

Construction Wireman/Construction Electrician
Memorandum & Addendum
Between
L.U. 569, IBEW
And
San Diego Chapter, NECA

(Effective **06-01-24**)

Article I

Memorandum

**CONSTRUCTION WIREMAN/CONSTRUCTION ELECTRICIAN OUTLINE
PURPOSE AND OBJECTIVE**

The Construction Wireman/Construction Electrician Addendum calls for and permits the utilization of the Construction Wireman/Construction Electrician classifications only where mutually agreed to by the local parties. The intent and purpose is to seek ways and means to gain market share, employ former non-union workers, and to replace other programs. Many of these other programs have shown, over time, to be ineffective for the growth and development of the necessary job skills and abilities required for our industry.

These new classifications will help to meet the needs of lesser qualified individuals and provide a career path for them within the ranks of the IBEW. The classifications will allow these individuals to be more employable and, most importantly, able to retain their employment during economic downturns. In addition, the new classifications, if used effectively, should help signatory contractors be competitive in obtaining work which leads to employment for more Journeymen Inside Wiremen. This will have the added benefit of providing a means to train additional apprentices to replace the highly skilled mechanics that are, or soon will be, leaving the IBEW through retirement or other means of attrition.

The Construction Wireman/Construction Electrician classifications consist of a minimum of **nine (9)** pay levels, with the first level providing an hourly wage rate no more than the first period apprentice rate and the final (highest) level being no less than 75% of the Journeyman Inside Wireman rate of pay.

Specific pay levels and percentages of the Journeyman Inside Wireman rate of pay are to be determined by the local parties within these parameters.

An individual's success as a Construction Wireman/Construction Electrician will be dependent on him/her meeting the minimum training and work experience requirements, and if desired, participating in craft certification requirements as defined and stipulated by the JATC and/or NJATC. No one, however, will be advanced from the Construction Electrician classification to Journeyman Inside Wireman status without 1) having a minimum of 14,000 hours of documented electrical construction work experience, 2) having successfully taken the written and practical examinations of each of the levels of the NJATC Craft Certification Program, and 3) having passed the final NJATC written and practical (hands-on) Craft Certification Examinations.

ADDENDUM IS OPTIONAL

This is an optional addendum to the Inside Agreement for local adoption and implementation based on local needs and desire. The Construction Wireman/Construction Electrician Addendum is intended to replace, and will replace, any existing Intermediate Journeyman Programs currently in place. Therefore, if the local parties have previously agreed to implement an Intermediate Journeyman Program, they are to immediately begin to make the necessary arrangements to adopt the Construction Wireman/Construction Electrician Addendum. * Once the Construction Wireman/Construction Electrician Addendum is implemented, they shall no longer use the Intermediate Journeyman Program. All Intermediate Journeymen shall be transitioned into the Construction Wireman/Construction electrician classifications without reduction in pay or benefits. Construction Wireman/Construction Electricians will not be employed on any wage-and-hour job unless the classification has been recognized for that area by the federal or state department of labor.

It is required that both the IBEW local union and local chapter of NECA agree to the complete terms contained in this Memorandum and the exact contract language recognized by the national parties as approvable in order to use and implement this program.

**Note: The parties have previously implemented an Intermediate Journeyman/Wireman Program which commenced on 6/1/97. The parties desire to adopt and implement this Construction Wireman/Construction Electrician program as a replacement for the previous program.*

QUALIFYING

Individuals, with or without prior experience in the electrical construction industry, may make application for the Construction Wireman/Construction Electrician classification in **three ways**: 1) directly with the JATC, 2) may be directed to the JATC through a participating contractor, or, 3) may be directed to the JATC as part of an organizing effort. For those applying as a result of organizing, the initial entry evaluation and placement as a Construction Wireman/Construction Electrician will be based on the applicant's skills, experience and training for the purpose of granting advanced standing to Construction Wireman/Construction Electrician.

