

IBEW, NINTH DISTRICT
MARKET ADVANCEMENT
MEMORANDUM OF UNDERSTANDING

Between

The International Brotherhood of Electrical Workers,

&

National Electrical Contractors Association

IBEW Local Unions: 340, 401, 551(North of Marin & Sonoma Counties), 595 (East), and 684 and the Northern California, Greater Sacramento and Reno Division, and Redwood Empire Chapters of NECA, hereby agree to the following terms and conditions, which shall apply to the IBEW/NECA Inside construction agreements for the geographical jurisdictions of the aforementioned Local Unions, exclusively for the scope of work detailed herein. The geographical area addressed by this Memorandum of Understanding shall be referred to as the Northern California/Nevada Region.

The purpose of this Memorandum of Understanding is to advance the IBEW/NECA market share by organizing the electrical work and workforce in the identified industry sectors. Furthermore, the new classifications incorporated herein are not intended to exclude or replace Journeyman Wiremen or Apprentices, but are designed to complement existing classifications and create competitive crew compositions which thereby generate new employment opportunities for Journeyman and Apprentices, and provide a mechanism for the IBEW to represent workers heretofore not represented.

An employer utilizing this Memorandum of Understanding must be signatory to the Inside Agreement of the Local Union where the work is being performed. All terms and conditions not specifically addressed herein shall be handled in accordance with the appropriate Inside Agreement. Any question or dispute concerning an interpretation of this Memorandum of Understanding shall be determined by the IBEW Ninth District

International Vice President and the National Electrical Contractors Association Western Region Director.

EFFECTIVE DATE

This Memorandum of Understanding shall take effect immediately and remain in effect until May 31, 2013. It shall continue in effect from year to year thereafter, from June 1 through May 31 of each year, unless changed or terminated, as provided herein. This Memorandum of Understanding may be terminated, by either party, with respect to a specific geographical jurisdictional, by providing written notification to the related signatory parties at least 90 days prior to the anniversary date of this MOU.

SCOPE OF WORK

The following types of work are covered by this Memorandum of Understanding:

- Scope is to be determined Region by Region and attached to this MOU as Appendix A.

The following types of work shall be excluded from the scope of this Memorandum of Understanding:

- Public works requiring the payment of prevailing wages,
- Work covered by Project Labor Agreements or funded/financed by union trust funds,
- Work defined within the scope of other IBEW/NECA agreements other than the Inside Agreement (i.e., sound & communications, residential, photovoltaic, etc), and specific customers' work presently/historically performed by signatory employers under the Inside Agreement, and,
- Any and all other work not specifically included in the Scope of this MOU.

CHANGES, GRIEVANCES AND DISPUTES

Changes, grievances and disputes will be handled in the manner provided in the Local Union and NECA Chapter negotiated Inside Agreement with the following modifications:

Grievances and Disputes: The Labor-Management Committee of the site local union shall handle all grievances, with the exception of interpretations of this Memorandum of Understanding, which shall be determined by the Ninth District International Vice President and Western Region NECA Executive Director, as previously noted. Any complaint or grievance, except in the case of fringe benefit payments, which is not filed in writing within 15 working days of the grievant becoming aware of the complaint or grievance, shall be deemed to no longer exist. Any unresolved issues shall be submitted to CIR for adjudication as provided for in the Inside Agreement.

Changes: There shall be a Labor-Management Committee established to handle changes to this Memorandum of Understanding named Northern California/Nevada Region Labor-Management Committee, which shall consist of three (3) representing the Unions and three (3) representing the Chapters. It shall select its own Chairman and Secretary. The Local Unions shall select the Union representatives and the Chapters shall select the Management representatives. If the Local Unions or the Chapters are unable to agree on the designees, the respective appropriate parent organizations, IBEW Ninth District and Western Region NECA, shall make the selection on their behalf.

Any matter involving changes to Appendix A, B and/or C will be handled by the Northern California/Nevada Region LMC.

This Memorandum of Understanding shall only be subject to change or supplement by mutual consent of the respective appropriate parent organizations, IBEW Ninth District and Western Region NECA.

Either party, Labor or Management of the Northern California/Nevada Region LMC, desiring to change Appendix A, B and/or C must provide written notification at least 90 days prior to the expiration date. The nature of the changes must be specified in the notice or no later than the first negotiating meeting unless mutually agreed otherwise. Any unresolved issues arising out of the failure of the parties to negotiate a modification to Appendix A, B and/or C shall be determined by the appropriate parent organizations, IBEW Ninth District and Western Region NECA.

