



153 AMMETER

May 26, 2011

THE MONTHLY NEWSLETTER
FOR LOCAL 153

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South Bend IN 46615
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Upcoming meetings and events:

- Monday May 30
*Memorial Day
Office Closed*
- Thursday June 2
*Bourbon LIMO
Meeting 7pm at
American Legion*
- Tuesday June 7
*Residential Sub-
committee Meeting
at JATC*
- Wednesday June 8
*HELP Committee
meeting at 4:30pm
at the Hall*
- Thursday June 9
*Executive Board
4:30pm at the Hall*
- Tuesday June 14
*Electrical Industry
Advancement
(EIA) Committee
at 4pm at the Hall*
- Thursday June 16
*COPE Meeting at
the Hall*
- Wednesday June 22
*Exam Board at the
Hall*
- Thursday June 23
*General Member-
ship Meeting 7pm
at the Hall*

Contract negotiations are always challenging, but this year considering the economic climate of the last few years that process was even more difficult. First the union negotiating team met to determine what we wanted from this contract. **We set a goal of putting in place an agreement that would increase our members work possibilities.** As you know we have had 220 members or more on our Journeyman Wireman out of work list. We focused on items that we felt would put these people back to work. *We concentrated on areas of our work where we do not control the market.* The decisions were not easy but we felt they needed to be made if Local 153 is going to continue to be a strong presence in our community.

-Business Manager S. Michael Compton

The NECA/IBEW 153 Collective Bargaining Agreement for Journeyman Inside Wireman is set to expire on June 5, 2011. The new CBA has been agreed upon, and begins on June 6, 2011. Some of the changes to the agreement are:

- A total package increase of \$.25 per hour, made up by an addition of \$.50 per hour to the Health & Welfare Fund, and a reduction of \$.25 per hour to the Health & Welfare Supplemental Benefit Account Fund
- The existing *Memorandum of Understanding for General Workman* has been cancelled.
- The existing *Memorandum of Understanding: Market Recovery - Light Commercial/Residential Projects* was renegotiated.
- A current National Electrical Code Book is part of the mandatory tool list (2.13). Upon completion of a SBJATC approved Code Update Class a Current NEC Code Book will be available through the SBJATC at a rate of 50% of the regular SBJATC price. (New Memorandum of Understanding)
- The Shift Rate (3.08) section has been revamped removing the reduced hours worked and replacing them with a full eight hour shift with an increased percentage of pay. Second shift shall be paid at the regular hourly rate of pay plus 17.3% for all hours worked. Third shift shall be paid at the regular hourly rate of pay plus 31.4% for all hours worked.

- The use of personal cell phones being used for company business is prohibited (3.09).
- When the wearing of safety-toe shoes conforming to ASTM F2413-05-EH standards is required either through an employer's written safety program or a customer's safety policy, the safety-toe shoes shall be furnished by the employee. (3.22)

Two years ago we crafted a Market Recovery plan using our existing classifications and adding a General Worker (GW) classification to increase our contractors ability to compete on projects that we were not winning. Market pressures and a mandate from the International Organization have forced us to change the direction of that plan.

The existing Market Recovery Plan is in the process of being renegotiated. The basic structure is laid out, but the final details are still being hashed out. Being a two state local makes the process more complex as we work to achieve a balance that satisfies the Michigan Licensing Authority.

The new plan institutes a Construction Wireman/Construction Electrician (CW/CE) classification scale that consists of seven pay grades determined by hours and training ranging from 0-8000 hours for the CW worker and up to 14,000 for the CE worker. The current GW will be slotted into the CW program according to their hours worked, since the Agreement on GW has been cancelled.

This is a Market Recovery Agreement and is to be a tool used strategically on projects that we are not winning.

Limits have been put in to restrict the size and scope of projects that the CW/CE's can work on. The scope of this agreement is for hotels, apartments, restaurants, strip shopping centers, automobile dealerships, automotive specialty shops, churches, nursing/retirement homes, mini-marts, car washes, medical office buildings (of less than 10,000 square feet), and Prevailing Wage projects where the wage scale is set at the Associated Builders and Contractors (ABC) wage scale.

The Market Recovery Agreement is extended to all work in Kosciusko County of Indiana.

The Agreement excludes service work, Public Works requiring the payment of Prevailing Wages/Common Construction Wages, work covered by Project Labor Agreements whether *written or implied*, work covered by Specialty Agreements, work defined within the scope of other negotiated agreements, wind turbine farms, and educational facilities.

We will monitor this agreement and partially modify, or cancel entirely as necessary, as we do with all agreements and plans. The previous Market Recovery plan was controversial, but sparsely used, we encourage our contractors to use this plan as it is intended to increase the number of winning bids on projects that put our members to work!

Save the Date

IBEW Night at the Cove– Friday July 22

HELP 153 Corn & Sausage Roast– Sat July 30

IBEW 153 Picnic– Sat Aug 27