

IBEW FOURTH DISTRICT REGIONAL AGREEMENT



4th District Maryland/Virginia/DC Regional Agreement

Table of Contents

AGREEMENT PARTNERS	1
SCOPE OF WORK.....	1
GEOGRAPHIC JURISDICTION	2
COUNTIES BY STATE.....	2
COUNTIES BY LOCAL UNION.....	4
EFFECTIVE DATES	6
GRIEVANCES, DISPUTES, INTERPRETATIONS AND CHANGES.....	6
GRIEVANCE PROCEDURE	7
MANAGEMENT RIGHTS	8
HOURS/WAGES/WORKING CONDITIONS.....	8
SURETY BOND	8
REFERRAL.....	9
RE-REGISTRATION.....	11
EXCEPTIONS.....	12
SKILLS.....	12
WORKER RECALL	12
FOREMAN CALL BY NAME.....	12
OSHA.....	13
APPEALS COMMITTEE	13
REPEATED DISCHARGE.....	13
WAGES AND FRINGE BENEFITS	14
UNION DUES DEDUCTION.....	15
NATIONAL ELECTRICAL BENEFIT FUND (NEBF)	15
NATIONAL ELECTRICAL ANNUITY PLAN (NEAP):	16
NECA/IBEW FAMILY MEDICAL CARE PLAN	16

REGIONAL AGREEMENT COLLECTION AGENT.....	17
CREW MIX AND RATIOS	17
CODE OF EXCELLENCE.....	17
SAFETY	18
TRAINING	18
ADVANCEMENT AND TRAINING	19
JOB REPORTING REQUIREMENTS.....	20
PORTABILITY OF MANPOWER.....	20
SEPARABILITY CLAUSE	20
ATTACHMENT “A” WAGES	21
BASE WAGES	21
FRINGE BENEFITS AND RELATED FUNDS	22
WAGE RATE CALCULATIONS SHEET.....	23
PORTABILITY OF MANPOWER MEMORANDUM OF UNDERSTANDING	24
JOB START FORM	25
IBEW Signature Page	26
NECA Chapter / Company Signature Page.....	27

AGREEMENT PARTNERS

IBEW Local Unions 24, 26, 80, 307, 466, 666, 934, 1340, and the Atlantic Coast Chapter of NECA, the Maryland Chapter of NECA, the West Virginia/Ohio Valley Chapter of NECA, the Washington, DC Chapter of NECA, the East Tennessee Chapter of NECA enter this agreement in the interest of growing Market Share in the Maryland, North Carolina, Virginia, West Virginia and the District of Columbia counties listed herein. All provisions of the Inside Collective Bargaining Agreement shall apply unless modified herein.

SCOPE OF WORK

This Addendum shall apply to the following facilities not to exceed 200,000 square feet except in the "Metro Zone" as outlined herein:

- office buildings
- shopping centers
- auto sales agencies and garages
- food service centers
- churches
- funeral homes
- nursing homes
- hotels, motels
- retail and wholesale facilities
- small stand-alone manufacturing facilities when free standing and not part of a larger facility (not to exceed 50,000 square feet)
- Solar projects (500 panels or less) unless otherwise covered under the agreement
- Lighting Retrofits (when not associated with remodels involving branch re-circuiting)
Lighting Retrofits shall be defined as the changing of lamps and ballasts in existing light fixtures and shall also include the one for one replacement of existing fixtures
- warehouses
- gas stations
- educational facilities
- restaurants
- entertainment facilities
- hospitals
- clinics
- residential buildings

This Agreement shall apply to the following work in the "Metro Zone" only:

- Small medical clinics, stand-alone doctor and dentist offices with up to 600 amp services (not attached to a hospital)
- Gas stations/convenience stores

- Restaurants and franchised chain restaurants including independent bars and taverns.
- Places of Worship
- Funeral Homes
- Nursing homes, assisted living facilities, and daycare facilities under 15,000 sq. ft.
- Small office, retail/wholesale facilities under 15,000 sq. ft. with less than 10 units attached
- Storage Units, Car Washes
- Express Hotels and Motels (4 stories or less). Example: Holiday Inn Express, Hampton Inn, Hotel 6, Red Roof Inn, etc. (Clarification by the site local union)
- Residential Units (subject To Davis Bacon Rates)
- Small stand-alone Manufacturing Facilities when free standing and not part of a larger facility (less than 15,000 sq. ft.)
- Solar projects (500 panels or less) unless otherwise covered under the agreement
- Lighting Retrofits (when not associated with remodels involving branch re-circuiting) Lighting Retrofits shall be defined as the changing of lamps and ballasts in existing light fixtures and shall also include the one for one replacement of existing fixtures

This agreement shall not apply to jobs being worked under Local Agreements, National Agreements or PLA's.