MANAGEMENT RIGHTS

Work performed by Construction Wiremen and Construction Electricians will be limited only by what the employer or the employer's field representative deem as appropriate and within the individual's qualifications to properly perform safely, in a workmanlike manner and within the specific scope of this Memorandum of Understanding. In this regard, Construction Wiremen may work alone if deemed qualified by the employer and permitted by State or local statute.

Nothing contained in this Memorandum of Understanding shall prevent an owner from doing electrical work.

PORTABILITY

An employer signatory to a Letter of Assent to an Inside Collective Bargaining Agreement, or signatory to an approved Inside Collective Bargaining Agreement with any local union signatory to this Memorandum of Understanding, will be entitled to unlimited Portability, with the exception of Indentured Apprentices, within a Region, for any work covered in the scope of this Memorandum of Understanding. Additionally,

portability of employees between Regions will be permitted in accordance with the national four man portability provisions and/or one man per job. However, if sufficient manpower is not available within a Region a reasonably adjusted portability allowance, up to and including full portability, may be utilized, subject to approval of the Business Manager where the work is being performed.

The employer shall notify the local union where the work is to be performed by fax or e-mail within 24 hours of starting a job, of the job address, approximate duration and estimated manpower at peak. The employer shall also immediately remit a list of all employees transferred under Portability, to the site Local Union. The list shall include names, classifications, social security numbers, and their job site location.

- (1) Within each Region, all fringe benefits and remittances shall be made through a single transmittal for each Region.
- (2) Working assessments and apprenticeship contributions shall be determined Region by Region and specified in Appendix B and shall be paid to the Local Union where the work is being performed.
- (3) All worker classifications working under the Scope of this MOU shall be included under the Portability rules, with the exception of indentured apprentices, who shall continue to be handled in accordance with the JATC Standards.
- (4) Between Regions, all fringe benefits shall be paid and transmitted in accordance with the Memorandum of Understanding that applies to the Region where the work is performed. Additionally, the employer shall be required to become signatory to that Region's Memorandum of Understanding.
- (5) Any question or dispute concerning the Portability provisions of this Memorandum of Understanding shall be resolved per the grievance / dispute resolution procedure outlined in this MOU.

HOURS/WAGES/WORKING CONDITIONS

The work day and work week, including shift provisions, shall be determined Region by Region and attached to this MOU as Appendix C.

REFERRAL

Inside Wiremen shall be referred through the standard Referral Procedure, in accordance the Inside Agreement. Apprentices shall be assigned by the JATC or their designee, in accordance with the Inside Agreement.

Construction Electricians and Construction Wiremen shall be referred by the Local Union utilizing the following referral procedure:

Construction Electrician

Group I: All applicants for employment who have at least 8,000 hours of verified experience (possession of a valid State license/certification may be required), have not passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee, and are residents of the geographical area defined in this agreement.

Group II: All applicants for employment who have at least 8,000 hours of verified experience (possession of a valid State license/certification may be required) and have not passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee

Construction Wireman

Group I: All applicants for employment who have at least 2,000 hours of verified experience, have not passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee or passed a Journey level State, City or County Certification Exam, are not State or BAT registered apprentices, and are residents of the geographical area defined in this agreement.

Group II: All applicants for employment who have at least 2,000 hours of verified experience, have not passed a Journeyman Wireman's examination given by a duly constituted Inside Construction Local Union of the I.B.E.W. or been certified as a Journeyman Wireman by any Inside Joint Apprenticeship and Training Committee or passed a Journey level State, City or County Certification Exam are not State or BAT registered apprentices and are not State or BAT registered apprentices.

JW's may be transferred back and forth between work covered by the Inside Agreement and this Memorandum of Understanding. CW's and CE's can only work on projects covered by this Memorandum of Understanding.

Reverse Book Lay-Off shall not apply to workers covered by this Memorandum of Understanding.

WAGES AND BENEFITS

Wages and Benefits shall be determined Region by Region and attached to this Memorandum of Understanding as Appendix B.

Wage/Benefit increases in years 2 and 3 shall be determined Region by Region.

There will be a 1,000 hour probationary period for Construction Wiremen/Construction Electricians to determine if they have been assigned the proper classification level in the program.

The ratio of certified electricians to apprentices and CW's shall not exceed that allowed by State Law.

TRAINING

The Local JATC shall be responsible for all training of Construction Wiremen and Construction Electricians.

Nothing in this Memorandum of Understanding is intended to undermine the authority of the Local Union Examining Board as established by the IBEW Constitution, the Local Union Bylaws and Ninth District Policy.

