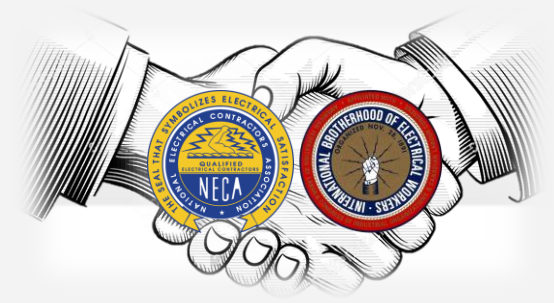


# CIR

## Filing Process and Procedures

# Standard CIR Language

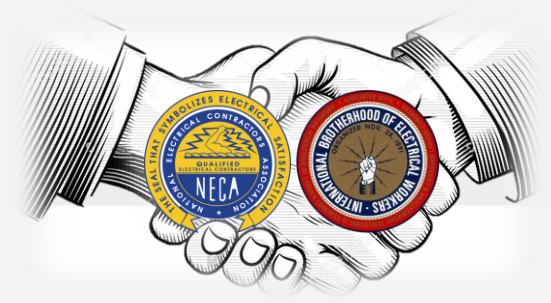
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***Unresolved issues or disputes arising out of the failure to negotiate a renewal or modification of this agreement that remain on the 20th of the month preceding the next regular meeting of the Council on Industrial Relations for the Electrical Contracting Industry (CIR) may be submitted jointly or unilaterally to the Council for adjudication. Such unresolved issues or disputes shall be submitted no later than the next regular meeting of the Council following the expiration date of this agreement or any subsequent anniversary date. The Council's decisions shall be final and binding.***

# Rules for Submission

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Apply to the Secretary of the Council for a set of **Submission Forms**, informing him whether it is a wage or grievance issue.

Examine the form carefully and note what is required by the Council.

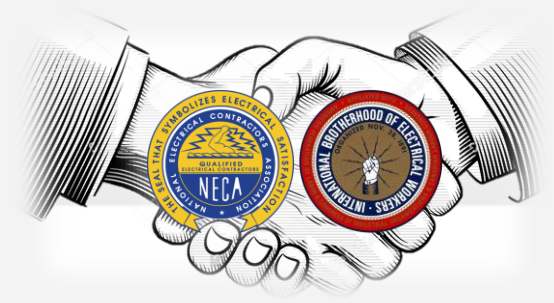
Representatives of both parties should be present when the form is filled out. This procedure assures the Council of receiving factual information. **ONLY ONE FORM**, signed by both parties, shall be returned to the Council. The other two copies are for the Employer and Union.

Between the time of filing and the time for hearing, the regional Officers of both sponsoring organizations may assign an Interim Committee to assist the local parties in resolving the remaining issues.

The parties will receive notice from the Secretary advising them of the time and place of the Council meeting at which their case will be heard.

# Rules for Submission

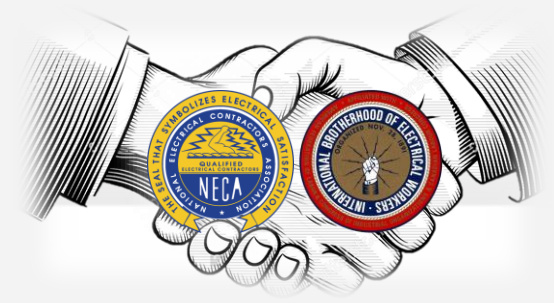
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So that the Council Members may become familiar with each case before them, the parties should file briefs (4 copies) with the Secretary of the Council. In addition to the hard copies, attendees are required to upload electronic copies of the agreement, briefs and signed submission form to Case Management. If briefs are filed, a copy must be furnished to the other party so that oral arguments may be prepared by each party. While the briefs need not be elaborate or in legal form, they should clearly state the position and arguments of the parties on each of the issues in dispute.

# Rules for Submission

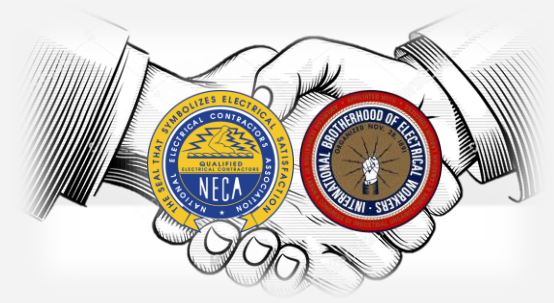
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The representatives of the parties who appear at the hearing will be given an opportunity to present oral argument citing additional information to what is already in the brief, and to answer any questions asked of them by members of the Council. While personal appearances are not mandatory, the parties are strongly urged to have representation at the hearing so that all facts in connection with the case can be developed. If either party will not be represented at the hearing in person, he may, after reading the other party's brief, send a written rebuttal to the Secretary in time to be presented while the case is being heard. No exchange of rebuttals is required.

# Rules for Submission

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- The Council also requires that 4 copies of the current approved agreement and amendments be filed.
- The paper work is due no later than midnight on the 1st of the month in which the session is being held. Refer to Standing Council **Policy No. IV** for the deadline for submitting the Submission Form, Agreements, and Briefs.

