

NOTICE OF NONDISCRIMINATION IN EMPLOYMENT

Adopted – December 2025

TO: LOCAL UNION 234, INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

(Employees of contractor, union or organization of workers, employment referral agencies, and training program sponsors)

The undersigned currently holds, or represents contractors or subcontractors who currently hold, contracts or subcontracts and may in the future bid on contracts or subcontracts which are subject to the provisions of Executive Order 11246 (Part II - Sec. 202).

You are advised that under the provisions of these contracts and in accordance with the Executive Order, contractors and subcontractors are obliged to take affirmative action to provide equal employment opportunity without regard to race, religion, color, sex or national origin. This obligation includes, but is not limited to, the following:

HIRING, PLACEMENT, UPGRADING, TRANSFER OR DEMOTION, RECRUITMENT ADVERTISING, OR SOLICITATION FOR EMPLOYMENT, TREATMENT DURING EMPLOYMENT, RATES OF PAY OR OTHER FORMS OF COMPENSATION; SELECTION FOR TRAINING, INCLUDING APPRENTICESHIP, LAYOFF OR TERMINATION.

This obligation extends, so far as the responsibility of the undersigned is concerned, to any arrangement under which journeymen or apprentices are selected and referred to work on its projects.

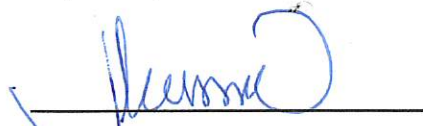
This notice is furnished to you pursuant to the provisions of such contracts or subcontracts and Executive Order 11246 (Part II - Section 202).


Jerri L. Champlin, Executive Director

Monterey Bay California Chapter, National Electrical Contractors Association, Inc.

ACKNOWLEDGEMENT:

This organization, which is party to a collective bargaining agreement with your Association on behalf of its member employers, is of the opinion that your association, as well as its member contractors, have fulfilled the requirements required by the Civil Rights Act and Executive Order 11246 (Part II, Sec. 202).


Jose Munoz

Local #234, International Brotherhood of Electrical Workers

Instructions

This notice may be furnished by a contractor's Association on behalf of all members of the Association to all Unions with which they bargain. However, such notice must be renewed every two years.

Where an Association does not provide this information, it must be sent out by the individual contractor at the time of award of a contract.

Where a group or organization is notified on behalf of either an Association or an individual contractor, a list of organizations so notified may be posted with the notice in lieu of separate forms for each.