

AGREEMENT 6-702-A

Between

**AMERICAN LINE BUILDERS
CHAPTER NECA**

And

LOCAL UNION NO. 702

Of the

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS**

1/5/2026 – 12/30/2029

Table of Contents

ART. & SECT.	TOPIC / SUBJECT	PAGE
Article I		1-3
Section 1.01	Effective Dates	1
Section 1.02	Notice of Changes	2
Section 1.03	Amendments	2
Section 1.04	Status During Disputes	2
Section 1.05	Labor-Management Committee	3
Section 1.06-1.09	Grievances & Disputes	3
Article II		3-7
Section 2.01	Favored Nations Clause	3
Section 2.02	Management Rights	4
Section 2.03	Union Security	4
Section 2.04	Violation and Subcontracting	4-5
Section 2.05	Insurance	5
Section 2.06	Other Local Union Support	5
Section 2.07	Non-Resident Employees	5
Section 2.08	Employer Qualifications	6
Section 2.09	Substance Abuse	6
Section 2.10	Code of Excellence	7
Section 2.11	Sick Leave Waiver	7
Article III		7-13
Section 3.01 – 3.05	Referral Procedure	7-10
Section 3.06 -3.07	Temporary Employees	10
Section 3.08 – 3.11	Definitions	10-11
Section 3.12 – 3.20	Re-Registration	12-13
Article IV		13-17
Section 4.01 – 4.03	Hours of Work and Daily Travel Time	13-15
Section 4.04	Shift Work	15
Section 4.05	Meals Furnished	15-16
Section 4.06	Overtime and Holidays	16
Section 4.07	Storm Damage	16
Section 4.08	Groundman – Equipment Operator	16
Section 4.09	Call Out	17

Table of Contents

ART. & SECT.	TOPIC / SUBJECT	PAGE
Article V		17-21
Section 5.01 – 5.02	Headquarters and Allowances	17
Section 5.03	Tools Furnished	17-18
Section 5.04	Enclosed Trucks	18
Section 5.05	Report Time	19
Section 5.06	Joint Safety Committee	19
Section 5.07	Safety	19
Section 5.08	Payday and Waiting Time	19
Section 5.09	Layoffs	20
Section 5.10	Working Foreman	20
Section 5.11	Special Equipment	20
Section 5.12	Hauling Poles or Material	20
Section 5.13	Painting	20
Section 5.14	Age Ratio Clause	20
Section 5.15 – 5.16	Utility Crews	21
Article VI		22-24
Section 6.01 – 6.02	Classification of Employees and Wage Rates	22-24
Article VII – Section 7.01	High Voltage Pip Type Cable Installations	24
Article VIII		24-26
Section 8.01	National Electrical Benefit Fund	24-25
Section 8.02	Union Dues Deduction	25
Section 8.03	Local Union 702 Post Retirement Fund	25
Section 8.04 – 8.05	Health and Welfare	26
Section 8.06	Annual Benefit Fund	26
Article IX – Section 9.01	American Line Builders Administrative Maintenance Fund	27
Article X		27-30
Section 10.01-10.04	National Labor Management Cooperation Fund	27-29
Section 10.05-10.08	Local Labor-Management Cooperation Committee (LLMCC)	29-30
Article XI –Section 11.01	National Electrical Annuity Plan	31
Article XII – Section 12.01	Apprenticeship Training	31-32
Article XIII		32-33
Section 13.01	Industry Fund	32
Section 13.02	Benefit Contribution	32-33
Section 13.03	Separability Clause	33
Addendum	Street Light Maintenance Work	34

Agreement 6-702-A
EFFECTIVE DATES
1/5/2026 - 12/30/2029

AGREEMENT BETWEEN AMERICAN LINE BUILDERS CHAPTER, NECA, AND LOCAL UNION NO. 702, IBEW, COVERING UTILITY, COMMERCIAL AND ELECTRICAL UNDERGROUND OUTSIDE POWER WORK INCLUDING HIGH VOLTAGE PIPE TYPE CABLE WORK IN THE ILLINOIS AND MISSOURI JURISDICTION OF THE LOCAL UNION AND OUTSIDE AND UTILITY WORK ON THE PROPERTIES OF SOUTHERN INDIANA GAS AND ELECTRIC COMPANY, STATE OF INDIANA

FIRST CLAUSE

Agreement by and between the American Line Builders Chapter, NECA, and Local Union No. 702, IBEW. It shall apply to all firms who sign a Letter of Assent to be bound by the terms of this Agreement. As used hereinafter in this Agreement, the term "Chapter" shall mean the American Line Builders Chapter, NECA, and the term "Union" shall mean Local Union No. 702, IBEW. The term "Employer" shall mean an individual firm who has been recognized by an assent to this Agreement.

PURPOSE

The Chapter, the Employer and the Union have a common and sympathetic interest in the electrical industry. Therefore, a working system and harmonious relations are necessary to improve the relationship between the Contractors, the Union and the Public. Now therefore, in consideration of the mutual promises and agreements herein contained, the parties hereto agree as follows:

ARTICLE I

EFFECTIVE DATES -- CHANGES -- GRIEVANCES -- DISPUTES

Section 1.01 This Agreement shall take effect **January 5, 2026** and shall remain in effect until **December 30, 2029**, unless otherwise specifically provided for herein. It shall continue in effect from year to year thereafter, from July through June of each year, unless changed or terminated in the way later provided herein.

NOTICE OF CHANGES

Section 1.02 (a) Either party or an Employer withdrawing representation from the Chapter or not represented by the Chapter, desiring to change or terminate this Agreement must provide written notification of at least 90 days prior to the expiration date of the Agreement or any anniversary date occurring thereafter.

(b) Whenever notice is given for changes, the nature of the changes desired must be specified in the notice, or no later than the first negotiating meeting unless mutually agreed otherwise.

(c) The existing provisions of the Agreement, including this Article, shall remain in full force and effect until a conclusion is reached in the matter of proposed changes.

(d) Unresolved issues or disputes arising out of the failure to negotiate a renewal or modification of this agreement that remain on the 20th of the month preceding the next regular meeting of the Council on Industrial Relations for the Electrical Contracting Industry (CIR) may be submitted jointly or unilaterally to the Council for adjudication. Such unresolved issues or disputes shall be submitted no later than the next regular meeting of the Council following the expiration date of this agreement or any subsequent anniversary date. The Council's decisions shall be final and binding.

(e) When a case has been submitted to the Council, it shall be the responsibility of the negotiating committee to continue to meet weekly in an effort to reach a settlement on the local level prior to the meeting of the Council.

(f) Notice of a desire to terminate this Agreement shall be handled in the same manner as a proposed change.

Section 1.03 This Agreement shall be subject to change or supplement at any time by mutual consent of the parties hereto. Any such change or supplement agreed upon shall be reduced to writing, signed by the parties hereto, and submitted to the International Office of the IBEW for approval, the same as this Agreement.

Section 1.04 There shall be no stoppage of work either by strike or lockout because of any proposed changes in this Agreement or dispute over matters relating to this Agreement. All such matters must be handled as stated herein.

Section 1.05 There shall be a Labor-Management Committee of three representing the Union and three representing the Employers. It shall meet regularly at such stated times as it may decide. However, it shall also meet within 48 hours when notice is given by either party. It shall select its own Chairman and Secretary. The Local Union shall select the Union Representative and the Chapter shall select the Management Representative.

Section 1.06 All grievances or questions in dispute shall be adjusted by the duly authorized representatives of each of the parties to this Agreement. In the event that these two are unable to adjust any matter within 48 hours, they shall refer the same to the Labor-Management Committee.

Section 1.07 All matters coming before the Labor-Management Committee shall be decided by a majority vote. Four members of the Committee, two from each of the parties hereto, shall be a quorum for the transaction of business, but each party shall have the right to cast the full vote of its membership and it shall be counted as though all were present and voting.

Section 1.08 Should the Labor-Management Committee fail to agree or to adjust any matter, such shall then be referred to the Council on Industrial Relations for the Electrical Contracting Industry for adjudication. The Council's decisions shall be final and binding.

Section 1.09 When any matter in dispute has been referred to conciliation or arbitration for adjustment, the provisions and conditions prevailing prior to the time such matters arose shall not be changed or abrogated until agreement has been reached or a ruling has been made.

ARTICLE II

FAVORED NATIONS CLAUSE

Section 2.01 The Union agrees that if, during the life of this Agreement, it grants to any other Employer in the electrical contracting industry, on work covered by this Agreement, any better terms or conditions than those set forth in this Agreement, such better terms or conditions shall be made available to the Employers under this Agreement and the Union shall immediately notify the Chapter of any such concessions.

MANAGEMENT RIGHTS

Section 2.02 The Union understands the Employer is responsible to perform the work required by the owner. The Employer shall therefore have no restrictions, except those specifically provided for in the collective bargaining agreement, in planning, directing, and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Union's geographical jurisdiction, in determining the need and number as well as the person who will act as foreman, in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations, and in discharging employees for proper cause.

UNION SECURITY

Section 2.03 All employees covered by the terms of this Agreement shall be required to become and remain members of the Union as a condition of employment from and after the thirty-first day following the date of their employment or the effective date of this Agreement, whichever is later. The Union shall notify the Employer of any individual who fails to comply with the provisions of this Section and such written notice shall constitute a request to the Employer to discharge said individual workman within forty-eight hours for a failure to maintain continuous good standing in the Union in accordance with its rules.

VIOLATION AND SUBCONTRACTING

Section 2.04 The Local Union is a part of the International Brotherhood of Electrical Workers and any violation or annulment by an individual Employer of the approved Agreement of this or any other Local Union of the IBEW, other than violations of Paragraph 2 of this Section, will be sufficient cause for the cancellation of his Agreement by the Local Union, after a finding has been made by the International President of the Union that such a violation or annulment has occurred.

The subletting, assigning or transfer by an individual Employer of any work in connection with electrical work to any person, firm or corporation not recognizing the IBEW or one of its Local Unions as the collective bargaining representative of his employees on any electrical work in the jurisdiction of this or any other Local Union to be performed at the site of the construction, alteration, painting or repair of a building, structure or other work, will be deemed a material breach of this Agreement.

All charges of violations of Paragraph 2 of this Section shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement covering the procedure for the handling of grievances and the final and binding resolution of disputes.

INSURANCE

Section 2.05 For all employees covered by this Agreement, the Employer shall carry workmen's compensation insurance with a company authorized to do business in Indiana, Missouri, or Illinois, social security and such other protective insurance as may be required by the laws of Indiana, Missouri, or Illinois and shall furnish satisfactory proof of such to the Union if requested. He shall also make payments to the Indiana, Missouri, or Illinois Unemployment Compensation Commission for all employees covered by the terms of this Agreement.