# Rules for Submission

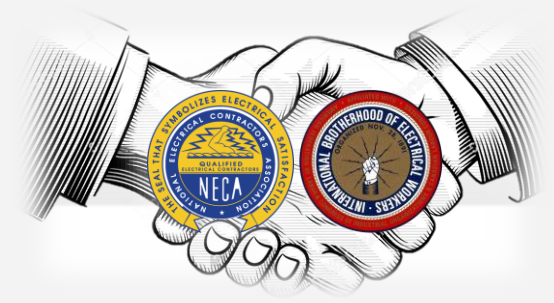
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The Council on Industrial Relations exists primarily to serve the Electrical Contracting Industry, the nature of which is such that its local labor agreements are primarily multi-employer agreements containing terms and conditions uniquely applicable to work of the Industry performed in the jurisdictions of numerous Local Unions. Therefore, the Council formula envisions cases for adjudication to be submitted by a Local Union of the IBEW and/or the appropriate NECA Chapter, or other multi-employer bargaining agent, on behalf of any one, or all, of its members. However, where no multi-employer bargaining agent exists, the Council may elect to accept, upon receipt of a written stipulation, a case involving an individual Employer and a Local Union of the IBEW. The Council may also elect to accept, upon receipt of a written stipulation, a case from some other segment of the Electrical Industry where a Local Union of the IBEW is involved.

# Rules for Submission

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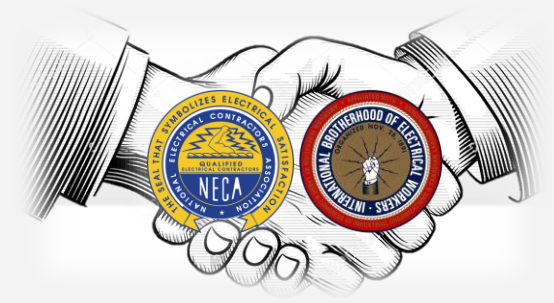


## Additional Requirements for Unilateral Submissions

- An invite **must** be given, either with the notice of intent to file, or by separate letter to the other party, in writing, to join in the submission of the case. A copy of this invitation must be given to the Secretary of the Council

# Rules for Submission

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## Reminders

A **separate** request form for **each case** to be presented before Council **must** be submitted.

Timely notice **must be given** to the other party of intent to file case.

All items presented to council **must** be postmarked on or before the 1st day of the month in which the hearing is scheduled including the following items: one completed and properly signed submission form under separate cover, 4 copies of the current approved collective bargaining agreement and amendments, and 4 copies of briefs and exhibits that will be presented.

[www.thecir.org](http://www.thecir.org)



**Council on Industrial Relations**

Dedicated to harmony and prosperity in the electrical industry through arbitration

- Home
- About CIR
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- CIR Policy
- Rules for Submission
- Request Submission Form
- Preparing Briefs
- Hearing Procedure
- Submission Guide(pdf)
- Hotels in Area
- Contact Us
- Case Management

Home



The Council on Industrial Relations (CIR) exists to provide a forum

**Session Schedule:**

**Next Session (2016):**  
November 14th - November 17th

**Place:**  
**Capital Hilton**  
1001 16th St NW  
Washington DC 20036  
(202) 393-1000  
[Website](#)

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2017



Dedicated to harmony and prosperity in the electrical industry through arbitration

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[Submission Guide\(pdf\)](#)

[Hotels in Area](#)

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## Submission Forms

[Click here to request CIR submission forms.](#)

The request must contain:

1. Your name, address, fax number.
2. Contact information for the other party; including contact name, address, phone and fax numbers.
3. Type of agreement (negotiations or grievance)
- 4. Please remember that you must notify the other party that forms have been requested!**



Before submitting a submission form, you are strongly urged to view the [CIR movie](#) and to read the [rules for submission](#).



Council on Industrial Relations, Office of the Secretary  
900 Seventh Street, NW  
Washington, D.C. 20001

202-728-6165 Fax: 202-728-6168 Email  
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Home > Request Submission > Submission Form

All information must be completed or the form will be rejected.

Requesting Party:

Contact:

Title:

Address:

City:

State:

 Zip: 

Phone:

Fax:

Email:

Other Party:

Contact:

Title:

Address:

City:

State:

 Zip: 

Phone:

Fax:

Email:

#### TYPE OF AGREEMENT

- ☐ INSIDE ☐ RESIDENTIAL ☐ OTHER (please specify)
- ☐ OUTSIDE ☐ TELEDATA/VDV

#### TYPE OF CASE

- ☐ NEGOTIATIONS ☐ WAGE OPENER
- ☐ GRIEVANCE (if Grievance, please list issue(s) & applicable Article(s) & Section(s) below:

CIR CLAUSE (please check one) ☐ Standard ☐ Modified

Send form

Clear Form

#### Important Reminders

- You **must** fill out a **separate** request form for **each case** you wish to bring to Council.
- You **must** give timely notice to the other party, in writing, of your intent to file the case.
- You **must** have postmarked on or before the 1st day of the month in which the hearing is scheduled the following items: one completed and properly signed submission form under separate cover, 4 copies of the current approved collective bargaining agreement and amendments, and if filed, 4 copies of the briefs.

#### Additional Requirements for Unilateral Submissions

- You **must** give timely notice to the other party, in writing, of your intent to file the case unilaterally, and at the

All information must be completed or the form will be rejected.

