

**INSIDE
AGREEMENT
2024-2028**

**International Brotherhood
of
Electrical Workers
AFL-CIO**

**Covering
San Diego and Imperial Counties
California**

Effective June 1, 2024 through May 31, 2028

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AGREEMENT

Agreement by and between the San Diego County Chapter, National Electrical Contractors Association and Local Union 569, I.B.E.W.

It shall apply to all firms who sign a Letter of Assent to be bound by this Agreement.

As used hereinafter in this Agreement, the term "Chapter" shall mean the San Diego County Chapter, National Electrical Contractors Association and the term "Union" shall mean Local Union 569, I.B.E.W.

The term "Employer" shall also mean an individual firm who has been recognized by an Assent to this Agreement.

BASIC PRINCIPLES

The "Employer" and the "Union" have a common and sympathetic interest in the Electrical Industry; therefore, a working system and harmonious relations are necessary to improve the relationship between the "Employer" and "Union" and the Public. Progress in the industry demands a mutuality of confidence between the "Employer" and "Union". All will benefit by continuous peace and by the adjusting of any differences by rational, common sense methods. To these ends, this Agreement is made.

ARTICLE I – (MODIFIED CIR) EFFECTIVE DATE – CHANGES – GRIEVANCES -- DISPUTES

Section 1.01. This Agreement shall take effect **June 1, 2024**, and shall remain in effect until **May 31, 2028**, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from June 1 through May 31 of each year, unless changed or terminated in the way later provided herein.

Section 1.02. (a) Either party or an Employer withdrawing representation from the Chapter or not represented by the Chapter, desiring to change or terminate this Agreement must provide written notification at least ninety (90) days prior to the expiration date of the Agreement or any anniversary date occurring thereafter.

(b) Whenever notice is given for changes, the nature of the changes desired must be specified in the notice, or no later than the first negotiating meeting unless mutually agreed otherwise.

(c) The existing provisions of the Agreement, including this Article, shall remain in full force and effect until a conclusion is reached in the matter of proposed changes.

(d) 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.

(e) When a case has been submitted to the Council, it shall be the responsibility of the negotiating committee to continue to meet weekly in an effort to reach a settlement on the local level prior to the meeting of the Council.

(f) Notice of a desire to terminate this Agreement shall be handled in the same manner as a proposed change.

Section 1.03. This Agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, signed by the parties hereto, and submitted to the International Office of the IBEW for approval, the same as this Agreement.

GRIEVANCES - DISPUTES

Section 1.04. There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or dispute over matters relating to this Agreement. All such matters must be handled as stated herein.

Section 1.05. There shall be a Labor-Management Committee of three (3) representing the Union and three (3) representing the Employers. It shall meet regularly at such stated times as it may decide. However, it shall also meet within forty-eight (48) hours when notice is given by either party. It shall select its own Chairman and Secretary. The Local Union shall select the Union representatives and the Chapter shall select the management representatives.

Section 1.06. All grievances or questions in dispute shall be adjusted by the duly authorized representatives of each of the parties to this Agreement. In the event that these two are unable to adjust any matter within forty-eight (48) hours, they shall refer the same to the Labor-Management Committee.

Section 1.07. All matters coming before the Labor-Management Committee shall be decided by a majority vote. Four members of the Committee, two from each of the parties hereto, shall be a quorum for the transaction of business, but each party shall have the right to cast the full vote of its membership and it shall be counted as though all were present and voting.

Section 1.08. Should the Labor-Management Committee fail to agree or to adjust any matter, such shall then be referred to the Council on Industrial Relations for the Electrical Contracting Industry for adjudication. The Council's decisions shall be final and binding.

Section 1.09. When any matter in dispute has been referred to conciliation or arbitration for adjustment, the provisions and conditions prevailing prior to the time such matter arose shall not be changed or abrogated until agreement has been reached or a ruling has been made.

Section 1.10. (a) All grievances or disputes brought by either party under Article I, Section 1.04 shall be filed within seven (7) working days of the occurrence, giving rise to the grievance or dispute. The seven (7) working day period shall not commence to run until the date the aggrieved learned or reasonably should have learned that he or she had grounds for a complaint or grievance. In no event, however, shall any grievance be filed later than thirty (30) days following the alleged violation on which the grievance is based.

(b) Should any party to this Agreement engage in or initiate any legal proceedings attacking, challenging or seeking to set aside either as a whole or in part the final decision of an arbitration body established pursuant to this Agreement, or who causes any action to be brought before any court or administrative body in contravention of this Section, who is unsuccessful in such endeavor, shall pay the reasonable costs in attorneys' fees of the party prevailing in such action or litigation. The amount of the cost in attorneys' fees to be paid by the person engaging in legal or administrative proceedings seeking to set aside a final and binding arbitration decision rendered pursuant to the terms of this Agreement, shall be determined by the Labor-Management Committee or the CIR, which ever is applicable. Nothing contained in this Section shall be construed to impose a legal or contractual obligation upon any person employed under the terms of this Agreement with respect to the payment of attorneys' fees, absent statutory or legal authority to the contrary.

ARTICLE II EMPLOYER RIGHTS - UNION RIGHTS

Section 2.01. CONTRACTOR QUALIFICATIONS. (a) Certain qualifications, knowledge, experience and financial responsibility are required of everyone desiring to be an Employer in the Electrical Industry. An Employer who contracts for electrical work is a person, firm or corporation, whose principal business is that of electrical contracting, having these qualifications and maintaining a permanent place of business and a suitable financial status to meet payroll requirements. To determine financial responsibility, each Employer requesting an Agreement must submit a financial statement prepared by a Certified Public Accountant. The Employer's place of business shall be manned during the regular working hours or have connected thereto a telephone answering service.

Section 2.01 (b) EMPLOYERS WORKING ON THE JOBSITE. Not more than one (1) member of a firm (Employer) shall be permitted to work with the tools at any time on work covered by this Agreement. Such working member of the firm (Employer) shall have certain qualifications, knowledge, experience, and shall perform work only during the regular working hours under the terms of this Agreement.

Section 2.01 (c) WORKING MEMBER OF THE FIRM. Section 2.01 requires that a firm must have suitable financial status to meet payroll requirements. To insure the continued financial responsibility of the firm, if a firm should designate one of its members who does not have a substantial financial interest in the firm, a working member of the firm; the firm must include along with the written notice to the Union the personal guarantee of such member. Such guarantee shall cover all payroll requirements of the firm, including the payment of all wages and fringe benefits due.

Section 2.01 (d) LICENSE. Members of the Union, except those meeting the requirement of "Employer" as defined herein, shall not contract for any electrical work. Any member of the IBEW possessing a C-10 license while subject to employment under terms of this Agreement, shall maintain same on an inactive status.

Section 2.02. MANAGEMENT RIGHTS. The Union understands the Employer is responsible to perform the work required by the owner. The Employer shall, therefore, have no restrictions except those specifically provided for in the collective bargaining agreement, in planning, directing

and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Union's geographical jurisdiction, in determining the need and number as well as the person who will act as Foreman, in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations and in discharging employees for proper cause.

Section 2.03. (a) INSURANCE. For all employees covered by this Agreement, the Employer shall carry Workmen's Compensation Insurance with a company authorized to do business in this State, Social Security, and such other protective insurance as may be required by the laws of this State, and shall furnish satisfactory proof of such to the Union. He shall make payments to the California Unemployment Compensation Commission for all employees covered by the terms of this Agreement.

Section 2.04. SURETY. It is agreed that the Employer will post a surety bond or cash deposit in the amount of \$10,000.00 as surety for the foregoing, either in the form of cash or in the form of a surety bond. If said sum be posted in cash, it shall be deposited in a Trust Account usable for the purposes outlined below. The bond shall provide that it may not be terminated without fifteen (15) days prior written notice to the Employer and the Local Union. The aforesaid cash or surety bond is specifically intended to assure payment forthwith, to the extent of said cash or bond pursuant to monetary awards by any or all of the following agencies:

1. The Trustees of the San Diego Electrical Health and Welfare Trust.
2. The San Diego Employees Benefit Board for 3% Pension payments to the National Electrical Benefit Fund.
3. The San Diego Electrical Pension Trust.
4. The California State Labor Commissioner.
5. The San Diego Electrical Joint Apprenticeship and Training Trust. (See sample of form required of bonding company at end of Agreement.)

Each Employer is required to provide proof that their firm has a \$10,000.00 Surety Bond in effect. Any employer shall be released from the requirement of this section upon establishing a 60 month consecutive record of on time payments. The 60 month window will start again after one (1) untimely payment of wages or benefits.

(b) The Labor-Management Committee and/or the Council on Industrial Relations, as the case may be, shall have full power to determine the amount of money due, if any, and shall direct payments of delinquent wages from the Bond directly to the affected employees and direct payments of delinquent fund contributions from the Bond directly to the Trustees of the affected funds or to their designated agents.

