

Teledata National Agreement
Appendix A (Texas)
June 1, 2017

1) Job Classification – Work Inside Buildings

- A) **PROJECT SUPERVISOR** – Minimum ten (10) years or equivalent experience in Low Voltage Structured Cabling Systems. Proven abilities to successfully manage and deploy personnel to specific tasks required on projects of up to 30 technicians. Knowledge of BICSI TDDM, EIA/TIA standards documentation and the NEC Codes.

Skills/Abilities:

1. Read and understand special system blueprints and industry symbols.
2. Understand different trade (Electrical, Mechanical) blueprints and the effects they may have on the Teledata scope of work.
3. Design and implement cable pathway.
4. Manage up to 30 technicians placed on multiple crews performing different tasks.
5. Proven knowledge and abilities of installation practices for Category 5e, Category 6, fiber optic, outside plant, Central Office and Data Centers.
6. Recognize safety protocols and proper installation techniques during the installation of direct burial, underground and aerial cable plant construction.
7. Can install, maintain and test Security/CCTV system devices.
8. Effectively put into operation various Paging and Sound Masking systems.
9. Current BICSI Certified Technician Certificate or equivalent.
10. Certificates in at least 5 industry specific manufacturer training courses.
11. Possess basic computer skills.

Management Skills

1. Manage project unit labor hours and cost codes.
2. Analyze job projection reports and estimate/compare hours to project completion.
3. Maintain an effective safety plan on installation projects.
4. Possess basic computer skills to work in Microsoft Word/Excel/Project programs.
5. Good organizational skills in keeping track of labor time sheets, project safety logs, material packing slips, material purchase orders.
6. Strong communication skills.

Preferred Certificates or Training:

1. MCSA
 2. CCNA
 3. Phone System programming experience
 4. Security System Programming.
- B) **TECHNICIAN** – Minimum five (5) years or equivalent experience in Low Voltage Structured Cabling Systems. A Technician shall be able to perform all tasks required for installation of a complete structured cabling system in a new or existing construction environment. A complete structured cabling system includes Category 5e/6 horizontal cabling, copper/fiber optic distribution backbone, paging system components, security/CCTV devices.

Skills/Abilities:

1. Read and understand all construction trade blueprints and industry symbols.
2. Understand and install cable pathway per current specifications.
3. Proven knowledge and abilities of installation practices for Category 5e, Category 6, fiber optic, CATV, MATV, DSS and outside plant construction.
4. Proficient with installation and termination of single mode and multimode fiber optic cable, to include ST, SC, LC, MTRJ connectors of at least 3 manufacturers (Corning, AFL, Avaya, 3M, Hubbell, Nordx, etc.)
5. Must be able to extend circuits (T-1, ISDN, DSL, PBX, Key System, LAN) at a customer premise location and be able to troubleshoot these circuits effectively.
6. Can install and test Security/CCTV system devices.
7. Experience with Paging Systems and Sound Masking components.
8. Familiar with installation of DS3, DS1, DS-0, OC-48 circuits.
9. Current BICSI Certified Technician Certificate or equivalent.
10. Certificates in at least 3 manufacturer installation procedures.
11. Possess basic computer skills.
12. Keep work areas in a safe and clean condition.

Preferred Certificates or Training:

1. BICSI Certified Technician or equivalent.
2. Comptia A+.
3. Comptia Net+.
4. Phone System Programming.
5. Security System Programming.

- C) **INSTALLER TECHNICIAN** – Minimum (3) years or equivalent experience in Low Voltage Structured Cabling Systems. An Installer Technician shall be able to perform a multiple of specific tasks required for installation of a complete structured cabling system in a new or existing construction environment. A complete structured cabling system includes Category 5e/6 horizontal cabling, copper/fiber optic distribution backbone, paging system components, security/CCTV devices.

Skills/Abilities:

1. Read and understand special system blueprints and industry symbols.
2. Understand and install cable pathway to current specifications.
3. Lead a crew of up to 5 technicians.
4. Current BICSI Installer II Certificate or equivalent.
5. Certificates in at least 2 manufacturer installation procedures.
6. Experience in installation of Category 5e, Category 6, fiber optic, CATV and outside plant construction.
7. Experience with installation and termination of single mode and multimode fiber optic cable, to include ST, SC, LC, MTRJ connectors of at least 3 manufacturers (Corning, AFL, Avaya, 3M, Hubbell, Nordx, etc.)
8. Keep work areas in a safe and clean condition.
9. Familiar with the installation and testing of Security/CCTV system devices.
10. Experience with Paging Systems and Sound Masking components.
11. Must be able to extend circuits (T-1, ISDN, DSL, PBX, Key System, LAN) at a customer premise location and be able to troubleshoot these circuits effectively.