Requesting Party:

Contact:

Title:

Address:

City:

State:

Zip:

Phone:

Fax:

Email:

Other Party:

Contact:

Title:

Address:

City:

State:

Zip:

Phone:

Fax:

Email:

#### TYPE OF AGREEMENT

☐ INSIDE ☐ RESIDENTIAL ☐ OTHER (please specify)

☐ OUTSIDE ☐ TELEDATA/VDV

#### TYPE OF CASE

☐ NEGOTIATIONS ☐ WAGE OPENER

☐ GRIEVANCE (if Grievance, please list issue(s) & applicable Article(s) & Section(s) below:

**CIR CLAUSE (please check one)** ☐ Standard ☐ Modified

**From:** <[secretary@thecir.org](mailto:secretary@thecir.org)>  
**Date:** August 1, 2016 at 9:14:53 AM EDT  
**To:** <[kcborden@kcneca.com](mailto:kcborden@kcneca.com)>, <[kcborden@kcneca.com](mailto:kcborden@kcneca.com)>  
**Cc:** "Golden, Darin" <[Darin\\_Golden@IBEW.org](mailto:Darin_Golden@IBEW.org)>, "Tripiett, William H." <[bill.triplett@necanet.org](mailto:bill.triplett@necanet.org)>, <[cpk@necanet.org](mailto:cpk@necanet.org)>, <[kt@necanet.org](mailto:kt@necanet.org)>, <[germaine.wells@necanet.org](mailto:germaine.wells@necanet.org)>, "Henke, Curtis E." <[Curtis\\_Henke@IBEW.org](mailto:Curtis_Henke@IBEW.org)>, <[steve.krieg@necanet.org](mailto:steve.krieg@necanet.org)>, VP DISTRICT 11 <[IVPD\\_11@IBEW.org](mailto:IVPD_11@IBEW.org)> **Subject:** LU 124 & Kansas City Chapter, NECA (Inside Negotiations)

**Attached are your session letters and information regarding the upcoming August 2016 session of CIR.**

**Important:** *The Council is utilizing the section of the CIR website, located at [www.thecir.org](http://www.thecir.org). This secure way to organize and submit your documentation is called "CIR Case Management" and has streamlined how cases are managed. CIR Case Management can be accessed by going to the website, and clicking on the "Case Management" button on the left-hand side of the page.*

*In addition to the required documents to be filed with your case, it is required that you also upload electronic copies to the CIR Case Management system. Following this email, each litigant will receive a unique user name and password, which will allow them access to the case management section.*

**You may contact this office if you have any questions or require additional information. Thank you for embracing this new digital system. It will have wide reaching benefits**



# Council on Industrial Relations for the Electrical Contracting Industry

Co-Sponsored by  
National Electrical Contractors Association  
and  
International Brotherhood of Electrical Workers®

A copy of this form properly filled out and signed must be returned to the Secretary postmarked and uploaded to CIR Case Management on or before:

**August 1, 2016**

Forms Received  
By CIR On:

All unresolved issues should be submitted jointly. However, unilateral submissions may be accepted when all conditions of Council Policy VIII are fulfilled.

## PARTIES TO SUBMISSION

Chapter, NECA	Local Union No.	IBEW®
(City)	(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 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 4 paper copies of a brief supporting their contentions with respect to the issues submitted and upload an electronic copy to Case Management. The brief should deal with the issues in the same order in which they are listed 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 strongly encouraged to arrange for personal appearance 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 heard. A case may be withdrawn by mutual consent at any time prior to, or at the time of the hearing. If 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 3, 4, 5 and 6 are to be completed if wages or fringes are issues to be adjudicated.



# Council on Industrial Relations for the Electrical Contracting Industry

Co-Sponsored by

National Electrical Contractors Association

and

International Brotherhood of Electrical Workers®

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Forms Received

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## **PARTIES TO SUBMISSION**

<input type="text"/>	Chapter, NECA	Local Union No. <input type="text"/>	IBEW®
<input type="text"/>		<input type="text"/>	
(City)		(City)	
<input type="text"/>		<input type="text"/>	
(State)		(State)	
Division <input type="text"/>		Type of Agreement <input type="text"/>	

### INSTRUCTIONS TO SUBMITTING PARTIES

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# INSTRUCTIONS TO SUBMITTING PARTIES

---



- 3. Each of the parties to this submission should furnish the Council 4 paper copies of a brief supporting their contentions with respect to the issues submitted and upload an electronic copy to Case Management. The brief should deal with the issues in the same order in which they are listed 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 strongly encouraged to arrange for personal appearance at the Council hearing to present oral testimony; however, such appearances are not mandatory.

# INSTRUCTIONS TO SUBMITTING PARTIES

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- 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 heard. A case may be withdrawn by mutual consent at any time prior to, or at the time of the hearing. If 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 3, 4, 5 and 6 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 agreement affected by the unsettled issues. State the essence of the issues being submitted.



<input type="checkbox"/>	Employer Issue of Joint Submission
<input type="checkbox"/>	Union Issue of Joint Submission
<input type="checkbox"/>	Unilateral Submission by Employer (E) or Union (U). (Check One)

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Article 1, Section 1.01 Duration of the Agreement.
-------------------------------------	-------------------------------------	--------------------------	--

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Article 3, Section 3.05 Journeyman hourly wage.
-------------------------------------	-------------------------------------	--------------------------	---

<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Article 6, Section 6.04 Pension contribution rates.
-------------------------------------	-------------------------------------	--------------------------	---

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Memorandum of Understanding Six - Small Works Agreement.
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
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☐ Employer Issue of Joint Submission

☐ Union Issue of Joint Submission

☐ Unilateral Submission by Employer (E) or Union (U).  
(Check One)



Article 1, Section 1.01 Duration of the Agreement.



Article 3, Section 3.05 Journeyman hourly wage.



Article 6, Section 6.04 Pension contribution rates.



Memorandum of Understanding Six - Small Works Agreement.