Section 2.05. The Employer agrees that, if it has not previously done so, it will recognize the Union as the exclusive collective bargaining agent for all employees performing electrical construction work within the jurisdiction of the Union on all present and future jobsites, if and when a majority of the Employer's employees authorizes the Union to represent them in collective bargaining.

Section 2.06. (a) In order to protect and preserve, for the employees covered by this Agreement, all work heretofore performed by them, and in order to prevent any device or subterfuge to avoid the protection and preservation of such work, it is hereby agreed as follows: If and when the Employer shall perform any on-site construction work of the type covered by this Agreement, under its own name or under the name of another, as a corporation, company,

partnership, or any other business entity including a joint-venture, wherein the Employer, through its officers, directors, partners or stockholders, exercises either directly or indirectly, management control or majority ownership, the terms and conditions of this Agreement shall be applicable to all such work. All charges or violations of this Section shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement covering the procedure for the handling of grievances and the final and binding resolution of disputes.

(b) As a remedy for violations of this Section, the Labor-Management Committee, the Council on Industrial Relations for the Electrical Contracting Industry and/or an independent arbitrator, as the case may be, are empowered, in their discretion and at the request of the Union, to require an Employer to (1) pay to affected employees covered by this Agreement, including registered applicants for employment, the equivalent of wages lost by such employees as a result of the violations; and (2) pay into the affected joint trust funds established under this Agreement any delinquent contributions to such funds which have resulted from the violations. Provision for this remedy herein does not make such remedy the exclusive remedy available to the Union for violation of this Section nor does it make the same or other remedies unavailable to the Union for violations of other Sections or other Articles of this Agreement.

(c) If, as a result of violations of this Section, it is necessary for the Union and/or the trustees of the joint trust funds to institute court action to enforce an award rendered in accordance with subsection (b) above, or to defend an action which seeks to vacate such award, the Employer shall pay any accountants' and attorneys' fees incurred by the Union and/or fund trustees, plus cost of the litigation, which have resulted from the bringing of such court action.

Section 2.07. An employer signatory to a collective bargaining agreement or to a letter of assent to an agreement with another IBEW Local Union, who signs an assent to this Agreement, may bring up to four bargaining unit employees employed in that Local Union's jurisdiction into this Local's jurisdiction and up to two bargaining unit employees per job from that Local's jurisdiction to this Local's jurisdiction for specialty or service and maintenance work. All charges of violations of this section shall be considered as a dispute and shall be processed in accordance with the provisions of this agreement for the handling of grievances with the exception that any decision of a local labor-management committee that may be contrary to the intent of the parties to the National Agreement on Employee Portability, upon recommendation of either or both the appropriate IBEW International Vice President or NECA Regional Executive Director, is subject to review, modification, or rescission by the Council on Industrial Relations.

Section 2.08. The Union agrees that if, during the life of this Agreement, it grants to any other Employer in the Electrical Contracting Industry on work covered by this Agreement, any better terms or conditions than those set forth in this Agreement, such better terms or conditions shall be made available to the Employer under this Agreement and the Union shall immediately notify the Employer of any such concessions.

Section 2.09. This section intentionally left blank.

Section 2.10. No applicant or employee while he remains subject to employment by Employers operating under this Agreement shall be recognized as a contractor for the performance of any electrical work.

Section 2.11. CODE. Electricians shall install all electrical work in accordance with municipal rules and code regulations, also contract specifications and in a safe and workmanlike manner.

Section 2.12. (a) The Union has the right to discipline its members for violation of its laws, rules and agreements.

(b) Whenever any electrician is to be removed from a shop or job by the Union for disciplinary reasons, the Business Manager of the Union shall give the individual Employer involved one (1) day's notice in advance of such removal. Disagreement by the Employer to such removal shall be subject to the grievance provisions of this Agreement.

Section 2.13. STEWARDS.

Appointment of Stewards. The Union has the right to appoint Stewards at any shop and/or any job where five (5) or more workers are employed under the terms of this Agreement. The employer shall be notified and furnished the name of the Steward. Such Stewards shall be allowed sufficient time during the regular working hours without loss of pay to see that the terms and conditions of the Agreement are observed at the shop or on the job. No Steward shall be discriminated against by any Employer because of the faithful performance of duties as Steward, nor shall any Steward be removed from the job until notice has been given to the Business Manager of the Union.

Section 2.14.

(a) The representatives of the Union shall be allowed access to any shop or any job where electricians are employed under the terms of this Agreement, provided there will be no interference with any work being performed. The Employer shall be notified in advance of any jurisdictional meeting at the jobsite.

(b) The Employer shall furnish all other necessary tools or equipment. Workmen will be held responsible for the tools or equipment issued to them provided the Employer furnishes the necessary lockers, tool boxes, or other safe place of storage.

Section 2.15 (a) It shall not be a violation of this Agreement and it shall not be cause for discharge or any other disciplinary action by the Employer against any employee for an employee to refuse to cross a lawfully established primary picket line whether at the premises of another Employer or the employee's own Employer.

(b) Any employee exercising such right shall carefully put away all tools, materials, equipment or any other property of the Employer in a safe manner. Each employee will be responsible for any loss to the Employer for neglect in carrying out this provision but only when a safe place is provided for by the Employer.

Section 2.16. There shall be no limit on production of workmen or restriction on the safe use of proper tools or equipment and there shall not be any task or piece work.

Section 2.17. Journeymen Cable Splicers shall furnish all required hand tools. Journeymen Wiremen shall provide themselves with all hand tools necessary to perform their work. Employers shall furnish all other necessary tools and equipment, including power tools.

Electricians will be held responsible for the tools and equipment issued to them, providing the Employer furnishes the necessary lockers, tool boxes, or other safe places for storage.

Contractors shall provide hard hats. Employees will sign out hard hats from Employer; if hard hat is lost, employee shall be responsible for replacement.

Section 2.18. All Employees covered by the terms of this Agreement shall be required to become and remain members of the Union as a condition of employment from and after the 31st day following the date of their employment or the effective date of this Agreement, whichever is later.

Section 2.20.

(a) The Local Union is a part of the International Brotherhood of Electrical Workers, and any violation or annulment by an individual Employer of the approved Agreement of this or any other Local Union of the IBEW, other than violations of paragraph (b) of this Section, will be sufficient cause of the cancellation of this Agreement by the Local Union, after a finding has been made by the International President of the Union that such a violation or annulment has occurred.

(b) The subletting, assigning or transfer by an individual Employer of any work in connection with electrical work to any person, firm or corporation not recognizing the IBEW Local Unions or one of its local unions as the collective bargaining representative of his employees on any electrical work in the jurisdiction of this or any other local union to be performed at the site of the construction, alteration, painting, or repair, of a building, structure or other work, will be deemed a material breach of this Agreement.

(c) All charges or violations of Paragraph (b) of this Section shall be considered as a dispute and shall be processed in accordance with provisions of this Agreement covering the procedure for the handling of grievances and the final and binding resolution of disputes.

Section 2.21. A journeyman shall be required to make corrections on improper workmanship for which he is responsible on his own time, unless errors were made by orders of the Employer or the Employer's representative. Employers shall notify the Union of electricians who fail to adjust improper workmanship, and the Union assumes responsibility for the enforcement of this provision. (The Union will continue to investigate all claims made under this Section.)

Section 2.22. EQUIPMENT SIGNS. All Employer equipment using public streets and driven by electricians under the terms of this Agreement shall bear identification signs, seals, decals or stickers of not less than one hundred and forty-four sq. in. (144 sq. in.) in area visible from the outside of said equipment. These signs shall not be magnetic type.

Section 2.23. LOANING OR BORROWING EMPLOYEES. Neither Employer nor the Union may borrow or loan employees from or to another Employer without permission of the other and then only when applicants possessing the required skills are not available through the Referral Procedure.

Section 2.24. NEW EMPLOYEES. When the Union refers applicants for employment to the Employer upon the Employer's request, it is agreed that the Employer will not requisition more electricians than he intends to hire.

Disputes involving this subject matter shall be referred to the Labor-Management Committee for settlement.

Section 2.25. (a) In order to be competitive in the market and to meet the special needs of signatory Employers on particular jobs, during the term of this Agreement, the Union may provide special consideration to signatory Employers who request such treatment and who demonstrate, to the Union's satisfaction, a specific marketing need with regard to a particular job. Any special terms, conditions, modifications, or amendments so provided by the Union, shall be implemented with regard to the particular job for which they were requested. To the extent feasible within time constraints, such special terms, conditions, modification, or amendments shall be made available to all signatory Employers with regard to the particular job in question, and notice provided to NECA within forty-eight (48) hours of the bid, but shall not constitute an action subject to the favored nations clause in the Agreement. Such waiver of favored nations shall be for the award of new contracts only.

(b) By mutual agreement of the parties to the Agreement, Section 2.04 may be waived. Any agreement by the parties to waive this Section shall specify in writing the specific limits of such waiver. It is understood that any waiver shall be on a case by case basis.