OTHER LOCAL UNION SUPPORT

Section 2.06 The Union shall have the right to support any other Local Union having justifiable trouble with the Employer, subject to the terms of this Agreement.

NON-RESIDENT EMPLOYEES

Section 2.07 An Employer signatory to a collective bargaining agreement or to a letter of assent to an agreement with another IBEW Local Union, who signs an assent to this Agreement, may bring up to four bargaining unit employees employed in that Local Union's jurisdiction into this Local's jurisdiction and up to two bargaining unit employees per job from that Local's jurisdiction to this Local's jurisdiction for specialty or service and maintenance work. All charges of violations of this section shall be considered as a dispute and shall be processed in accordance with the provisions of this Agreement for the handling of grievances with the exception that any decision of a local labor-management committee that may be contrary to the intent of the parties to the National Agreement on Employee Portability, upon recommendation of either or both the appropriate IBEW International Vice President or NECA Regional Executive Director, is subject to review, modification, or rescission by the Council on Industrial Relations.

EMPLOYER QUALIFICATIONS

Section 2.08 Certain qualifications, knowledge, experience and financial responsibilities are required of everyone desiring to be an Employer in the electrical industry. Therefore, an Employer who contracts for outside electrical work is a business, firm or corporation having these qualifications and shall maintain a place of business which is not one's domicile, with suitable tools and safety equipment and a suitable financial status to meet payroll requirements. No member of Local union #702, while he is a member of this Local Union and subject to employment by employers operating under this agreement shall himself become a contractor for the performance of any electrical work. Employers being in business less than one (1) year shall obtain adequate bonding to cover payroll and associated benefits at not less than two (2) times the amount of their weekly payroll.

SUBSTANCE ABUSE

Section 2.09 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. This section shall also apply to customer or owner mandates that require drug testing outside of the DOT requirements.

CODE OF EXCELLENCE

Section 2.10 The parties to this Agreement recognize that to meet the needs of our customers, both employer and employee must meet the highest levels of performance, professionalism, and productivity. The Code of Excellence has proven to be a vital element in meeting the customers' expectations. Therefore, each IBEW local union and NECA chapter shall implement a Code of Excellence Program. The program shall include minimum standards as designed by the IBEW and NECA.

SICK LEAVE WAIVER

Section 2.11 Pursuant to Section 59b of the Illinois Paid Leave for All Workers Act (820 ILCS 192/5(B)), the parties agree that the paid leave requirements established under the Act are expressly waived and shall not apply to any employee covered by this Agreement.

Leave benefits, paid or unpaid, for employees covered by this Agreement shall be governed exclusively by the provisions of this Collective Bargaining Agreement, including any applicable fringe benefits programs, vacation, or other time-off provisions herein.

ARTICLE III

REFERRAL PROCEDURE

Section 3.01 In the interest of maintaining an efficient system of production in the industry, providing for an orderly procedure of referral of applicants for employment, preserving the legitimate interests of the employees in their employment status within the area and of eliminating discrimination in employment because of membership or non-membership in the Union, the parties hereto agree to the following system of referral of applicants for employment:

Section 3.02 The Union shall be the sole and exclusive source of referrals of applicants for employment.

Section 3.03 The Employer shall have the right to reject any applicant for employment.

Section 3.04 The Union shall select and refer applicants for employment without discrimination against such applicants by reason of membership or non-membership in the Union; and such selection and referral shall not be affected in any way by rules,

regulations, by- laws, constitutional provisions or any other aspect or obligation of Union membership policies or requirements. All such selection and referral shall be in accordance with the following procedure:

Section 3.05 The Union shall maintain a register of applicants for employment established on the basis of the Classifications and Groups listed below. Each applicant for employment shall be registered in the highest priority Group in the classification or classifications for which he qualifies.

CLASSIFICATION A - JOURNEYMAN LINEMAN - JOURNEYMAN TECHNICIAN

- GROUP I All applicants for employment who have three and one-half (3 ½) or more year's experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed a Journeyman Lineman's examination given by a duly constituted Outside Construction Local Union of the IBEW or have been certified as a Journeyman Lineman by any Outside Joint Apprenticeship and Training Committee and who have been employed in the trade for a period of at least one (1) year in the last three and one-half (3½) years in the geographical area covered by the collective bargaining agreement. Group I status shall be limited to one Local Union at one time. An applicant who qualifies for Group I in a local union shall be so registered electronically and remain on Group I in that local union unless and until the applicant designates another local union as his or her Group I local union. If an applicant qualifies for Group I status in a local union other than his or her home local union and designates that local as his or her Group I local union, the business manager of the new Group I status local union shall by electronic means notify the business manager of the applicant's former Group I status local union.
- GROUP II All applicants for employment who have three and one-half (3½) or more years' experience in the trade and who have passed a Journeyman Lineman's examination given by a duly constituted Outside Local Union of the IBEW or have been certified as a Journeyman Lineman by any Outside Joint Apprenticeship and Training Committee.
- GROUP III All applicants for employment who have two or more years' experience in the trade, are residents of the geographical area constituting the normal construction

labor market and who have been employed in the normal construction labor market area for at least six (6) months in the last two and one-half (2½) years in the geographical area covered by the collective bargaining agreement.

GROUP IV All applicants for employment who have worked at the trade for more than one year.

CLASSIFICATION B - HEAVY EQUIPMENT OPERATOR

GROUP I All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, have passed an examination pertaining to their classification given by a duly constituted Outside

Construction Local Union of the IBEW and who have been employed in the trade for a period of at least one (1) year in the last four (4) years in the geographical area covered by the collective bargaining agreement.

GROUP II All applicants for employment who have experience in the trade and who have passed an examination pertaining to their classification given by a duly constituted Outside Construction Local Union of the IBEW.

GROUP III All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed in the normal construction labor market area for at least six (6) months in the last three (3) years in the geographical area covered by the collective bargaining agreement.

GROUP IV All applicants for employment who have worked at the trade for more than one year.

CLASSIFICATION C - GROUNDMAN - TRUCK DRIVER

GROUP I All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, have the necessary qualifications pertaining to their classification and who have been employed in the trade for a period of at least one (1) year in the last four (4) years in the geographical area covered by the collective bargaining agreement.

GROUP II All applicants for employment who have worked in the

trade for more than one year.

GROUP III All applicants for employment who have experience in the trade, are residents of the geographical area constituting the normal construction labor market, and who have been employed in the normal construction labor market area for at least six (6) months in the last three (3) years in the geographical area covered by the collective bargaining agreement.

GROUP IV All other applicants for employment.

Section 3.06 If the registration list is exhausted and the Local Union is unable to refer applicants for employment to the Employer within 48 hours from the time of receiving the Employer's request, Saturdays, Sundays and holidays excepted, the Employer shall be free to secure applicants without using the Referral Procedure but such applicants, if hired, shall have the status of "temporary employees".

Section 3.07 The Employer shall notify the Business Manager promptly of the names and Social Security numbers of such "temporary employees" and shall replace such "temporary employees" as soon as registered applicants for employment are available under the Referral Procedure.

DEFINITIONS

Section 3.08 "Normal Construction Labor Market" is defined to mean the following geographical area (plus the commuting distance adjacent thereto which includes the area from which the normal labor supply is secured):

ILLINOIS: Beginning at the Mississippi River at the north side of Renault Township running northeasterly to the northwest of Randolph County (all of Randolph County, with the exception of Red Bud Township) and then east to the southwest corner of Marissa Township, then north to the northwest corner of Marissa Township, then east to the southwest corner of Johannsburg Township, then north to the southwest corner of Venedy Township, then east to the southwest corner of Covington Township, then north to the southwest corner of Wade Township, then east to the southwest corner of Huey Township, then north to Irish Town, then west to the southwest corner of Irish Town, then north to the southwest corner of South Fillmore Township, then east to the west boundary of Shafter Township, then south to the northwest corner of Bear Grove, then east to the Southwest corner of Sharon, then north to the southwest corner of Ramsey, then east to the southwest corner of Moccasin, then north to the northwest corner of Holland, then east to Prairie, then north to Sullivan, then east on the north

side of Windsor, Whitley, Mattoon, Lafayette, Charleston, Ashmore, Kansas, Grand View, Symmes and Elbridge to the east state line, then south following the Wabash and Ohio rivers to Cairo and northwest on the Mississippi to the northwest corner of Renault Township.

INDIANA: Beginning at Evansville in Vanderburg County, follow the Ohio River to Mt. Vernon in Posey County, follow the Ohio River to where the Wabash River empties into the Ohio River, then north following the Wabash River to New Harmony in Posey County, go northeast to King Station in Gibson County, then east to Oakland City, then northeast to Winslow in Pike County, then east to Jasper in Dubois County, then east to Celestine in Dubois County, then southeast to Bristow in Perry County, then south to Cannelton, then northwest following the Ohio River in Tell City in Perry County, then west following the Ohio River to Rockport in Spencer County, then southwest following the Ohio River to Newburgh in Vanderburg County and then west following the Ohio River back to Evansville in Vanderburg County.

MISSOURI: Madison, Bollinger, Cape Girardeau, Wayne, Stoddard, Scott, Mississippi, New Madrid, Pemiscot, Dunklin, and Butler Counties.

The above geographical area is agreed upon by the parties to include the areas defined by the Secretary of Labor to be the appropriate prevailing wage areas under the Davis-Bacon Act to which this Agreement applies.

Section 3.09 "Resident" means a person who has maintained his permanent home in the above defined geographical area for a period of not less than one year or who, having had a permanent home in this area, has temporarily left with the intention of returning to this area as his permanent home.

Section 3.10 An "examination" shall include experience rating tests if such examination shall have been given prior to the date of this procedure, but from and after the date of this procedure, shall include only written and/or practical examinations given by this Local Union or any other duly constituted Outside Construction Local Union of the IBEW. Reasonable intervals of time for examinations are specified as ninety days. An applicant shall be eligible for examination if he has three and one-half years' experience in the trade.

Section 3.11 The Union shall maintain an "Out of Work List" which shall list the applicants within each Group in chronological order of the dates they register their availability for employment.

RE-REGISTRATION

Section 3.12 An applicant who has registered on the "Out of Work List" must renew his application every thirty days or his name will be removed from the "List".

Section 3.13 An applicant who is hired and who receives, through no fault of his own, work of forty hours or less, shall upon re-registration, be restored to his appropriate place within his Group.