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

FUND	Paid by Employer	Deducted from Pay Check
National Pension - NEBF	(NEBF <u>3</u> % of Gross Payroll)	
Local Union Pension	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Health and Welfare	<u>      </u> % or <u>5.60</u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Annuity Plan	<u>      </u> % or <u>3.45</u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Vacation Pay	<u>6</u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Holiday Pay	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Apprenticeship	<u>      </u> % or <u>50</u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Educational	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Industry	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Other <u>      </u>	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour

1. Have the parties agreed on an effective date for all changes? Yes ☒ No ☐
2. If the answer is "Yes" give effective date June 1, 2016. If answer is "No", Council will set effective date.
3. The parties have met for 12 hours in an effort to reach agreement through local negotiations. The most recent meeting took place on April 19, 2016.

**NOTICE! ALL OF THE FOLLOWING MUST BE FILLED IN WITH THE EXCEPTION OF ONE SIGNATURE IN THE CASE OF UNILATERAL SUBMISSIONS. ALL OTHER INFORMATION MUST BE PROVIDED.**

## **FOR THE EMPLOYER**

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

David Woodard  
(Print or Type Name Here)

Executive Director  
(Title)

Mishawaka Chapter NECA  
(Name of Employer's Association)

608 W. Douglas, Suite 104  
(Street)

Mishawaka IN 67203  
(City) (State) (Zip)

Date:        Phone: 402-265-7067

## **FOR THE UNION**

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

Roger King  
(Print or Type Name Here)

Business Manager  
(Title)

Local Union No. 123 IBEW

1040 S. Broadway  
(Street)

South Bend IN 67211  
(City) (State) (Zip)

Date:        Phone: 316-267-8255

## **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 we have 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, 4, 5 and 6.

### WIREMAN/LINEMAN CURRENT BENEFITS\*

FUND	Paid by Employer	Deducted from Pay Check
National Pension - NEBF	(NEBF <u>3</u> % of Gross Payroll)	
Local Union Pension	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Health and Welfare	<u>      </u> % or <u>5.60</u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Annuity Plan	<u>      </u> % or <u>3.45</u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Vacation Pay	<u>6</u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Holiday Pay	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Apprenticeship	<u>      </u> % or <u>50</u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Educational	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Industry	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour
Other <u>      </u>	<u>      </u> % or <u>      </u> ¢ per hour	<u>      </u> % or <u>      </u> ¢ per hour

- Have the parties agreed on an effective date for all changes? Yes ☒ No ☐
- If the answer is "Yes" give effective date June 1, 2016. If answer is "No", Council will set effective date.
- The parties have met for 12 hours in an effort to reach agreement through local negotiations. The most recent meeting took place on April 19, 2016.

[illegible]





## HISTORICAL DATA\*

Indicate total wage package excluding apprenticeship, educational or industry funds, as of December 31 for each of the last ten years. If there were wage increments during the year, indicate effective date of each increment.

[illegible]

### WAGE HISTORY\*

Tabulate the Journeyman hourly wage rate, exclusive of fringe benefits, by contract years for the past 5 years, with the current rate at the bottom. 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		GF	F	CS	JN	Apprentice Rate in % or Money							
						1	2	3	4	5	6	7	8

Current rates of other classifications also affected by wage increase: If the hourly wage rate for any classification listed is based on a formula such as a constant money differential or percentage differential, so indicate.


### COMPARATIVE DATA\*

In wage disputes involving Inside Wiremen or Commercial Line work, list the current hourly rates and fringe benefits CONTRIBUTED BY THE EMPLOYER in the local agreements of the following trades:

	Wireman or Lineman	Carpenter	Sheet Metal	Iron Worker	Plumber
Journeyman Rate					
Local Union Pension					
Health and Welfare					
Annuity Fund					
Paid Vacation					
Paid Holidays					
CHECK THE FOLLOWING ITEMS FOR ABOVE TRADES IF APPLICABLE IN YOUR AREA					
Short Work Week Hours Per Day Days Per Week					
Zone Pay Mileage Subsistence					

WAGE HISTORY\*

Tabulate the Journeyman hourly wage rate, exclusive of fringe benefits, by contract years for the past 5 years, with the current rate at the bottom. 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		GF	F	CS	JN	Apprentice Rate in % or Money							
						1	2	3	4	5	6	7	8

Current rates of other classifications also affected by wage increase: If the hourly wage rate for any classification listed is based on a formula such as a constant money differential or percentage differential, so indicate.

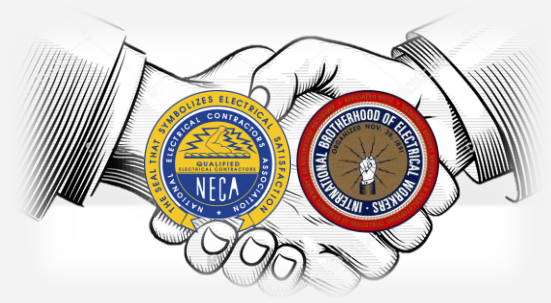

## COMPARATIVE DATA\*

In wage disputes involving Inside Wiremen or Commercial Line work, list the current hourly rates and fringe benefits CONTRIBUTED BY THE EMPLOYER in the local agreements of the following trades:

	Wireman or Lineman	Carpenter	Sheet Metal	Iron Worker	Plumber
Journeyman Rate					
Local Union Pension					
Health and Welfare					
Annuity Fund					
Paid Vacation					
Paid Holidays					
CHECK THE FOLLOWING ITEMS FOR ABOVE TRADES IF APPLICABLE IN YOUR AREA					
Short Work Week Hours Per Day Days Per Week					
Zone Pay Mileage Subsistence					