(c) The Employer shall have the right to call a Foreman by name provided:

- (1) The employee has not quit his previous employer within the past two weeks.
- (2) The Employer shall notify the Business Manager in writing of the name of the individual who is to be requested for employment as a Foreman. Upon such request, the Business Manager shall refer said Foreman provided the name appears in the highest priority group.
- (3) When an employee is called as a Foreman, he must remain as a Foreman for 1,000 hours or must receive a reduction in force.

Section 2.26. (a) It is not a violation of this Agreement to subcontract work as follows: Backhoe Trenching, Concrete and Asphalt Cutting, Concrete and Asphalt Pavement surface replacement and repair, and Fencing, subject to Sec. 2.20(b).

(b) The adjustment of any grievance filed under Subsection 2.20 (b) shall consider the contractor's primary responsibility to obtain work for his own employees under this Agreement. In addition, the adjustment shall consider good faith efforts to comply to this Section in view of such problems as proprietary specifications, owner designation of sub-bidders and possible unique expertise or competitiveness of sub-bidders. This does not include conduit installation or wire pulling.

**ARTICLE III
HOURS - WAGES - WORKING CONDITIONS**

Section 3.01. HOURS. A normal work day is eight (8) consecutive hours of work between 7:00 a.m. and 3:30 p.m. with not more than a thirty (30) minute lunch period. A single shift of eight (8) consecutive hours between 6:00 a.m. and 6:00 p.m. may be established by the Employer for a given jobsite. Verbal notification to the Business Manager of the Union shall be given, prior to commencing work, with written confirmation by the Employer to follow unless otherwise permitted in this Agreement.

Section 3.02. BEAT THE HEAT. During the months of June 15 through September 15, because of high temperatures in the area, the starting time of the normal eight (8) hour workday may be varied by the Employer. During June 15 through September 15, to beat the heat the earliest starting time permitted shall be 5:00 a.m. This clause shall be applicable to Imperial County only.

Section 3.03. OVERTIME. (a) All work performed during the four (4) hour period after the regular work day Monday through Friday and for the first eight (8) hours on Saturday shall be paid at one and one-half (1 1/2x) times the employee's regular rate of pay, unless otherwise permitted in this Agreement.

Example: Monday through Friday: 8 hours; regular rate of pay. Hour 9 through 12; one and one-half (1 1/2x) times the regular rate of pay. Saturday; 8 hours; one and one-half (1 1/2x) times the regular rate of pay.

(b) All work performed in excess of twelve (12) hours Monday through Friday, or in excess of eight (8) hours on Saturdays, or on Sunday and listed Holidays, shall be paid at double (2x) times the employee's regular rate of pay, unless otherwise permitted in this Agreement.

Example: Monday through Friday: Hour 13 through 24; double (2x) times the regular rate of pay. Saturday: Hour 9 through 24; double (2x) times the regular rate of pay. Sundays and Holidays: double (2x) times the regular rate of pay.

(c) **Listed Holidays are as follows:**

New Year's Day	Memorial Day	Labor Day	Thanksgiving Day
*President's Day	Fourth of July	Veteran's Day	Friday After Thanksgiving
			Christmas Day

If any of these days fall on Sunday, the following Monday shall be considered the Holiday. If Christmas or New Year's falls on Saturday, the Friday preceding will be considered the Holiday. Other Holidays which fall on Saturday shall be celebrated on that day.

Martin Luther King's birthday (3rd Monday in January) and Cesar Chavez's birthday (March 31st) may also be taken as a personal holiday to recognize their contribution to organized labor. Employees must give notice in the prior week if work is to be missed. No employee will be penalized for taking this time off of work. If work is performed on this day, it will be paid at the regular rate of pay.

*President's Day is to be celebrated on the same day as the Federal holiday.

(d) Acceptance or rejection of overtime work shall be voluntary on the part of each individual employee. When individual employees voluntarily accept overtime work, they shall be expected and required to work the number or hours agreed upon. Any concerted action to refuse overtime work shall be a violation of this bargaining agreement.

(e) When electricians are required to work overtime later than 6:30 p.m., they shall be allowed thirty (30) minutes for lunch on their own time, between 6:00 p.m. and 6:30 p.m. and every four (4)

hours thereafter, electricians shall be allowed thirty (30) minutes on their own time, except in cases of emergency. The Employer shall provide sufficient time to enable the employees, on their own time, to obtain a meal or make a meal available at the jobsite during the thirty (30) minute meal period.

Section 3.04. LABOR DAY. No work shall be performed on Labor Day except to protect life or property.

Section 3.05. PAYDAY. Each Contractor shall post in his place of business a notice specifying a day and hour, not later than four thirty (4:30) o'clock p.m. as payday (not Saturday, Sunday, or Holiday) and not more than three (3) normal working days' pay shall be held back unless special permission is obtained from the Business Manager of the Union.

Section 3.06. WAGE RATES.(a)The minimum rate of wages shall be:

Journeyman Wireman-

<u>06/01/24</u>	<u>08/26/24</u>	<u>06/02/25</u>	<u>06/01/26</u>	<u>01/04/27</u>	<u>06/07/27</u>	<u>01/03/28</u>
\$52.85	+\$3.65	+\$3.50	+\$2.25	+\$2.25	+\$2.25	+\$2.15

Any portion of the scheduled wage increase may be allocated to the existing fringe benefit fund(s) at the option of the Local Union upon 90 days notice.

On new contracts bid between June 1, 1994 and August 25, 2024 for work in Imperial County on jobs with an electrical bid over \$500,000: the minimum rate of pay will be the Journeyman rate of pay for San Diego County plus \$3.00 per hour. The apprentice rate of pay for the above contracts will be the San Diego County Apprentice rate plus \$3.00 per hour.

Effective August 26, 2024 for all work in the Imperial Valley with an electrical bid over \$5,000,000; the minimum rate of pay will increase to Journeyman rate and Apprentices rate plus:

8/26/24	6/2/25	6/1/26	6/7/27
\$3.75	\$4.50	\$5.25	\$6.00

Foreman = J.W. rate + \$4.00 with same fringes and percentages.

Gen. Foreman = J.W. rate + \$6.50 with same fringes and percentages.

Cable Splicer = J.W. rate + \$.75 with same fringes and percentages.

Effective August 26, 2024, Foreman and General Foreman rates will increase as follows:

	08/26/24	06/02/25	06/01/26	06/07/27	05/31/28
Foreman:	\$4.50	\$5.00	\$5.50	\$6.00	JW+10%
General Foreman:	\$7.50	\$8.75	\$10.25	\$12.25	JW+20%

Any part of the money may be put into existing fringes if notice to do so is given 90 days before effective date.

Section 3.06 (b) This section intentionally left blank.

Section 3.06 (c) All Apprentices shall be paid the following percentages of the Journeyman wage. There shall be a minimum of ten periods of apprenticeship. The first two periods with satisfactory completion of the first year of related classroom training, shall constitute the probationary period. Successive periods will require OJT and an additional year of related classroom training. The ten periods are as follows:

1 ST PERIOD	40% OF JOURNEYMAN WIREMAN RATE
2 ND PERIOD	44% OF JOURNEYMAN WIREMAN RATE
3 RD PERIOD	48% OF JOURNEYMAN WIREMAN RATE
4 TH PERIOD	52% OF JOURNEYMAN WIREMAN RATE
5 TH PERIOD	56% OF JOURNEYMAN WIREMAN RATE
6 TH PERIOD	60% OF JOURNEYMAN WIREMAN RATE
7 TH PERIOD	66% OF JOURNEYMAN WIREMAN RATE
8 TH PERIOD	70% OF JOURNEYMAN WIREMAN RATE
9 TH PERIOD	78% OF JOURNEYMAN WIREMAN RATE
10 TH PERIOD	82% OF JOURNEYMAN WIREMAN RATE

NOTE:Unindentured Apprentices may be employed beginning 12/1/87. The rate of pay and fringe benefits for unindentured first year Apprentices shall be the same as for first period Apprentices.

Pension: Contributions to the San Diego Electrical Pension Trust shall be made on all third through tenth period apprentices in an amount equal to the same wage percentage as shown in the above Schedule. The amount shall be based on the Journeyman's Pension Contribution Rate, (See Article VI, Section 6.03). *Contributions to the San Diego Electrical Pension Trust shall be made on first and second period Apprentices at the rate of five (\$.05) cents per hour worked.

EXAMPLES:

5th period; $\$8.00 \times 56\% = \4.48 per hour worked

Section 3.06 (d) PREVAILING RATE Maintenance of prevailing rate throughout the project.It is agreed that on all projects, which begin on or after August 23, 1988 and which are funded by Federal, State or Municipal Agencies and have prevailing wage rates posted, the Employer, for the length of the project, shall be required to pay only the rate posted by the governmental authority. This rate is generally known as the "Prevailing Wage Rate".