GEOGRAPHIC JURISDICTION

The geographic jurisdiction of this agreement shall be all work covered by the scope contained in this agreement in the following counties of the Local Unions and counties listed herein.

4th District Maryland/Virginia/DC Regional Agreement

COUNTIES BY STATE

DC Counties					
District of Columbia*					
Maryland Counties					
Allegany	Anne Arundel	Baltimore City	Baltimore County	Calvert*	Caroline
Carroll	Charles*	Dorchester	Fredrick	Garrett	Harford
Howard	Kent	Montgomery*	Prince George*	Queen Annes	Somerset
St. Marys*	Talbot	Washington	Wicomico	Worcester	
North Carolina Counties					
Camden	Chowan	Currituck	Dare	Gates	Pasquotank
Perquimans	Tyrrell	Washington			
Virginia Counties					
Accomack	Accomack	Albemarle	Alexandria City*	Alleghany	Amelia
Amherst	Appomattox	Arlington*	Augusta	Bath	Bedford City

Bedford County	Bland	Botetourt	Bristol City	Brunswick	Buchanan
Buckingham	Buena Vista City	Campbell	Caroline	Carroll	Charles City County
Charlotte	Charlottesville City	Chesapeake	Chesterfield	Clarke	Colonial Heights
Covington City	Craig	Culpepper	Cumberland County	Danville City	Dickerson
Dinwiddie	Emporia	Essex	Fairfax City*	Fairfax County*	Falls Church City*
Fauquier*	Floyd	Fluvanna	Franklin	Franklin	Frederick
Fredericksburg City*	Galax City	Giles	Gloucester	Goochland	Grayson
Greene	Greenville	Halifax	Hampton	Hanover	Harrisonburg City
Henrico	Henry	Highland	Hopwell	Isle of Wright	James City
King and Queen	King George*	King William	Lancaster	Lee	Lexington City
Loudoun*	Louisa	Lunenburg	Lynchburg City	Madison	Manassas City*
Manassas Park City*	Martinsville City	Mathews	Mecklenburg	Middlesex	Montgomery
Nelson	New Kent	Newport News City	Norfolk City	Northampton	Northampton
Northumberland	Norton City	Nottoway	Orange	Page	Patrick
Petersburg	Pittsylvania	Poquoson	Portsmouth	Powhatan	Prince Edward
Prince George	Prince William*	Pulaski	Radford City	Rappahannock	Richmond
Richmond City	Roanoke	Roanoke City	Rockbridge	Rockingham	Russell
Salem City	Scott	Shenandoah	Smyth	South Boston City	Southampton
Spotsylvania	Stafford*	Staunton City	Suffolk City	Surry	Sussex
Tazewell	Virginia Beach City	Warren	Washington	Waynesboro City	Westmoreland*
Williamsburg City	Winchester City	Wise	Wythe	York	

West Virginia Counties					
Brekeley	Grant	Hampshire	Hardy	Jefferson	Mineral
Morgan					