Section 3.14 (a) Employers shall advise the Business Manager of the Local Union of the number of applicants needed. The Business Manager shall refer applicants to the Employer by first referring applicants in GROUP I in the order of their place on the "Out of Work List" and then referring applicants in the same manner successively from the "Out of Work List" in GROUP II, then GROUP III, and then GROUP IV. Any applicant who is rejected by the Employer shall be returned to his appropriate place within his GROUP and shall be referred to other employment in accordance with the position of his GROUP and his place within the GROUP.

REPEATED DISCHARGE

(b) An applicant who is discharged for cause two times within a 12-month period shall be referred to the neutral member of the Appeals Committee for a determination as to the applicant's continued eligibility for referral. The neutral member of the Appeals Committee shall, within three business days, review the qualifications of the applicant and the reasons for the discharges. The neutral member of the Appeals Committee may, in his or her sole discretion: (1) require the applicant to obtain further training from the JATC before again being eligible for referral; (2) disqualify the applicant for referral for a period of four weeks or longer depending on the seriousness of the conduct and/or repetitive nature of the conduct; (3) refer the applicant to an employee assistance program, if available, for evaluation and recommended action; or (4) restore the applicant to his/her appropriate place on the referral list.

Section 3.15 The only exceptions which shall be allowed in this order of referral are as follows:

- A. When the Employer states bona fide requirements for special skills and abilities in his request for applicants, the Business Manager shall refer the first

applicant on the register possessing such skills and abilities.

- B. The age ratio clause in the Agreement calls for the employment of an additional employee or employees on the basis of age. Therefore, the Business Manager shall refer the first applicant on the register satisfying the applicable age requirements; provided however, that all names in higher priority groups, if any, shall first be exhausted before such over-age reference can be made.

Section 3.16 An Appeals Committee is hereby established composed of one member appointed by the Union, one member appointed by the Employer or by the Association, as the case may be, and a Public Member appointed by both these members.

Section 3.17 It shall be the function of the Appeals Committee to consider any complaint of any employee or applicant for employment arising out of the administration by the Local Union of Sections 3.04 through 3.15 of this Agreement. The Appeals Committee shall have the power to make a final and binding decision on any such complaint which shall be complied with by the Local Union. The Appeals Committee is authorized to issue procedural rules for the conduct of its business; but it is not authorized to add to, subtract from or modify any of the provisions of this Agreement and its decisions shall be in accord with this Agreement.

Section 3.18 A representative of the Employer or of the Association, as the case may be, designated to the Union, in writing, shall be permitted to inspect the Referral Procedure records at any time during normal business hours.

Section 3.19 A copy of the Referral Procedure set forth in this Agreement shall be posted on the bulletin board in the offices of the Local Union and in the offices of the Employers who are parties to this Agreement.

Section 3.20 Apprentices shall be hired and transferred in accordance with the apprenticeship provisions of the Outside Area Training Agreement.

ARTICLE IV

HOURS OF WORK AND DAILY TRAVEL TIME

Section 4.01 (a) Eight hours shall constitute a regular day's work between the hours of 8:00 AM and 5:00 PM with an hours'

intermission for lunch, except as modified below; and forty hours shall constitute a regular work week from Monday through Friday. Crews will report at headquarters and be ready to leave for site of work at 8:00 AM and the Employer agrees to pay employees for time elapsed between 8:00 AM and the time at which they are returned to headquarters, not including the lunch period. The employees will work until 12:00 noon and the Employer will then provide transportation for employees to the nearest town where meals can be purchased. The daily eight (8) hour work schedule may be modified with the approval of both the Employer and the Union. Crews may not start their regular work before 7:00 AM and the regular day's work shall end no later than 5:00 PM.

FOUR TEN HOUR WORK WEEK

(b) The four (4) ten (10) hour day work schedule may be worked Monday through Thursday (Tuesday through Friday in the event a holiday is celebrated on a Monday) or a Tuesday through Friday (Monday through Thursday in the event a holiday is celebrated on Friday) with prior approval of the Employer and the Union. If the parties agree to work the four ten-hour work week the following shall apply:

1. Ten (10) consecutive hours shall constitute a day's work between the hours of 7:00 AM and 5:30 PM. One-half (1/2) hour shall be set aside for an unpaid lunch period five (5) hours after the normal starting time.
2. Friday may be used as a make up day when the scheduled work week was interrupted and time lost of seven (7) hours or more was incurred. All crew members shall report when a majority of the crew agrees the Friday shall be utilized as the make-up day. Friday or the following Monday for those working Tuesday through Friday may be used as a make-up day.
3. In the event that Friday or the following Monday qualifies as a make up day, the parties hereby agree that said Friday or Monday will be scheduled as the make up day and the Employer agrees to schedule work to fulfill at least the lost time incurred.
4. If inclement weather should cause work on the make up day to be curtailed the employee shall receive not less than three (3) hours reporting time.

Section 4.02 The trucks will leave town at 12:45 PM to deliver men to the work site. It is agreed that the Employer will not be required to pay any additional time for hauling men to and from

lunch. In the event that employees are not able to return and be ready to resume their duties by 1:00 PM, they shall work the necessary time after 5:00 PM required to complete four hours' actual working time (including their return to headquarters) at the straight time rate of pay. In case of inclement weather, the employees will be paid for actual working time only.

Section 4.03 If the majority of the crew members involved so desire, they can, by mutual consent of the Employer and the Local Union, elect to carry lunch and limit their lunch period to thirty minutes; and in such event, the crews shall be returned to headquarters by 4:30 PM.

SHIFT WORK

Section 4.04 When so elected by the contractor, multiple shifts of at least five (5) days duration may be worked. When two (2) or three (3) shifts are worked: The first shift (day shift) shall be worked between the hours of 8:00 AM and 4:30 PM. Workmen on the day shift shall receive eight (8) hours' pay at the regular hourly rate for eight (8) hours' work. The second shift (swing shift) shall be worked between the hours of 4:30 PM and 12:30 AM. Workmen on the "swing shift" shall receive eight (8) hours' pay at the regular hourly rate plus 10% for seven and one-half (7-1/2) hours' work. The third shift (graveyard shift) shall be worked between the hours of 12:30 AM and 8:00 AM. Workmen on the "graveyard shift" shall receive eight (8) hours' pay at the regular hourly rate plus 15% for seven (7) hours' work. A lunch period of thirty (30) minutes shall be allowed on each shift. All overtime work required after the completion of a regular shift shall be paid at one and one-half times the "shift" hourly rate. There shall be no pyramiding of overtime rates and double the straight time rate shall be the maximum compensation for any hour worked. There shall be no requirement for a day shift when either the second or third shift is worked.

MEALS FURNISHED

Section 4.05 Employees required to work six (6) consecutive hours shall be furnished a meal in a safe and consumable condition with an additional meal after each succeeding five (5) hour period, beginning at the end of the previous meal. Pay at applicable rates shall continue through such meal periods. Time spent eating meals will count when considering consecutive hours. Any meal not provided by the Employer shall be reimbursed at \$21.00 for each meal, no receipt required. Time or pay in lieu of missed meals will not be permitted. At the request of the customer on scheduled overtime, on projects that would allow crews to work more than two hours past the quitting time on scheduled overtime,

the \$21.00 meal allowance shall not apply. This language does not apply to emergency or storm work.

OVERTIME AND HOLIDAYS

Section 4.06 Time and one-half will be paid for all time worked in excess of the regular working day and Saturdays; double time will be paid for all work done on Sundays and the following legal holidays: New Year's Day, Memorial Day, Fourth of July, Veterans' Day, Thanksgiving Day, Labor Day, Christmas Day or days celebrated as such, and when a National holiday falls on Sunday, Monday shall be observed as the holiday. When a national holiday falls on a Saturday then Friday will be observed as the holiday.

STORM DAMAGE

Section 4.07 (a) When men are working on damage caused by an act of God to public utility lines or equipment, workmen shall be paid the applicable rates (5-8 and 4-10 scheduled workday shall apply) for the first thirteen consecutive hours and at double time for all work over thirteen consecutive hours unless broken by an eight-hour rest period. After each eight-hour rest period, men returning to work shall be paid at the applicable rates. For the purpose of administering the overtime period and rest period, the first eight (8) hours or ten (10) hours worked of the normal workday shall be considered as part of the thirteen (13) consecutive hours, unless broken by a continuous eight (8) hour period.

(b) Storm work performed when it is raining, at the request of the customer, during the normal workday, Monday through Friday, between the hours of 8:00 AM and 4:30 PM, or Monday through Thursday or Tuesday through Friday 7:00 AM and 5:30 PM, shall be paid at the time and one-half (1-1/2) rate.

(c) Any meal not provided by the employer shall be reimbursed at \$21.00 for each meal; no receipt required.

GROUNDMAN-EQUIPMENT OPERATOR

Section 4.08 Groundman-Equipment Operator shall work the same hours as the crews, except they shall work twenty minutes additional each day for which twenty minutes they shall be paid time and one-half for looking after and caring for the truck. This provision shall not apply when no work is performed.

CALL OUT

Section 4.09 A minimum of four hours' pay at applicable rate shall be paid to employees who report to work at any time other than during the regular workday of a regular work week. Monday through Friday shall be considered as a regular work week, except the work week may be extended to a six or seven day week when arranged for in advance, in which case the applicable overtime rate of pay will apply. This shall not apply to prearranged work which continues into a regular workday. Prearranged work shall be any work where the crew is notified prior to the dismissal of the crew at the end of a workday, except on transformer work in a substation or switchyard. Employees will be allowed up to sixty (60) minutes to report to their headquarters for all calls. Time shall end when employees are returned to their headquarters and released.

ARTICLE V

HEADQUARTERS AND ALLOWANCES

Section 5.01 (a) The Employer shall set up a headquarters where a restaurant or a convenience store with a suitable area for seating, gas station and toilet facilities are available, on a hard surfaced road, that is not more than thirty-five (35) miles from an incorporated town where suitable living quarters can be obtained by the workmen. The above will not apply when the Employer is paying all expenses on emergency work. This shall not apply while working out of a permanent established office and warehouse.

(b) On substation work, the headquarters shall be the substation site. A suitable place to eat and change clothes shall be provided by the Employer. It shall be heated in the winter and large enough to accommodate employees and their tools.

Section 5.02 Employees or crews moved during a work week shall be transported to the new location by the Employer during working hours without loss of pay. Employees will be transported back to original headquarters on company time.

TOOLS FURNISHED

Section 5.03 Employer shall provide a safe place for temporary storage of employees' tools in case of theft, only the tools listed on the tool list will be replaced if a proof of loss has been reported to law enforcement authorities. In case of fire, theft or natural disaster the employer will replace only personal

tools listed by the employee and approved by the employer representative. A complete list of tools will be furnished by the employee and approved Employer representative. The Employer will furnish a tool list form and the employee will be given a copy of their tool list. The employee shall be required to update his list of personal tool list for company records for the tools to be eligible for replacement. If requested by the Contractor, All Lineman will secure their personal tools and remove such from Company vehicles and equipment daily.