ADVANCEMENT

Once selected and positioned at the appropriate pay level, Construction Wireman/Construction Electricians will be required to work a minimum 1,000 hours under probation to determine if they have been assigned the proper classification and pay level necessary to perform to local industry standards and expectations. Individuals will be permitted to move to the next and succeeding levels up to the highest level by completing training, testing and/or work experience as determined by the local parties.

NJATC CERTIFICATION TESTS AND TESTING PROCEDURES

Construction Electricians having a minimum 14,000 hours of electrical construction work experience and having completed all requirements for advancement through all levels of the Craft Certification Program will be qualified to take the final NJATC Journeyman Wireman Craft Certification Examinations (written and hands-on skills tests). Construction Electricians may take the first level Craft Certification Exams upon being classified as a Construction Electrician.

It is highly recommended that individuals participate in formal training made available by the JATC per the local party's Construction Wireman/Construction Electrician guidelines as soon as they are selected and classified.

Construction Wireman/Construction Electrician is a permanent classification, and individuals are not required to seek Journeyman Inside Wireman status. The NJATC will design, develop, and update a

curriculum for advancement of individuals who have accumulated 8,000 hours of work experience and desire to advance to Journeyman Inside Wireman. Acceptance of applications from Construction Electricians with 8,000 hours experience to begin taking the level Craft Certification Examinations required to become an Inside Journeyman Wireman shall not be automatic. Acceptance to commence training and continue the progression to Journeyman Inside Wireman shall require the individual to possess and maintain a satisfactory work history.

The NJATC will provide means for accessing and administering a written exam that is properly validated and copy protected for certifying common and warranted related knowledge of the trade. The local JATC will be responsible for purchasing materials and administering the tests as stipulated by and through the NJATC. These tests will be fully protected using all appropriate means to secure the integrity of the tests. No parts of the written tests are to be retrieved, copies, reproduced, stored, or transmitted in any manner. The JATC is required to carefully administer, monitor, and proctor all tests as prescribed by the NJATC testing procedures. The NJATC will communicate all necessary procedures for the local JATC to follow in scheduling, accessing, securing, and administering the written test.

The NJATC will also develop and validate a series of practical hands-on skills tests that individuals attempting to change their classification to Journeyman Inside Wireman will be required to satisfactorily complete. (Note: All Construction Wireman/Construction Electricians should be fully aware of the specific kinds of skills they are expected to master and thereby be able to practice so as to become proficient in the performance of the same). The NJATC will provide complete instructions concerning all the necessary tools, materials and equipment required for administering the skills tests. The local JATC will be required to certify test examiners through the NJATC or as instructed by the NJATC who will be deemed qualified and certified to administer the practical hands-on skills tests required for advancement to Journeyman Inside Wiremen. The NJATC will stipulate the number of examiners and proctors that must be present to witness and validate the testing of any number or limited number of examinees. The NJATC will have the right, responsibility, and authority to oversee and evaluate the testing procedure at any time.

RETESTING

Construction Electricians who fail the written test will be provided information regarding their deficiencies so as to study and prepare for re-testing on those parts or section(s) of the test they failed to pass. Individuals failing to certify on sections of the hands-on skills test will also be instructed as to their deficiencies so as to prepare for re-testing. Individuals will NOT be required to re-take the sections of the tests which they successfully passed on the previous attempt, provided they retake and successfully pass the remaining sections of the test(s) within one year from the date of the initial test.

PREPARING FOR THE NJATC CRAFT CERTIFICATION EXAMS

The NJATC will, from time to time, announce and update all concerned parties as to the subject matter content and trade skills covered in both the written and hands-on skills tests associated with each of the levels required to advance to Journeyman Inside Wireman. The JATC will seek to make use of courses developed by the NJATC to better train and prepare the Construction Wireman/Construction Electrician for a successful career and to assist them, if desired, in making the transition from Construction Electrician to Journeyman Inside Wireman. The JATC will share such information with all Construction Wireman/Construction Electricians and encourage them to enroll in courses offered by and through the local JATC so as to better prepare for participation in the Craft Certification Examinations if desired. The JATC is also encouraged to make use of any additional training or training resources that can be offered locally by colleges, technical training centers or through our industry training partners.

