

Nashville Electrical Joint Apprenticeship and Training Committee

310 Fesslers Lane

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Mailing Address:

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Nashville Electrical J.A.T.C. Un-Indentured Worker Placement Policy (page 1 of 2)

Guidelines for placement of Un-Indentured Workers are as follows:

1. Applicable to those applicants who have applied at the NEJATC and meet all qualifications for the next available class. Those who, in the estimation of the Apprenticeship Training Director, meet the requirements for the program are to be considered as eligible for apprentice placement.
2. Placement shall be as an un-indentured worker, not an apprentice. The NEJATC will place the Un-Indentured Workers with the employer.
3. Placement shall be for a maximum of 2000 hours on the job and shall be stated as so on the referral. If deemed necessary by the NEJATC director, employment may be extended for periods not to exceed 90 additional days at a time.
4. Un-Indentured Workers shall not replace qualified workers.
5. Work performed shall not count toward an apprenticeship, except as might be determined later by the NEJATC when application is made for an apprenticeship. Work performed shall be the same as apprentices perform.
6. The rate of pay shall be 45% of journeyman-wireman rate or as determined by the NEJATC committee members/trustees.
7. Wages paid to Un-indentured Workers are to be included in gross labor payroll and the specified percentage of gross labor payroll to NEBF must include Un-Indentured Workers wages. No local pension or annuity shall be paid. Health and Welfare payments are mandatory once the individual has been employed for ninety (90) days. The ninety (90) days is to include employment under other classifications such as the applicant classification or the construction wireman classification.
8. Whether an employer receives an Un-Indentured Worker is at the sole discretion of the Training Director. No employer is guaranteed any Un-indentured Workers.
9. The Un-Indentured Worker may be replaced by an Indentured Apprentice.
10. This informal understanding shall not in any way conflict with the NEJATC policies and procedures.

Un-Indentured Worker Placement Policy (page 2 of 2)

11. The employer assumes all liability in regard to the employment of Un-Indentured Workers.
12. Violation of any of the above guidelines shall result in the cancellation of the undersigned employer's Un-Indentured Worker understanding.
13. Being sent out on a job assignment as an Un-Indentured Worker does not guarantee acceptance into this apprenticeship program.
14. If the Un-Indentured Worker is accepted into the program, the apprenticeship director or the NEJATC members/trustees may require the employer to return the Un-Indentured Worker to the director for re-assignment.
15. If the apprenticeship program is offered to the Un-Indentured Worker and that Un-Indentured Worker refuses to start at that time, work privileges will be rescinded.
16. Each applicant who has completed the application process (has met all requirements and is eligible for an interview) prior to becoming an indentured apprentice will be required to take a technical math test. If the applicant is unable to achieve a score of at least 80% on that test, he will be required to take the NEJATC technical math course prior to starting any regular course material of the program. Any applicant who chooses to take this class and is not successful with an 80 or above score will be required to seek a remedial math class elsewhere for self-improvement. During that time no work will be available to them. Proof of completion of that class will be submitted to the NEJATC office once the remedial class is finished. At that time, the tech math test will be given again and a score of 80 will be required to participate in the apprenticeship program. All tech math students will be required to adhere to all policies and standards pertaining to the NEJATC while attending classes and while in the work environment.
17. Any Un-Indentured Worker removed from employment opportunities for infractions of the NEJATC policies will have no other employment opportunities until the NEJATC members/trustees complete the interview process with the applicant. If the applicant has already had an interview, and is removed from the employment opportunities, he will be dropped from the eligibility list and will be required to re-apply for the program and again will not have job opportunities until applicant has another interview with JATC members/trustees

If the employer refuses to comply with this provision he will become ineligible to receive any future apprentices.

The undersigned agree to the terms of this placement.

Un-Indentured Worker Print Name

Signature of Employer

Date

Signature of Employer

Date

SPECIAL

IS:

_____ must take the Technical Math test, prior to becoming an Indentured Apprentice, as stated in Section XI in the Nashville Electrical J.A.T.C.'s Policy Statement dated February 18, 2009. If he does not pass the Technical Math Test, he must take the Class.

NOTE: If the NEJATC has indentured apprentices out of work, this individual will be removed from the job and replaced with an indentured apprentice.

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IBEW-NECA Contractors Electrician Wage Rates Effective August 1, 2009

Note: If work is available, all applicants can be sent to work as Construction Wireman at the percentage of 45% of Journeymen's rate and then advance to un-indentured classification during application process.

CATEGORY	PERCENTAGE*	RATE	NEBF	SERF	H & W
Journeyman		\$21.60	3%	\$4.25	\$5.00
Foreman		\$22.85	3%	\$4.25	\$5.00
1st per Apprentice	50%	\$10.80	3%	n/a *	\$5.00 / 3.00 **
2nd per Apprentice	55%	\$11.90	3%	n/a *	\$5.00 / 3.00 **
3rd per Apprentice	60%	\$12.95	3%	\$1.30	\$5.00 / 3.00 **
4th per Apprentice	65%	\$14.05	3%	\$1.41	\$5.00
5th per Apprentice	70%	\$15.10	3%	\$1.51	\$5.00
6th per Apprentice	80%	\$17.30	3%	\$1.73	\$5.00
Un-indentured	45%	\$9.70	3%	n/a *	\$3.00 ***

EMPLOYER CONTRIBUTIONS

NOTE: The following benefits are not deducted from wages. They are paid on behalf of the individual.

NEBF Pension
SERF Retirement
Health Insurance

* 1st. and 2nd. Period apprentices and Un-Indentured apprentices do not receive any SERF retirement, although they are entitled to all other benefits.

** Any 1st., 2nd. and 3rd Period apprentices indentured on or after August 1, 2009, will receive the \$3.00 Single Coverage (employee only) Health Insurance. Participants will have the option to pay additional fees for family coverage.

*** \$3.00 Single Coverage (employee only) Health Insurance Plan.