(a) The Company, and its duly assigned employees used to manage its operations, shall be responsible for enforcing the provisions of this section.

(b) Minimum list of tools to be furnished by Lineman shall be as follows (quantity equaling one):

Belt, Body	Screwdriver, Blade, 8 inch
Hammer, 2 lbs	Wrench, Adjustable, 12 inch
Gaffs, Climbing	Strap, Safety
Pliers, Side Cutter, 9 inch	
Pliers, Adjustable, 10 inch	
Ruler, 6"	
Knife, Skinning	

(c) The Company, and its duly assigned employees used to manage its operations, shall be responsible for enforcing the provisions of this section.

(d) Both Company and employee owned tools, collectively known as "all" tools, will be of high quality, and suitable for the work being performed. The Employer shall furnish tools not listed in this agreement. Employees will be expected to properly care for tools and/or equipment provided by and issued to employees. Employee and Company owned tools shall be secured daily.

(e) In case of fire, theft, or natural disaster, the employer will replace only personal tools listed.

ENCLOSED TRUCKS

Section 5.04 When transporting men to and from the job site, the Employer agrees to furnish enclosed trucks with suitable protection from inclement weather and to provide heat when weather conditions required.

REPORT TIME

Section 5.05 Employees reporting for work before starting time in the morning shall be paid three hours' report time and when told by foreman to report at 1:00 PM shall be paid three hours time if unable to work because of inclement weather. Employees so reporting shall do any work assigned under shelter including riding in enclosed trucks and remain available, until released by the foreman.

JOINT SAFETY COMMITTEE

Section 5.06 A Joint Safety Committee consisting of three representing the Union and three representing the Chapter shall be established to review the Safety Rules from time to time. The Committee shall submit its recommendations to the parties signatory to this Agreement. Appendix A, Safety Supplement to this Agreement, shall be recognized by Employers and is made part of this Agreement as though written herein. It shall meet regularly at such times as it may decide, but not less than twice each year. It shall select its own Chairman and Secretary and draw up its own rules of procedure subject to the approval of the parties signatory to this Agreement.

SAFETY

Section 5.07 It is the Employer's exclusive responsibility to ensure the safety of its employees and their compliance with these safety rules and standards.

PAYDAY AND WAITING TIME

Section 5.08 The workmen will be paid by Direct Deposit on or before quitting time Friday or Thursday for all work performed the previous week. Check stubs, when paying by check, or deduction slips, when paying in cash, will show a break-down of hours and deductions. Any employees not receiving pay by 4:30 PM shall receive pay at the prevailing overtime rate until such pay is received. The Employer at his option may close his payroll on Wednesday or Thursday and still pay the men on the Friday of the following week. Those workers laid off or discharged by the Employer shall have accrued wages paid or direct deposited to them by 4:30pm the next business day. Waiting time as stated above shall be paid until such pay is received.

LAYOFFS

Section 5.09 The Employer agrees that when it becomes necessary to release employees because of lack of work that length of service shall be considered.

WORKING FOREMAN

Section 5.10 When five or less men are required for a job, one journeyman shall be designated as foreman and draw foreman's pay, but he shall be required to work with tools.

SPECIAL EQUIPMENT

Section 5.11 In the use of special conductor tensioning rigs, the groundman-equipment operator, Class I rate, will be paid to the operator of the motorized pulling device.

HAULING POLES OR MATERIAL

Section 5.12 A qualified IBEW classification shall accompany the groundman equipment operator hauling transmission line poles (69 KV and above), tower and substation steel. No equipment operator will be required to distribute material without a qualified IBEW classification.

No one shall be required to haul poles on a public highway without a qualified IBEW classification being present. When an escort vehicle is required, the qualified IBEW classification may be used to drive the escort vehicle.

When fifth-wheel equipment is used for hauling transmission line poles (69 KV and above), towers or substation steel, the groundman equipment operator shall receive Class I operator rate of pay.

PAINTING

Section 5.13 The painting of all poles, towers, substations and all related electrical equipment will be done by lineman.

AGE RATIO CLAUSE

Section 5.14 On jobs requiring five (5) or more journeyman, at least every fifth journeyman, if available, shall be fifty (50) years of age or older.

UTILITY CREWS

Section 5.15 The Employers may utilize crews as follows:

A. Underground Crews - Underground crew makeup shall be as follows:

A foreman and a journeyman lineman or an apprentice, which shall be a third step apprentice, or higher, for any work over 440 volts. If no apprentice is available, the utilization of a groundman shall be permitted for work under 440 volts.

B. Overhead Crews - Overhead crew make-up shall be as follows:

Overhead crews shall consist of a foreman, a journeyman lineman and a journeyman lineman or hot apprentice. No crew member will be penalized if he refuses the work assignment due to safety concerns.

Three man crews will not perform work that violates the safety procedures.

C. All qualified power groundman and operators who are members of Local #702 prior to 8/30/99 will not be replaced by lineman or apprentice lineman on crews if they are available on the out of work list. Should groundman truck drivers and operators become unemployed, they will be put to work on existing crews if positions are available.

D. Substation Crews - Contractor and Local Union shall mutually agree on crew size and makeup on a per job basis.

Section 5.16 Apprentices in their first 12 months of training may perform work in company with a journeyman on energized secondary circuits of not more than 440 volts. Apprentices in their third 6 months of training or over may perform work assisting a journeyman on all classes of work.

ARTICLE VI

Section 6.01 CLASSIFICATION OF EMPLOYEES AND WAGE RATES

<u>ILLINOIS</u>	<u>1/5/2026</u>
Journeyman Lineman	68.30
Line Crew Foreman	72.95
General Line Foreman	77.72

Apprentice Lineman:

Apprenticeship wages shall be divided into seven

(7) 1000 hour periods:

1 st period (60% of J.L.)	40.98
2 nd period (65% of J.L.)	44.40
3 rd period (70% of J.L.)	47.81
4 th period (75% of J.L.)	51.23
5 th period (80% of J.L.)	54.64
6 th period (85% of J.L.)	58.06
7 th period (90% of J.L.)	61.47

Heavy-Equipment Oper, Class I
(all crawler type equipment
D-4 and larger)

54.35

Groundman-Equipment Oper, Class
II (all other equipment)

48.47

Groundman, Class A
Groundman, first six months

39.80

37.87

<u>MISSOURI</u>	<u>1/5/2026</u>
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Journeyman Lineman	66.27
Line Crew Foreman	70.80
Gen. Line Foreman	75.36

Apprentice Lineman:

Apprenticeship wages shall be divided into seven

(7) 1000 hour periods:

1 st period (60% of J.L.)	39.76
2 nd period (65% of J.L.)	43.08
3 rd period (70% of J.L.)	46.39

4 th period (75% of J.L.)	49.70
5 th period (80% of J.L.)	53.02
6 th period (85% of J.L.)	56.33
7 th period (90% of J.L.)	59.64
Heavy-Equipment Oper, Class I (all crawler type equipment D-4 and larger)	54.35
Groundman-Equipment Oper, Class II (all other equipment)	47.62
Groundman, Class A	37.56
Groundman, first six months	35.96
<u>INDIANA</u>	<u>1/5/2026</u>
Journeyman Lineman	62.71
Line Crew Foreman	67.06
Gen. Line Foreman	71.40
Apprentice Lineman: Apprenticeship wages shall be divided into seven (7) 1000 hour periods:	
1 st period (60% of J.L.)	37.63
2 nd period (65% of J.L.)	40.76
3 rd period (70% of J.L.)	43.90
4 th period (75% of J.L.)	47.03
5 th period (80% of J.L.)	50.17
6 th period (85% of J.L.)	53.30
7 th period (90% of J.L.)	56.44
Heavy-Equipment Oper, Class I (all crawler type equipment D-4 and larger)	51.40
Groundman-Equipment Oper, Class II (all other equipment)	45.03
Groundman, Class A	35.40
Groundman, first six mo.	33.88

***Effective January 4, 2027: 4.25% increase to the posted wages for all classifications.

***Effective January 3, 2028: 4.25% increase to the posted wages for all classifications.

***Effective January 1, 2029: 4.25% increase to the posted wages for all classifications.

Section 6.02 Digging machines shall be operated by Journeyman Lineman, Groundman Equipment Operator Class I, or an Apprentice Lineman on a training basis.

ARTICLE VII

HIGH VOLTAGE PIPE TYPE CABLE INSTALLATIONS

Section 7.01 All Oil-O-Static installations shall be performed under the terms and conditions set out in the IBEW International Agreement for "Continuous Pipe Type Underground Oil Filled Transmission Conduit Installation Agreement" approved by International President Charles H. Pillard on March 13, 1970.

ARTICLE VIII

NATIONAL ELECTRICAL BENEFIT FUND

Section 8.01 It is agreed that in accord with the Employees Benefit Agreement of the National Electrical Benefit Fund ("NEBF"), as entered into between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers on September 3, 1946, as amended, and now delineated as the Restated Employees Benefit Agreement and Trust, that unless authorized otherwise by the NEBF, the individual employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit, and a completed payroll report prescribed by the NEBF. The payment shall be made by check or draft and shall constitute a debt due and owing to the NEBF on the last day of each calendar month, which may be recovered by suit initiated by the NEBF or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

The individual employer hereby accepts, and agrees to be bound by, the Restated Employees Benefit Agreement and Trust.

An individual employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon seventy-two (72) hours notice in writing being served by the Union, provided the individual employer fails to show satisfactory proof that the required payments have been paid to the appropriate local collection agent.

The failure of an individual employer to comply with the applicable provisions of the Restated Employees Benefit Agreement and Trust shall also constitute a breach of his labor agreement.

UNION DUES DEDUCTION

Section 8.02 The Employer agrees to deduct and forward to the Financial Secretary of the Local Union -- upon receipt of a voluntary written authorization -- the additional working dues from the pay of each IBEW member. The amount to be deducted shall be the amount specified in the approved Local Union Bylaws. Such amount shall be certified to the Employer by the Local Union upon request by the Employer.

LOCAL UNION 702 POST RETIREMENT FUND

Section 8.03 The employer agrees to pay into a Post Retirement Medical Welfare Fund, known as the Line Construction Benefit Fund, \$1.35 effective January 1, 2022 for each hour worked, by all employees covered by this agreement. The contributions of the employer shall be used to provide for retirement premium coverage for men who have worked in our jurisdiction.