COMMITMENT TO TRAINING

The JATC will promote and provide training classes on a regular basis to help meet the needs of the individuals seeking to advance in or beyond their classification or to merely enhance their trade knowledge and skills. If the JATC requires training as a condition for advancement to the next pay level within the Construction Wireman/Construction Electrician progression, the JATC will promote and encourage the use of NJATC courses. The JATC will also review classes or courses offered by local community colleges, technical schools or other educational institutions recognized by the JATC to let the worker know if such course or courses are deemed equivalent and approved to meet the requirements for advancement if such conditions for advancement exist.

The language of the Construction Wireman/Construction Electrician Addendum shall be considered "Optional-Verbatim" language.

Local parties may not modify the language of the Addendum except where stipulated.

Article II

Addendum

CONSTRUCTION WIREMAN/CONSTRUCTION ELECTRICIAN

1. The construction Wireman/Construction Electrician classification shall consist of a minimum of **nine (9)** levels (pay levels). Construction Wiremen shall accumulate or document up to 8,000 hours of work experience. Those with over 8,000 hours of documented work experience or upon accumulating 8,000 hours of documented work experience shall be classified as Construction Electricians. Standard and fixed means for selection, evaluation and placement for entry level based on previous experience and training, shall be determined, and established by the local JATC. However, evaluation and placement of any individual with 8,000 hours of work experience, having completed their probationary period and desiring to obtain Journeyman Inside status, shall be done according to NJATC guidelines. Conditions and prerequisites for advancement from one level to the next shall be determined and fixed by the local JATC. Advancement in pay levels for Construction Wiremen and Construction Electricians may be based on work experience alone or a combination of work experience and/or minimum classroom training and/or testing as determined by the local parties through the local JATC.
2. A Construction Electrician who desires to advance to the classification of Journeyman Inside Wireman may request to take the written and practical examination of each of the levels of the NJATC Craft Certification Program. All requests to take level exams shall be contingent upon the individual's satisfactory work history. To help prepare the individual to take the Craft Certification Examinations, the local JATC will determine minimum training needed taking into consideration the input and recommendations of the NJATC. The satisfactory completion of the examinations of one level will result in the Construction Electrician automatically qualifying to take the written and practical examination of the next level. This procedure will continue until each level of examinations has been satisfactorily completed. Any Construction Electrician failing to achieve a passing score on either the written or practical examination at each level will be offered an opportunity to enroll in and must successfully complete the required course work developed by the

NJATC for that level. The Construction Electrician can then re-take the same examination(s) but will only be examined in the areas that he/she failed to pass on the first attempt provided that such re-examination occurs within a 1-year period. Upon successfully passing the examinations of one level, the individual is eligible to take the next level examinations. No Construction Electrician will be eligible for reclassification to Journeyman Inside Wireman until he/she has passed all level exams, has passed the final NJATC written and practical (hands-on) Craft Certification Examinations and has accumulated at least 14,000 hours of documented work experience. Acceptance of applications from Construction Electricians to take the Craft Certification Exams required to become a Journeyman Inside Wireman shall not be automatic.