Section 3.07. TRAVEL AND SUBSISTENCE PAY. (a) When electricians are required to report directly to a job within San Diego or Imperial County, they shall report on the job no later than the regular starting time on the shift and remain until quitting time.

(b) Any employee using his own transportation for traveling from shop to job, job to job and job to shop shall be paid a travel allowance of the current IRS listed rate per road mile for each road mile traveled.

(c) The Employer at his discretion may provide a vehicle insured in the Company's name under the laws of California, to electricians covered by this Agreement. If a vehicle is provided by

the Employer, the Employer shall not be required to pay the travel allowance or expenses provided in this Section.

Nothing in this Section shall prevent workers from using Employer's vehicle for travel between the electrician's residence and the jobsite on the electrician's own time, but electricians shall not use any Employer vehicle in a manner detrimental to the best interest of the Union or Employer nor in violation of the terms of this Agreement.

(d) When an employee accepts a referral from the Hiring Hall, no travel or subsistence is to be paid. When employee is already employed and is transferred to a job across the County line (from Imperial to San Diego County or from San Diego to Imperial County) the employee shall be reimbursed expenses to cover meals and lodging for each day or partial day worked.

This reimbursement shall be for actual expenses incurred but the amount of subsistence paid shall not exceed fifty (\$50.00) dollars per day.

(e) This section kept intentionally blank.

(f) Parking. Contractor will provide paid parking for Apprentices Level 1 and Level 2 only at 50% of documented (receipts) parking expenses in the 92101 zip code (downtown) only, to a maximum of fifteen (\$15.00) dollars per day.

Section 3.08. VEHICLES. No electrician shall use his own vehicle in a manner considered to be unfair to other electricians. The Employer shall not contract with electricians to lease or rent the employee's vehicle for use in the interests of the Employer's business. Further, electricians shall not transport Employer's materials, tools or ladders except in Employer's vehicles.

Section 3.09. FOREMAN AND GENERAL FOREMAN. On jobs where there are five (5) electricians on the job, one electrician shall be designated Foreman by the Employer and shall receive Foreman's pay. The number of General Foremen shall be left to the discretion of the Contractor; however, a General Foreman shall be non-working except in emergencies. The General Foreman may work with the tools when there are not more than four (4) electricians on the job. This will not be construed to prohibit the delivery of materials by the General Foreman.

A Foreman is a worker who supervises electricians on a single job or contract. A General Foreman is an electrician who supervises one (1) or more individual jobs or individual Foremen on different jobs. A General foreman may supervise one (1) or more journeymen on different jobs where there is no Foreman. A Foreman shall not supervise over twelve (12) electricians.

Section 3.10. INCLEMENT WEATHER. When electricians are directed to report to a job and do not start work due to weather conditions or other causes beyond their control, they shall receive a minimum of two (2) hours' pay provided the Foreman or shop has been contacted by the employee prior to reporting for work. Employer shall furnish employees with a telephone number which will have authorized personnel available one (1) hour before the regular starting time of the job.

Section 3.11. LAY OFF PAY.

(a) Any electrician being laid off, must be notified at least one (1) hour previous to the layoff, and shall be paid the hourly rate for time necessary to collect his possessions and terminate.

(b) **TERMINATION SLIPS.** When electricians are terminated, they shall be given a termination slip stating the reason for such termination. These slips shall be furnished by the Union in quadruplicate with a copy forwarded to the Local Union Office and NECA Office. No discriminatory action will be taken by the Union against the Employer or his supervisors for recording the reasons for termination.

(c) If during three (3) consecutive months there have been no contributions paid to the trust offices on behalf of an employee that employee shall be considered to be no longer employed by the Employer. All requirements for manpower shall be handled in accordance with Article IV of this Agreement. If notice is given in writing to the Employer and the Union from the employee requesting a leave of absence the above portion of this Subsection (c) doesn't apply. In the case of disability and with proof of same, sub section (c) doesn't apply.

(d) If the contractor fails to provide work for five (5) consecutive days, the employer shall give the employee a reduction in force if requested, so the employee may sign the out-of-work list.

Nothing in this Section shall prohibit the right of the Union or employee from using the Grievance Procedure.

Section 3.12. MODIFIED SHIFT. (a) The Employer may modify the employee's regular shift, as defined in Article II, Section 3.01 when required by the customer, for the performance of specific types of work.

Work covered by this modified shift includes any maintenance, retrofit, remodeling, tenant improvement, or repair work where the customer requires such work to be performed outside the regular shift hours. The Business Manager of the Union or designated Business Representative and all employees affected by the modified shift must be notified a minimum of forty-eight (48) hours in advance of the beginning of such a shift, except in cases of extenuating circumstances. Work may commence in less time with approval of the Business Manager.

A written notice containing customer shift requirements must follow verbal confirmation.

(b) This modified shift may be used Monday through Friday only for a maximum of four (4) days on any one jobsite. Employees shall not be permitted to work more than one eight (8) hour straight time shift in any twenty-four (24) hour period.

(c) All overtime shall be per Article III, Section 3.03. Shift work of five (5) consecutive days or more duration shall be performed under Article III Section 3.13.

Section 3.13. SHIFT WORK. When so elected by the contractor, multiple shifts of eight (8) hours for at least five (5) days' duration may be worked. When two (2) or three (3) shifts are worked:

The first shift (day shift) shall be consist of eight (8) consecutive hours worked between the hours of 8:00 A.M. and 4:30 P.M. Workmen on the "day shift" shall be paid at the regular hourly rate of pay for all hours worked.

The second shift (swing shift) shall consist of eight (8) consecutive hours worked between the hours of 4:30 P.M. and 1:00 A.M. Workmen on the "swing shift" shall be paid at the regular hourly rate of pay plus 17.3% for all hours worked.

The third shift (graveyard shift) shall consist of eight (8) hours between the hours of 12:30 A.M. and 9:00 A.M. Workmen on the "graveyard shift" shall be paid at the regular hourly rate of pay plus 31.4% for all hours worked.

The Employer shall be permitted to adjust the starting hours of the shift by up to two (2) hours in order to meet the needs of the customer.

If the parties to the Agreement mutually agree, the shift week may commence with the third shift (graveyard shift) at 12:30 A.M. Monday to coordinate the work with the customer's work schedule. However, any such adjustment shall last for at least a five (5) consecutive days' duration unless mutually changed by the parties to this Agreement.

An unpaid lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required before the established start time and after the completion of eight (8) hours of any shift shall be paid at one and one-half times the "shift" hourly rate.

There shall be no pyramiding of overtime rates and double the straight-time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked.

Section 3.14. WORK SCOPE. (a) The Employer recognizes the IBEW as having jurisdiction over the installation, operation, maintenance and repair of all electrical wiring and electrical equipment used in the construction, alteration and repair of buildings, structures, bridges, street and highway work, subways, shafts, dams, river and harbor work, airports, mines, all electrical raceways for electrical wires, and cables. All work required to install renewable energy electrical power generating installations, such as Photo Voltaic, wind generators, and fuel cells. All and any work and installations covered by the National Electrical Code and all work, as by custom has been performed by members of the IBEW.

(b) All electrical work as defined in Section (a) and all equipment, tools, supports, materials and temporary light and power work used to accomplish such electrical work, shall be performed by electricians covered by this agreement.

(c) On any job where there is a vehicle such as a pickup, panel truck, etc., and these vehicles are used for transportation of electricians and /or material on the jobsite, and the vehicles remain on the jobsite in the performance of electrical work, these vehicles shall be operated by electricians covered by this agreement.

(d) **TUNNEL WORK.**

1. All work inside new tunnels, adits, or shafts, shall be paid at the Tunnel rate of pay equal to one and one eighth (1 1/8X) the rates covered by this Agreement. This Section is not to include "utility" tunnels that run between buildings.

2. Whenever there is electrical construction, maintenance, or temporary work, of either power, lighting or communication to be performed in or about a tunnel, shaft, or adit, it shall be done by electricians employed under the terms of this Agreement. This shall also be interpreted to include all electrical maintenance or repair work, and battery charging and changing on battery-operated electric motors.

3. Electricians shall not be required to enter the heading after a blast until all the requirements of the State Safety Codes have been fully complied with.

4. All electrical work performed in Tunnels under the terms of this Agreement shall be governed by all applicable safety orders and all provisions of CAL/OSHA.

5. The daily reporting, or starting point, shall be the electrical shop or Tunnel entrance, if adjacent to a suitable, available parking lot -- otherwise from such a parking lot. Employee's daily pay shall start and end at this reporting place.

6. The Employer shall furnish electricians, without charge, rubber boots, raincoats, and protective helmets when needed in and about the Tunnel. The employee shall be responsible for these items and shall return them to the Employer at the time of termination.

Section 3.15 HANDLING MATERIAL. The handling and moving at a jobsite of all electrical material, equipment and apparatus shall be performed by workers who are members of the IBEW.