Preferred Certificates or Training:

1. BICSI Certified Technician or equivalent.

- D) **APPRENTICES** –Periods 1-6. The wage rates will be based on the Technician wage rate. The percentage of the wage rate will be: Period 1) 55%; Period 2) 60%; Period 3) 65%; Period 4) 70%; Period 5) 75%; Period 6) 80%.

- E) **CABLE ASSOCIATE** Duties: Installation of copper and fiber optic; set up wire spools or boxed cable for wire runs; install wire support systems for cable; run jet line; and related work. Termination of any cable including copper and fiber under supervision.

- F) **FOREMAN** – All classifications Installer Technician and above may be a foreman of their classification and lower classifications. 5% above scale for supervising 2 to 3 workmen. 8% above scale for supervising 4 to 12 workmen and 10 % above scale for supervising 13 to 20 workmen.

2) **Job Classification – Outside Buildings**

- A) **CABLE SPLICER II** – All applicants for employment who have (2) or more years experience in the trade. Applicant must have been employed for a period of at least one (1) in the last two (2) years under a collective bargaining agreement between the parties to the agreement.
- B) **CABLE SPLICER I** – All other applicants for employment who have experience in the trade and have necessary qualifications pertaining to their classification.
- C) **EQUIPMENT OPERATOR III** – All applicants for employment who have two (2) or more years experience in the trade and who have been employed in the normal construction labor market area for a period of at least (1) year in the last two (2) years under a collective bargaining agreement between the parties to this agreement.
- D) **EQUIPMENT OPERATOR II** – All applicants for employment who have one (1) or more years experience in the trade.
- E) **EQUIPMENT OPERATOR I** – All applicants for employment who have experience in the trade.
- F) **TRUCKDRIVER/GROUNDMAN/DEMOLITION** – All applicants for employment who have six (6) months or more experience in the trade.
- G) **GROUNDMAN 0-6 MONTHS/DEMOLITION** – All other applicants for employment.

**Teledata National Agreement
Appendix B (Texas)
Local Union Jurisdiction
June 1, 2017**

Jurisdiction: United States of America

*It is understood that for the duration of this agreement all contractors will have 100% portability, in the IBEW Seventh District only.

Teledata National Agreement
Appendix C (Texas)
June 1, 2017

I. Tools Required For Work Inside Buildings

A) CABLE PULLER I & II

- 1) Long Nose Pliers, 7"
- 2) 25 Foot Measuring Tape
- 3) Assorted Screwdrivers: Phillips Size #0-#3; Common Sizes 1/8"-1/2"
- 4) Diagonal Pliers/Side Cutters 9"
- 5) Tool Pouch
- 6) Scissors and Knife with pouch
- 7) Pencil
- 8) 2 – Channel Lock Pliers #420 or Equivalent

B) APPRENTICES

- 1) Apprentices shall be required to have items 1 through 8 listed above.
- 2) A Punch down tool w/110 & 66 blades will be furnished by the Contractor. (If lost or stolen, employee will replace.)

C) TECHNICIAN & INSTALLER TECHNICIAN

- 1) All tools shown in A) and B) above.
- 2) Claw Hammer
- 3) File – Rat Tail or Half Round
- 4) Punch down tools. (Contractor will furnish blades.)
- 5) Assorted nut drivers.
- 6) Assorted small wrenches not to exceed 9/16
- 7) Hacksaw

Optional Tools:

Butt Set

Two Tone Toner and Probe for Toner

II. Tools Required For Work Outside of Buildings

A) SPLICER

- 1) Body Belt
- 2) Long Nose Pliers
- 3) 6" Rule
- 4) Assorted Screwdrivers
- 5) E9E Scotchlok Tool
- 6) Scissors with Pouch
- 7) Crescent Wrenches
- 8) Dial or Touch Tone Set
- 9) Sheath Knife with Pouch
- 10) Terminal Wrench
- 11) Drop Wire Splitter
- 12) Punch Down Tool
- 13) Station Mans Probe
- 14) Station Mans Tone
- 15) Wrap/Unwrap Tool
- 16) Safety Strap
- 17) Climbers
- 18) Diagonal Pliers
- 19) Nail Hammer
- 20) Line Hammer
- 21) Lag Wrench
- 22) 9" Sidecutters

Teledata National Agreement
Appendix D (Texas)
June 1, 2017
Wage Rates and Benefits for the State of Texas

Minimum hourly wage rates for each classification of the Teledata National Agreement shall be as follows for work **Inside Buildings**. This will be effective June 1, 2017 or the nearest first day of the pay week. A campus and/or inclusive property is considered a building. Wages beginning June 1, 2017, shall be those listed in Appendix D.