The payment shall be made by check or draft and shall constitute a debt due and owing to the Southern Illinois Electrical Retiree Welfare Fund Local No. 702, IBEW on the last day of each calendar month, which may be recovered by suit initiated by the Southern Illinois Electrical Retiree Welfare Fund Local No. 702, IBEW or its assignee. The payment and the payroll report shall be mailed to reach the office of the appropriate local collection agent not later than fifteen (15) calendar days following the end of each calendar month.

HEALTH AND WELFARE FUND

Section 8.04 The Employer agrees to pay into a Welfare Fund, known as the Line Construction Benefit Fund, seven dollars and fifty cents (\$7.50) for each hour worked by all employees covered by this Agreement.

*** For January 5, 2026 through December 30, 2029, there shall be up to \$0.75 cents available for any and all increases mandated by the LINECO trustees during the term of this agreement. Any monies not used of the \$0.75 cents shall fall off the table. Any increases exceeding the \$0.75 cents shall come from the posted wages.

***All LINECO increases shall be effective the 1st Monday of the directed month.

The contributions of the Employer shall be used to provide temporary disability insurance, hospital, surgical and medical expense benefits to eligible employees and/or their dependents in such form and amount as the trustees of the Welfare Fund may determine and to provide funds for the organization and administration expenses of the Welfare Fund. The contributions may also be used to provide group life insurance to eligible employees if the trustees of the Welfare Fund determine this protection is advisable.

Section 8.05 The said Welfare Fund shall be administered pursuant to an Agreement and Declaration of Trust administered jointly by representatives of the Chapter and the Local Union. If any Employer fails to make contributions to said Welfare Fund as provided in this Agreement no later than the 20th day following the end of each calendar month, he shall be subject to having this Agreement terminated upon seventy-two hours notice in writing being served by the Union; provided the individual Employer fails to show satisfactory proof that the required payments have been paid to the Line Construction Benefit Fund.

ANNUAL BENEFIT FUND

Section 8.06 Effective July 2, 2018, Employer shall deduct seven percent (7%) of the gross hourly wage of every employee working under the aforesaid Agreement, which deductions will be deposited into the Local Union No. 702 Annual Benefit Fund on a monthly basis.

Employer shall make all appropriate wage deductions for income tax, Social Security, etc., before the deduction set forth immediately above is made.

ARTICLE IX

AMERICAN LINE BUILDERS
ADMINISTRATIVE MAINTENANCE FUND

Section 9.01 Each employer signatory to this agreement shall contribute .1% of gross payroll for all hours worked by all employees by this Agreement to the American Line Builders Administrative Maintenance Fund (ALBAMF).

The fund shall be administered solely by the American Line Builders Chapter, National Electrical Contractors Association, Inc., and shall be utilized to pay for the administration cost of the labor contract administration including negotiations, labor relation, disputes and grievance representation performed on behalf of the signatory employers. In addition, all other administration functions required of the management such as service on all funds as required by federal law.

The ALBAMF contribution shall be submitted with all other benefits as designated in the Labor Agreement by the fifteenth (15th) of the following month in which they are due to the administrator receiving funds. In the event any Employer is delinquent in submitting the required Administrative Maintenance Fund to the designated administrator, the administrator shall have the authority to recover any funds, along with any attorney fees, court cost, interest at one percent (1%) per month and liquidated damages receiving such funds. The enforcement for the delinquent payments to the fund shall be the sole responsibility of the fund or the employer, not the Local Union. These monies shall not be used to the detriment of the I.B.E.W. or the Local Union.

ARTICLE X

NATIONAL LABOR MANAGEMENT COOPERATION FUND

Section 10.01 The parties agree to participate in the NECA-IBEW National Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor-Management Cooperation Act of 1978, 29 U.S.C. 175(a) and Section 302(c)(9) of the Labor-Management Relations Act, 29 U.S.C. 186(c)(9). The purposes of this Fund include the following:

- (1) to improve communication between representatives of labor and management;
- (2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to

achieving organizational effectiveness;

- (3) to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;
- (4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;
- (5) to sponsor programs which improve job security, enhance economic and community development and promote the general welfare of the community and the industry;
- (6) to encourage and support the initiation and operation of similarly constituted local labor-management cooperation committees;
- (7) to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;
- (8) to engage in public education and other programs to expand the economic development of the electrical construction industry;
- (9) to enhance the involvement of workers in making decisions that affect their working lives; and
- (10) to engage in any other lawful activities incidental or related to the accomplishments of these purposes and goals.

Section 10.02 The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust, and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the NLMCC, as provided in said Agreement and Declaration of Trust.

Section 10.03 Each Employer shall contribute one cent (1¢) per hour worked, up to a maximum of 150,000 hours per year, for work performed under the terms of IBEW Local Union agreements with the American Line Builders Chapter, NECA. Payment shall be forwarded monthly, in a form and manner prescribed by the Trustees, no later than fifteen (15) calendar days following the last day of the

month in which the labor was performed. The American Line Builders Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 10.04 If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty (\$20), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payment. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment, together with attorneys' fees.

LOCAL LABOR-MANAGEMENT COOPERATION COMMITTEE (LLMCC)

Section 10.05 The parties agree to participate in a Labor-Management Cooperation Fund, under authority of Section 6(b) of the Labor Management Cooperation Act of 1978, 29 U.S.C. §175(a) and Section 302(c) (9) of the Labor Management Relations Act, 29 U.S.C. §186(c) (9). The purposes of this Fund include the following:

(1) to improve communications between representatives of Labor and Management;

(2) to provide workers and employers with opportunities to study and explore new and innovative joint approaches to achieving organizational effectiveness;

(3) to assist workers and employers in solving problems of mutual concern not susceptible to resolution within the collective bargaining process;

(4) to study and explore ways of eliminating potential problems which reduce the competitiveness and inhibit the economic development of the electrical construction industry;

(5) to sponsor programs which improve job security, enhance economic and community development, and promote the general welfare of the community and industry;

(6) to engage in research and development programs concerning various aspects of the industry, including, but not limited to, new technologies, occupational safety and health, labor relations, and new methods of improved production;

(7) to engage in public education and other programs to expand the economic development of the electrical construction industry;

(8) to enhance the involvement of workers in making decisions that affect their working lives; and,

(9) to engage in any other lawful activities incidental or related to the accomplishment of these purposes and goals.

Section 10.06 The Fund shall function in accordance with, and as provided in, its Agreement and Declaration of Trust and any amendments thereto and any other of its governing documents. Each Employer hereby accepts, agrees to be bound by, and shall be entitled to participate in the LMCC, as provided in said Agreement and Declaration of Trust.

Section 10.07 Each employer shall contribute zero cents (\$.00) per hour worked. Payment shall be forwarded monthly, in a form and manner prescribed by the trustees, no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. The Chapter, NECA, or its designee, shall be the collection agent for this Fund.

Section 10.08 If an Employer fails to make the required contributions to the Fund, the Trustees shall have the right to take whatever steps are necessary to secure compliance. In the event the Employer is in default, the Employer shall be liable for a sum equal to 15% of the delinquent payment, but not less than the sum of twenty dollars (\$20), for each month payment of contributions is delinquent to the Fund, such amount being liquidated damages, and not a penalty, reflecting the reasonable damages incurred by the Fund due to the delinquency of the payments. Such amount shall be added to and become a part of the contributions due and payable, and the whole amount due shall bear interest at the rate of ten percent (10%) per annum until paid. The Employer shall also be liable for all costs of collecting the payment together with attorneys' fees.

ARTICLE XI

NATIONAL ELECTRICAL ANNUITY PLAN

Section 11.01 It is agreed that in accord with the IBEW District Ten NECA Individual Equity Retirement Plan Agreement entered into between the National Electrical Contractors Association, Inc., and the International Brotherhood of Electrical Workers on December 11, 1973, as amended, and now delineated as the National Electrical Annuity Plan Agreement and Trust, that unless authorized otherwise by the National Electrical Annuity Plan ("NEAP"), the individual employer will forward monthly to NEAP's designated collection agent an amount equal to twenty-five percent (25%) of the gross wages paid in Article 6, Section 6.01 and all applicable rates in Sections 4.06, 4.07, 4.04, 4.09, 4.08, 5.08 and 5.05, together with a completed payroll report prescribed by the NEAP. The payment shall be made by check or draft and shall constitute a debt due and owing to NEAP on the last day of each calendar month, which may be recovered by suit initiated by NEAP or its assignee. The payment and the payroll report shall be mailed to reach NEAP not later than fifteen (15) calendar days following the end of each calendar month. The individual employer hereby accepts, and agrees to be bound by, the National Electrical Annuity Plan Agreement and Trust.

An individual employer who fails to remit as provided above shall be additionally subject to having his agreement terminated upon seventy-two (72) hours notice in writing being served by the Union, provided the individual employer fails to show satisfactory proof that the required payments have been paid to the appropriate collection agent.

The failure of an individual employer to comply with the applicable provisions of the National Electrical Annuity Plan Agreement and Trust shall also constitute a breach of his labor agreement.

ARTICLE XII

APPRENTICESHIP TRAINING

Section 12.01 The Area Training Agreement between the American Line Builders Chapter of NECA, and Districts Four & Six, IBEW, as approved by the International President on February 21, 2000, and as amended, shall govern all matters of apprenticeship and training, and the financing thereof. Presently, the contribution rate to the Apprenticeship and Training Trust is one percent (1%) of the Gross Labor Payroll. Apprentices' wages and the ratio of

Apprentices to Journeyman are specified in the Area Training Agreement.

ARTICLE XIII

INDUSTRY FUND

Section 13.01 Each individual Employer shall contribute an amount not to exceed one percent (1%) nor less than .2 of 1% of the productive electrical payroll, as determined by each local Chapter and approved by the Trustees, with the following exclusions:

1. Twenty-five percent (25%) of all productive electrical payroll in excess of 75,000 man-hours paid for electrical work in any one Chapter area during any one calendar year, but not exceeding 150,000 man-hours.

2. One hundred percent (100%) of all productive electrical payroll in excess of 150,000 man-hours paid for electrical work in any one Chapter area during any one calendar year.

(Productive electrical payroll is defined as the total wages [including overtime] paid with respect to all hours worked by all classes of electrical labor for which a rate is established in the prevailing labor area where the business is transacted.)

Payment shall be forwarded monthly to the National Electrical Industry Fund in a form and manner prescribed by the Trustees no later than fifteen (15) calendar days following the last day of the month in which the labor was performed. Failure to do so will be considered a breach of this Agreement on the part of the individual Employer.

