

**Memorandum of Understanding Between
Local Union 915, IBEW & Florida West Coast Chapter, NECA**

This Memorandum to the Fifth District Addendum shall take effect 12/1/2019 and remain in effect until the expiration the Fifth District Addendum to the Inside Labor Agreement. Either party may provide notice for a given change. The nature of the changes desired must be specified no later than the first negotiating meeting of the Inside Collective Bargaining Agreement unless mutually agreed otherwise. The parties may implement any mutually agreed upon changes to wages, terms, and conditions at the expiration of the Inside Collective Bargaining Agreement.

1. The parties agree that as of 12/1/2021 CE & CW wages will not be tied to any classification and will follow the schedule below.

	Base Wage	H&W	NEBF	JATC	LMCC/ NLMCC +AMF	NECA	Total Package
Const. Wireman I	11.24	N/A	0.34	0.35	0.15	0.08	12.16
Const. Wireman II	12.66	2.28	0.38	0.35	0.15	0.09	15.91
Const. Wireman III	14.05	2.53	0.42	0.35	0.15	0.10	17.60
Const. Wireman IV	15.46	2.78	0.46	0.35	0.15	0.11	19.31
Const. Wireman V	16.85	3.03	0.51	0.35	0.15	0.12	21.01
Const. Electrician I	19.67	3.54	0.59	0.35	0.15	0.14	24.44
Const. Electrician II	21.08	3.79	0.63	0.35	0.15	0.15	26.15
Const. Electrician III	22.48	4.05	0.67	0.35	0.15	0.16	27.86

**Note: H&W is for Single Employee coverage; percentage benefits are rounded up and are approximated as are Total Package numbers. 3 NECA is only accepted from members.*

2. Overtime: The, Section "Hours/Wages Working Conditions" (paragraph 3) shall be amended to include the following language (italicized):

No overtime shall be paid until (40) hours in the workweek or {10} hours in the workday have been worked. This provision does not apply to new employees who begin work on a day other than the first day of the workweek or for apprentices who have lost time, through no fault of their own, due to attendance of required JA TC classes. The overtime rate shall be paid at time and one-half {1.5} the regular straight-time rate.

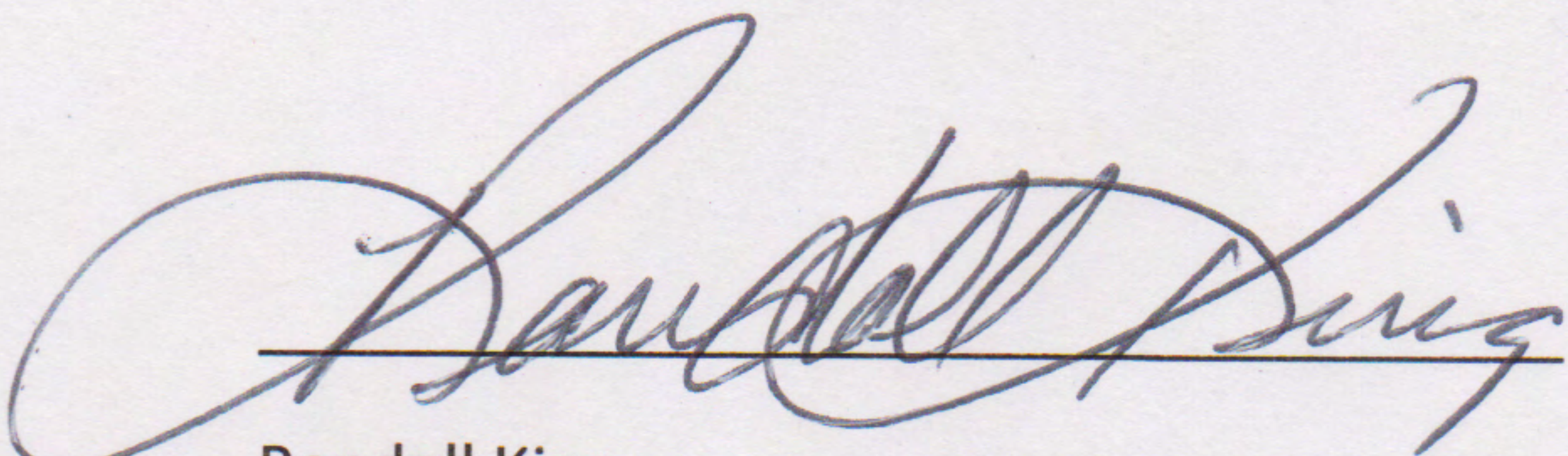
3. CW/ CEs must take the JATC approved hands-on training curriculum; with a certificate of completion and must have a minimum 2000 hours in their current classification to advance to the next CW or CE classification. CE3s must pass the journeyman's test before advancing to a journeyman classification

** NOTE: The parties will work together to create a training curriculum for the advancement of CW/CE classifications over the next six (6) months. Should a training curriculum not be in place*

by the end of the six (6) months; the JATC employer contribution for CW/CE's will be reduced to \$0.00 per hour worked.