3. All courses, testing, and evaluation tools for placement of Construction Wireman shall be performed by the JATC; however, evaluation and placement of any individual classified above the level of 8,000 hours of work experience and desiring to attain Journeyman Inside Wireman status must be done according to NJATC guidelines. Only the NJATC written and hands-on (practical) Craft Certification Exams shall be used for determining Inside Journeyman Wireman status.
4. Entrance requirements, means for advancement, and limitations pertaining to the Construction Wireman/Construction Electrician classifications are addressed in the Construction Wireman/Construction Electrician Memorandum.
5. For those entering either classification as a result of an organizing effort, the initial entry evaluation and placement as a Construction Wireman/Construction Electrician will be based on the applicant's experience, recruiting contractor's request and/or local union organizer's recommendations. The JATC will determine the level of entry for such individuals but will cooperate with the organizing effort of the local union and manpower requests from the contractors.
6. Respecting job site ratios determined by the local parties, Construction Wiremen and **Construction Electrician Levels 5-8** shall be assigned, **as training assignments**, to employers by the JATC. Construction Electricians **levels 9** shall be referred by the local union to the employer in accordance with the procedures in the master agreement. **Construction Electricians Levels 5-8 must work for a signatory contractor for a minimum of one year before being eligible to take the Journeyman exam.**
7. Any employer signatory to the master agreement between the local parties who is ready and willing and/or regularly employs and trains apprentices (when available) is eligible for the assignment of Construction Wiremen, or the referral of Construction Electricians based on the allowable ratio in the applicable agreement. A job site is considered to be the physical location where employees report for their work. The employer's shop (service center) is considered to be a separate, single

job site. All other physical locations where workers report for work are each considered to be a single, separate job site.

8. When there are indentured apprentices available for work, an employer may not add additional Construction Wiremen or Construction Electricians to a job site unless the employer is already employing the full complement of apprentices allowed under the locally adopted apprentice-to-journeyman ratio on that job site. (An employer may be allowed to add Construction Wiremen/Construction Electricians under this section if the local JATC has determined that the employer has and is cooperating in the employment and training of apprentices, **or** the Construction Wireman/Construction Electricians requested are covered by a Small Works or Market Recovery Agreement other than the Inside Agreement.) Construction Wireman/Construction Electricians already employed by the employer need not be laid off or replaced when indentured apprentices become available for employment.
9. Construction Wireman/Construction Electricians may be transferred from job to job for the same employer as long as the appropriate ratios are maintained. The local parties shall determine the ratio of Construction Wiremen/Construction Electricians to Journeymen Wiremen.
10. New Construction Wiremen/Construction Electricians will not be added to the program when Construction Wiremen/Construction Electricians are continually unemployed and available for referral. *NOTE: The term “continually unemployed,” as used in this section, is intended to mean when the individuals are willing and available for referral or assignment over an extended period of time, which shall be agreed to by the local parties. Brief periods of unemployment of one or more Construction Wiremen/Construction Electricians over the normal course of business such as the regular or seasonal building up and reduction of manpower on jobs within the jurisdiction will not prevent the addition of new Construction Wiremen/Construction Electricians.
11. Work performed by Construction Wiremen/Construction Electricians will be limited only by what the employer or the employer’s field representative deems as appropriate and within the individual’s qualifications to properly perform safely and in a workmanlike manner. In this regard, Construction Wiremen/Construction Electricians may work alone if deemed qualified by the employer and permitted by local statute.
12. Construction Wiremen/Construction Electricians will not figure into the allowable job site ratio of apprentices to journeymen as provided in the inside collective bargaining agreement.
13. Contributions shall be made on behalf of Construction Wiremen/Construction Electricians to the NEBF, NLMCC (if applicable), and NECA service charges/NEIF (where applicable). JATC contributions will be paid on all levels of Construction Wiremen/Construction Electricians. (The

local parties shall determine the participation of Construction Wiremen/Construction Electricians in Health, Local Pension, Vacation, Annuity, and other benefit plans in the master agreement.)

Article III

Discretionary Provisions

The cover letters by NECA and IBEW Headquarters are adopted as attachments for purposes of initial understanding and interpretation. It is the intent of the parties that all provisions of the Inside Agreement shall apply to work covered by this Addendum except for the following exceptions:

Section 1 – Scope

This Addendum is not applicable for work in or on the site of Utility owned electrical power generating stations, in any other facility where IBEW or any other contracts or control protect the work, or to work covered by any other agreement between parties.

