

# Construction Electrician Memorandum of Understanding Between IBEW 602 and West Texas Chapter of NECA

## **PURPOSE:**

This Agreement has two goals; one is to recruit an adequate number of personnel to meet the demands of the electrical construction industry in the jurisdiction covered by the inside construction agreement, the second objective is to establish a standard by which those recruited will be properly placed for continuing skills-based training.

## **OBJECTIVES:**

- A. Provide a uniform means by which individuals can be brought into the organized industry.
- B. Provide employment opportunities for those individuals who may not meet the entrance requirements of the local JATC.
- C. Establish a fair wage scale based on a skill standard that provides a clear and formulated path to becoming a Journeyman Inside Wireman while maintaining a productive workforce.
- D. Provide electrical employees with experience and potential, an avenue to become a Journeyman Inside Wireman.
- E. To provide a second chance program for those indentured apprentices who discover they do not fit into the JATC program.
- F. To provide the West Texas Chapter NECA and IBEW Local Union 602 the autonomous means of developing training programs to meet the needs of the changing local markets while securing and maintaining full employment for its current Journeyman Inside Wireman and Inside Apprentices.

## **Section 1 – Administration:**

The JATC and Local Union shall be responsible for:

- A. Administering skill-based evaluations.
- B. Monitoring progress of Construction Electricians for wage advancements.
- C. Development and delivery of skill-based training courses.
- D. Notifying the Local Union of the number of apprentices available for work assignments.

**\*\*All skill-based evaluations and evaluation procedures may be reviewed by either party.**

## **Section 2 – Wages and Advancement:**

Upon successful accumulation of twelve thousand (12,000) Skill Based Credits (SBC) and/or obtaining a Journeyman license through the state of Texas, the Construction Electrician shall be upgraded to Journeyman Inside Wireman status.

Skill Based Credits (SBC's) shall accrue by the following methods:

- 1) One (1) SBC per each OJT hour worked for a signatory Employer, after program enrollment. SBC's achieved in this manner shall not exceed two thousand (2,000) per calendar year.
- 2) One (1) SBC for every two (2) OJT hours worked for a non-signatory employer. (wage documentation required; no SBC credits for hours worked prior to program enrollment.)
- 3) Passing score from Skill-Based Evaluation.

**\*\*See Appendix A for Evaluation & Class SBC's and Wage Schedule.**

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Experienced applicants shall:

1) Provide verifiable electrical industry wage documentation to establish wage rate. **(wage documents for public works projects where a wage determination is established shall not be eligible for verification.)**

**OR**

2) Take the next available skills-based evaluation to determine how many SBC's shall be credited and establish initial wage rate.

Experienced applicants and JATC transferees whose wage rate is greater than SBC level shall remain at that wage level until the individual has accumulated enough SBC's for wage advancement.

After entry into the Construction Electrician program, wage advancements will be conducted in the following manner:

- 1) Once the individual is within 250 hours (SBC's) of the next level of advancement, employer evaluations will be sent on behalf of the Construction Electrician to ascertain the skills/knowledge gained since the last advancement.
- 2) A hands-on skills assessment will then be conducted to verify that the skills/knowledge gained since the last advancement warrant a change to the next level. The criteria for this hands-on assessment will be based on the initial skills assessment method employed by IBEW 602 and West Texas Chapter of NECA as well as the NJATC Electrical Industry Applications Manual.

**\*\*Construction Electricians shall receive benefits as scheduled on Appendix B.**

## **Section 3 – Implementation:**

### **The IBEW shall assign Construction Electricians (CE's).**

Employers shall be responsible for providing a termination slip to the IBEW and NECA when a CE becomes unemployed. Construction Electricians shall be employed on a conditional basis for ninety (90) days for their first assignment. During the conditional employment period the Local Union and NECA shall determine the individuals continued status in the program. No Employer is guaranteed a specific number of Construction Electricians. Each job shall follow a ratio of CE's to JW's to comply with the current Collective Bargaining Agreement. An Employer who fails or refuses to hire apprentices, when available, in accordance with the agreed ratio of apprentices to journeyman, or who does not comply with all provisions of the Referral Procedure as stated in the current Collective Bargaining Agreement shall not be entitled to hire Construction Electricians. Construction Electricians shall not work on wage determined jobs but may be transferred from one qualifying project to another by the Employer. Construction Electricians shall not be included in the calculation of apprentice to Journeyman ratio. Referral Records may be inspected at the Local Union by representatives of the Employer or the Association.

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## **Section 4 – Supervision:**

The Construction Electrician who has less than ten thousand (10,000) SBC's shall be under the direct supervision of a Journeyman Inside Wireman. It shall be the responsibility of the supervisor to lay out the work required and to permit the Construction Electrician to perform the work on his/her own. A Construction Electrician who has ten thousand (10,000) SBC's shall be allowed to work with no supervision but shall not supervise any Apprentices, other Construction Electricians or Journeyman Wireman.

## **Section 5 – Transfers:**

### **JATC to Construction Electrician Program:**

Apprentices from the JATC program may transfer to the Construction Electrician program provided the Apprentice has:

1. A satisfactory work history (hours worked, absenteeism, and tardiness)
2. Established in writing the basis for the transfer.
3. Gained approval from the JATC.