*** Denotes Metro Zone**

4th District Maryland/Virginia/DC Regional Agreement

COUNTIES BY LOCAL UNION

Local Union 24					
Maryland					
Anne Arundel	Baltimore City	Baltimore County	Caroline	Carroll	Dorchester
Fredrick	Harford	Howard	Kent	Queen Annes	Somerset
Talbot	Wicomico	Worcester			
Virginia					
Accomack	Northampton				
Local Union 26					
DC					
District of Columba*					
Maryland					
Calvert*	Charles*	Montgomery*	Prince George*	St. Marys*	
Virginia					
Albemarle	Alexandria City*	Alleghany	Amherst	Appomattox	Arlington*
Augusta	Bath	Bedford City	Bedford County	Botetourt	Buckingham
Buena Vista City	Campbell	Charlotte	Charlottesville City	Clarke	Covington City
Craig	Culpepper	Danville City	Fairfax City*	Fairfax County*	Falls Church City*
Fauquier*	Floyd	Franklin	Frederick	Fredericksburg City*	Fluvanna
Greene	Halifax	Harrisonburg City	Henry	Highland	King George*
Lexington City	Loudoun*	Louisa	Lynchburg City	Madison	Manassas City*
Manassas Park City*	Martinsville City	Montgomery	Nelson	Orange	Page
Patrick	Pittsylvania	Pulaski	Prince Edward	Prince William*	Radford City
Rappahannock	Roanoke	Roanoke City	Rockbridge	Rockingham	Salem City
Shenandoah	South Boston City	Spotsylvania	Stafford*	Staunton City	Warren
Waynesboro City	Westmoreland*	Winchester City			
Local Union 80					
North Carolina					
Camden	Chowan	Currituck	Dare	Gates	Pasquotank
Perquimans	Tyrrell	Washington			
Virginia					
Accomack	Brunswick	Chesapeake	Emporia	Franklin	Greenville
Lunenburg	Mecklenburg	Norfolk City	Northampton	Portsmouth	Southampton
Suffolk City	Virginia Beach City				
Local Union 307					
Maryland					
Allegany	Garrett	Washington			
West Virginia					
Brekeley	Grant	Hampshire	Hardy	Jefferson	Mineral
Morgan					

Local Union 466					
Virginia					
Bland	Buchanan	Carroll	Galax City	Giles	Grayson
Smyth	Tazewell	Wythe			
Local Union 666					
Virginia					
Amelia	Caroline	Charles City County	Chesterfield	Colonial Heights	Cumberland County
Dinwiddie	Essex	Goochland	Hanover	Henrico	Hopwell
James City	King and Queen	King William	New Kent	Nottoway	Petersburg
Powhatan	Prince George	Richmond City	Surry	Sussex	Williamsburg City
Local Union 934					
Virginia					
Bristol City	Dickerson	Lee	Norton City	Russell	Scott
Washington	Wise				
Local Union 1340					
Virginia					
Gloucester	Hampton	Isle of Wright	Lancaster	Mathews	Middlesex
Newport News City	Northumberland	Poquoson	Richmond	York	

* Denotes Metro Zone

EFFECTIVE DATES

This Agreement shall take effect January 1, 2015, and shall remain in effect until December 31, 2017 unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from January through December of each year, unless changed or terminated in the way later provided herein.

GRIEVANCES, DISPUTES, INTERPRETATIONS AND CHANGES

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 90 days prior to the expiration date of the Agreement or any anniversary date occurring thereafter.

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.

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.

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

There shall be a Labor Management Committee established and shall be named the Maryland/Virginia/DC Labor Management Committee which shall consist of up to three (3) representing the Unions and up to three (3) representing the Chapters or employers signatory to this Agreement. It shall select its own Chairman and Secretary. The IBEW Fourth District IVP shall select the Union representatives and the Eastern Regional Director of NECA or employer shall select the Management Representatives.

Grievances, disputes, interpretations and proposed changes under this Agreement will be referred to the Regional Labor Management Committee for handling and resolution.

In the absence of a deadlock, the Maryland/Virginia/DC Labor Management Committee decision shall be final and binding. The IBEW 4th District Vice President and the NECA Eastern Regional Director must approve all changes, modifications and interpretations of this agreement prior to implementation. Should the Labor-Management Committee fail to agree

or to adjust any matter, such shall then be referred to the Executive Regional Director for NECA Eastern Region and the IBEW Fourth District Vice-President for final and binding resolution. The Maryland/Virginia/DC Labor Management Committee shall meet semi-annually to review the progress of this agreement. The Committee shall send a written report and update of the progress of this agreement to the Eastern Regional Director of NECA and the IBEW Fourth District Vice-President.

GRIEVANCE PROCEDURE

The grievance procedure is as follows:

All grievances shall be filed within ten (10) calendar days after the complained of event arose or the parties to this agreement reasonably became aware of the event. Settlement of grievances may be arrived at in any step of the grievance procedure which will be binding on the Union and the Employer.

Grievances, on any work covered by this agreement shall be handled in the following manner:

- Step 1: The local parties shall reduce the grievance to writing.
- Step 2: If the parties are unable to effect an amicable settlement or adjustment of any grievance or controversy within 10 business days, it shall be submitted to the Maryland/Virginia/DC Labor Management Committee for a final and binding decision to become effective immediately. The Maryland/Virginia/DC Labor Management Committee shall meet within 10 calendar days to hear the grievance.
- Step 3: Failure of the Maryland/Virginia/DC Labor Management Committee to reach a decision shall constitute a basis for a submittal of the issue or question to the IBEW 4th District Vice President and the Eastern Regional Director of NECA for immediate final and binding resolution.