Inside Work	Minimum Accumulative	June 1, 2017	Jan 1, 2018	June 1, 2018**	June 1, 2019**	June 1, 2020**	June 1 2021**
	OJT Hours						
Project Supervisor		26.21	26.11	26.63	26.95	27.27	27.59
Technician		21.90	21.80	22.24	22.56	22.88	23.20
Installer Tech (4 yrs exp; 90% Tech Rate)		19.71	19.62	20.01	20.30	20.59	20.88
Installer Tech (3 yrs exp; 85% Tech Rate)		18.62	18.53	18.90	19.17	19.44	19.72
Installer Tech (3 yrs exp; w/o BICSII Cert; 80% Tech Rate)		17.52	17.44	17.79	18.04	18.30	18.56
Installer II	Wages shall be 75% of Technician Rate	16.43	16.35	16.68	16.92	17.16	17.40
Installer I	Wages shall be 65% of Technician Rate	14.24	14.17	14.45	14.66	14.87	15.08
Apprentice 6 th Pd (80% Tech Rate)	5,000 hrs. * Satis. Progress	17.52	17.44	17.79	18.04	18.30	18.56
Apprentice 5 th Pd (75% Tech Rate)	4,000 hrs. * 2 nd Yr Complete	16.43	16.35	16.68	16.92	17.16	17.40
Apprentice 4 th Pd (70% Tech Rate)	3,000 hrs. * Satis. Progress	15.33	15.26	15.57	15.79	16.01	16.24
Apprentice 3 rd Pd (65% Tech Rate)	2,000 hrs. * 1 st Yr Complete	14.24	14.17	14.45	14.66	14.87	15.08
Apprentice 2 nd Pd (60% Tech Rate)	1,000 hrs. * Satis. Progress	13.14	13.08	13.34	13.53	13.73	13.92
Apprentice 1 st Pd (55% Tech Rate)	0 hrs.	12.05	11.99	12.23	12.41	12.58	12.76
Cable Associate		10.97	10.97	11.29	11.61	11.93	12.25

* Hours are determined by local JATC policy and may vary.

** Effective June 1, 2018 and each year thereafter, wages shall be increased by \$0.32 per hour or the SSA COLA, whichever is greater. The wage rate shall be based on the SSA COLA formula established at the end of the previous year.

Excludes Austin, San Antonio & Waco. See page 9 for wage rates.

Wage Rates and Benefits for Austin, San Antonio, Waco

Inside Work	Minimum Accumulative	June 1, 2017	June 1, 2018**	June 1, 2019**	June 1, 2020**	June 1, 2021**
	OJT Hours					
Project Supervisor		26.10	26.62	26.94	27.26	27.58
Technician		21.79	22.23	22.55	22.87	23.19
Installer Tech (4 yrs exp; 90% Tech Rate)		19.61	20.00	20.29	20.58	20.87
Installer Tech (3 yrs exp; 85% Tech Rate)		18.52	18.89	19.16	19.44	19.71
Installer Tech (3 yrs exp; w/o BICSII Cert; 80% Tech Rate)		17.43	17.78	18.04	18.29	18.55
Installer II	Wages shall be 75% of Technician Rate	16.34	16.67	16.91	17.15	17.39
Installer I	Wages shall be 65% of Technician Rate	14.16	14.45	14.65	14.86	15.07
Apprentice 6 th Pd (80% Tech Rate)	5,000 hrs. * Satis. Progress	17.43	17.78	18.04	18.29	18.55
Apprentice 5 th Pd (75% Tech Rate)	4,000 hrs. * 2 nd Yr Complete	16.34	16.67	16.91	17.15	17.39
Apprentice 4 th Pd (70% Tech Rate)	3,000 hrs. * Satis. Progress	15.25	15.56	15.78	16.01	16.23
Apprentice 3 rd Pd (65% Tech Rate)	2,000 hrs. * 1 st Yr Complete	14.16	14.45	14.65	14.86	15.07
Apprentice 2 nd Pd (60% Tech Rate)	1,000 hrs. * Satis. Progress	13.07	13.34	13.53	13.72	13.91
Apprentice 1 st Pd (55% Tech Rate)	0 hrs.	11.98	12.22	12.40	12.58	12.75
Cable Associate		10.94	11.26	11.58	11.90	12.22

* Hours are determined by local JATC policy and may vary.

