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IMPORTANT

#3-23

February 22, 2023

TO: All NAEC Members

FROM: Tim Conway

SUBJECT: NOTICE OF FORMAL BARGAINING – LABORERS

The 2019-2023 NAEC Laborers Master Labor Agreement expires June 30, 2023. Several associations including the NAEC entered into informal bargaining with the Northern California District Council of Laborers which led to an early extension of the Master Labor Agreement. In accordance with NAEC's Bylaws, this Labor Relations Bulletin constitutes notice to our members of our intent to enter into formal bargaining thirty (30) days or more from this date on behalf of those members for whom we still hold Power of Attorney. Notices to the Laborers of NAEC's intent to modify the labor agreement will be sent **no later than April 16, 2023**.

NAEC members choosing not to be bound by NAEC's formal bargaining with the Laborers should contact the NAEC to discuss the procedures for withdrawing their Power of Attorney.

Those members who elect to withdraw Power of Attorney and subsequently decide to become signatory to the Laborers agreement negotiated by the NAEC, may authorize the Association to represent them through execution of a new Power of Attorney whenever appropriate.

If you have any questions in this regard, please call the NAEC at (916) 996-4532.