Section 2 - Ratios

One employee in every five (5) shall be a journeyman wireman. The remainder of the crew may be Construction Wireman / Construction Electricians.

Apprentice wireman shall work only under the supervision of a Journeyman Wireman. The JATC shall monitor progress of training apprentices working under this Addendum.

Assignment of Foreman shall be effective when the sixth (6th) man assigned to the job shall be a Journeyman Wireman at the foreman rate.

Section 3 - Wage Rates/ Section 4 – Benefits

Effective 6-03-24	CW 1	CW 2	CW 3	CW 4	CE 5	CE 6	CE7	CE8	CE9*
Wage Rate	17.00	19.00	21.00	23.00	25.00	27.50	30.00	33.00	39.64
H & W	2.65**	2.65**	2.65**	2.65**	6.20	6.20	6.20	6.20	6.20
Pension	0.10	0.10	0.10	0.10	1.50	1.50	4.00***	4.00***	4.00***
Training	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56	0.56
EMDT	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10	0.10
NEBF	0.51	0.57	0.63	0.69	0.75	0.83	0.90	0.99	1.19
LMCC	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05	0.05
TOTAL	20.97	23.03	25.09	27.15	34.16	36.74	41.81	44.90	51.74

August 26, 2024-

CE9- Wage increase (75% of Journeyman rate)

June 2, 2025-

CW1- Wage increase by \$1.00 per hour.

CW2- Wage increase by \$1.00 per hour.

CW3- Wage increase by \$1.00 per hour.

CW4- Wage increase by \$1.35 per hour.

CE5- Wage increase by \$1.35 per hour.

CE6- Wage increase by \$1.35 per hour.

CE7- Wage increase by \$1.35 per hour.

CE8- Wage increase by \$1.35 per hour.

CE9- Wage increase 75% of Journeyman rate.

June 1, 2026-

CW1- Wage increase by \$1.00 per hour.

CW2- Wage increase by \$1.00 per hour.

CW3- Wage increase by \$1.00 per hour.

CW4- Wage increase by \$1.35 per hour.

CE5- Wage increase by \$1.35 per hour.

CE6- Wage increase by \$1.35 per hour.

CE7- Wage increase by \$1.35 per hour.

CE8- Wage increase by \$1.35 per hour.

CE9- Wage increase 75% of Journeyman rate.

**Health and Welfare increase of \$0.25 per hour for CE5-CE9 and all levels in Imperial County and Borrego Springs.

January 4, 2027-

CE9- Wage increase (75% of Journeyman rate)

June 7, 2027-

CW1- Wage increase by \$1.00 per hour.

CW2- Wage increase by \$1.00 per hour.

CW3- Wage increase by \$1.00 per hour.

CW4- Wage increase by \$1.25 per hour.

CE5- Wage increase by \$1.25 per hour.

CE6- Wage increase by \$1.25 per hour.

CE7- Wage increase by \$1.25 per hour.

CE8- Wage increase by \$1.25 per hour.

CE9- Wage increase 75% of Journeyman rate.

**Health and Welfare increase of \$0.20 per hour for CE5-CE9 and all levels in Imperial County and Borrego Springs.

January 3, 2028-

CE9- Wage increase (75% of Journeyman rate)

***CE 9 wage rate is 75% of current Journeyman Inside Wireman rate of pay**

All Health & Welfare contributions shall commence on the 91st calendar day after the initial date of employment.