**NOTE: A registered apprentice who acquires the minimum classroom hours and on-the-job training hours will complete the apprenticeship per the DOL. However, completion of the apprenticeship program does not mean automatic reclassification to journey worker status. To be reclassified as a journey worker, an apprentice will be required to acquire the TDLR issued journey worker license. If an apprentice completes the program without the TDLR issued journey worker license, the apprentice will be reclassified as a Construction Electrician with a pay rate change to the corresponding Construction Electrician pay level based on this MOU. An apprentice can maintain their apprentice classification (with the corresponding pay rate and benefit package) by participating in TDLR License Preparation Classes (refer to the local JATC policy for details).**

**A transfer of this type will result in a change of payrate to no higher than Level 5 CE (see Appendix A). If this change of payrate results in a reduction, the change will be effective at minimum for an additional six (6) months or until the individual acquires their JW license or 12,000 hours as per the IBEW directive and this MOU.**

The transferee shall be credited one SBC for each OJT hour plus five hundred (500) SBC's for each completed academic year of apprenticeship. In no instance shall this transfer result in the apprentice being granted more than the maximum SBC's as shown below:

Less than 1 year of JATC	2,000 SBC's	Complete 3 <sup>rd</sup> year of JATC	8,000 SBC's
Complete 1 <sup>st</sup> year of JATC	4,000 SBC's	Complete 4 <sup>th</sup> year of JATC	10,000 SBC's
Complete 2 <sup>nd</sup> year of JATC	6,000 SBC's		

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**Construction Electrician to JATC:**

Construction Electricians meeting the requirements for entrance into the JATC may transfer to the JATC program at the appropriate time. The transferee will complete the NJATC proficiency Exam to determine placement in the academic portion of the training and will receive OJT hours credits based on JATC. All transferees may request transfer from one program to the other and back to their original program one time during their period of participation in the program(s). The transferee shall be classified at a level commiserate with the number of SBC's credited through the means described in this document.

**Section 6 - Term of this Agreement:**

This Agreement shall take effect on November 24, 2025 and shall remain in effect until terminated by the West Texas

NECA Chapter Manager, or the Local Union Business Manager. The Union or NECA shall give thirty (30) days notice of the intent to cancel this agreement. This agreement is a Memorandum of Understanding to the area Inside Construction Collective Bargaining Agreements and may continue with or without requirement of separate notice.

**Disputes:**

All allegations of infractions of this agreement shall be referred to the Labor-Management Cooperation Committee as defined in the current Inside Collective Bargaining Agreements. In the event of a deadlock, the matter shall be referred to the IBEW Seventh District Vice-President and the NECA southern Region Director for final and binding adjudication.

**Commitment:**

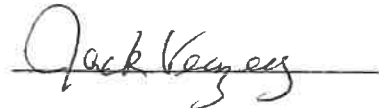
The two parties, by signing below, hereby commit and promise to use their best efforts to see that this Memorandum is used to its highest level, for the maximum benefit of Employers and Employees alike.

The parties further promise and agree that if any changes are needed to this Memorandum; those changes will be addressed in an atmosphere of mutual trust and cooperation for equal benefit of Employers and Employees alike.

Signed the 14<sup>th</sup> day of January, 2026



**Robert Melton**  
Business Manager/Financial Secretary  
IBEW Local 602



**Jack Veazey**  
Chapter Manager  
West Texas Chapter NECA

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**APPENDIX "A"**

**Pay and Progression Scale for Construction Electrician Program**

<b>CE Level</b>	<b>SBC Evaluation Score</b>	<b>SBC's</b>	<b>Wage %</b>
<b>Entry Level</b> (equal to 1 <sup>st</sup> period Apprentice)	<b>0%</b>	<b>0 – 1,999</b>	<b>50%</b>
<b>Level 2 CE</b>	<b>15%</b>	<b>2,000 – 3,999</b>	<b>53%</b>
<b>Level 3 CE</b>	<b>35%</b>	<b>4,000 -5,999</b>	<b>55%</b>
<b>Level 4 CE</b>	<b>55%</b>	<b>6,000 – 7,999</b>	<b>65%</b>
<b>Level 5 CE</b>	<b>75%</b>	<b>8,000 – 9,999</b>	<b>75%</b>
<b>Level 6 CE</b>	<b>90%</b>	<b>10,000 – 11,999</b>	<b>85%</b>
<b>JIW</b>	<b>100%</b>	<b>12,000</b>	<b>100%</b>

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**APPENDIX "B"**

**Benefits for Construction Electrician**

CE Level	H & W	Annuity	NEBF	JATC	LMCC
<b>Entry Level</b> <small>(equal to 1<sup>st</sup> period Apprentice)</small>	<b>\$0.00</b>	<b>\$0.00</b>	<b>3% of GW</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Level 2 CE</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>3% of GW</b>	<b>\$0.00</b>	<b>\$0.00</b>
<b>Level 3 CE</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>3% of GW</b>	<b>\$0.33</b>	<b>\$0.00</b>
<b>Level 4 CE</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>3% of GW</b>	<b>\$0.39</b>	<b>\$0.00</b>
<b>Level 5 CE</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>3% of GW</b>	<b>\$0.45</b>	<b>\$0.00</b>
<b>Level 6 CE</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>3% of GW</b>	<b>\$0.51</b>	<b>\$0.00</b>

**GW=Gross Wage**