Section 3.16. SPREAD THE WORK. The Labor-Management Committee will meet to work out a "Spread the Work" program whose decision shall be final and binding upon both parties. It is understood that Foremen and General Foremen shall be included in any reduced work week or workday.

Section 3.17. SHORTER WORKDAY. In the event that the six basic crafts namely Carpenters, Laborers, Teamsters, Operating Engineers, Cement Finishers and Iron Workers, go to a shorter workday, the electrical Contractors will do likewise.

Section 3.18. HEIGHT PREMIUM WORK. Where electricians are required to work on scaffolds, hanging scaffolds, boatswain's chairs or ladders, at a height of forty (40') feet or more from the ground or supporting structure or are required to work on stacks, towers, or fixed structures a distance of sixty (60') feet to ninety (90') feet from the ground or supporting structure, they shall be paid at the rate of one and one-half (1 1/2x) times the straight time hourly rate. On work ninety (90') feet or above, they shall be paid at the rate of two (2x) times the straight time hourly rate. Work performed above upper floors of buildings or flat roofs shall be figured from the upper floor or roof, providing same is substantially decked and the electricians cannot fall beyond the figure point.

The extra pay in this Section shall not substitute for any necessary safety measures. The pay required is to compensate for the challenges presented to electricians required to work at these heights.

Section 3.21. SAFETY. (a) Adequate safety and protective devices shall be supplied electricians by the Employer on all energized circuits or equipment and on all hazardous work in accordance with applicable Safety Orders of the Division of Industrial Safety of the State of California and/or CAL-OSHA/OSHA.

(b) No apprentice may work on energized circuits of 440 volts or over, except a "Last Period" apprentice when accompanied by a journeyman.

(c) On energized circuits and/or equipment rated 440 volts or more, as a safety measure and at the journeyman wireman's discretion, a second journeyman shall be called if dangerous conditions exist.

(d) It is recognized that the Employer has the exclusive responsibility to provide a safe and healthful work place.

Section 3.22. EXPLOSIVE ACTIVATED TOOL. (a) No electrician shall be discriminated against by reason of his refusal to use, work with or in the vicinity where an explosive activated tool is being used.

(b) All provisions of the California State Division of Industrial Safety pertaining to the use of the tool shall apply.

(c) A copy of the above provision shall be kept in a tool supply kit at all times while the tool is in use.

Section 3.23. CABLE SPLICERS. (a) All work of joining, splicing and insulating, on power cable designed to carry in excess of 750 volts shall be performed by competent journeymen cable splicers.

(b) When cable splicing work is to be performed on energized cables and the voltage is in excess of 750 volts, one cable splicer and a journeyman must work together.

(c) The phasing or tagging of any conductor cable preliminary to splicing such cable shall be performed by the cable splicer who is to make the splice.

(d) Cable splicers shall not be required to work with energized multiple cable carrying in excess of 750 volts.

Section 3.24. DRINKING WATER. An adequate supply of cool, potable water must be available at all times.

Section 3.25. JOURNEYMAN TRAINING. Each Journeyman shall complete a minimum of eighteen (18) hours per year in some form of training in any of the following areas:

1. Safety, First Aid and CPR Training;
2. Technical Theory Classes;
3. Technical "hands on" Classes;
4. Electrical Code Classes;
5. Foremanship;
6. Customer Relations Classes;
7. Basic Communications and other Personal Developmental Courses;
8. Other Training Classes, Seminars or Courses provided by the Local Union 569 Joint Apprentices and Training Committee;

9. Service in Union elected offices and committees established by the Collective Bargaining Agreement counts toward Journeyman Training requirement;

Journeyman who successfully complete such training shall be issued certificates verifying the fact that such training was completed.

ARTICLE IV INSIDE REFERRAL PROCEDURE

Section 4.01. 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 4.02. The Union shall be the sole and exclusive source of referral of applicants for employment.

Section 4.03. The Employer shall have the right to reject any applicants for employment.

Section 4.04. 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 requirements. All such selection and referral shall be in accord with the following procedure.

Section 4.05. The Union shall maintain a register of applications for employment established on the basis of the Groups listed below. Each applicant for employment shall be registered in the highest priority Group for which he qualifies.

JOURNEYMAN WIREMAN - JOURNEYMAN TECHNICIAN

GROUP I. All applicants for employment who have four or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the IBEW or has been certified as a Journeyman Wireman by any Inside Joint Apprenticeship Training Committee and who have been employed in the trade for a period of at least one year in the last four years in the geographical area covered by the Collective Bargaining Agreement.

Group I status shall be limited to one Local Union at one time. An applicant who qualifies for Group I in a local union shall be so registered electronically and remain on Group I in that local union unless and until the applicant designates another local union as his or her Group I local union. If an applicant qualifies for Group I status in a local union other than his or her home local union and designates that local as his or her Group I local union, the business manager of the new Group I status local union shall by electronic means notify the business manager of the applicant's former Group I status local union.

GROUP II. All applicants for employment who have four or more years' experience in the trade and who have passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the IBEW or have been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee.

GROUP III. All applicants for employment who have two or more years' experience in the trade, are residents of the geographical area constituting the normal construction labor market and who have been employed for at least six months in the last three years in the geographical area covered by the Collective Bargaining Agreement.

GROUP IV. All applicants for employment who have worked at the trade for more than one year.

Section 4.06. If the registration list is exhausted and the Local Union is unable to refer applicants for employment to the Employer within forty eight (48) hours from the time of receiving the Employer's request, Saturdays, Sundays and Holidays excepted, the Employer shall be free to secure applicants without using the Referral Procedure, but such applicants, if hired, shall have the status of "temporary employees".

Section 4.07. The Employer shall notify the Business Manager promptly of the names and Social Security numbers of such "temporary employees" and shall replace such "temporary employees" as soon as registered applicants for employment are available under the Referral Procedure.

Section 4.08. "Normal Construction Labor Market" is defined to mean the following geographical area plus the commuting distance adjacent thereto, which includes the area from which the normal labor supply is secured:

SAN DIEGO AND IMPERIAL COUNTIES

The above geographical area is agreed upon by the parties to include the areas defined by the Secretary of Labor to be the appropriate prevailing wage areas under the Davis-Bacon Act to which the Agreement applies.

Section 4.09. "Resident" means a person who has maintained his permanent home in the above defined geographical area for a period of not less than one (1) year or who, having had a permanent home in this area, has temporarily left with the intention of returning to this area as his permanent home.

Section 4.10 An "examination" shall include experience rating tests if such examination shall have been given prior to the date of this procedure, but from and after the date of the procedure, shall include only written and/or practical examinations given by a duly constituted Inside Construction Local Union of the IBEW. Reasonable intervals of time for examinations are specified as ninety (90) days. An applicant shall be eligible for examination if he has four years' experience in the trade.

Section 4.11 . The Union shall maintain an "Out of Work List" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

Section 4.12 . An applicant who is hired and who receives, through no fault of his own, work of forty (40) hours or less shall, upon re-registration, be restored to his appropriate place within his Group.

Section 4.13 . (a) 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 by first referring applicants in GROUP I in the order of their place on the "Out of Work List" and then referring applicants in the same manner successively from the "Out of Work List" in GROUP II, then GROUP III, and then GROUP IV. Any applicant who is rejected by the Employer shall be returned to his appropriate place within his GROUP and shall be referred to other employment in accordance with the position of his GROUP and his place within his GROUP.

(b) An applicant who is discharged for cause two times within a twelve-month period shall be referred to the neutral member of the Appeals Committee for a determination as to the applicant's continued eligibility for referral. The neutral member of the Appeals Committee shall, within three business days, review the qualifications of the applicant and the reasons for the discharges. The neutral member of the Appeals Committee may, in his or her sole discretion: (1) require the applicant to obtain further training from the JATC before again being eligible for referral; (2) disqualify the applicant for referral for a period of four weeks, or longer, depending on the seriousness of the conduct and/or repetitive nature of the conduct; (3) refer the applicant to an employee assistance program, if available, for evaluation and recommended action; or (4) restore applicant to his/her appropriate place on the referral list.

Section 4.14. The only exceptions which shall be allowed in this order of referral are as follows:

(a) When the Employer states bona fide requirements for special skills and abilities in his request for applicants, the Business Manager shall refer the first applicant on the register possessing such skills and abilities.

Section 4.15. 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 4.16. It shall be the function of the Appeals Committee to consider any complaint of any employee or applicant for employment arising out of the administration by the Local Union of Sections 4.04 through 4.13 of this Agreement. 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 Agreement and its decisions shall be in accordance with this Agreement.

Section 4.17. A representative of the Employer or of 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 4.18. A copy of the Referral Procedure set forth in this Agreement 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 Agreement.

Section 4.19. Apprentices shall be hired and transferred in accordance with the apprenticeship provisions of the Agreement between the parties.