The time period set forth herein can be extended by mutual agreement of the parties in writing.

MANAGEMENT RIGHTS

The Unions understand the Employer is responsible for performing the work as required by the owner. The Employer shall, therefore, have no restrictions except those specifically provided for in the Collective Bargaining Agreement of the site local union and this 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 geographical jurisdictions contained in this agreement, 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. The terms of this agreement shall prevail in areas of conflict between the Inside Collective Bargaining Agreement of the site Local Union and this agreement.

HOURS/WAGES/WORKING CONDITIONS

The employer has the right to establish flexible work schedules for the performance of electrical work to satisfy owner and/or customer requirements. No overtime shall be paid until (40) hours in the workweek or (10) hours in the workday have been worked. The overtime rate shall be paid at time and one-half (1½) the regular straight-time rate. Sundays and Holidays shall be paid at the overtime rate per the site Local Union's Inside Construction Agreement. It is not the intent of this section to lock-out an individual employee from a scheduled 40 hour job for the avoidance of overtime. There are no shift premiums required for work performed under the terms of this agreement.

SURETY BOND

Each Employer shall furnish a surety bond, or cash equivalent line of credit, in the amount of \$1,000.00 per CE and CW until a maximum of \$12,000.00, to secure payment of all amounts due on account of payroll and fund deduction, contribution, and reporting obligations of the Employer required by this Agreement. The bond shall provide that it may not be terminated without 15 days prior written notice to the Atlantic Coast Chapter of NECA.

The Atlantic Coast Chapter of NECA 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.

An employer who wishes to perform work under the terms of multiple 4th District Recovery Agreements may bond at the rate of \$20,000.00 at their home region. The bond may be written to cover all regions. By doing so, the employer may perform work in all 4 regions.

REFERRAL

CONSTRUCTION ELECTRICIAN REFERRAL PROCEDURE

1. 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 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.
2. The Site Local Union shall be the sole and exclusive source of referral of applicants for employment.
3. The Employer shall have the right to reject any applicant for employment.
4. The Site Local 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.
5. The Local Unions shall maintain a register of applicants 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.

CONSTRUCTION ELECTRICIAN

GROUP I. All applicants for employment who have 8,000 hours experience in the trade, are residents of the Site Local Union's geographical area, as described herein, constituting the normal construction labor market, have been certified as a Construction Electrician by a duly constituted Inside Construction Local Union of the I.B.E.W. or have been certified as a Construction Electrician by any Inside Joint Apprenticeship and Training Committee and who have been employed in the trade for a period of at least six months in the last four years in the Site Local Union's geographical area covered by the normal construction market as defined in the Inside Collective Bargaining Agreement of the referring Local Union.

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 8,000 hours experience in the trade and who have been certified as a Construction Electrician by a duly constituted Inside Construction Local Union of the I.B.E.W. or have been certified as a Construction Electrician by any Inside Joint Apprenticeship and Training Committee.

GROUP III All other applicants for employment.

6. If the registration list is exhausted and the Site Local Union is unable to refer applicants for employment to the Employer within 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".

7. The employer will promptly notify the Business Manager of the names, recommended classifications and social security numbers of such "temporary employee" and send the "temporary employee" to the Site Local Union for processing. The Local Union will then immediately refer those employees back to the recruiting employer with the appropriate classification. Any questions or disputes regarding this clause shall be referred to the Maryland/Virginia/DC Labor Management Committee.
8. "Resident" means a person who has maintained his permanent home in the above defined geographical area of the Site Local Union for a period of not less than one 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.
9. The Union shall maintain an Available for Work List, which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.
10. R Wiremen (RW) and R Trainees (RT) shall be the recognized classification within the entire geographical jurisdiction of Local Union 26 in lieu of Construction Electrician (CE) and Construction Wiremen (CW) respectively.

RE-REGISTRATION

11. An applicant who has registered on the Available for Work must renew his application every 30 days or his name will be removed from the List.
12. An applicant who is hired and who receives, through no fault of his own, work of forty hours or less shall, upon re-registration, be restored to his appropriate place within his Group.
13. Employers shall advise the Business Manager of the Site 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 Available for Work List and then referring applicants in the same manner successively from the Available for Work List in Group II, and then Group III. 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.

