

**LETTER OF UNDERSTANDING
BETWEEN
WESTERN LINE CONSTRUCTORS CHAPTER, INC. NECA
AND
IBEW LOCAL UNION'S 12, 111 & 113**

Without the absolute understanding of continuing communication and good faith efforts of both parties the intent of this Letter of Understanding [LOU] will not be attained. Therefore let it be understood and agreed that for all work performed under the Colorado Statewide Traffic Signal, Communications and Low Voltage Agreement [Agreement] that the parties hereto agree to the following for the term of the Agreement:

In an effort to capture more **Non Davis-Bacon** Traffic Signal Construction and Maintenance work and organize non-signatory employees under the Colorado Traffic Signal market the parties agree to the use of a Signal Tech II classification. The following conditions shall apply to the use of this working classification:

1. Signal Tech II base wage = 90% of Journeyman Signal Tech II rate.
2. Benefits are limited to NEBF and Lineco.
3. Signal Tech II may act as Foreman at the Signal Tech II rate but cannot be a General Foreman on any crew under any circumstances.
4. Scope of Work: Signal Tech II may perform any and all non Davis-Bacon Traffic Signal Construction and Maintenance Work.
5. Signal Tech II may advance to the Journeyman Signal Tech II classification upon meeting all of the requirements set forth in Article X, Section 10.05 of the Agreement.
6. Individuals must provide documentation of at least 1 (one) year of experience in the Outside Electrical Industry for referral as a Signal Tech II.
7. There must be non-union competition (bidders) on these non Davis-Bacon projects for this LOU to be utilized.
8. Upon notification from an IBEW Local Union (sent to both NECA and all signatory contractors) that there is 10% or more unemployment of Journeyman Traffic Signal Tech II's, the Contractors signatory to this LOU will not employ any additional Signal Tech II's until Local's have informed the parties that unemployment has decreased to less than 10% Journeyman Traffic Signal Tech II's. The unemployment percentage excludes individuals that the Local's have been notified by Letter per Article X, Section 10.19.
9. Colorado Sub-Committee will oversee all apprentices used under this LOU.

In WITNESS THEREOF, the parties have caused this LOU to be executed by their duly authorized representatives on the 1st day of March 2024.

**Western Line Constructors Chapter,
Inc. NECA**

Mark Sterkel

Mark Sterkel (Mar 14, 2024 18:45 MDT)

Mark Sterkel, Colorado Chairman

IBEW Local Unions 12, 111, & 113

Thomas Kelley

Thomas Kelley (Feb 16, 2024 11:39 MST)

Thomas A. Kelley, Business Manager
IBEW Local 12

Jules W. Weaver

Jules W. Weaver (Mar 15, 2024 09:28 MDT)

Jules W. Weaver, Chapter Manager

Nathaniel V Gutierrez

Nathaniel V Gutierrez (Mar 14, 2024 14:05 MDT)

Nathaniel Gutierrez, Business Manager
IBEW Local 111

Daniel Mondragon

Daniel Mondragon, Business Manager
IBEW Local 113