Note: H&W contribution to CW's working in Imperial County and Borrego Springs (Zip Code 92004) will be equal to the contribution required for CE's

*****Effective June 1, 2024, All CE-7's through CE-9's Pension contribution will be \$4.00 per hour.**

Section 5 - Workday – Workweek: per Inside Agreement Provisions

Section 6 - Shift Work: per Inside Agreement Provisions

Section 7 - Recruiting

The Memorandum and Addendum provide for recruiting to be done by the local union, the JATC and the employer. Accordingly, all parties resolve to work closely to coordinate efforts in recruiting evaluating and retaining employees as intended by the “Memorandum” and “Addendum.” (The parties further agree to work with the IBEW's organizing mandate).

Section 8 – Referral Procedures:

For Construction Electricians the local union shall maintain a referral procedure (Article II paragraph 6 of the addendum).

Section 8.01

In the interest of maintaining an efficient system of production in the industry, providing for an orderly procedure of referral of applicants for employment, preserving the legitimate interests of the employees in their employment status within the area and of eliminating discrimination in employment because of membership or non-membership in the Union, the parties hereto agree to the following system of referral of applicants for employment:

Section 8.02

The Union shall be sole and exclusive source of referral of applicants for employment.

Section 8.03

The Employer shall have the right to reject any applicant for employment.

Section 8.04

The Union shall select and refer applicants for employment without discrimination against such applicants by reason of membership or non-membership in the Union, and such selection and referral shall not be affected in any way by rules, regulations, bylaws, constitutional provisions or any other aspect or obligation of Union membership policies or requirement. All such selection and referral shall be in accord with the following procedure:

Section 8.05

The Union shall maintain a register of applicants for employment established on the basis of the Classifications and Groups listed below. Construction Electricians will be referred by the local union to the employer with the procedures found in this section.

Section 8.06

This section kept intentionally blank.

Section 8.07

This section kept intentionally blank.

Section 8.08

The Union shall maintain an "Out of Work List" which shall list the applicants in chronological order of the dates they register their availability for employment.

Section 8.09

An applicant who is hired and who receives, through no fault of this own, work of forty (40) hours or less, shall, upon re-registration, be restored to his appropriate place on the registration list.

Section 8.10

Employers shall advise the Business Manager of the Local Union of the number of applicants needed. The Business manager shall refer applicants to the Employer in the order of their place on the "Out of Work List." Any applicant who is rejected by the Employer shall be referred to other employment in accordance with his place on the registration list.

Section 8.11

This section kept intentionally blank.

Section 8.12

An Appeals Committee is hereby established composed of one member appointed by the Union, one member appointed by the Employer or by the Association, as the case may be, and a Public Member appointed by both these members.

Section 8.13

It shall be the function of the Appeals Committee to consider the complaint of any employee or applicant for employment arising out of the administration by the Local Union of Section 8.04 through 8.13 of this Article. The Appeals Committee shall have the power to make a final and binding decision on any such complaint which shall be complied with by the Local Union. The Appeals Committee is authorized to issue procedural rules for the conduct of its business; but it is not authorized to add to, subtract from, or modify any of the provisions of this Addendum and its decisions shall be in accord with this Addendum.

Section 8.14

A representative of the Employer or the Association, as the case may be, designated to the Union in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Section 8.15

A copy of the Referral Procedure set forth in this Addendum shall be posted on the bulletin board in the offices of the Local Union and in the offices of the Employers who are parties to this Addendum.

Section 9 - JATC Subcommittee

In order to carry out the intent and work toward the success of this Memorandum and Addendum, a JATC Subcommittee shall be formed with each party appointing up to three (3) members.

Section 10 - Amendment

These discretionary items shall be subject to amendment, improvement, or replacement whenever the parties come up with a mutually agreeable, more effective method for Market Recovery.

Section 11 - Term

This Memorandum and Addendum shall be effective Feb. 1, 2007, and will run concurrent to the Inside Agreement.

Signed/dated this _____ day of _____, 2024.

For SAN DIEGO CHAPTER, NECA:

For L.U. 569 IBEW:

Clint Morgan
President

Joel Basore
President

Andrew Berg
Executive Manager

Jeremy Abrams
Business Manager