BENEFIT CONTRIBUTION

Section 13.02 All Benefit contributions and deductions required by this agreement that are administered and exclusive to the responsibility of the American Line Builders Chapter, National Electrical Contractors Association, Inc. shall be forwarded to, and received on or before the fifteenth (15th) day following the end of each calendar month. All Employers shall pay all monies via electronic transfer (ACH or Wire Transfer). In addition, each employer shall also file a monthly electronic payroll report through ePRLive as required on or before the fifteenth (15th) day following the end of each calendar month. Such funds to include Union Dues (deduction), NEBF, NEAP, LINECO, Local Union #702 Post

Retirement Fund, Administrative Maintenance Fund, Annual Benefit Fund (deduction), NLMCC, LLMCC (where applicable), and NECA Service Charge (NECA members only).

The monthly transmittal form shall be submitted via the Electronic Payroll Reporting System (ePRLive) at <https://neca.eprlive.com>. The Electronic Payroll Reporting System (ePRLive) will require the following information from the Employer:

- Name of Employee
- Social Security Number of Employee
- Total Monthly Hours Worked
- Total Monthly Gross Pay
- Total Monthly savings (Annual Benefit Fund) deductions

The monthly transmittal must be submitted via the Electronic Payroll Reporting System (ePRLive) no later than the fifteenth (15th) day of the following month. Should Employer fail to remit regularly, it shall be subject to having the aforesaid Agreement terminated upon seventy-two (72) hours notice, in writing, from Union, providing that Employer fails to show satisfactory proof that delinquent payments have been made to the aforesaid Annual Benefit Fund.

SEPARABILITY CLAUSE

Section 13.03 Should any provision of this Agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall, thereupon, seek to negotiate substitute provisions which are in conformity with the applicable laws.

AMERICAN LINE BUILDERS,
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION

DocuSigned by:
Kevin Moran
FE340480731F4CA...
Kevin P. Moran, Exec. Director

LOCAL UNION NO. 702, INTER-
NATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

DocuSigned by:
Steve Hughart
8BEOFE0045734D2...
Steve Hughart, Bus. Mgr.

Agreement No. 6-702-A

Revised 11/26/2025

APPROVED
INTERNATIONAL OFFICE - I.B.E.W.
February 5, 2026
Kenneth Cooper, International President
This approval does not make the International a party to this agreement.

ADDENDUM

AGREEMENT NO. 6-702-A

This Addendum shall be used to establish wage rates and crew sizes for Street Light Maintenance work within the jurisdiction of Local Union No. 702, IBEW.

1. WAGES -- (Except Southern Indiana Gas and Electric Company, State of Indiana)

<u>CLASSIFICATIONS</u>	<u>01/05/26</u>
Street Light Maint. Leader	43.44
Street Light Maint. Operator	40.68
Street Light Maint. Operator:	
0 - 3 mos. exp. 75% of SLMO	30.51
3 - 6 mos. exp. 80% of SLMO	32.54
6 - 9 mos. exp. 85% of SLMO	34.58
9 - 12 mos. exp. 90% of SLMO	36.61

2. WAGES -- Southern Indiana Gas and Electric Company, State of Indiana

<u>CLASSIFICATIONS</u>	<u>01/05/26</u>
Street Light Maint. Leader	41.72
Street Light Maint. Operator	38.99
Street Light Maint. Operator:	
0 - 3 mos. exp. 75% of SLMO	29.24
3 - 6 mos. exp. 80% of SLMO	21.19
6 - 9 mos. exp. 85% of SLMO	33.14
9 - 12 mos. exp. 90% of SLMO	35.09

3. CREW SIZE

A 2 man crew will be assigned to do lamp replacement and reflector washing. Each crew will have a leader.

4. ARTICLE X - Apprenticeship Training -- will not apply to this addendum.

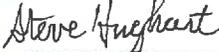
All other terms and conditions of employment will be those established by Agreement No. 6-702-A.

AMERICAN LINE BUILDERS CHAPTER,
NATIONAL ELECTRICAL CONTRACTORS
ASSOCIATION

LOCAL UNION NO. 702,
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS

DocuSigned by:

FE340486731F4CA...
Kevin P. Moran, Executive Director

DocuSigned by:

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Steve Hughart, Business Manager

OUTSIDE CONSTRUCTION SAFETY RULES

TABLE OF CONTENTS

ARTICLE I	Page
General and Definitions	37
Causes of Accidents	38
 ARTICLE II	
Responsibility for Safety.....	38
Employer’s Responsibility.....	38
Foremen’s Responsibility.....	40
Employee’s Responsibility.....	41
 ARTICLE III	
First Aid and Industrial Hygiene.....	42
 ARTICLE IV	
Tools – Protective Devices.....	43
Rubber Protective Equipment.....	51
Wearing Apparel	53
Transportation	53
 ARTICLE V	
Power Lines and Equipment	
Employee Qualifications.....	54
Number of Employees Required to do	
Work Safely.....	54
Stringing or Removing Wires	56
Procedures for Working 15 KV with	
Rubber Gloves	57
Safe Working Practices	58
Cell Phone.....	62
Using Hot Line Tools.....	62
Foreign Attachments on Poles	63
Explosive Power Tools.....	64
Aerial Ladders and/or Lift Equipment.....	64
Pole Loading – Transporting – Installing or Removing	64
Compressed Air Equipment	66
Slings and Hooks	66
Welding and Cutting Equipment.....	67

ARTICLE VI

Operating – Power Lines and Equipment Clearances.....68
Grounding70

ARTICLE VII

Outside Equipment – Bull Dozers – Trenchers – Payloaders, Etc.....72

ARTICLE VIII

Excavating and Shoring73

ARTICLE IX

Explosives74

ARTICLE X

Aerial Baskets-General74
Travel Procedures75
Setting Up and Knocking Down at Job Site76
Working Aloft77
Inspection.....78
Maintenance.....79

ARTICLE XI

Underground Distribution Introduction79
Definitions.....80
Working on UD Systems.....81
UD #1 – General Rules81
UD #2 – Working within Pad-Mounted Enclosures82
UD #3 – Working on Primary Cables and Grounding83
UD #4 – Moving Energized Cables84
UD #5 – Operating UD Switches and Fuses.....84
UD #6 – Protecting the Public85
UD #7 – Manholes and Vaults85

ARTICLE XII

Spacer Cable86

SAFETY RULES

ARTICLE I

GENERAL AND DEFINITIONS

Section 1.01

These standards have been compiled for the purpose of making work safer for the employee. They are not for the purpose of penalizing anyone after accidents occur, but are for the specific purpose of pointing out the “safe way” of doing our work before work starts. The attitude toward safety and accident prevention of all employees will have a decided effect upon our safety effort – to prevent people from being injured. No operating conditions or urgency of service can ever justify personal injury or endangering the life of anyone.

Section 1.02

These safety standards should be considered as minimal. When work is performed for customers that have more stringent rules, their rules shall be considered as well as these. The safety rules of the Employers shall also be followed if they do not contradict these rules. When jobs are to be done that present unusual hazards not covered by these rules, the foreman shall discuss the problem with the employees involved and arrive at a method which, in their judgment, will provide the greatest degree of safety.

Section 1.03

The rules that prescribe methods, do so only insofar as they affect safety and are not intended to be a completed description of the procedure for carrying out the work prescribed.

Section 1.04

Should a controversy arise over methods of procedure, safety hazards or interpretations of the rules, the Joint Safety Committee shall call a conference to secure agreement, and to recommend to the parties to this agreement any changes they deem advisable. In the event that the Joint Safety Committee is unable to adjust any matter, they shall refer the same to the Labor Management Committee.

CAUSES OF ACCIDENTS

Section 1.05

Most accidents can be prevented.

Section 1.06

Safety falls into three categories: First - Proper planning of work. Second - Exercise of good judgment. Third - Intelligent supervision.

Section 1.07

Definitions: The terms used in these rules shall be interpreted in the most commonly accepted sense consistent with the electrical industry. (Shall and must) are used to indicate the provisions which are mandatory. (Should) or (it is recommended) are used to indicate the provisions which are not mandatory because of variation in work conditions. However, if applicable, then it should be complied with.

ARTICLE II RESPONSIBILITY FOR SAFETY EMPLOYERS' RESPONSIBILITY

Section 2.01

Rubber sleeves will be provided on all line trucks by the Employer. No work on voltages over 500 volts shall be permitted without rubber gloves and sleeves.

Section 2.02

The Employer shall require the Foreman to observe and enforce all safety rules and furnish a copy of these rules to each Foreman which in turn shall be available to all employees. All employees through study SHALL become familiar with, and adhere to these rules.

Section 2.03

The Employer shall appoint only competent employees to supervise other employees and those appointed shall be responsible for the safety of employees under their supervision.

Section 2.04

The Employer shall with the cooperation of his employees, hold weekly safety meetings, (on Company time). A review of accidents occurring should be made, all present should be requested to state in their opinion, what caused the accident and what solutions were needed to prevent repetitions of similar accidents. Minutes should be kept of each meeting.

Section 2.05

The Employer and Union representatives jointly shall investigate all accidents of a serious nature and, where possible, take the proper remedial steps to prevent repetition of similar accidents.

Section 2.06

The Employer shall furnish instructions indicating the proper procedure in emergencies which shall include the names of those individuals to be notified and methods of contacting them.

Section 2.07

No Employer shall furnish or continue to furnish, any equipment, tools or protective devices, where the Employer has actual knowledge that such equipment, tools or protective devices is defective, and the use of the same will subject employees to more than normal hazards.

Section 2.08

The Employer shall furnish a form with the local emergency numbers and job location to the Foreman to place in the vehicles at the start of each job.

Section 2.09

The Employer shall provide some type of communications (radio or cellular phone) for use in emergency situations.

FOREMAN'S RESPONSIBILITY

Section 2.10

Foremen are at all times responsible for the execution of the work in a safe manner and for the safety of all employees working under their direction and for the safety of the general public in connection with the work in which they are engaged.

Section 2.11

Foremen shall instruct their employees as to type and voltage of circuits on or near which they are to work.

Section 2.12

Foremen shall be responsible for the proper use of safety devices and equipment by the employees under their supervision, including barricades, warning flags or signs, red lanterns, or any other device called for to protect their employees or the general public.

Section 2.13

Foreman shall be responsible for the inspection, at least once a month, of all tools and equipment.

Section 2.14

When employees report hazards, foremen and others having authority shall accept the report in a cooperative manner and in no case shall employees be reprimanded or penalized for reporting hazards.

Section 2.15

Foremen shall not permit any intoxicating liquor or narcotics on the job and shall not to his knowledge, allow on the job any employees under the influence of liquor or narcotics.

Section 2.16

It is the responsibility of the Foreman to discuss the local emergency numbers and job location with the employees during the first safety meeting of the job.