EXCEPTIONS

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

SKILLS

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

WORKER RECALL

- b) An employer shall have the right to recall for employment any former Construction Electrician employee that the employer has laid off, provided that:
 - 1) The former employee is in the highest level Group on the referral list contained in this agreement containing applicants available for work, regardless of the individual's position on the list;
 - 2) The recall is made within 90 days from the time of layoff;
 - 3) The former employee has not quit his most recent employer under this agreement within the two weeks prior to the recall request;

FOREMAN CALL BY NAME

- c) On projects covered by this agreement, the employer shall have the right to call a Foreman by name under the IBEW standard inside referral procedure or the referral procedure contained within this agreement provided:
 - 1) The employee has not quit his previous employer that is signatory to this agreement within the previous 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 on the highest-priority group.
 - 3) When an applicant for employment is called as a Foreman, he must remain

as a Foreman for one hundred & sixty (160) hours and may only work on jobs covered by the scope of this recovery agreement.

OSHA

- d) All new applicants referred after December 1, 2012 must complete an OSHA 10 course before the first month of employment and must complete an OSHA 30 course within a year of employment, or provide proof of completing the OSHA course.

APPEALS COMMITTEE

- 15. An Appeals Committee is hereby established composed of one member appointed by the Union, one member appointed by the Employer or the Association, as the case may be, and a Public Member appointed by both these members.
- 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 through 13 of the 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 accord with this Agreement.
- 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.

REPEATED DISCHARGE

- 18. An applicant who is discharged for cause two times within a 12-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.

19. 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 the applicant to his/her appropriate place on the referral list.
20. 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.

In the event there is a shortage of qualified applicants, the employers and the Local Union agree to participate in Job Fairs and Industry Nights to address the issue.

WAGES AND FRINGE BENEFITS

The minimum hourly rate of Wages and Benefits shall be as per attachment "A".

Wages at the established rates specified herein shall be paid weekly in the shop or on the job at or before quitting time on any day Monday through Friday of each week, and no more than five (5) calendar days pay will be withheld. Alternative payroll procedures, i.e., electronic and/or automatic deposit may be utilized by the Employer. Employees laid off through no fault of their own shall be paid in full ½ hour prior to quitting time or if the employee is signed up for electronic transfer the money shall be transferred to his or her account within 24 hours. Employees who were discharged or voluntarily quit shall be paid their wages per the Site Local Union's agreement. Assessments or Penalties for late pay or non-payment of wages shall be as per the Site Local Inside Collective Bargaining Agreement. Holidays and vacations shall comply with the terms of the Site Local Inside Collective Bargaining Agreement.

UNION DUES DEDUCTION

The Employer agrees to deduct and forward to the Financial Secretary of the Local Union upon receipt of a voluntary written authorization, the 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. The Local Union, upon request by the Employer, shall certify such amount to the Employer.

NATIONAL ELECTRICAL BENEFIT FUND (NEBF)

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 this Agreement.

NATIONAL ELECTRICAL ANNUITY PLAN (NEAP):

It is agreed that in accord with the IBEW–District Ten–NECA Individual Equity Retirement Plan Agreement entered into between the National Electrical Contractors Association, Inc., and the International Brotherhood of Electrical Workers on December 11, 1973, as amended, and now delineated as the National Electrical Annuity Plan Agreement and Trust, that unless authorized otherwise by the National Electrical Annuity Plan (NEAP), the individual employer will forward monthly to NEAP's designated collection agent the amount set forth in Attachment "A" (the contribution obligation) together with a completed payroll report prescribed by the NEAP. The payment shall be made by check or draft and shall constitute a debt due and owing to NEAP on the last day of each calendar month, which may be recovered by suit initiated by NEAP or its assignee. The payment and the payroll report shall be mailed to reach NEAP not later than 15 calendar days following the end of each calendar month.

The individual Employer hereby accepts, and agrees to be bound by, the National Electrical Annuity Plan Agreement and Trust.

An individual Employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon 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 collection agent.

The failure of an individual employer to comply with the applicable provisions of the National Electrical Annuity Plan Agreement and Trust shall also constitute a breach of his labor agreement.