# Suggestions for writing briefs to be submitted to the Council

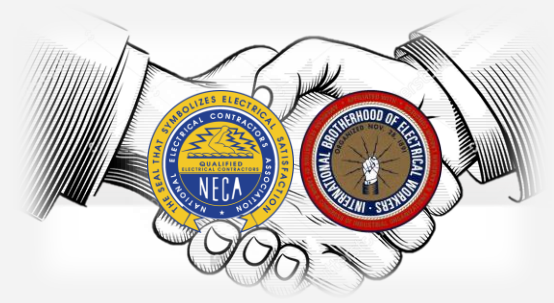
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- **Be brief. Be specific. The Council is interested in precise statements of fact, not in fancy covers or artistic trimmings.**
- **Use letter size paper (8 1/2" x 11"). Do not use legal size.**
- **On your submission form, assign a number to each issue in dispute.**
- **In submitting arguments supporting a listed issue, use the same numbers for both the issue and the supporting argument.**

# Suggestions for writing briefs to be submitted to the Council

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- Give a brief resume of the highlights of your negotiations, including proposals and counter-proposals and resulting positions.
- If charts, maps, photographs or other supporting statistical data are to be part of the brief, sufficient copies (4) shall be made so as to be included in all copies of the brief. The use of films or recordings is not sanctioned by the Council.



Dedicated to harmony and prosperity in the electrical industry through arbitration

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[CIR Policy](#)

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The Council on Industrial Relations (CIR) exists to provide a forum for the peaceful resolution of labor disputes in the electrical contracting industry and by the mutual agreement and sponsorship of the [International Brotherhood of Electrical Workers \(IBEW\)](#) and the [National Electrical Contractors Association \(NECA\)](#).

## Session Schedule:

### Next Session (2016):

November 14th - November 17th

#### Place:

[Capital Hilton](#)  
1001 16th St NW  
Washington DC 20036  
(202) 393-1000  
[Website](#)

### 2017

Feb 21st - 23rd  
May 8th - 11th  
Aug 15th - 17th  
Nov 14th - 16th

# **CIR**

## **Case Management**

Email

dwoodard@kansasneca.org

Password

\*\*\*\*\*

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Case Management

Welcome: Angela Bowersox | [Logout](#)

Cases

Files

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Use the grid below to manage the files in your case. ☐ Show Inactive cases

>>	RefNbr	StartDate	Local Union	Employer	Agreement Type	Case Type	Case Status	VP Dist	Edit
	<a href="#">655</a>	09/30/2016	231	<a href="#">Sioux City Div., Iowa Chapter, NECA</a>	Inside	Grievance	● Active	11	<a href="#">Edit</a>

Council on Industrial Relations

Maintain Case Files

www.circasemanagement.org/Files.aspx?case=645

COUNCIL ON INDUSTRIAL RELATIONS

Case Management

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Cases

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CaseInfo: Case Ref: 645 Employer: Kansas City Chapter, NECA

Case Type: Grievance Status: Active

Period: Aug: 2016 Local Union: 545

Agreement Type: Inside

Use the grid below to manage the files for this case. You may upload files in the dialog below the file grid.

>>	File Ref	View	iPad/Chrome	Upload Date	File Type	Description	Uploaded By	Delete
	<a href="#">3275</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 04:37 PM	Employer Brief	Employer Brief (Core Drilling)	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3277</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 04:40 PM	Submission Form	Submission Form	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3278</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 04:43 PM	Employer Brief	Employer Brief (Light Pole Bases)	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3279</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 04:54 PM	Submission Form		Wagers, Nathaniel	
	<a href="#">3280</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 04:54 PM	Union Brief		Wagers, Nathaniel	
	<a href="#">3281</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 04:55 PM	Agreement	IBEW LU 545 Inside Agreement	Wagers, Nathaniel	
	<a href="#">3306</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	09/01/2016 09:55 AM	Preliminary Decision		Kilpatrick, Elizabeth	
	<a href="#">3317</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	09/14/2016 11:32 AM	Final Decision		Kilpatrick, Elizabeth	

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Page 1 of 1 (8 items)

To upload a file, select file type from the drop down menu and type a description for the file.

Browse your file system for the file and click Upload after you have selected the file.

File Type: [Select File Type]

Description:

File: 

Choose File

 No file chosen

Agreement Type: **Inside**

Use the grid below to manage the files for this case. You may upload files in the dialog below the file grid.

>>	File Ref	View	iPad/Chrome	Upload Date	File Type	Description	Uploaded By	Delete
	<a href="#">2949</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/28/2016 11:44 AM	Agreement	DES MOINES INSIDE CBA_VERSION 2.8_JUNE 1...	Bowersox, Angela	
	<a href="#">3035</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 03:58 PM	Union Brief		Wells, Patrick	
	<a href="#">3091</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 07:11 PM	Other	MINUTES #1_FEBRUARY 29, 2016	Bowersox, Angela	
	<a href="#">3092</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 07:13 PM	Other	MINUTES #2_MARCH 23, 2016	Bowersox, Angela	
	<a href="#">3093</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 07:15 PM	Other	MINUTES #3_MARCH 30, 2016	Bowersox, Angela	
	<a href="#">3094</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 07:17 PM	Other	MINUTES #4_APRIL 4, 2016	Bowersox, Angela	
	<a href="#">3095</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 07:17 PM	Other	MINUTES #5_APRIL 27, 2016	Bowersox, Angela	
	<a href="#">3096</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/29/2016 07:19 PM	Submission Form	SUBMISSION FORM_DES MOINES DIVISION NE...	Bowersox, Angela	
	<a href="#">3103</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	04/30/2016 12:14 PM	Employer Brief	EMPLOYER BRIEF_DES MOINES DIVISION NEC...	Bowersox, Angela	
	<a href="#">3145</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	06/03/2016 11:02 AM	Preliminary Decision		Kilpatrick, Elizabeth	