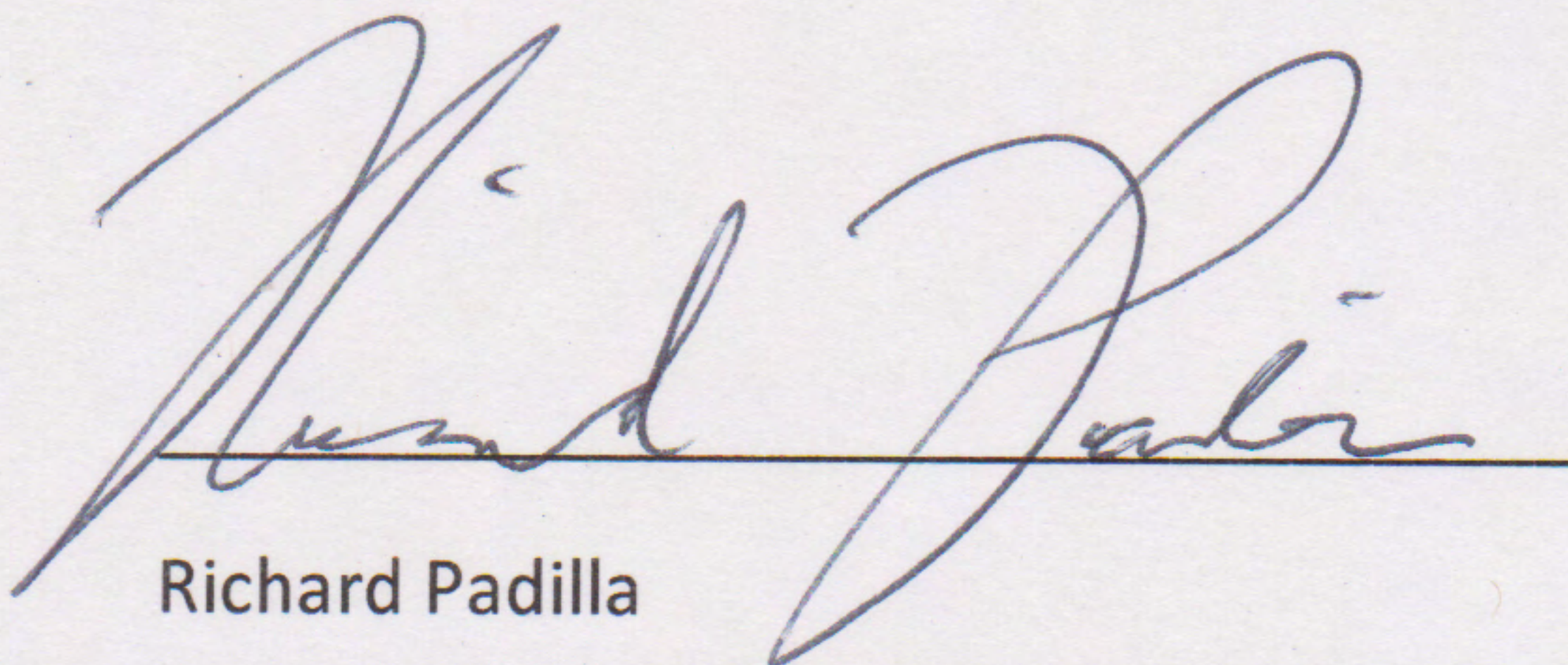
4. An employer may call by name and receive a referral for a CE/CW under the conditions listed below:
 - a. The CW/CE is available for work
 - b. The CW/CE was previously employed by that employer within the past 12 months from the date of the call by name request
5. An employer has the right to request a specific classification of CE/CW. If one is not available, the employer can either take whatever classification is available, or collaborate with the local to recruit an employee who meets the required classification.
6. When Apprentices are available for work assignment the employers shall receive referral as follows:
 - a. The first and sixth of every six non-journeymen referred thereafter to an employer shall be an apprentice, until the list of available apprentices is exhausted.

At no time shall an employer be forced to replace a CW or CE with an apprentice when the CW or CE is currently employed.



Randall King

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Richard Padilla

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