

Construction Lineman Addendum

Individuals with at least 5,000 hours of verified line construction work may make application for the Construction Lineman classification in three ways: 1) directly with the AJATC, 2) through a participating contractor, or 3) through a local union of the IBEW directly or as a part of an organizing campaign.

Workers with 5,000 to 10,000 hours of verified line construction work shall receive an hourly rate of pay not less than 75% of the Journeyman Lineman's rate of pay for the area where the work is being performed. Workers with 10,000 hours or more of verified line construction work shall receive an hourly rate of pay not less than 90% of the Journeyman Lineman's rate of pay for the area where the work is being performed. Contributions shall be made on behalf of all Construction Linemen to the NEBF, NLMCC, LLMCC (if applicable), and NECA services charges/NEIF (if applicable). Apprenticeship contributions will be paid on all Construction Linemen. The local parties shall determine the Construction Lineman's participation in any other benefit fund. The local parties may establish different steps for advancement and related pay scales based on experience, OJT, or progress within those steps, including the above range from 5000-10,000 hours.

Construction Lineman is a permanent classification, and individuals are not required to seek Journeyman Lineman status. To advance from Construction Lineman to Journeyman Lineman an individual may apply to the Local Union Business Manager to administer the Journeyman Lineman certification test once the individual has:

Successfully completed a 2,000 hour on-the-job probationary period, satisfactorily completed any recommended training modules (as determined by the employer and/or local parties based upon the individual's experience and skills), and Accrued a total of 10,000 hours of verified line construction work experience. In lieu of 10,000 hours, an individual with a minimum of 7,000 hours of verified line construction work experience (including the OJT probationary period) may seek and must receive the recommendation of his or her employer, and upon the completion of items 1 & 2 above, the employer may refer the individual to the Local Union Business Manager for the administration of the test. Providing the individual satisfactorily completes the test, he or she shall be issued the Journeyman Lineman classification by the local union.

The Local Union Business Manager will maintain the information on each Construction Lineman as well as records of the individual's progress including employers and hours worked. The Area-Wide Joint Apprenticeship and Training Committee will provide the appropriate modules as developed or approved by the NJATC and maintain the training records on each participating Construction Lineman. The Employer shall provide the work hours to the local union upon request.

In those areas where the Construction Lineman (or a similar classification) does not exist, they may be used under portability agreements between the IBEW and NECA provided the Construction

Lineman has a minimum of 7000 verified hours. For Construction Lineman with less than 7000 verified hours, they may be brought in using portability under the Standard Referral Procedure. Any Construction Lineman brought into an area under portability, where the classification does not exist, shall be paid the Journeyman Lineman's rate of pay.

Job site ratios shall be determined by the local parties. Construction Linemen shall be referred by the local union to the employer in accordance with the procedures in the master agreement. Construction Lineman may be transferred from job to job for the same employer as long as the appropriate ratios are maintained.

When there are indentured apprentices available for work, an employer may not add additional Construction Lineman unless the employer is already employing the full complement of apprentices allowed under the locally adopted apprentice-to-journeyman ratio. (An employer is allowed to add Construction Linemen if the local AJATC has determined that the employer has and is cooperating in the employment and training of apprentices or the Construction Lineman requested are covered by PLA or a Market Recovery Agreement other than the Outside agreement). Construction Lineman already employed by the employer need not be laid off or replaced when indentured apprentices become available for employment.

Construction Lineman Classification Interpretations

- 1) The Construction Lineman classification is primarily intended to address the current critical need for workers in the outside line industry.
- 2) The Construction Lineman is not intended to replace other legitimate local classifications or programs including, but not limited to URD, Sub-Station, or Traffic Signal Technicians.
- 3) If a person's work experience has been verified and he or she has received a Construction Lineman's classification in their home local that classification is good in any other local union jurisdiction adopting the classification..
- 4) Ratios are negotiated locally.
- 5) Construction Linemen are not counted in the apprentice to journeyman ratio.
- 6) Individuals classified as Construction Lineman are intended to have at least 5000 verified hours in the line construction industry.
- 7) Work performed by Construction Linemen will be limited only by the scope of the agreement they are working under and by what the employer or the employer's field representative deems appropriate and within the individual's qualifications.