

**CONSTRUCTION WIREMEN (Level 1 & 2)**  
**GENERAL POLICIES AND PROCEDURES**

The following seeks to address various issues relevant to implementation of the Construction Wiremen Memorandum and Addendum between the Boston Chapter NECA and Local 103, IBEW, dated August 22, 2019:

Only Level 2 Construction Wiremen (both Electrical and Telecom) are eligible to participate in the CWIP and subject to CWIP policies and procedures adopted by the JATC Board of Trustees from time to time. Level 1 Construction Wiremen are NOT eligible to participate in the CWIP and are not subject to policies specific to the CWIP.

**Questions and Answers**  
**Concerning Level 2 Construction Wiremen**

**Q. Must Employers go through the JATC Office when employing Level 2 Construction Wiremen?**

A. Yes. All requests for Level 2 Construction Wiremen must be directed to the JATC Office.

**Q. May unemployed Level 2 Construction Wiremen be assigned to work if Apprentices are unemployed?**

A. It depends. The Director of Training is responsible for assigning Level 2 Construction Wiremen to signatory contractors consistent with industry needs. In determining whether an assignment best meets the needs of the industry, the Training Director will consider such factors as overall Apprentice unemployment levels, the nature of the work and skill level required, employer preference, an employer's existing Journeyman to Apprentice ratio, jobsite diversity requirements, etc. The assignment of Level 2 Construction Wiremen will be consistent with the assignment process utilized for unemployed Apprentices.

**Q. How and when will *additional* Level 2 Construction Wiremen brought into the program?**

A. The JATC (through the Chairman and Secretary) determines whether and when additional individuals can be brought into the CWIP and made available for work as Level 2 Construction Wiremen. The decision will generally be based on industry need.

**Q. In times of unemployment, must Employers replace Level 2 Construction Wiremen with unemployed Apprentices?**

A. No.

**Q. Must an Employer layoff off all Construction Wiremen before laying off Apprentices?**

A. No, however, the Employer's decision to layoff Apprentices before Construction Wiremen is subject to review by the Director of Training. Should the Training Director determine, in his sole discretion, that the Employer's layoff decision is inconsistent with industry needs, the Employer may be directed by the Training Director to employ Construction Wiremen and Apprentices at a ratio which the Training Director determines, in his sole discretion, better meets the needs of the industry.

**Q. Are Level 2 Construction Wiremen counted in the jobsite ratios of the CBA?**

A. Yes, but only on projects which are not covered by federal or state prevailing wage law. Level 1 Construction Wiremen are not eligible for employment on any project covered by federal or state prevailing wage law.

**Questions and Answers**  
**Concerning Level 1 Construction Wiremen**

**Q. Must Employers go through the JATC Office when hiring Level 1 Construction Wiremen?**

A. No. All requests for Level 1 Construction Wiremen should be directed to the Union. The JATC is not responsible for assigning Level 1 Construction Wiremen, however, Employer's employing Level 1 Construction Wiremen must notify the JATC whenever they hire or terminate the employment of any Construction Wireman (Level 1 or Level 2) so that the JATC can properly track their employment.

**Q. Are Level 1 Construction Wiremen required to attend the CWIP?**

A. No. There is no current training requirement for Level 1 Construction Wiremen. CWIP training is limited to Level 2 Construction Wiremen. Level 1 Construction Wiremen are neither required nor permitted to attend the CWIP.

**Q. Are Level 1 Construction Wiremen required to comply with the JATC Drug Testing Policy?**

A. No. Unlike Level 2 Construction Wiremen, Level 1 Construction Wiremen are not subject to the policies and procedures covered by the CWIP Guidelines (including the drug and alcohol-testing policy). However, any Employer participating in the IBEW/NECA Workplace Safety Program should require Level 1 Construction Wiremen performing material handling duties on market recovery jobsites to comply with requirements of the IBEW/NECA Workplace Safety Program.

**Q. Do Level 1 Construction Wiremen *automatically* advance to Level 2 status?**

A. No. The JATC (through the Chairman and Secretary) determines when Level 2 Construction Wiremen are added to the CWIP based on the needs of the industry. Workers may request placement as a Level 2 Construction Worker, just as they may apply to the apprenticeship program, but all entry and advancement decisions are at the sole discretion of the JATC.