** Effective June 1, 2018 and each year thereafter, wages shall be increased by \$0.32 per hour or the SSA COLA, whichever is greater. The wage rate shall be based on the SSA COLA formula established at the end of the previous year.

Minimum hourly wage rates for each classification of the Teledata National Agreement shall be as follows for work **Outside of Buildings:**

Outside Work	June 1, 2017	June 1, 2018**	June 1, 2019**	June 1, 2020**	June 1, 2021**
Cable Splicer II	21.71	22.15	22.47	22.79	23.11
Cable Splicer I	20.27	20.68	21.00	21.32	21.64
Equipment Operator III	17.42	17.77	18.09	18.41	18.73
Equipment Operator II (More than 1,000 hrs.)	16.00	16.32	16.64	16.96	17.28
Equipment Operator I (Less than 1,000 hrs.)	14.59	14.91	15.23	15.55	15.87
Truck Driver / Groundman / Demolition	14.59	14.91	15.23	15.55	15.87
Groundman 0-6 months	11.01	11.33	11.65	11.97	12.09

** Effective June 1, 2018 and each year thereafter, wages shall be increased by \$0.32 per hour or the SSA COLA, whichever is greater. The wage rate shall be based on the SSA COLA formula established at the end of the previous year.

The following applies to inside and outside of buildings:

- **Health & Welfare** contributions shall be as follows:

Health insurance contribution rates are applicable to the home fund (within the State of Texas) of the Employee.

If an additional health and welfare contribution, is required during the term of this Agreement it will be split between the parties.

The health and welfare contribution is to be implemented on a tiered basis as follows:

Project Supervisor	Full Contribution
Technician	Full Contribution
Installer Technician (with BICSI Installer Cert.)	Full Contribution
Installer Technician (without BICSI Installer Cert.)	2 nd Tier
Installer II	2 nd Tier
Installer I	1 st Tier
Apprentice 4 th through 6 th Periods	2 nd Tier
Apprentice 1 st through 3 rd Periods	1 st Tier
Cable Associate	No Participation

- **NEBF** – 3% of Gross Wages
- **NLMCC** – \$0.01 Per Hour Worked
- **JATC** – Contribution rate shall be the same as the local inside rate where the contractor is domiciled.
- **Annuity/401(k)** – A percentage of the base pay shall be paid into individual funds to be determined by the trustees and/or local union in the jurisdiction where the work is performed. Rates vary by classification. Effective June 1, 2006, the following rates shall apply:

Project Supervisor	5%
Technician	5%
Installer Technician (with BICSI Installer Cert.)	5%
Installer Technician (without BICSI Installer Cert.)	2%
Installer II	2%
Installer I	No Participation
Apprentices 4 th through 6 th Periods	2%
Apprentices 1 st through 3 rd Periods	No Participation
Cable Associate	No Participation

- **Cable Associate** – The only benefits applicable to the Cable Associate classification shall be NEBF, NLMCC, JATC and Administrative Maintenance Fund.

- **Administrative Maintenance Fund** – Provide for \$0.05 per man-hour worked under the agreement or the Fund amount detailed in the inside construction agreement, whichever is greater, to compensate NECA for employee benefits processing and servicing of the Collective Bargaining Agreement. Contribution is applicable to all wage classifications.
- **Probationary Employees** – Effective June 1, 2017 all benefits except NEBF shall be waived for the first 90 days of employment for new hires. New hires shall be defined as employees who have not previously been employees under the Texas Statewide Addendum to the National Teledata Agreement or other IBEW/NECA Teledata Agreements. Prior to employment new hires shall report to the union hall to obtain a probationary referral. If kept employed past 90 days the union shall issue a new referral eliminating the probationary designation. This program shall expire mid-term (January 1, 2020) unless the parties meet and agree to extend for the duration of the agreement.

Teledata National Agreement
Appendix E (Texas)
June 1, 2017

Scope of Work – Following “ISDN” add audio, security, nurse call, cable and cable tray associated with all of the above. If cable tray includes 50 volt wiring or higher, the cable tray will be installed by electricians.

Section 1.01 – This agreement shall take effect June 1, 2017 and shall remain in effect until May 31, 2022.

Section 2.03 – The employer shall, when selecting Project Supervisors and Technician Foremen, have the right to call out by name.