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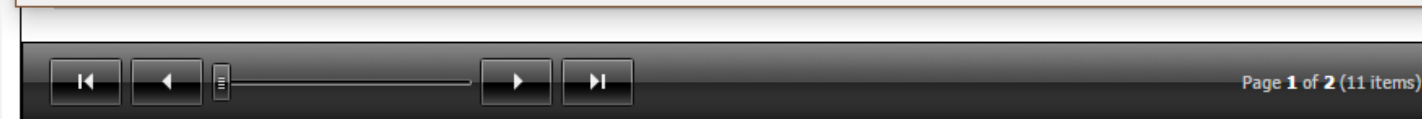
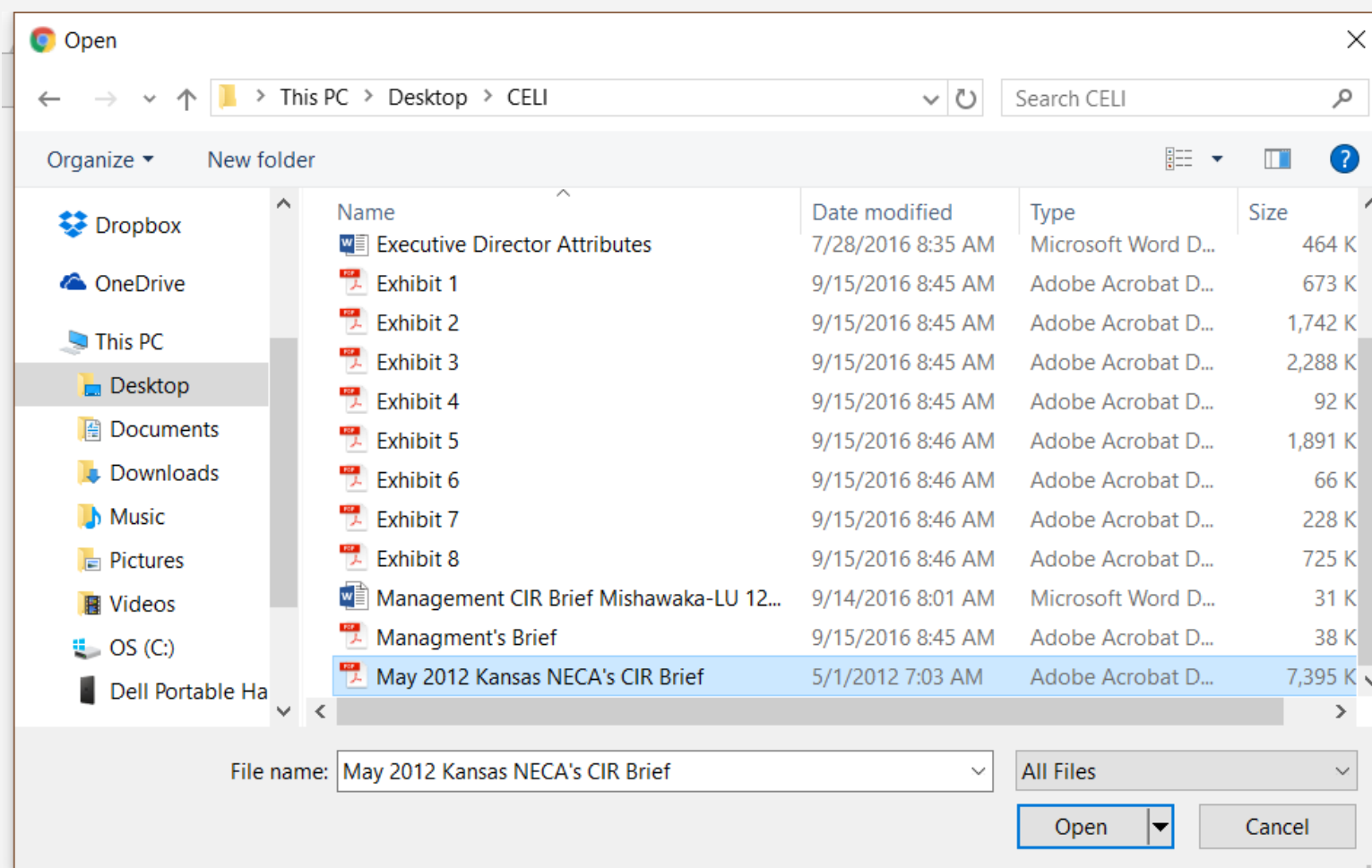
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Page **1** of **2** (11 items)

To upload a file, select file type from the drop down menu and type a description for the file.  
Browse your file system for the file and click Upload after you have selected the file.

File Type:	[Select File Type] ▼	
Description:	[Select File Type]	
File:	Union Brief Employer Brief Agreement <b>Submission Form</b> Final Decision Interpretation Preliminary Decision Notice to Appear Received at Hearing Other	



To upload a file, select file type from the drop down menu and type a description for the file.  
Browse your file system for the file and click Upload after you have selected the file.

File Type:	Employer Brief
Description:	Iowa Chapter NECA Brief
File:	<input type="button" value="Choose File"/> No file chosen

# COUNCIL ON INDUSTRIAL RELATIONS

## Case Management

Welcome: Kenneth Borden | [Logout](#)

Cases

**Files**

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CaseInfo: Case Ref: **653** Employer: **Kansas City Chapter, NECA**  
Case Type: **Negotiations** Status: **Active**  
Period: **Aug: 2016** Local Union: **124**  
Agreement Type: **Inside**

Use the grid below to manage the files for this case. You may upload files in the dialog below the file grid.

