

CONSTRUCTION WIREMAN/ CONSTRUCTION ELECTRICIAN 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 6 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 Wiremen/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.

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, recruiting contractor's request, and/or local union organizer's recommendations. The JATC will develop and/or adopt a standard means for evaluating previous 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 Wiremen/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 tests.

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 Wiremen/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 Wiremen/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.