

When an employee works overtime, he shall receive an additional E-stamp equal to the vacation and holiday part of his wages for each overtime hour worked or majority fraction thereof.

Upon thirty (30) days prior written notice by the Union to the Employer, the Union may increase the amount of the hourly Vacation and Holiday pay not more than once in each calendar year with the same to be deducted from the hourly wage.

ARTICLE XX **WAGE & FRINGE BENEFITS**

All of the wage rates set forth in this Agreement are considered minimums and may be exceeded or not at the Employers discretion, not subject to the Grievance Procedure.

On Prevailing Wage job, the Employer shall pay not less than the total rates prescribed by law.

The Employer shall not be arbitrary, capricious or unreasonable in determining whether a given journeyman qualifies for an A or B card. When an apprentice successfully completes the full program, he shall advance to a B Card journeyman, or if qualified, to an A card.

In the interest of creating a viable pathway for a B card electrician to achieve A card status, the following process is available. This process is meant to be a challenge, an evaluation, and a fair measuring tool to determine the knowledge, skill, and professionalism of the individual.

The process begins with an electrician being eligible by time-in-trade. If an electrician has been a B card for a minimum of 5 years or can reasonably prove that they have been active in the trade for a minimum of 10 years, they are eligible to be considered for the pathway to A card program. Once that has been determined, the eligible electrician will submit a letter of request to the Training Program Coordinator.

There are two classes the electrician will need to be enrolled and complete. One is the Construction Supervisor class and the other is the NEC class. They are both 32 hour classes and will be offered by the apprenticeship training staff.

There are three certifications the electrician will need prior to starting the A Card process. First, the electrician will need to complete OSHA 30 (or have proof of completing it within the previous three calendar years). Second, they will need to have First Aid and CPR/AED current certification. Third, they will need have their NFPA 70E electrical safety certification.

With those courses and certifications complete, the electrician can be scheduled for their exam and practical evaluation.

The A card exams are in two parts. The purpose of these exams is to help determine whether or not the examinee has a knowledge level commensurate with that of a formally trained or experienced Journeyman. The difference being that an advanced Journeyman should be able to find the answers he or she needs in the NEC and as well should have a solid understanding of important concepts of safety.

The first part is a 50 question multichoice exam based on the 2020 NEC. Examinees will have 2 hours to

complete it. Each question is worth 2 points, one for the answer to the question and one for the NEC reference address. Requires a 75% correct score in order to advance to the second part.

The second part is also a 50 question multichoice exam. Some questions are based on the 2020 NEC and some are safety related (not found in the NEC). Examinees will have 2 hours to complete it. Each question is worth 2 points, with partial credit being given for multipart answers that are incomplete.

This exam also requires a 75% correct score to pass.

After it has been graded, if the examinee passes the first part, they may move on to the second part in the same day.

If the examinee fails part one, they may retake the exam after a minimum of three months. They may not take part two until they pass part one in the same cycle. Multiple exams will be available such that an examinee will not be taking the same exam twice.

Examinees will not be allowed use of their phones during the exam. An NEC and a calculator will be made available for them to use at the time of the exam. All scratch paper will be collected by the proctor after the exams are completed.

The examinees will be told only of their status of pass or fail. The exams will not be reviewed with the examinees, nor will they be returned. If the student feels the grading is unfair, the exams may be graded by a second proctor for unbiased results.

Once the electrician has passed the exams, they will be ready for the practical evaluation. They will be given a task sheet and will be expected to carry out a wide variety of electrical tasks in the Lab area at the training center. They will be monitored for safe practices and NEC minimum installation requirements as well as general methods and attention to detail. There will be a time limit for the tasks assigned. Upon completion and grading, the electrician will be required to disassemble their construction and restore the Lab area to previous conditions, all while maintaining safe practices.

Successful completion of these items will indicate that the electrician likely has the skills and knowledge to carry out the level of electrical work which can reasonably be attributed to an electrician with A Card status.

WAGE/BENEFIT INCREASES

The following applies to A card packages covered by this Agreement:

Effective October 1, 2023: \$3.85 per hour in wages or fringe benefits to be determined by the Trustees of the Pension, Annuity and Health & Welfare Funds*

Effective August 1, 2024: \$2.58 per hour in wages or fringe benefits to be determined by the Trustees of the Pension, Annuity and Health & Welfare Funds*