ARTICLE V STANDARD INSIDE APPRENTICESHIP LANGUAGE

Section 5.01. There shall be a local Joint Apprenticeship and Training Committee (JATC) consisting of a total of either 6 or 8 members who shall also serve as trustees to the local apprenticeship and training trust. An equal number of members (either 3 or 4) shall be appointed, in writing, by the local chapter of the National Electrical Contractors Association (NECA) and the local union of the International Brotherhood of Electrical Workers (IBEW).

The local apprenticeship standards shall be in conformance with national guideline standards and industry policies to ensure that each apprentice has satisfactorily completed the NJATC required hours and course of study. All apprenticeship standards shall be registered with the NJATC and thereafter submitted to the appropriate registration agency.

The JATC shall be responsible for the training of apprentices, journeymen, installers, technicians, and all other (unindentured, intermediate journeymen, etc.)

Section 5.02. All JATC member appointments, re-appointment and acceptance of appointments shall be in writing. Each member shall be appointed for a (3 or 4) -year term, unless being appointed for a lesser period of time to complete an unexpired term. The terms shall be staggered, with one (1) term from each side expiring each year. JATC members shall complete their appointed term unless removed for cause by the party they represent or they voluntarily resign. All vacancies shall be filled immediately.

The JATC shall select from its membership, but not both from the same party, a Chairman and a Secretary who shall retain voting privileges. The JATC will maintain one (1) set of minutes for JATC committee meetings and a separate set of minutes for Trust meetings.

The JATC should meet on a monthly basis, and also upon the call of the Chairman.

Section 5.03. Any issue concerning an apprenticeship or an apprenticeship matter shall be referred to the JATC for its review, evaluation, and resolve; as per standards and policies. If the JATC deadlocks on any issue, the matter shall be referred to the Labor-Management Committee for resolution as outlined in Article I, one of this agreement; except for trust fund matters, which shall be resolved as stipulated in the local trust instrument.

Section 5.04. There shall be only one (1) JATC and one (1) local apprenticeship and training trust. The JATC may, however, establish joint subcommittees to meet specific needs, such as residential or telecommunications apprenticeship. The JATC may also establish a subcommittee to oversee an apprenticeship program within a specified area of the jurisdiction covered by this agreement.

All subcommittee members shall be appointed, in writing, by the party they represent. A subcommittee member may or may not be a member of the JATC.

Section 5.05. The JATC may select and employ a part-time or a full-time Training Director and other support staff, as it deems necessary. In considering the qualification, duties and responsibilities of the Training Director, the JATC should review the Training Director's Job Description provided by the NJATC. All employees of the JATC shall serve at the pleasure and discretion of the JATC.

Section 5.06. To help ensure diversity of training, provide reasonable continuous employment opportunities, and comply with apprenticeship rules and regulations, the JATC, as the program sponsor, shall have full authority for issuing all job training assignments and for transferring apprentices from one employer to another. The employer shall cooperate in providing apprentices with needed work experiences. The local union referral office shall be notified, in writing, of all job training assignments. If the employer is unable to provide reasonable continuous employment for apprentices, the JATC is to be so notified.

Section 5.07. All apprentices shall enter the program through the JATC as provided for in the registered apprenticeship standards and selection procedures.

An apprentice may have their indenture canceled by the JATC at any time prior to completion as stipulated in the registered standards. Time worked and accumulated in apprenticeship shall not be considered for local union referral purposes until the apprentice has satisfied all conditions of apprenticeship. Individuals terminated from apprenticeship shall not be assigned to any job in any classification, or participate in any related training, unless they are reinstated in apprenticeship as per the standards, or they qualify through means other than apprenticeship, at sometime in the future, but no sooner than two years after their class has completed apprenticeship, and they have gained related knowledge and job skills to warrant such classification.

Section 5.08. The JATC shall select and indenture a sufficient number of apprentices to meet local manpower needs. The JATC is authorized to indenture a total number of apprentices necessary to meet the job site ratio as per Section 5.12.

Section 5.09. Though the JATC cannot guarantee any number of apprentices; if a qualified employer requests an apprentice, the JATC shall make every effort to honor the request. If unable to fill the request within ten (10) working days, the JATC shall select and indenture the next available person from the active list of qualified applicants. An active list of qualified applicants shall be maintained by the JATC as per the selection procedures.

Section 5.10. To accommodate short-term needs when apprentices are unavailable, the JATC shall assign unindentured workers who meet the basic qualifications for apprenticeship. Unindentured workers shall not remain employed if apprentices become available for OJT assignment. Unindentured workers shall be used to meet job site ratios except on wage-and-hour (prevailing wage) job sites.

Before being employed, the unindentured person must sign a letter of understanding with the JATC and the employer – agreeing that they are not to accumulate more than two thousand (2,000) hours as an unindentured, that they are subject to replacement by indentured apprentices and that they are not to work on wage and hour (prevailing wage) job sites.

Should an unindentured worker be selected for apprenticeship, the JATC will determine, as provided for in the apprenticeship standards, if some credit for hours worked as an unindentured will be applied toward the minimum OJT hour of apprenticeship.

The JATC may elect to offer voluntary related training to unindentured; such as Math Review, English, Safety, Orientation/Awareness, Introduction to OSHA, First-Aid and CPR. Participation shall be voluntary.

Section 5.11. The employer shall contribute to the local health and welfare plans and to the National Electrical Benefit Fund (NEBF) on behalf of all apprentices and unindentured. Contribution to other benefit plans may be addressed in other sections of this agreement.

Section 5.12. Each job site shall be allowed a ratio of one (1) apprentice plus one for every one (1) Journeymen Wireman or as illustrated below.

Number of Journeyman	Maximum Number of Apprentices/Unindentured
1	2
2	3
3	4
etc.	etc.

The first person assigned to any job site shall be a Journeyman Wireman.

A job site is considered to be the physical location where employees report for their work assignments. 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.

Section 5.13. An apprentice is to be under the supervision of a Journeyman Wireman at all times. This does not imply that the apprentice must always be insight of a Journeyman Wireman. Journeymen are not required to constantly watch the apprentice. Supervision will not be of a nature that prevents the development of responsibility and initiative. Work may be laid out by the employers designated supervisor or journeyman based on their evaluation of the apprentice's skills and ability to perform the job tasks. Apprentices shall be permitted to perform job tasks in order to develop job skills and trade competencies. Journeymen are permitted to leave the immediate work area without being accompanied by the apprentice.

Apprentices who have satisfactorily completed the first four years of related classroom training using the NJATC curriculum and accumulated a minimum of 6,500 hours of OJT with satisfactory performance, shall be permitted to work alone on any job site and receive work assignments in the same manner as a Journeyman Wireman.

An apprentice shall not be the first person assigned to a job site and apprentices shall not supervise the work of others.

Section 5.14. Upon satisfactory completion of apprenticeship, the JATC shall issue all graduating apprentices an appropriate diploma from the NJATC. The JATC shall encourage each

graduating apprentice to apply for college credit through the NJATC. The JATC may also require each apprentice to acquire any electrical license required for journeymen to work in the jurisdiction covered by this Agreement.

Section 5.15. The parties to this Agreement shall be bound by the Local Joint Apprenticeship and Training Trust Fund Agreement which shall conform to Section 302 of the Labor-Management Relations Act of 1947, as amended, ERISA and other applicable regulations.

The trustees authorized under this Trust Agreement are hereby empowered to determine the reasonable value of any facilities, materials or services furnished by either party. All funds shall be handled and disbursed in accordance with the Trust Agreement.

Section 5.16. All Employers subject to the terms of this Agreement shall contribute the amount of funds specified by the parties' signatory to the local apprenticeship and training trust agreement. The current rate of contribution is: eighty-nine (\$0.89) cents per hour for each hour worked. Effective August 31, 2015, the rate of contribution will reduce to eighty-seven (\$0.87) cents for each hour worked. This sum shall be due the Trust Fund by the same date as is their payment to NEBF under the terms of the Restated Employees Benefit Agreement and Trust.

ARTICLE VI FRINGE BENEFITS

Section 6.01. **NATIONAL ELECTRICAL BENEFIT FUND.** It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund (NEBF), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF the individual Employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The individual Employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

An individual Employer who fails to remit as provided above shall be additionally subject to having his Agreement terminated upon seventy-two (72) hours' notice in writing being served by the Union, provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

The failure of an individual Employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of his Labor Agreement.

Section 6.02. **HEALTH AND WELFARE.** Effective June 3, 2019, the Employer agrees to pay seven dollars and sixteen cents (\$7.16) per hour for each hour worked by each employee, other than Apprentices, covered by the terms of this Agreement to the San Diego Electrical Health and Welfare Trust.

Any other increases required during the length of the Agreement beyond those established during the Agreement come from the employee's existing base wage rate.