NECA/IBEW FAMILY MEDICAL CARE PLAN

The individual Employer shall contribute and forward monthly to the IBEW Family Medical Care Trust Fund an amount as the amount set forth in Appendix "A" which he is obligated to pay to the employees in this bargaining unit, and a completed payroll report prescribed by the Atlantic Coast Chapter of NECA. The payment and payroll report shall be mailed to reach the Trustees or their designated agent not later than 15 calendar days following the end of

each calendar month. The individual Employer hereby accepts, and agrees to be bound by, the NECA/BEW Family Medical Care Trust Fund Agreement and Trust.

RECOVERY AGREEMENT COLLECTION AGENT

The parties agree to the establishment of the Atlantic Coast Chapter of NECA for the purpose of increasing portability of the Construction Wireman and Construction Electrician workforce. The Maryland/Virginia/DC Labor Management Committee shall establish the Atlantic Coast Chapter of NECA. Contributions to all Funds and entities listed on Attachment "A" are subject to the provisions of the Maryland/Virginia/DC Recovery Agreement and its Collection Agent's operating agreement. The terms of the operating agreement of the Atlantic Coast Chapter of NECA are incorporated by reference herein.

CREW MIX AND RATIOS

On all jobs covered by this Agreement, the crew mix can be supplemented by the employer with construction wiremen, construction electricians, apprentices as allowed in the Management Rights clause of this Agreement. There shall be a minimum ratio of one Inside Journeyman Wireman to every four (4) employees of different classification per jobsite. An Inside Journeyman Wireman is required on the project as the fifth (5th) worker or when apprentices are used. On projects utilizing Inside Journeyman Wiremen, apprentices or portability of these classifications, an employer must sign the Inside Collective Bargaining Agreement of the site Local Union.

CODE OF EXCELLENCE

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.

SAFETY

It is the Employer's exclusive responsibility to insure the safety of its employees and their compliance with these safety rules and standards. It is encouraged by all parties to this agreement for all employers to develop safe work rules that are equal to or greater than the Standards of Construction as established by the Occupational Safety and Health Act of 1970, or other applicable federal or state laws. Such rules and the other safety rules provided in this Article are minimum rules and not intended to imply that the Union objects to the establishment and imposition by the Employers of additional or more stringent safety rules to protect the health and safety of the employees. The Employer shall furnish all safety equipment.

TRAINING

The JATC from the home local union shall be responsible for all training of Construction Wireman Levels and Inside Wiremen upgrade training for Construction Electricians. Successful organizing in the area covered by this agreement, or in any IBEW Local Union, requires the full cooperation of all the JATC Committee Members, Directors, and Instructors. The Business Manager or Local Union Organizer is to be on the Apprenticeship Committee to insure there is full cooperation.

ADVANCEMENT AND TRAINING

Levels	Total Documented Experience (Includes Both Previous & Program Accumulated)	Advancement Requirements for Movement to Next Level
CW-1	0 – 2,000 Hours	2,000 Hours of Documented Experience
CW-2	2,001 – 4,000 Hours	4,000 Hours of Documented Experience
CW-3	4,001 – 6,000 Hours	6,000 Hours of Documented Experience
CW-4	6,001 – 8,000 Hours	8,000 Hours of Documented Experience
CE-1*	8,001 – 10,000 Hours	10,000 Hours of Documented Experience And must pass a practical exam on conduit bending and three way/four way switching
CE-2*	10,001 – 12,000 Hours	12,000 Hours of Documented Experience And must pass a practical exam on blue print reading and transformer connections
CE-3*	12,001 – 14,000 Hours	14,000 Hours of Documented Experience And must pass a practical exam on motor controls/typical 3 wire stop start station
JIW	14,001	No one will be advanced from a Construction Electrician Classification to Journeyman Inside Wireman without: <ol style="list-style-type: none"> 1) Having a minimum of 14,000 of documented electrical construction work experience; 2) Having passed the practical examinations of each CE level and the Multi District Journeyman Wireman exam;

* Must pass the practical Hands-On Exam mutually agreed to by the parties of this agreement. The initial classification placement shall be based upon total documented hours of experience. The initial testing for advancement shall be a hands-on examination. If any of the hands-on testing cannot be successfully demonstrated, the individual must attend and meet the training module requirements for the subject matter prior to re-taking the Hands-On Examination.

JOB REPORTING REQUIREMENTS

The employer shall notify the site local union by fax or e-mail within 24 hours of starting a job, the job name and address, approximate duration and estimated manpower and man-hours at peak. Job Start form attachment "D".