EMPLOYEE'S RESPONSIBILITY

Section 2.17

Employees shall study and observe the safety rules with special attention to all safety devices and equipment required and provided for their own protection.

Section 2.18

The use of intoxicating liquors or narcotics on the job is strictly prohibited. Anyone under the influence of liquor or narcotics shall not be allowed on the job.

Section 2.19

It is the duty as well as the privilege of every employee to report unsafe work conditions and/or unsafe work practices. Employees shall report such unsafe conditions in a constructive manner and not with the intent of express contempt for the person in charge of the work being performed. Proposed eliminations of hazardous conditions should be kept on record.

Section 2.20

Employees shall use all protective devices as required in these rules and shall exercise proper care and treatment of such protective devices as furnished by the Employer.

Section 2.21

Employees shall not throw anything from pole, structure,

or any other elevated position to the ground nor permit anything to be thrown to them while on the pole or structure.

Section 2.22

Employees must report all injuries regardless of severity. Report forms furnished by the Employer should be used. A copy of the accident report shall be furnished to the Local Union Hall.

**ARTICLE III
FIRST AID AND INDUSTRIAL HYGIENE**

Section 3.01

First aid requirements shall be in conformance with the most recent standards.

Section 3.02

Employers shall arrange to have as many employees as possible to take a full course in first aid training.

Section 3.03

Each truck shall have a safety kit and it shall be the responsibility of the foreman to maintain an adequate quantity of all first aid supplies in this safety kit. Employees will notify the Foreman if first aid supplies need replenished.

Section 3.04

In addition to the above, all linemen shall be instructed in pole top rescue technique and shall remain proficient in their application. Pole top rescue shall be a topic of a safety meeting at least every 6 months.

Section 3.05

Immediate and proper transportation shall be provided for injured persons requiring the same, and such transportation shall have precedence over all other transportation under the control of the firm or party upon whose operation the accident occurs.

Section 3.06

Drinking water shall be obtained only from approved sources. Water shall be dispensed by a sanitary method.

Section 3.07

Goggles, rubber gloves, respirators, hard hats and other protectors shall not be interchanged among employees unless they have been sterilized.

**ARTICLE IV
TOOLS – PROTECTIVE DEVICES**

Section 4.01

Foremen shall insist that all employees under their supervision, keep their belts, spurs and straps in good condition.

Section 4.02

All tools shall be stored in a safe and orderly manner. A place to store tools shall be provided by the Employer.

Section 4.03

Hand tools. Employees must not use metal or metal strands, tapes, brass bound rules or wire-bound hose, when working on or near energized equipment or lines.

Section 4.04

The use of hand axes is prohibited on all overhead work.

Section 4.05

Hand tools shall only be used for the purpose for which they were designed.

Section 4.06

All hand tools to be used on energized electrical equipment should be insulated.

Section 4.07

Defective tools shall not be kept on the job, but turned in for replacement or repair.

Section 4.08

Tools shall not be left lying around so that they constitute a tripping hazard.

Section 4.09

Tools not in use shall be returned to their designated storage space.

Section 4.10

Tools shall be placed in tool bag or other suitable container on all overhead work to avoid the possibility of them falling.

Section 4.11

Sharp edge tools shall be covered with protective guards when storing.

Section 4.12

An edged or pointed tool shall not be carried in pockets or belts unless point or edge is fully protected.

Section 4.13

A wrench shall not be used on moving objects or machinery in motion.

Section 4.14

Wrench handles shall not be extended to obtain leverage. Secure a large wrench.

Section 4.15

Adjustable wrenches shall be placed on nuts the right way, that is, jaws facing forward in the direction the handle is to move.

Section 4.16

Cold chisels and chisel bars shall be held with a suitable holder other than hands when being struck by a co-worker.

Section 4.17

Protective goggles shall always be worn when using a cold chisel. Spectacle type safety glasses shall not be considered adequate.

Section 4.18

Shovels, forks, hoes, rakes, and picks shall have strong and smooth handles and be placed when not in use where they shall not constitute a hazard.

Section 4.19

Dull, broken end or bent bars shall not be used.

Section 4.20

A bar shall not be left standing upright against a flat surface or laid across a passageway or any other place where it may be tripped over.

Section 4.21

A file shall not be struck with a hammer. Files shall be used as files only.

Section 4.22

A sledge with a rounded face, loose head, or split handle shall not be used. When using a sledge, make certain that other employees are out of reach of back swings.

Section 4.23

Coffing hoist or chain block shall not be used on any energized equipment or conductors.

Section 4.24

Coffing hoist or chain block shall not be used on any transmission pole, tower or structure where the minimum safe working distance cannot be maintained, from

energized conductor or equipment when the chain block or coffering hoist is extended to its maximum limits.

Section 4.25

Loads greater than that for which the equipment is designed shall not be applied.

Section 4.26

Electric power tools shall be provided with a suitable grounding device.

Section 4.27

When portable power tools are used, suitable footing shall be provided for the operator.

Section 4.28

Metal ladders, or ladders of continuous vertical metal reinforcement will never be used on energized electrical work.

Section 4.29

Ladders made by fastening cleats across a single rail shall not be used.

Section 4.30

Ladders when defective shall be taken out of service and shall not be used.

Section 4.31

Stepladders shall not be used as straight ladders.

Section 4.32

Only ladders supplied by the Company shall be used.

Section 4.33

When working on a ladder, employees shall tie the top of the ladder to a substantial object unless the ladder is equipped with suitable hooks to prevent falling.

Section 4.34

An attendant to hold the ladder and watch traffic shall be used in all cases regardless of the length of the ladder, when work is being done in streets, alleys, sidewalks, and other places where the public or workmen are apt to run into the ladder and cause an accident.

Section 4.35

No metal scaffold will be used on energized electrical work.

Section 4.36

Grounding equipment will be used when working on or near de-energized circuits or parts.

Section 4.37

Grounding equipment shall be of sufficient carrying capacity to actuate protective devices such as oil circuit breakers, relays, etc., without destroying the grounding equipment.

Section 4.38

Approved hot line tools shall be used by workmen when doing work on lines in excess of 15,000 volts.

Section 4.39

All hot line tools shall be of an approved type.

Section 4.40

Only hot line tools tested to withstand 70,000 volts per foot for five minutes shall be used for working energized conductor.

Section 4.41

Hot line tools shall not be laid directly on the ground.

Section 4.42

Hot line tools shall have a “Safety Zone Marker” installed on the handle at the point of the minimum safe distance from the hot line end of the tool. This marker shall be a ring, large enough to be felt through gloves and made of fiber, rubber, varnished tape or other insulating material, for the purpose of indicating by feeling and sight the point beyond which an employee shall not move his or her hands while using the tool or energized equipment.

Section 4.43

Hot line tools shall be inspected frequently and shall be transported, stored, maintained and used with care. They shall not be used for any other purpose than the line work for which they are intended.

Section 4.44

Hot line tools shall be taken out of service if there is any hazardous defect indicated. They shall be tagged and returned for repair or replacement.

Section 4.45

Hot line tools shall be kept in separate special storage compartments when carried on vehicles or be contained in protective bags provided.

Section 4.46

Hot line tools shall not be used when rain, fog, or any other factor is sufficient to reduce their insulating qualities to the extent that the employee can feel leakage.

Section 4.47

All rope coming in contact with energized conductors of more than 5,000 volts shall be of approved hot line types and shall be used solely for hot line work and shall be kept free as possible from dirt and moisture.

Section 4.48

Switch sticks shall be kept dry, clean and in good repair. Switch sticks used for outside switches shall always be returned to a dry place and carefully dried after using and stored in suitable containers that will keep them dry and free from scratches and abrasions.

Section 4.49

The individual employees shall be responsible for keeping his or her climbing equipment in good condition at all times, and if there is deterioration or damage, sufficient to make it unsafe, it shall not be used until repaired or replaced.

Section 4.50

Climbers and gaffs shall be kept properly sharpened and in good shape, and shall not be used after gaffs are filed and/or worn shorter than 1 1/8”.

Section 4.51

Body belt and safety strap hardware must be of standard drop forged material.

Section 4.52

Rope safety strap shall not be used if under 5/8”.

Section 4.53

Employees shall not attach metal hooks, metal chains, metal crossbars or other metal devices to body belts.

Section 4.54

Body belts and safety straps when not in use shall never be stored with sharp edged tools.

Section 4.55

Rope shall be selected of size, strength and condition that will meet the requirements of each job.

Section 4.56

A safety factor of 5 is recommended for all occasions where rope is used.

Section 4.57

Hand lines shall not be less than ½” in diameter and shall be maintained in good condition at all times.

Section 4.58

Precautions shall be taken to prevent wet fiber rope from freezing. If it does become frozen, it shall be immediately removed from service and hung up in a warm dry location having good air circulation until dry.

Section 4.59

All blocks shall be in good condition and blocks whose grooves are so small as to cause abrasions in the rope shall not be used.

Section 4.60

Blocks built for wire rope shall not be used for manila rope.

Section 4.61

Every wire rope shall be used and maintained in strict accordance with the recommendations of the manufacturer for working load. Wire rope is not to be used on capstan to raise or lower loads.

Section 4.62

Kinking and untwisting of the wire rope shall be carefully avoided, at no time shall a load be applied to a kinked rope.

Section 4.63

In attaching “u” type cable clamps, the closed or curved end of the “u” shall always be placed in contact with the short or dead end of the cable.

RUBBER PROTECTIVE EQUIPMENT

Section 4.64

Rubber gloves referred to in these rules shall be those guaranteed by the manufacturer to pass a minimum di-electric test of 20,000 volts.

Section 4.65

Before using a pair of rubber gloves or sleeves, employees shall personally inspect each glove or sleeve for defects and give an air test. Defective gloves and sleeves shall not be used.

Section 4.66

All rubber gloves and sleeves shall be tested once every 90 days. Rubber blankets shall be tested at 6-month intervals. An efficient method of numbering and stamping shall be used showing date of last test. Shelf life of gloves and sleeves is 120 days from test date to test date.

Section 4.67

Rubber, fiberglass, or plastic equipment once placed in service, shall be sent to a point designated by the Employer for detailed examination and retesting once every 365 days.

Section 4.68

Approved protectors must be worn at all times over rubber gloves. Rubber glove protectors shall be worn with rubber gloves only and shall not be worn for work gloves. The use of leather protectors without rubber gloves is prohibited. When protectors are worn or snapped they shall be turned in to the Employer for new ones.

Section 4.69

Rubber gloves and sleeves when not in use, shall be carried in a suitable bag provided and designated for that purpose.