Section 2.09 – Union Dues Deduction – Union Dues can automatically be deducted from wages monthly on the referral slip as working assessments currently are deducted.

Section 2.17h – The IBEW and JATC shall furnish labor that is skilled in the use of power tools, basic hand tools and powder-actuated tools. Each IBEW worker shall present proof of certification at the time of referral, as well as maintain those certifications on an annual basis.

Section 4.01a – Any eight (8) consecutive hours between 6:00 a.m. and 6:00 p.m. with one-half hour for lunch shall constitute a workday. Forty hours within five days, Monday through Friday shall constitute the workweek.

Section 4.01 – Flexible Working Hours

- a) When required by the customer, the Employer, with written notice to the Union, may schedule a flexible working hours shift consisting of a minimum of eight (8) consecutive hours of work with a thirty (30) minute lunch break after the first four (4) hours of work between the hours of 4:30 pm and 8:00 am., Monday through Friday, at the straight time hourly rate.
- b) Flexible working hour shifts shall be a minimum of one week in duration. There is no maximum duration for flexible working hour shifts.
- c) The specific type of work performed during the flexible working hours shift shall not be performed during the standard work day without permission from the union.
- d) No employee shall be transferred, moved, or assigned to a flexible working hours shift without their consent.
- e) Written notice shall be defined as; project name, project location, estimated duration and customer contact name with number.

Section 4.02 – This section applies only to work outside of buildings.

Section 4.03 – Work performed on Sundays and the following holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, *Day after Thanksgiving Day, and Christmas Day, shall be paid at double the regular straight time rate of pay. All other overtime work shall be paid at one and one-half (1 ½) the regular straight time rate of pay.

*The Day after Thanksgiving Day shall be observed as a holiday only if it is observed as such by the Inside Construction Labor Agreement covering the area in which the work is being performed.

Section 4.04 – Approved employee paid expenses properly submitted to contractor shall be paid to employee no later than one week after the previous pay period.

Section 4.06 – This section applies only to work outside of buildings.

Section 4.07 – This section applies only to work outside of buildings.

Section 4.11 – This section applies only to work outside of buildings.

Section 4.12 – This section applies only to work outside of buildings.

Section 4.14 – The crew steward shall be the last person, next to the Technician Foreman or Project Supervisor, to be laid off prior to a work completion if equally qualified to perform the remaining job. Before a steward is laid off or transferred, the Local Union Business Manager, or his representative, shall be notified 24 hours in advance.

Section 4.15 (a) and (b) applies to work outside of buildings. The employer termination report shall also be forwarded to the NECA office.

Section 4.15 – If an employee is terminated for cause, his paycheck shall be delivered to the Union Hall no later than the next contractually scheduled payday, prior to quitting time.

Section 4.16 - This section applies only to work outside of buildings.

Section 4.19 – Employees shall be paid weekly, not later than quitting time Friday night, and not more than one week wages may be withheld at any time. The payroll period may begin with the beginning of business at 12:01 a.m. on Monday of each week, and continue through Sunday 12:00 midnight of the following week. An employer may offer direct deposit as a payment option to employees.

The parties agree to meet at least semiannually for the purpose of addressing changes in the voice data video industry.

The parties agree to revamp the Teledata training program to more closely meet the needs of the parties and to align the training more closely with requirements of the voice data video industry.

The parties to this agreement agree that the contribution rates listed in Articles VIII and IX are based on voice data video hours and not on electrical construction.

Each local area shall create a subcommittee responsible for developing an appropriate evaluation system for new and existing voice data video workers in order to properly classify said workers. This shall be completed no later than September 1, 2008.

The dangers and costs that alcohol and other chemical abuses can create in the electrical contracting industry in terms of safety and productivity are significant. The parties to this Agreement resolve to combat chemical abuse in any form and agree that, to be effective, programs to eliminate substance abuse and impairment should contain a strong rehabilitation component. The local parties recognize that the implementation of a drug and alcohol policy and program must be subject to all applicable federal, state, and local laws and regulations. Such policies and programs must also be administered in accordance with accepted scientific principles, and must incorporate procedural safeguards to ensure fairness in application and protection of legitimate interests of privacy and confidentiality. To provide a drug-free workforce for the Electrical Construction Industry, each IBEW local union and NECA chapter shall implement an area-wide Substance Abuse Testing Policy. The policy shall include minimum standards as required by the IBEW and NECA. Should any of the required minimum standards fail to comply with federal, state, and/or local laws and regulations, they shall be modified by the local union and chapter to meet the requirements of those laws and regulations.