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	<a href="#">3283</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:42 PM	Employer Brief	Employer Brief (w/Exhibits)	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3284</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:44 PM	Employer Brief	Exhibit #1	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3285</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:44 PM	Employer Brief	Exhibit #2	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3286</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:45 PM	Employer Brief	Exhibit #3	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3287</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:46 PM	Employer Brief	Exhibit #4	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3288</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:46 PM	Employer Brief	Exhibit #5	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3290</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:48 PM	Employer Brief	Exhibit #6	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3291</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:49 PM	Employer Brief	Exhibit #7	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3292</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/01/2016 06:51 PM	Submission Form	Submission Form	Borden, Kenneth	<a href="#">delete</a>
	<a href="#">3295</a>	<a href="#">view</a>	<a href="#">iPad/Chrome</a>	08/02/2016 09:00 AM	Union Brief		Golden, Darrin	



Page 1 of 2 (15 items)

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Browse your file system for the file and click Upload after you have selected the file.

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Description:	<input type="text"/>
File:	<input type="button" value="Choose File"/> No file chosen



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

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.



If you are wishing to use the services of CIR, please read through this web site. To schedule the next session of the Council, you must **request submission forms** from the Secretary of the Council according to the rules as set forth in your collective bargaining agreement and under the CIR.

## Session Schedule:

### Next Session (2016):

November 14th - November 17th

#### Place:

Capital Hilton  
1001 16th St NW  
Washington DC 20036  
(202) 393-1000  
[Website](#)

### 2017

Feb 21st - 23rd  
May 8th - 11th  
Aug 15th - 17th  
Nov 14th - 16th

### 2018

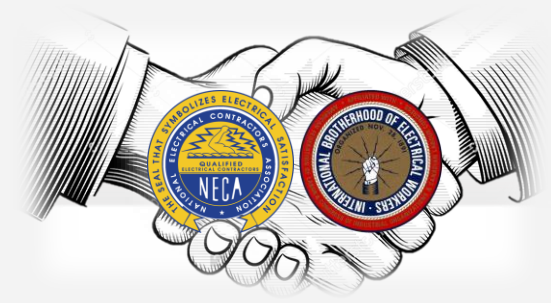
Feb 20th - 22nd  
May 21st - 24th  
Aug 14th - 16th  
Nov 13th - 15th

### 2019

Feb 12th - 14th  
May 20th - 23rd  
Aug 13th - 15th  
Nov 12th - 14th

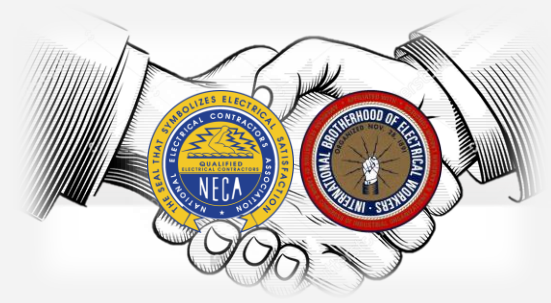
**A GUIDE FOR SUBMISSION AND  
PRESENTATION OF A CASE TO THE COUNCIL  
ON INDUSTRIAL RELATIONS**





# CIR

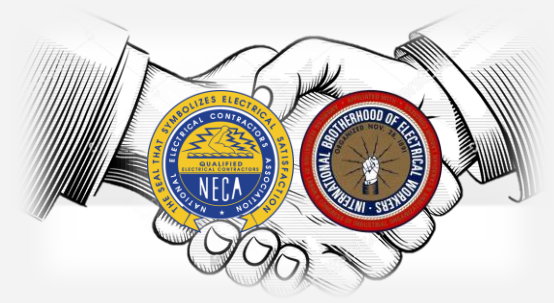
## Filing Process and Procedures



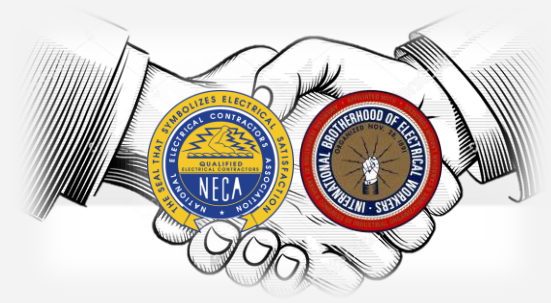
# How to write a CIR brief

# Brief Definition

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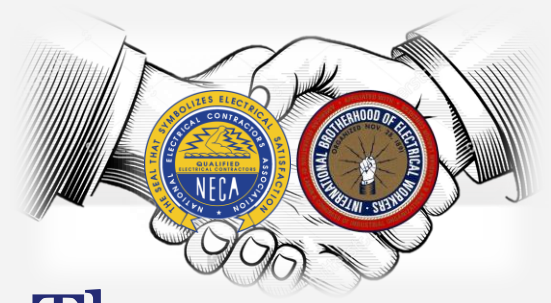
- ....of short duration
- .....a concise statement or summary
- .... lasting only a short time and containing few words
- ....all of the possible arguments on one side of a controversy



# Things to remember

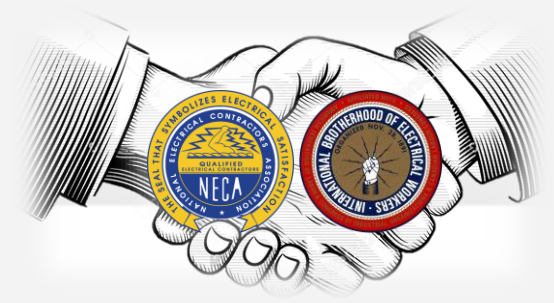
- Recognize the importance of CIR briefs.
- Constructed in a manner of an outsider reading the document.
- Be thorough and complete.
- Don't make assumptions or omit pertinent data.
- Crafted with the IBEW being the target audience.
- Avoid disparaging comments toward the union or business manager

# Things to remember



- Management argues with statistics and data. The union argues philosophy and they view subjects on how they feel about it.
- Convince them your proposals are fair and/or good for the membership.
- The union wants what the other local got but not if it's less because then they are irrelevant.