Effective August 23, 1988, all indentured Apprentices will be covered under Plan A, but the contribution rate shall be the amount which is applicable for maintaining Plan A benefits and no supplement for Plan C shall be paid on hours worked for indentured apprentices. Effective June 3, 2019, the Employer agrees to pay six dollars and twenty cents (\$6.20) per hour for each hour worked by each indentured apprentice covered by the terms of this Agreement to the San Diego Electrical Health and Welfare Trust. **Effective June 1, 2026, the rate for all indentured Apprentices will increase to six dollars and forty-five cents (\$6.45) per hour. Effective June 7, 2027, the rate for all indentured Apprentices will increase to six dollars and sixty-five cents (\$6.65) per hour.**

Section 6.03. PENSION. (a) Each signatory Employer shall make monthly contributions into the San Diego Electrical Pension Trust Fund in the amount of \$8.00 per hour for each hour worked by each employee covered by the terms of this Agreement. Beginning 6/1/84 contributions for apprentice employees who are newly enrolled as of that date shall be made on the same percentage rate as their period of apprenticeship, based on the Journeyman contribution rate, except first and second period apprentices, whose contribution rate shall be five (\$.05) cents per hour worked. This Pension Plan and Trust Document shall comply with and conform to all applicable laws.

(b) **ANNUITY.** Each signatory Employer shall provide payroll deduction services to its employees covered under the Collective Bargaining Agreement to permit voluntary employee contributions to a qualified 401K Plan adopted by the Board of Trustees appointed by the parties signatory to this Agreement.

Employer(s) shall not be obliged to make any contributions to such Plan and shall only be obliged to facilitate provisions to effect payroll deductions as may, from time to time, be set forth in the provisions of the Plan.

NECA and Local Union 569, IBEW agree to serve as sponsors of the Plan and to forthwith appoint Trustees, who, in turn, shall adopt a Declaration of Trust and a Plan with provisions which qualify for tax treatment under the provisions of Section 401K of the Internal Revenue Code.

If deemed legal by Trust Counsel and deemed to not be significantly detrimental to the pension plan by the actuary, the bargaining committee will recommend that the Pension Trustees allow pension contributions contributed on the behalf of any retiree working in the Local 569 jurisdiction to be deposited into their annuity.

Section 6.04. SAN DIEGO ELECTRICAL INDUSTRY TRAINING TRUST AND SAN DIEGO ELECTRICAL INDUSTRY EDUCATION AND MANPOWER DEVELOPMENT TRUST.

Each signatory Employer shall make monthly contributions into the San Diego Electrical Industry Training Trust and the San Diego Electrical Industry Education and Manpower Development Trust in the amount of ninety-seven cents (\$0.97) per hour for each hour worked by each employee covered by the terms of this Agreement, except first and second period apprentices whose amount shall be eighty-seven (\$.87) cents per hour.

The total of such sums shall be paid monthly by the fifteenth (15th) of the following month to the Electrical Trust Funds, and accompanied by an approved transmittal form. On receipt of these funds, the Electrical Industry Trust Administrative Offices shall deposit eighty-seven (\$.87) cents

into the San Diego Electrical Industry Training Trust and ten (\$.10) cents into the San Diego Electrical Industry Education and Manpower Development Trust for each hour worked for all employees covered by the terms of this agreement except first and second period apprentices whose amount shall be zero.

Effective June 1, 2026, the San Diego Electrical Industry Training Trust rate will increase to ninety-two (\$0.92) cents per hour.

Effective June 7, 2027, the San Diego Electrical Industry Training Trust rate will increase to ninety-seven (\$0.97) cents per hour.

NOTE: If it is determined that the San Diego Electrical Industry Education and Manpower Development Trust (E/MD) is illegal or if the International Office of the IBEW does not approve the Trust, it will be deleted from the Agreement without impacting the remainder of the Agreement. It is mutually agreed that if the E/MD is removed from the Agreement by the International Office of the IBEW, and a program is developed at a later date by the National parties, the Agreement will be immediately amended to include this new program. Further once the E/MD is adopted, NECA will implement a program to utilize up to 20% of the funds collected for promotional campaigns. In implementing these programs, NECA will require the Union's input.

Section 6.05. EMPLOYER REPORTS. (a) Each Employer shall report monthly to the Trustees in writing upon the forms provided and mailed to him by the Trustees, the name of all his employees, together with total hours worked by each of said employees during each month. The Employer shall include payment and such other information as may be properly required by the Trustees or carriers.

Each contribution to the Trust Fund shall be made promptly and in any event on or before the 15th day of the month following in which it accrued, on which date said contribution, if not paid in full, shall be delinquent.

The parties recognize and acknowledge that the regular and prompt payment of Employer contributions to the Trust Fund is essential to the maintenance of these funds; therefore, any amount determined by the Trustees of such Trust Funds as liquidated damage shall be due and payable upon the day immediately following the date on which the contributions became delinquent.

(b) The Trustees of the Trust Funds are hereby authorized to examine and audit any signatory Employer's records of account which are pertinent to the payment of contributions to the respective Trust Funds including all payroll records, time cards, day sheets, payroll checkbooks, and Federal and State Employment Reports. Audits shall be conducted periodically at the Employer's place of business unless otherwise agreed by the Trustees.

Employers agree that the records will be made available to the Trustees of the Trust Funds or its agents within seven (7) working days from the date such audit is requested. If such audit discloses that there has been underreporting by the Employer, he shall be chargeable for the underreported amount and any delinquency charges that may be due. In the absence of adequate hourly time records, the gross moneys received by the employee shall be divided by the basic hourly rate to determine the hours worked by the employee and to compute the amount of contributions due the respective Trust Funds by the Employer.

The Trustees shall establish audit procedures and shall determine the specific method for implementing such procedures to the extent provided for in the Trust Documents.

(c) The Trustees to the extent provided for in the Trust, shall be entitled to and may file legal action for the collection of any and all contributions and delinquency charges due and owing by any and all Employers hereunder and in the event such action is maintained and filed, in addition to recovering of payments due and owing, liquidated damages and legal rate of interest, the Employers hereunder agree to pay all costs of such suit or suits, together with reasonable attorney fees.

(d) Continued failure on the part of any Employer to make prompt payments of his contribution to the Trust or the failure to make the required reports and payments shall be deemed to be a breach of the Collective Bargaining Agreement and the Employer shall be subject to the grievance procedure as provided for in this Agreement.

The parties to this Agreement shall require the Employer to make any and all payments due or to become due by him under the terms of this Agreement.

Section 6.06. DUES DEDUCT. The Employer agrees to deduct and forward to the Financial Secretary of the Local Union—upon receipt of a voluntary written authorization—the additional working dues from the pay of each IBEW member. The amount to be deducted shall be the amount specified in the approved Local Union Bylaws. Such amount shall be certified to the Employer by the Local Union upon request by the Employer.

(b) Effective July 1, 2011 the employer agrees to deduct and transmit to the International Brotherhood of Electrical Workers Local 569 Committee on Political Education an amount of \$0.10 each hour from the wages of each employee who voluntarily authorizes such contributions on the form provided by IBEW Local 569.

Section 6.07. SUBSTANCE ABUSE PROGRAM.

The dangers and costs which alcohol and other chemical abuses can create in the electrical contracting industry in terms of safety and productivity are significant. The parties to this Agreement resolve to combat chemical abuse in any form and agree that, to be effective, programs to eliminate substance abuse and impairment should contain a strong rehabilitation component. The local parties recognize that the implementation of a drug and alcohol policy and program must be subject to all applicable federal, state, and local laws and regulations. Such policies and programs must also be administered in accordance with accepted scientific principles, and must incorporate procedural safeguards to ensure fairness in application and protection of legitimate interests of privacy and confidentiality. To provide a drug-free workforce for the Electrical Construction Industry, each IBEW local union and NECA chapter shall implement an area-wide Substance Abuse Testing Policy. The policy shall include minimum standards as required by the IBEW and NECA. Should any of the required minimum standards fail to comply with federal, state, and/or local laws and regulations, they shall be modified by the local union and chapter to meet the requirements of those laws and regulations.

**ARTICLE VII
NATIONAL ELECTRICAL INDUSTRY FUND**

Section 7.01. NATIONAL ELECTRICAL INDUSTRY FUND. Each individual Employer shall contribute an amount not to exceed one percent (1%) nor less than .2 of 1% of the productive

electrical payroll, as determined by each local Chapter and approved by the Trustees, with the following exclusions:

1. Twenty-five percent (25%) of all productive electrical payroll in excess of 75,000 manhours paid for electrical work in any one Chapter area during any one (l) calendar year, but not exceeding 150,000 manhours.
2. One hundred percent (100%) of all productive electrical payroll in excess of 150,000 payday paid for electrical work in any one Chapter area during any one (l) calendar year.

[Productive electrical payroll is defined as the total wages (including overtime) paid with respect to all hours worked by all classes of electrical labor for which a rate is established in the prevailing labor area where the business is transacted.]

Payment shall be forwarded monthly to the National Electrical Industry Fund in a form and manner prescribed by the Trustees no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. Failure to do so will be considered a breach of this Agreement on the part of the individual Employer.

