annuity	Vacation	Holiday	HRA	App	Total Pkg
Journeyman	32.98			.99		.74	1.47	.74		.37	41.16

FUND	Paid by Employer					Deducted from Paycheck					
NEBF	3	%	OR	\$	Per hour	%	OR	\$	Per hour		
NEIB		%	OR	\$	Per hour	%	OR	\$	Per hour		
Local Union Pension		%	OR	\$ 1.50	Per hour	%	OR	\$	Per hour		
Health and Welfare		%	OR	\$ 2.20	Per hour	%	OR	\$	Per hour		
Annuity Pay	2	%	OR	\$	Per hour	%	OR	\$	Per hour		
Vacation Pay		%	OR	\$	Per hour	4	%	OR	\$	Per hour	
Holiday Pay		%	OR	\$	Per hour	2	%	OR	\$	Per hour	
Apprenticeship	1	%	OR	\$	Per hour		%	OR	\$	Per hour	
Educational		%	OR	\$	Per hour		%	OR	\$	Per hour	
Industry		%	OR	\$	Per hour		%	OR	\$	Per hour	
Other		%	OR	\$ .10	Per hour		%	OR	\$	Per hour	

1. Have the parties agreed on an effective date? Yes, 01/28/25 effective date. No, Council will set the effective date.
2. The parties have met 8 times for 21.5 hours in an effort to reach an agreement through local negotiations. The most recent meeting was held 1/5/2025.

**Comparative Wage Information\***

Adjacent IBEW Local Unions are those which geographically border the Local Union involved or have been considered adjacent in past practice due to proximity.

Comparable IBEW Local Unions are those which have similar (but not limited to) membership demographics, work type, work outlook, etc.

*	Adjacent IBEW Local Unions			Local Union Involved	Comparable IBEW Local Unions			
					Selected by the Union		Selected by the Chapter/Employer	
Local Union No.		232	355	123	523	355	321	232
Location (City, State)	West gap	North cap	Nowhere	Anwhere	South loc	Nowhere	West gap	North cap
Current Year	38.39	44.23	62.20	41.16	51.58	62.20	38.39	44.23
2024	37.44	41.89	59.92	40.05	50.74	59.92	37.44	41.89
2023	36.39	40.07	58.35	38.29	50.02	58.35	36.9	40.07
2022	35.33	39.05	56.72	37.80	49.08	56.72	35.33	39.05
2021	34.22	37.63	54.93	37.80	47.96	54.93	34.22	37.63
2020	33.45	36.37	53.65	35.80	47.96	53.65	33.45	36.37
2019	32.38	35.01	52.39	34.80	46.84	52.39	32.38	35.01
2018	31.98	33.76	51.24	33.89	45.02	51.24	31.98	33.76
2017	30.85	32.96	49.29	33.00	44.82	49.29	30.85	32.96
2016	29.99	32.01	48.01	31.90	43.21	48.01	29.99	32.01
*	Indicate total wage package, excluding industry funds, as of December 31 <sup>st</sup> for each of the last ten years.							

**HISTORICAL DATA**

Indicate total wage package, excluding industry funds, as of December 31<sup>st</sup> for each of the last ten years. If there were wage increments during the year, indicate the effective date of each increment.

	Wireman	Lineman	VDV/Teledata Tech	Plumber	Iron Worker	Sheet Metal	Oper. Eng.	Laborer
Local Union No.	123		624	624	813	746	912	144
Current Year	41.16		40.44	43.21	45.07	44.98	43.05	42.05
2024	40.05		39.00	42.00	43.02	43.09	41.55	40.55
2023	38.29		37.91	40.02	42.05	41.09	40.75	39.57
2022	37.80		36.91	39.21	41.00	40.55	40.01	38.55
2021	37.80		36.51	39.00	40.50	40.23	38.95	38.35
2020	35.80		35.61	38.02	39.21	39.00	37.85	37.00
2019	34.80		34.91	36.93	38.00	38.01	36.55	35.91
2018	33.89		33.50	35.52	36.93	36.75	35.75	34.91
2017	33.00		32.86	34.00	35.55	35.80	34.25	33.85
2016	31.90		31.82	32.96	33.00	34.00	33.03	32.51

**WAGE HISTORY**

Tabulate the Journeyman hourly wage rate, exclusive of fringe benefits, by contract years, **for the past 5 years starting with the CURRENT YEAR.** Show percentage differential, or monetary differential (whichever was specified by the agreement at the time), for the other classifications. Show the effective date of each increment in each contract year.

Effective Dates	JN	F	GF	Apprentice Rate in % or Dollars									
				1	2	3	4	5	6	7	8	9	10
1/28/2024	32.98	36.28	39.58	16.49	19.13	23.09	26.38	28.03	29.68				
1/28/2023	32.00	35.20	38.40	16.00	18.56	22.40	25.60	27.20	28.80				
1/28/2022	31.30	34.43	37.56	15.65	18.15	21.91	25.04	26.61	28.17				
1/28/2021	30.90	33.99	37.08	15.45	17.92	21.63	24.72	26.27	27.81				
1/28/2020	30.90	33.99	37.08	15.45	17.92	21.63	24.72	26.27	27.81				

Sample document for use

**STATEMENT OF ISSUES**

Do not list any issues which have been settled prior to submitting the case to Council.

Indicate Articles and Sections of the Agreement affected by the unsettled issues. State the nature of the issues being submitted.

In the box below, place an "Checkmark" below the Employer/Union Issues of Joint Submission for any issue submitted jointly to the Council.

Joint Submission		Issue(s)
Employer Issue	Union Issue	
<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	violation of Article III, Section 23(b) by ABC electric failing to pay High time, on ALCO site
<input type="checkbox"/>	<input type="checkbox"/>	
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