

**INSIDE COLLECTIVE BARGAINING AGREEMENT  
MEMO OF UNDERSTANDING  
ONE-TO-ONE APPRENTICE RATIO**

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To expand market share in the unionized electrical construction industry the Bargaining parties recognize an extensive need for additional Manpower. Therefore, the International Brotherhood of Electrical Workers, Local 76 (Union) and Southwest Washington Chapter, National Electrical Contractors Association (Chapter) agree to establish a One-to-One Apprentice Ratio. Contractors signatory to the current Inside Collective Bargaining Agreement between Local Union #76, IBEW, Local 76 and SWW Chapter, NECA may employ One Apprentice for every One Licensed Journeyman Wireman consistent with the requirements of this Memorandum. This MOU shall take effect upon date of signing and apply to the full term of the current Inside CBA.

Available apprentices will be assigned per the Southwest Washington JATC's existing procedures on a first come-first served basis. If apprentices are not available, the JATC will maintain an unfilled request list and immediately fill the open requests as apprentices become available.

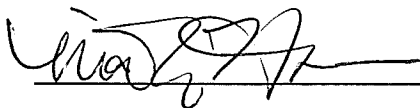
**Limitations:** One-to-One shall apply up to 25 Journeyman/25 Apprentices on any one project and cannot be utilized on any Heavy Industrial or Heavy Commercial projects that would cause an obvious safety concern for Apprentices.

*If a contractor wishes to use this MOU on a project outside of the intended scope, he/she may request a Variance listing reasons for exception.*

**If Book 1 unemployment reaches 20% this MOU will be placed on hold and immediately reviewed by the Local LMCC.** The Committee may modify this agreement at such time at their discretion. All changes shall be applied prospectively and not applied to any projects bid or underway during the life of this Memorandum. Either party may terminate this Memorandum on the anniversary date of the current CBA by providing the other with written notice at least 180 days prior.

It is mutually understood by both IBEW 76 and SWW NECA that proper supervision of apprentices is of primary concern. Failure to comply with the spirit and intent of this MOU shall be brought before the Labor Management Committee and could result in the suspension of the right to use this MOU.

**SIGNED FOR SOUTHWEST WA NECA**



Nicole Hite,

Executive Director

Date: 12/12/2017

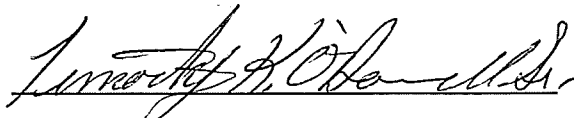


Mike Doyle,

NECA President

Date: 12/12/17

**SIGNED FOR LOCAL #76, IBEW**



Tim O'Donnell,

Business Manager

Date: 12/12/17



Mike Church,

IBEW President

Date: 12/12/17