ARTICLE VIII SEPARABILITY CLAUSE AND NON DISCRIMINATION

Section 8.01. SEPARABILITY CLAUSE. Should any provision of this Agreement be declared illegal by any court of competent jurisdiction, such provision shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall, thereupon seek to negotiate substitute provisions which are in conformity with the applicable laws.

Section 8.02. NONDISCRIMINATION. It is the continuing policy of the Employer and the Union that the provisions of the Collective Bargaining Agreement shall be applied to all employees without regard to race, sex, age, color, religious creed or national origin.

ARTICLE IX NATIONAL LABOR-MANAGEMENT COOPERATION (NLMCC)

Section 9.01. The parties agree to participate in the NECA-IBEW National Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. §175(a) and Section 302(c)(9) of the Labor-Management Relations Act, 29 U.S.C. §186(c)(9). The purposes of this Fund include the following:

- 1) to improve communication between representatives of labor and management;
- 2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organization effectiveness;
- 3) to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;

- 4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;
- 5) to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and industry;
- 6) to encourage and support the initiation and operation of similarly constituted local labor-management cooperation committees;
- 7) to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
- 8) to engage in public education and other programs to expand the economic development of the electrical construction industry;
- 9) to enhance the involvement of workers in making decisions that affect their working lives; and
- 10) to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 9.02. The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust, and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the NLMCC, as provided in said Agreement and Declaration of Trust.

Section 9.03. Each Employer shall contribute one cent (1¢) per hour worked under this Agreement up to a maximum of 150,000 hours per year. Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The San Diego Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 9.04. If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty dollars (\$20.00), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment, together with attorneys' fees.

ARTICLE X LOCAL LABOR-MANAGEMENT COOPERATION COMMITTEE (LMCC)

Section 10.01. The parties agree to participate in a Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. § 175(a) and Section 302(c)(9) of the Labor-Management Relations Act, 29 U.S.C. § 186(c) (9). The purposes of this fund include the following:

- 1) to improve communications between representatives of Labor and Management;
- 2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organization effectiveness;
- 3) to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process.
- 4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;
- 5) to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and industry;
- 6) to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
- 7) to engage in public education and other programs to expand the economic development of the electrical construction industry;
- 8) to enhance the involvement of workers in making decisions that affect their working lives; and
- 9) to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 10.02 The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the LMCC, as provided in said Agreement and Declaration of Trust.

Section 10.03. Each employer shall contribute fourteen cents (\$.14) per hour for each hour worked by each employee covered by this Agreement, except first and second period apprentices whose amount shall be four cents (\$0.04). Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The San Diego Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 10.04. If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to: (1) The amount of \$300.00 per delinquent month for delinquencies handled and resolved by the administrative office for the Fund; (2) An additional amount of \$400.00 per delinquent month for delinquencies that have been referred to legal counsel for the Fund for resolution; (3) In the event a lawsuit is required to be filed against an Employer in connection with a delinquency, the assessment of liquidated damages shall be converted to the following schedule: (i) 1 ½% of the principal if late 1 – 30 days; (ii) 3% of the principal if late 31 – 60 days; (iii) 1 ½% will accrue for each additional 30 days late, up to a maximum of eighteen percent (18%) per annum. Such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten

percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment, together with attorneys' fees.

ARTICLE XI CODE OF EXCELLENCE

Section 12.01. The parties to this Agreement recognize that to meet the needs of our customers, both employer and employee must meet the highest levels of performance, professionalism, and productivity. The Code of Excellence has proven to be a vital element in meeting the customers' expectations. Therefore each IBEW local union and NECA chapter shall implement a Code of Excellence Program. The program shall include minimum standards as designed by the IBEW and NECA.

SURETY

KNOW ALL MEN BY THESE PRESENTS:

That we, _____, as Principal and the _____ Corporation, authorized to transact the business of Surety in the State of California as Surety, are held and firmly bound unto the LABOR-MANAGEMENT COMMITTEE (a labor-management tribunal established according to the terms of a Collective Bargaining Agreement) entered into by and between the SAN DIEGO CHAPTER OF THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION, on the one hand and the INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, Local Union 569 on the other hand on the 1st day of _____ as Oblige, in the sum of TEN THOUSAND AND NO/100 DOLLARS (\$10,000.00), lawful money of the United States of America, for the payment of which will and truly be made to the Oblige, we bind ourselves, our heirs, executors, administrators, successors and assigns, jointly and severally firmly by these presents, WHEREAS, the Principal is a party to the aforesaid Labor Agreement, and WHEREAS, the said Labor Agreement, which is incorporated herein by reference, provides for a Surety Bond, which is intended to assure payment forthwith, to the extent of said bond, pursuant to monetary awards by any or all of the following agencies:

1. The Trustees of the San Diego Electrical Industry Trust;
2. The San Diego Employees Benefit Board;
3. The San Diego Electrical Industry Pension Trust;
4. The California State Labor Commissioner;
5. The San Diego Electrical Joint Apprenticeship and Training Trust;

NOW, THEREFORE, the condition of this obligation is such that if the Principal shall faithfully perform all of the terms and conditions of said Labor Agreement, then this obligation shall be null and void; otherwise to remain in full force and effect. PROVIDED, that this Bond is conditioned upon the following conditions and agreements:

1. The term of this Bond shall be continuous beginning with the 1st day of _____, 20____
2. This Bond may be canceled by the Oblige by written notice to the Surety specifying therein the effective date of cancellation, or by the Surety by mailing to the Oblige by Certified Mail a written notice of the Surety's desire to cancel this Bond and specifying therein the effective date of cancellation. Such cancellation by the Surety shall not become effective prior to thirty (30) days subsequent to the date of mailing by Certified Mail of the Notice of Cancellation.
3. In the event that the Principal has been found to be delinquent in payments by any of the aforesaid agencies, notice shall be given in writing to the Surety of such delinquency or default by any of these agencies or the Labor-Management Committee acting on their behalf within thirty (30) days of the determination of such delinquency or default.

4. The aggregate liability of the Surety under this Bond shall be TEN THOUSAND AND NO/100 DOLLARS (\$10,000.00), regardless of the number of years this Bond is in force and regardless of the number of defaults on the part of the Principal of the terms and conditions of the Labor Agreement.

5. No suit may be filed against this Bond later than one (1) year following the discovery of the right of claim thereof, and in any event, no claim shall be made and no suit shall be filed under this Bond later than one (1) year following its cancellation as herein provided.

Signed, sealed and dated this _____ day of _____, _____.

SIGNATURES - 2024 - 2028 INSIDE AGREEMENT

FOR: SAN DIEGO COUNTY CHAPTER
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION, INC.



Clint Morgan
President

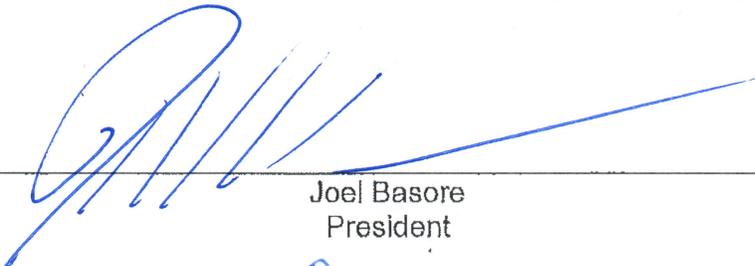
Date: 6/11/2024



Andrew Berg
Executive Manager

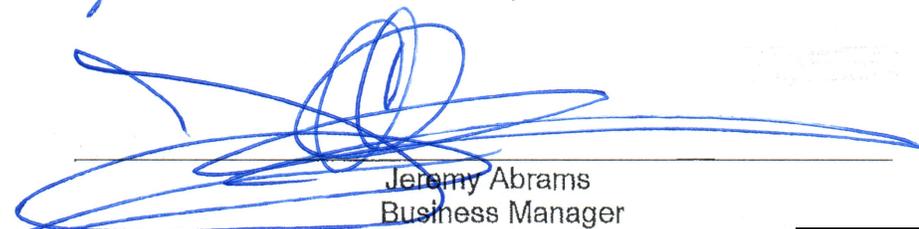
Date: 6/11/2024

FOR: LOCAL UNION 569
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



Joel Basore
President

Date: 6/11/2024



Jeremy Abrams
Business Manager

Date: 6/11/24

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
August 22, 2024
Kenneth Cooper,
International President
This approval does not make the
International a party to this agreement.

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, copied, 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

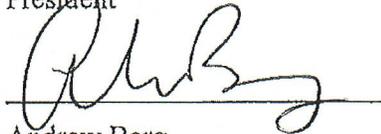
This Memorandum and Addendum shall be effective Feb. 1, 2007, and will run concurrent to the Inside Agreement.

Signed/dated this 11th day of June, 2024.

For SAN DIEGO CHAPTER, NECA:



Clint Morgan
President



Andrew Berg
Executive Manager

For L.U. 569 IBEW:



Joel Basore
President



Jeremy Abrams
Business Manager