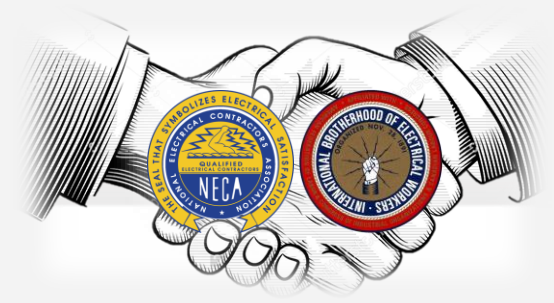
# Things to remember



- Crafted with the IBEW being the targeted audience.
- Avoid disparaging comments toward the union or business manager.

# CIR is interested in:

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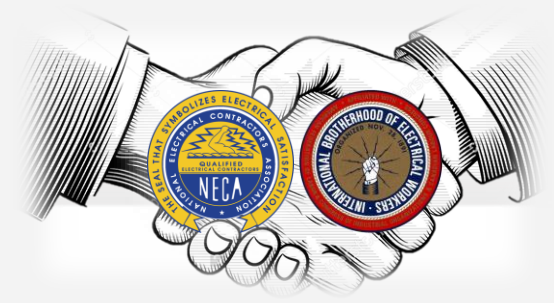
- Whether or not employers are using composite rates.
- Back log this year versus last year.
- Large projects that went union and nonunion.
- The scope of the market employers do or don't do.

# Suggestions



- Address why you are requesting the change and include the language verbatim you desire to insert including the exact location of where the change should be made in the agreement.
- Don't assume CIR understands your market, competition, customers or terminology.

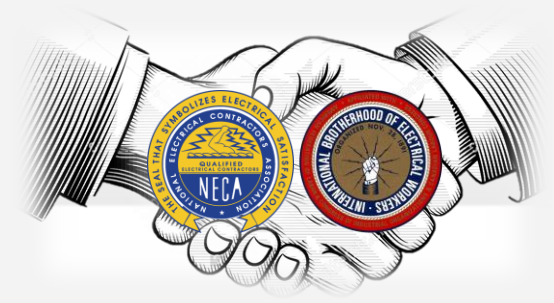
# Suggestions



- Reference submission items to proposed remedies, specifically tie the two together.
- Briefs should layout the issues in the same order as the CIR Submission form.

# Suggestions

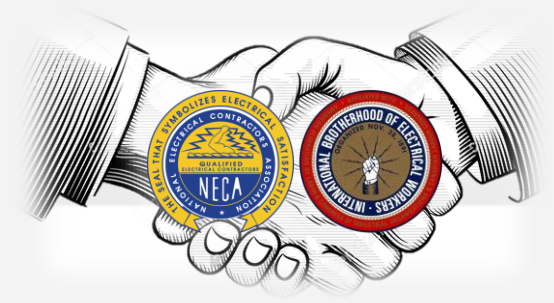
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- Prepare for writing your brief prior to negotiations.
- Provide sufficient time to complete a professional brief.
- Address whether your proposals are JW rate or “total package” with roll ups.

# Suggestions

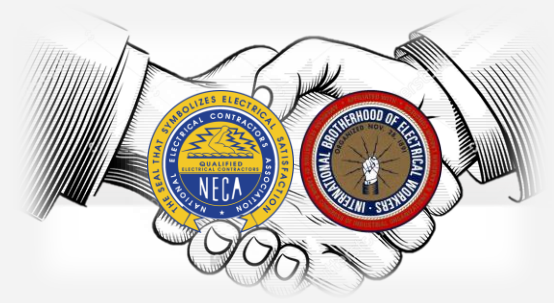
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- Avoid unnecessary information which can be distracting or confuse panel members.
- If advantageous, address regional economic issues and comparative local wages when at CIR.
- List all sections of the CBA that support or defend your position.

# Suggestions

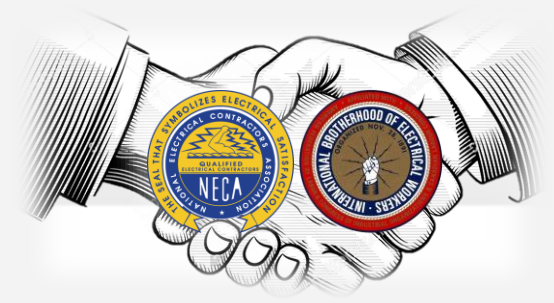
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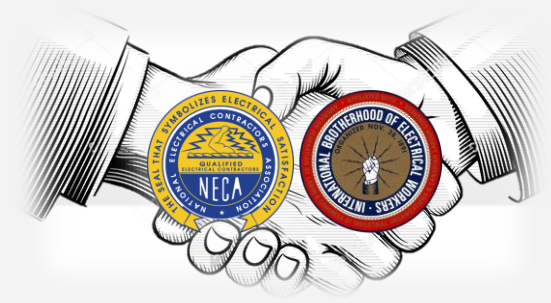
- Outline structure should include;
  - Index
  - summary of negotiation
  - Address submission items
  - Conclusion
  - Exhibits

# Suggestions

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- Utilize **bold**, ~~strikethrough~~, *italic* and **colored** font.
- Utilize book marks, hyperlinks graphs & charts.
- Easy to read.



# Questions