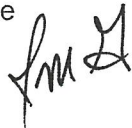




MEMORANDUM

November 4, 2005

TO: All Inside NECA Chapters, Regional Executive Directors, Field Staff,
Executive Committee

FROM: John M. Grau, CEO 

RE: Construction Wireman /Construction Electrician

The IBEW and NECA have agreed upon new worker classifications to be called the Construction Wireman/Construction Electrician classifications. Enclosed are the memorandum and the addendum, which outline the implementation. If implemented, the addendum is to be executed by the local parties.

The Construction Wireman/Construction Electrician classifications are tools to be used to address the needs and concerns of IBEW local unions and NECA chapters to better position our collective efforts in areas subject to the erosion of market share. The Construction Wireman/Construction Electrician classifications may be implemented by local parties who jointly agree that it is a reasonable means to address the loss or retention of market share. It should be clearly understood that the implementation is optional, and it can only be initiated by mutual consent of the local parties. However, NECA believes that these new classifications can be highly effective in enhancing the organized industry's ability to compete and expand our workforce, and strongly encourages local parties to consider them for their areas.

While the new classifications are voluntary, if other classifications, such as the Intermediate Journeyman (IJ) classification, are in place, the Construction Wireman/Construction Electrician classifications will automatically replace them. The individuals currently classified in the other programs must be evaluated and slotted at the appropriate Construction Wireman/Construction Electrician level, without loss of current pay and benefits. If the local parties cannot agree to eliminate the intermediate journeyman type classifications, the chapter should contact its regional executive director for assistance.

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Although current Intermediate Journeyman will have to be transitioned to the Construction Wireman/Construction Electrician classifications, there is a great deal of discretion left to the local parties in areas such as the number of levels; pay and benefits; and advancement, training and testing. The attached documents set requirements for final advancement to the Journeyman Inside Wireman classification, but advancement requirements through the lower levels will be at the option of the local parties. Most IJ programs should be able to transition to the Construction Wireman/Construction Electrician classifications with a minimum of disruption.

Before local unions can implement these new classifications, they will have to amend their bylaws to include the Construction Wireman and Construction Electrician classifications. The local parties should then execute the attached addendum. The only changes permitted will be where the local parties are to determine specific items as referenced in the documents.

It is mandatory that the language agreed to locally to utilize the Construction Wireman/Construction Electrician classifications be identical to the optional verbatim language, which is the enclosed addendum. As such, the addendum may not be altered by the local parties except where stipulated.

For local parties considering the use of these classifications, it is strongly recommended that the local union, the JATC and the NECA chapter meet to ensure all have the same complete understanding and agreement concerning their implementation and administration. The successful utilization of the Construction Wireman/Construction Electrician classifications requires the three parties to work in harmony to effectively meet its intended purpose. Standard methods of evaluation and training are critical elements of their utilization.

The enclosed documents should be read thoroughly and completely understood. If you have questions after reviewing them, you should contact your regional executive director for help in clarifying any issues.

The Construction Wireman/Construction Electrician classifications will provide signatory employers with properly classified non-journeyman level workers at an appropriate pay level and provide local unions with a means to responsibly recruit individuals with electrical experience. It is of the utmost importance that these individuals receive a fair and honest evaluation.

In conclusion, the Construction Wireman/Construction Electrician classifications are designed to enhance recruiting efforts and protect the integrity of the apprenticeship program and the journeyman classification, which is expected to be the ultimate in excellence and skill.