

NASHVILLE ELECTRICAL J.A.T.C.

CONSTRUCTION WIREMAN/CONSTRUCTION ELECTRICIAN POLICY

1. Applicable to those individuals who have applied at the NEJATC, have been hired by the contractor under the NEJATC Policy Statement Section XXII or filled out an application request form at the IBEW Local Union #429.
2. The NEJATC members/trustees recommend a joint effort between the NEJATC, Local Union #429 and all signatory contractors to take application request forms in their offices to increase recruitment to the NEJATC and aid in organizing for IBEW Local Union # 429.
3. Contractors advertising and/or hiring these construction wiremen in their office will have 48 hours to process Work Notification forms and send them to the NEJATC. The NEJATC will forward to the IBEW all pertinent information to IBEW. Based on information from the Work Notification Form, individual will receive an information packet from the NEJATC by U.S. mail. The information packet will contain information regarding the Inside Wireman program, and the Construction Wireman program.
4. The NEJATC members/trustees will allow these individuals to go to work immediately for the recruiting contractor. These placements will be recognized as construction wiremen not as un-indentured workers or indentured apprentices.
5. Basic qualifications:
 - a. Must be willing to fill out Work Notification Form.
 - b. Must be 18 years of age or older.
 - c. Possess a valid driver's license.
6. Construction wiremen/construction electricians shall not replace un-indentured workers or indentured apprentices under any circumstances.
7. Work performed may count toward an apprenticeship, as may be determined later by the NEJATC members/trustees. Work performed shall be the same as un-indentured workers or indentured apprentices.
8. The rate of pay and benefits paid on construction wiremen/construction electricians shall be determined as per contract (see attached form).
9. When an employer hires under the guidelines of the NEJATC's Policy Statement Section XXII the ratio of journeyman wiremen to construction wiremen/construction electricians shall be a 2 to 1. No employer is guaranteed construction wiremen/construction electricians.
10. Employing contractors with construction wiremen/construction electricians will be required to (upon notice from the NEJATC director) to hire un-indentured workers or indentured apprentices once they become available.
11. This policy shall not in any way conflict with the NEJATC policies and procedures.
12. The employer assumes all liability in regard to the employment of construction wiremen/construction electricians.
13. Being sent out on a job assignment by the NEJATC as a construction wireman or being hired by the employer does not guarantee acceptance into this apprenticeship program.
14. If any construction wireman is laid-off for lack of work, quits a job or is removed from employment opportunities for infractions of any of the NEJATC policies or policies of the employing contractor, the employer will notify the NEJATC and Local Union #429, in writing, of the names of the construction wiremen, the last date of employment and send a copy of the discharge documentation within 48 hours.
15. If any construction wireman quits a job or is removed from employment opportunities for infractions of any of the NEJATC policies or policies of the employing contractor, the construction wireman will have no other employment opportunities with the NEJATC or that employing contractor.

CONSTRUCTION WIREMAN/CONSTRUCTION ELECTRICIAN POLICY (Continued)

- 16. All construction wiremen are expected to read and understand the NEJATC Policy Statement. Construction wiremen found to be in violation of any of these standards and policies that apply to them will be removed from the job-site and application will be voided.
- 17. Remedial education will be available to construction wiremen/construction electricians if he or she is interested in entering the electrical apprenticeship program.
 - a. Remedial education will include, but not limited to, reading, reading comprehension and mathematics.
 - b. The remedial classes will only be used for the apprenticeship program and can not be transferred as credit to other educational institutions.
- 18. Construction wiremen/ construction electricians will take the AIR test or another competency test and pass upon completion of the remedial education program before entering the NEJATC apprenticeship program.
- 19. If the construction wireman/construction electrician is accepted into the program, the apprenticeship director or the NEJATC members/trustees may require the employer to return the construction wireman/construction electrician to the director for reassignment.
- 20. At the time the construction wireman/construction electrician completes the application process (has met all requirements and has had an interview with the NEJATC members/trustees), he or she must sign an Un-Indentured Worker Placement Policy in order to continue job opportunities.
- 21. Persons hired as construction wiremen will be subject to the hiring rules and regulations of the NEJATC Policy Statement's Section XXI.
- 22. Failure to comply with these policies will result in the loss of advancements in pay grades.
- 23. Violation of any of any of the guidelines of the NEJATC's Policy Statement Section XXII by the employing contractor on continual basis shall result in the employer becoming ineligible to receive any future indentured apprentices un-indentured worker or construction wiremen.
- 24. See attached chart for requirements for advancement.
- 25. All construction wiremen/construction electricians shall report to the IBEW Local #429, 2001 Elm Hill Pike, Nashville, TN 37210, telephone: (615) 889-4429, to fill out required paperwork within five (5) business days of starting employment.

These policies regarding construction wiremen/construction electricians are approved by the following NEJATC members/trustees.

Signature / Date

Signature / Date

SAMPLE DOCUMENT

Signature / Date

Signature / Date

Signature / Date

Signature / Date

Construction Wireman/ Electrician Advancement Chart