PORTABILITY OF MANPOWER

Portability of manpower for all work performed under the terms of this agreement shall be in accordance with the Portability of Manpower Memorandum of Understanding between IBEW Local Unions contained in attachment "C".

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 law.

ATTACHMENT "A" WAGES

BASE WAGES

The minimum hourly rate of Wages and Benefits shall be as follows:

Inside Journeymen Wireman -----First Shift Site Local Inside CBA Rate*

Foreman -----First Shift Site Local Inside CBA Rate*

Apprentice -----First Shift Site Local Inside CBA Rate*

Construction Electrician

** A percentage of the average taxable base wage pay of Journeyman Wireman rates contained in the Inside Collective Bargaining Agreements of the Local Unions signatory to this agreement. To be calculated December 1st and become effective January 1st each year of this agreement.*

Construction Wireman

** A percentage of the average taxable base wage pay of Journeyman Wireman rates contained in the Inside Collective Bargaining Agreements of the Local Unions signatory to this agreement. To be calculated December 1st and become effective January 1st each year of this agreement.*

** See Attachment "B"*

ATTACHMENT "A"

FRINGE BENEFITS AND RELATED FUNDS

NECA/IBEW Family Medical Care Plan	\$5.01 Per Hour Worked*
NEBF	3% of Gross Payroll
NEAP	3% of Gross Payroll
NEIF	See Attachment "B" (NECA Contractors Only)
Site JATC Fund	See Attachment "B", Per Hour Worked
LLMCC & NLMCC Fund	See Attachment "B", Per Hour Worked
Site NECA Administrative Fund	See Attachment "B", Per Hour Worked
Collection Agent Fee	See Attachment "B", Per Hour Worked

*** Subject to Change by the Plan Board of Trustees**

MD, VA, DC Regional Agreement
Wage Rate Calculation Sheet Effective 1/1/2015 Through 12/31/2015
Attachment "B"

This Section for Wage Calculations Only 4th District MD VA DC Regional Agreement												
Local Union:	<u>24 B</u>	<u>24 ES</u>	<u>26 M</u>	<u>26 S</u>	<u>26 R</u>	<u>80</u>	<u>307</u>	<u>466, Zone 2(B)</u>	<u>666</u>	<u>934</u>	<u>1340</u>	<u>Average</u>
Journeyman Wireman Base Pay:	\$35.10	\$24.20	\$42.40	\$28.74	\$23.19	\$26.05	\$30.50	\$21.98	\$29.25	\$20.74	\$25.45	\$27.96
JATC Contribution	\$0.79	\$0.48	\$0.65	\$0.65	\$0.52	\$0.65	\$0.61	\$0.40	\$0.66	\$0.58	\$0.50	\$0.59
NLMCC & LLMCC Contribution	\$0.10	\$0.07	\$0.11	\$0.11	\$0.06	\$0.01	\$0.10	\$0.01	\$0.11	\$0.01	\$0.11	\$0.07
NECA Administrative	\$0.00	\$0.00	\$0.10	\$0.10	\$0.00	\$0.00	\$0.10	\$0.08	\$0.00	\$0.00	\$0.00	\$0.03
NECA Service*	\$0.35	\$0.24	\$0.32	\$0.22	\$0.17	\$0.26	\$0.31	\$0.09	\$0.29	\$0.21	\$0.25	\$0.25

This Section for Payroll and Fringe Benefit Reporting 1-1-2015 Through 12/31/2015												
			<u>Hourly Rate</u>	<u>NEBF</u>	<u>H&W</u>	<u>NEAP</u>	<u>JATC</u>	<u>NLMCC & LLMCC</u>	<u>NECA Admin.</u>	<u>Central Collection</u>	<u>NECA s/c*</u>	<u>Total Package</u>
				3.0%		3.0%						
CW-1	0 – 2,000 Hours	35%	\$9.78	\$0.29	\$5.01	\$0.29	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$16.36
CW-2	2,001 – 4,000 Hours	35%	\$9.78	\$0.29	\$5.01	\$0.29	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$16.36
CW-3	4,001 – 6,000 Hours	40%	\$11.18	\$0.34	\$5.01	\$0.34	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$17.86
CW-4	6,001 – 8,000 Hours	45%	\$12.58	\$0.38	\$5.01	\$0.38	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$19.34
CE-1	8,001 – 10,000 Hours	50%	\$13.98	\$0.42	\$5.01	\$0.42	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$20.82
CE-2	10,001 – 12,000 Hours	55%	\$15.38	\$0.46	\$5.01	\$0.46	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$22.30
CE-3	12,001 – 14,000 Hours	70%	\$19.57	\$0.59	\$5.01	\$0.59	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$26.75
* Paid by NECA Members Only												

