

**LETTER OF UNDERSTANDING
BETWEEN
WESTERN LINE CONSTRUCTORS CHAPTER, INC. NECA
AND
IBEW LOCAL UNIONS 12, 111, & 113
OF
THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

This Letter of Understanding [LOU] is made and entered into by and between Western Line Constructors Chapter Inc., NECA, and IBEW Local Unions 12, 111, & 113. This LOU shall become effective September 1, 2024, and shall serve as an Addendum to the Colorado Statewide Line Construction Agreement [Agreement] between NECA and the Unions.

The purpose of this LOU is to establish a Training Pay Rate for all classifications as follows:

All Training attended outside of the employee's normal work hours as set forth in Article III, Section 3.01 will be the following rates: *1

Overtime will be paid at a multiplier of .667 of the Exhibit A base Wage rate for all classifications – “Training Pay Rate” as set forth in the attached Training Rate Pay Schedule.

Double-time will be paid at a multiplier of .50 of the Exhibit A base wage rate for all classifications – as set forth in the attached Training Pay Rate Schedule.

Termination:

This LOU shall be effective from September 1, 2024, to August 31, 2027, and can be changed or modified as set forth in Article I, Section 1.02 of the Agreement.

**INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS**

Thomas Kelley

[Thomas Kelley \(Sep 23, 2024 11:38 MDT\)](#)

Thomas A. Kelley, Business Manager
Local Union 12

Nathaniel V. Gutierrez

[Nathaniel V. Gutierrez \(Oct 1, 2024 10:07 MDT\)](#)

Nathaniel Gutierrez, Business Manager
Local Union 111

Daniel Mondragon

Daniel Mondragon, Business Manager
Local Union 113

**WESTERN LINE CONSTRUCTORS
CHAPTER INC., NECA, INC.**

Jules W. Weaver

[Jules W. Weaver \(Oct 2, 2024 14:14 MDT\)](#)

Jules W. Weaver, Chapter Manager

*1. The training must be pre-approved by the employee's current Employer to qualify for this training pay.

Training Pay Rate Schedule

Classification	Overtime			Double Time		
	9/1/24	9/1/25	9/1/26	9/1/24	9/1/25	9/1/26
General Foreman	\$66.50	\$69.83	\$73.32	\$66.50	\$69.83	\$73.32
Foreman	\$63.24	\$66.40	\$69.72	\$63.24	\$66.40	\$69.72
Journeyman Lineman	\$58.53	\$61.46	\$64.53	\$58.53	\$61.46	\$64.53
Welder	\$58.53	\$61.46	\$64.53	\$58.53	\$61.46	\$64.53
Line Equipment Operator	\$42.16	\$44.27	\$46.48	\$42.16	\$44.27	\$46.48
CDL Groundman	\$34.12	\$35.83	\$37.62	\$34.12	\$35.83	\$37.62
Groundman	\$26.09	\$27.39	\$28.76	\$26.09	\$27.39	\$28.76
Apprentices						
1 st Period Apprentice, 60% of J/L	\$35.12	\$36.88	\$38.72	\$35.12	\$36.88	\$38.72
2 nd Period Apprentice, 65% of J/L	\$38.04	\$39.95	\$41.94	\$38.04	\$39.95	\$41.94
3 rd Period Apprentice, 70% of J/L	\$40.97	\$43.02	\$45.17	\$40.97	\$43.02	\$45.17
4 th Period Apprentice, 75% of J/L	\$43.90	\$46.10	\$48.40	\$43.90	\$46.10	\$48.40
5 th Period Apprentice, 80% of J/L	\$46.82	\$49.17	\$51.62	\$46.82	\$49.17	\$51.62
6 th Period Apprentice, 85% of J/L	\$49.75	\$52.24	\$54.85	\$49.75	\$52.24	\$54.85
7 th Period Apprentice, 90% of J/L	\$52.68	\$55.31	\$58.08	\$52.68	\$55.31	\$58.08

Underground Classification

Classification	Overtime			Double Time		
	9/1/24	9/1/25	9/1/26	9/1/24	9/1/25	9/1/26
Foreman - Underground	\$47.45	\$49.82	\$52.31	\$47.45	\$49.82	\$52.31
Equipment Operator - Underground	\$39.75	\$41.74	\$43.83	\$39.75	\$41.74	\$43.83
Underground Operator Trainees						
Trainee Step 1 60%	\$23.85	\$25.04	\$26.30	\$23.85	\$25.04	\$26.30
Trainee Step 2 70%	\$27.83	\$29.22	\$30.68	\$27.83	\$29.22	\$30.68
Trainee Step 3 80%	\$31.80	\$33.39	\$35.06	\$31.80	\$33.39	\$35.06
Trainee Step 4 90%	\$35.78	\$37.57	\$39.45	\$35.78	\$37.57	\$39.45
Journeyman Fitter	\$35.76	\$37.55	\$39.43	\$35.76	\$37.55	\$39.43
Apprentice 1 st 70%	\$25.03	\$26.29	\$27.60	\$25.03	\$26.29	\$27.60
Apprentice 2 nd 75%	\$26.82	\$28.16	\$29.57	\$26.82	\$28.16	\$29.57
Apprentice 3 rd 80%	\$28.61	\$30.04	\$31.54	\$28.61	\$30.04	\$31.54
Apprentice 4 th 90%	\$32.18	\$33.80	\$35.49	\$32.18	\$33.80	\$35.49
CDL Groundman	\$27.83	\$29.22	\$30.68	\$27.83	\$29.22	\$30.68
Groundman – Underground	\$21.78	\$22.87	\$24.01	\$21.78	\$22.87	\$24.01