



NORTHERN CALIFORNIA ADDENDUM No. 2



TO THE 9TH DISTRICT SOUND & COMMUNICATIONS AGREEMENT

October 14, 2020

NOTICE OF ONLINE WAGE ALLOCATION ELECTION

Dear IBEW Member,

Pursuant to the Addendum No. 2 of the 9th District Sound & Communications Agreement, there is an agreed to wage increase of \$4.00 for Schedules 2A & 2D, \$3.20 for Schedule 2E, with Schedule 2B receiving a wage increase equal to 88% of the increase of Schedule 2E. The allocation shall become effective December 1, 2020. Traditionally we have held allocation meetings prior to the implementation of a wage increase. The Northern California jurisdictions covered by Addendum No. 2 of the 9th District Sound & Communications Agreement are still under varying restrictions for public gatherings that will not be lifted in time for eligible members to gather for an allocation meeting.

As a result of the restrictions placed on public gatherings, the Negotiating Committee has decided that an on-line allocation vote will take place for this allocation. The balloting will be conducted using a Ranked Choice Ballot. The Ranked Choice Ballot shall consist of various scenarios, and members shall place the scenarios in their ranked preference. These scenarios are based upon information from gathered from Unit Committees, the membership at large and the Health & Welfare Trustees. The Balloting Results will be posted on the signatory Local Unions' website, and the updated wage sheet will be mailed to all affected members.

For those who are unfamiliar with ranked choice voting, the process unfolds as follows for ballots such as this:

1. Voters rank the options for the allocation by preference on their ballots.
2. If an option wins an outright majority of first-preference votes (i.e., 50 percent plus one), it will be declared the winner.
3. If, on the other hand, no option wins an outright majority of first-preference votes, the option with the fewest first-preference votes (Option X) is eliminated.
4. All first-preference votes for the failed option (Option X) are eliminated and the second-place preference choices indicated on those ballots are counted as the new preference.
5. A new tally is conducted to determine whether any option has won an outright majority of the adjusted voters.
6. The process is repeated until an option wins a majority of votes cast.

Balloting begins on October 15, 2020 at 12:00 Noon, and close October 29, 2020 at 4:00pm. The on-line allocation ballot can be accessed at <https://vote.electionrunner.com/election/rWhMN>. A link to the allocation ballot will be posted on your Local Union's website. Only Sound & Communications Unit members of the signatory Local Unions in good standing working under the Addendum No. 2 of the 9th District Sound & Communications Agreement shall be eligible to vote on the allocation.

Fraternally,
Your Negotiating Committee