This Section for MD/VA/DC Metro Zone Payroll and Fringe Benefit Reporting 1-1-2015 Through 12/31/2015												
			<u>Hourly Rate</u>	<u>NEBF</u>	<u>H&W</u>	<u>NEAP</u>	<u>JATC</u>	<u>NLMCC & LLMCC</u>	<u>NECA Admin.</u>	<u>Central Collection</u>	<u>NECA s/c*</u>	<u>Total Package</u>
				3.00%		3.00%						
R 1			\$12.40	\$0.37	\$5.01	\$0.37	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$19.14
R 2			\$13.78	\$0.41	\$5.01	\$0.41	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$20.61
R 3			\$15.16	\$0.46	\$5.01	\$0.46	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$22.07
R 4			\$16.54	\$0.50	\$5.01	\$0.50	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$23.53
R 5			\$17.91	\$0.54	\$5.01	\$0.54	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$24.98
R 6			\$19.29	\$0.58	\$5.01	\$0.58	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$26.45
R 7			\$20.67	\$0.62	\$5.01	\$0.62	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$27.91
R 8			\$22.05	\$0.66	\$5.01	\$0.66	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$29.37
RW I			\$27.56	\$0.83	\$5.01	\$0.83	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$35.21
RW II			\$28.06	\$0.84	\$5.01	\$0.84	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$34.47
RW III			\$28.56	\$0.86	\$5.01	\$0.86	\$0.59	\$0.07	\$0.03	\$0.05	\$0.25	\$36.27
* Paid by NECA Members Only												

ATTACHMENT "C"

PORTABILITY OF MANPOWER MEMORANDUM OF UNDERSTANDING BETWEEN IBEW LOCAL UNIONS

Any Local Union signatory to this Memorandum of Understanding for the Portability of Manpower agrees to the following:

1. Any Employer signatory to an IBEW Inside Collective Bargaining Agreement with the site Local Union and signatory to the 4th District Maryland/Virginia/DC Regional Agreement will be entitled to unlimited Portability of Manpower throughout the geographic jurisdiction covered by the Local Unions signatory to 4th District Maryland/Virginia/DC Regional Agreement and this Memorandum provided the work being performed is contained in the scope of 4th District Maryland/Virginia/DC Regional Agreement.
2. Any Employer successfully bidding a job while a Local Union is signatory to this Memorandum will be afforded all rights contained in paragraph 1 until the job is completed.
3. The employer shall notify the site local union by fax or e-mail within 24 hours of starting a job. The notification shall include the job address, approximate duration, estimated manpower at peak, names of employees, classification, and social security number of all employees working under portability.

ATTACHMENT "D"

JOB START FORM

This form is to be emailed or faxed to the Site Local Union, the Site NECA Chapter and the IBEW Fourth District Office within 24 hours of starting a project for the job to be covered by this addendum.

Electronic and Paper Forms Available

Contact

IBEW Fourth District Office

**5100 Buckeystown Pike
Suite #255
Frederick, MD 21704
Telephone: (301) 378-7014
Fax: (301) 378-7024
Email: IVPD_04@IBEW.org**

- or -

NECA, Eastern Region Office

**36 South County Commons Way
Unit C7
South Kingstown, RI 02879
Telephone: (401) 782-9229
Fax: (401) 782-9225
Email: Rich.Parenti@necanet.org**

SIGNATURE PAGE

Signed for the IBEW Local Unions

Local Union _____

Print Name _____

(Print)

Sign here _____

(Signature)

Title _____

Date _____

Local Union _____

Print Name _____

(Print)

Sign here _____

(Signature)

Title _____

Date _____

Local Union _____

Print Name _____

(Print)

Sign here _____

(Signature)

Title _____

Date _____

Signed for NECA or Individual Employer

NECA Chapter / Company _____

Print Name _____

(Print)

Sign here _____

(Signature)

Title _____

Date _____

NECA Chapter / Company _____

Print Name _____

(Print)

Sign here _____

(Signature)

Title _____

Date _____

NECA Chapter / Company _____

Print Name _____

(Print)

Sign here _____

(Signature)

Title _____

Date _____