APPENDIX "A"

Market Advancement Scope of Work

Covered by This Memorandum of Understanding

For Northern California/Nevada Region

Under this MOU, the Scope of Work shall be limited to the following privately funded projects, not including service work:

1. High Volume Retail Outlets
 - A) Drug Stores
 - B) Convenience Stores
 - C) Big Box Stores (Wal- Mart, Costco, Target, etc.)
2. Automotive Service Stations / Dealerships
3. Hotel and Motel (not to exceed 3 stories)
4. Restaurants / Fast Food Chains
5. Medical or Dental Office space (Not to exceed two stories, freestanding, not attached to, or part, of a Hospital.)
6. Retail Space
7. Grocery Stores
8. Financial Institutions (Not to exceed two stories)
9. Office Space (Not to exceed two stories)
10. Single Story Strip Malls (More than one tenant or Vendor)
11. Movie Theaters
12. TI / Remodels *
13. Joint Trench Work
14. Distribution Centers / Warehouses *
15. Packing Sheds
16. Dairies

* These types of projects in Local 595 East are contingent upon the approval of the Business Manager

Appendix "B"
Construction Electrician/Construction Wireman
Wage and Fringe Benefits

Northern California/Nevada Region

The minimum hourly rate of wages and benefits shall be as follows:

Inside Journeyman	per the work site Local Inside CBA
Inside Journeyman Foreman	per the work site Local Inside CBA
Inside Journeyman General Foreman	per the work site Local Inside CBA
Inside Wireman Apprentice	per the work site Local Inside CBA

CE/CW CLASSIFICATIONS		WAGE	HEALTH & WELFARE	NEBF (3% of wages)	NLMCC	TRAIN (JAT)
Construction Electrician Level 2, (Lead/Foreman)	(110%)	27.50	4.00	0.83	0.01	0.8
Construction Electrician Level 2 (10,001 and above)		25.00	4.00	0.75	0.01	0.8
Construction Electrician Level 1 (8,001 - 10,000 hrs)	(80%)	20.00	4.00	0.60	0.01	0.8
Construction Wireman Step 6 (7,001 - 8,000 hrs)	(70%)	17.50	4.00	0.53	0.01	0.8
Construction Wireman Step 5 (6,001 - 7,000 hrs)	(60%)	15.00	4.00	0.45	0.01	0.8
Construction Wireman Step 4 (5,001 - 6,000 hrs)	(55%)	13.75	4.00	0.41	0.01	0.8
Construction Wireman Step 3 (4,001 - 5,000 hrs)	(50%)	12.50	4.00	0.38	0.01	0.8
Construction Wireman Step 2 (3,001 - 4,000 hrs)	(45%)	11.25	4.00	0.34	0.01	0.8
Construction Wireman Step 1 (2,000 -3,000 hrs)	(40%)	10.00	4.00	0.30	0.01	0.8

1. Maintenance of Health and Welfare Benefits shall be maintained by the employer.
2. All trust contributions shall be paid on hours worked.
3. Apprenticeship contributions shall be paid to the Local Union where the work is being performed.
4. Working assessments will be 3% of gross wages and shall be paid to the Local Union where the work is being performed.

APPENDIX "C"

Market Advancement Hours/Working Conditions For the Northern California/Nevada Region

Work Day/Work Week

Under this MOU, the work day shall be the same as it is in the Inside Wireman's Agreement in the Local Union where the work is being performed.

Shift Work:

Under this MOU, shift work will be worked under the same conditions as described in the Inside Wireman's Agreement in the Local Union where the work is being performed.

Overtime:

Under this MOU, overtime will be worked at the same wage multiplier applied under the Inside Wireman's Agreement in the Local Union where the work is being performed.

Foremen

Other than an Inside Wireman, only a Construction Electrician Level 2 with a valid CA State General Electrician Certification may be designated as a jobsite Lead/Foreman whose wage scale shall be that of Construction Electrician Level 2 plus 10%.

* All other work day/work week conditions shall correspond with the terms of each Local Union's Inside Wireman's Agreement where the work is being performed.

Northern California/Nevada Region

Signed for the IBEW:

Signed for NECA:

IBEW, LU 684

NECA, Northern California Chapter

IBEW, LU 340

NECA, Greater Sacramento Chapter

IBEW, LU 401

NECA, Reno Division, Sac. Chapter

IBEW, LU 595 (East)

NECA, Northern California Chapter

IBEW, LU 551 (North)

NECA, Redwood Empire Chapter