Section 4.70

A pair of approved rubber gloves, sleeves and bags shall be assigned each employee who is required to work on, or is exposed to, electrical energized parts.

Section 4.71

Any piece of rubber protective equipment shall be sent in for test, if it is suspected of being defective.

Section 4.72

A compartment shall be provided on each truck for storing protective equipment. No other equipment, which can cause damage to the rubber equipment, shall be placed in this compartment.

Section 4.73

A separate container shall be provided for rubber blankets and all blankets must be wiped clean and rolled before placing in a container.

Section 4.74

Rubber gloves must be worn or hot sticks used when removing tree branches or limbs from contact with high voltage conductors.

Section 4.75

No rubber equipment is to be used on any voltage above 15,000 volts except if applied by mechanical means or hot sticks.

Section 4.76

It is recognized that it is undesirable to leave rubber blankets, hose, hoods etc., on energized conductors overnight because it may be corona cut or otherwise damaged. If such protective equipment has been left on conductors overnight or during a storm, it shall be examined for damage before it can be considered as adequate protection.

Section 4.77

Rubber goods shall not be patched.

WEARING APPAREL

Section 4.78

Employees shall wear clothing appropriate to the season and the class of work performed. Employees shall not be allowed to work without shirts and long pants.

Section 4.79

Celluloid sunglasses or hats with celluloid visors shall not be worn by employees on or near electrically energized parts or open flames.

Section 4.80

When working on or near electrically energized parts, employees shall not wear loose, dangling watch chains, key chains or unnecessary metal of any kind.

Section 4.81

Approved hard hats will be worn and furnished by the Employer with the proper interliners with no cost to the employee.

TRANSPORTATION

Section 4.82

The operation of motor vehicles and trailers shall be in accordance with the current motor vehicle laws of the State and all local traffic ordinances.

Section 4.83

Employees shall remove climbers before operating or entering any vehicle.

Section 4.84

Employees who are riding inside trucks must stay in the truck while it is in motion.

Section 4.85

Employees shall not ride on trailers, except in case of trailers requiring a man on the trailer to steer or brake it properly.

**ARTICLE V
POWER LINES AND EQUIPMENT
EMPLOYEE QUALIFICATIONS**

Section 5.01

When men are employed to do electrical work, the foreman shall be judge of their qualifications on the job.

NUMBER OF EMPLOYEES REQUIRED TO DO WORK SAFELY

Section 5.02

- (a) Two journeymen or a journeyman and a primary apprentice working together on the same pole or fixture, or any other location, shall be required, when performing work on wires or equipment carrying 440 to 15,000 volts, one of whom shall be in a position to render assistance. In no case when working in pairs, shall they work simultaneously on energized wires or parts of different phases or polarities.
- (b) When an occasion requires the second employee to assist the first employee, he may do so provided they both work on wires or parts of the same phase or polarity.
- (c) While on patrol duty at night, when such patrol duty necessitates driving of power driven vehicle on either primary or secondary highways, two employees shall be used.

In case of emergency where danger to life or property would be aggravated by delay in waiting for the arrival of a second employee, one employee may clear the hazard by de-energizing the lines and/or equipment, if it can be done without presenting unusual hazards to the employee.

Section 5.03

Employees shall not go or take any cranes, “A” frames, hole diggers, aerial ladders, other such equipment on any conducting object within the following specified distances of any electrical conductor energized at the following voltages, unless protective measures contained in these rules have been complied with.

<u>KV</u>	<u>CLEARANCE DISTANCES</u>
Over 2 – 15	2 feet
33	2 feet 4 inches
50	2 feet 6 inches
69	2 feet 9 inches
115	3 feet 2 inches
161	3 feet 8 inches
230	4 feet 4 inches
267	4 feet 11 inches
345	5 feet 6 inches

Formula for minimum clearance distances “basic separation in feet” equals 2 plus 1% of the kilovolts between conductors.

Section 5.04

Rubber gloves, line hose, rubber blankets, and other approved protective equipment may be considered as adequate barriers when used on voltages of less than 15,000 volts between phases.

Section 5.05

The line or equipment shall be de-energized and cleared as outlined in these rules, or approved hot line tools shall be used, if work is done on lines or equipment at more than 15,000 volts between phases.

Section 5.06

The clearance provided by an open-air switch, disconnect, or jumper installed as a part of approved design, shall be acceptable for work beyond such opening. Employees will remove jumpers whenever possible and use a means of lockout/tagout to show that they are removed (Example: Hold Tags).

Section 5.07

It shall not be permissible to consider one part of a high voltage switch or disconnect as de-energized for the purpose of doing work on it if the remainder of the switch or disconnect remains energized unless suitable barriers are erected.

STRINGING OR REMOVING WIRES

Section 5.08

When stringing or removing wire over or alongside other high voltage conductors, the following practices shall be observed.

- (a) Conductors being strung in or removed shall be kept under positive control by the use of adequate tension reels, guard structures, tight line or other means to prevent accidental contact.
- (b) Each conductor shall be snubbed or deadened at both ends before subsequent wires are strung.
- (c) Bare wire being installed or removed shall be run through a grounded metal block placed between the reel and the point where it is possible for the wire being strung to contact energized wires.

- (d) The reel tender shall be a lineman who is prepared to clear the line in case of emergencies. The reel tender shall stand back to prevent being drawn into the reel by gloves or clothing caught by wire kinks or joints.
- (e) The reel tender shall be provided with suitable insulating platform or rubber mats on which to stand and as additional protection, shall wear rubber gloves.
- (f) When stringing or removing wire, visual communications or audio communication (radio or telephone) shall be maintained at all times between wire reels and pulling devices.
- (g) Power take-up reel shall not be used as capstan.
- (h) Guard poles, towers or other guard structures installed for the purpose of protecting workmen, lines, conductors or equipment during the course of construction, shall be installed with the same clearance requirements as required for permanent construction and with strength and safety factors as required to safely support the loads that may normally be imposed on them during their use.

PROCEDURES FOR WORKING 15KV WITH RUBBER GOODS

Section 5.09

The foreman shall have a tailgate meeting with the crew prior to working voltages up to 15KV with the purpose of reviewing the work to be performed and to revisit the following procedures:

1. Voltages of less than 15KV shall be worked from a bucket truck or a double insulated boom truck.

2. Insulated boom and bucket is to be cleaned and wiped dry prior to use.
3. Ground the vehicle (common neutral, if possible).
4. Hot sticks are to be readily available to complete the work in case of rain.
5. Rubber gloves, sleeves and blankets shall be visually inspected for foreign substance and gloves shall be air tested each day prior to starting work.
6. Sleeves shall be used with rubber gloves.
7. No vehicle parts are to be in contact with any energized conductor.
8. Extreme caution to properly cover all exposed areas shall be taken at all times.
9. Maximum field use for gloves and sleeves, 20KV and above shall not be more than 90 days until retested.
10. Crew make-up shall consist of a Foreman and at least two (2) Journeyman Lineman, or a Foreman, a Journeyman Lineman and a qualified Apprentice. On jobs requiring a fourth person, this person shall be a Groundman.

SAFE WORKING PRACTICES

Section 5.10

Employees shall not stand on or otherwise be in contact with transformer cases or other similar equipment while working on energized wires or equipment.

Section 5.11

An employee shall protect his climbing and working space at all times.

Section 5.12

It is not advisable for employees to wear rubber gloves or rubber sleeves while climbing poles.

Section 5.13

Employees shall wear rubber gloves and sleeves, when working on or when working within reach of another man who is working on energized conductors of voltage from 500 to 15,000 volts, except using hot sticks.

Section 5.14

Rubber gloves and sleeves must be worn or hot sticks used when placing or removing protective equipment on or around energized conductors or equipment.

Section 5.15

Employees whose duties do not require them to work on or handle electric wires or equipment must maintain a safe distance from such wires or equipment.

Section 5.16

All tools not carried in the lineman's belt, small equipment and material shall be raised and lowered from elevated positions.

Section 5.17

No work shall be performed in inclement weather on high voltage equipment when conditions are such as to increase the hazards, except in emergency work necessary to restore service or demanded by the public interest.

Section 5.18

When working at night, adequate lighting shall be provided.

Section 5.19

When any equipment is being used to raise poles, material, pulling wire, or in any other operation, the operator shall not leave the controls without stopping the machinery.

Section 5.20

While operating any equipment the operator shall receive instructions from only one qualified employee.

Section 5.21

The foreman shall designate who is to give signals as required.

Section 5.22

When a mechanical hole digger is used to dig holes and during the same operation is used to set poles in energized primary circuits, the crew shall consist of at least one groundman and two lineman.

Section 5.23

Employees shall not wear climbers, where they are not required.

Section 5.24

When disconnecting capacitor from source of supply, employees shall wait at least five (5) minutes after the capacitor has been disconnected, the capacitor must be permanently short-circuited and/or grounded before being removed or worked on.

Section 5.25

When linemen find pole steps in an unsafe condition, they shall be removed or reattach in a safe position before leaving the pole or structure.

Section 5.26

Employees shall use safety belts when handling wires or apparatus on any pole or structure.

Section 5.27

Safety straps shall not be put around insulator brackets, cross-arm braces, conductors, pin type insulators, or poles above the top cross-arm except where adequate precaution is taken to prevent the belt from slipping over the top of pole. Neither end of safety strap shall be allowed to hang loose in climbing or descending poles or structures.

Section 5.28

Pulling or slacking on poles or structures shall be done only as directed by the lineman overhead.

Section 5.29

Steel cables shall not be used, except when the cable is rigged below all energized parts on a pole.

Section 5.30

Workmen must not crawl over insulator strings but shall use a platform or other suitable device to work from when making dead-ends or doing other work beyond strings of insulators at such distance that they cannot reach the work from the pole or fixture. While working on the platform or other device, they must secure themselves with their safety straps or a rope to prevent falling.

Section 5.31

Employees shall not do any work that exposes them to danger due to workman working directly overhead.

Section 5.32

Tools or equipment when not in use shall be kept off poles or structures.

Section 5.33

Insulator washing or cleaning on energized high voltage lines and equipment shall be done only under carefully controlled conditions.

Section 5.34

Before working on secondary leads or service wires on transformer poles, the position of the primary taps or jumpers shall be observed, if they present a hazard, they shall be covered with approved protectors.

Section 5.35

When working above energized circuits 5 KV or over, when men are required to climb through or work above energized circuits and neutral, adequate spreading and/or guarding of the energized conductors shall be done where required if employees could fall into or reach. All energized circuits above 15 KV shall be de-energized or worked with hot line tools.

Section 5.36

No digging shall be done without first contacting the utilities to determine the locations of other underground utilities.

CELL PHONES

Section 5.37

The work we engage in is extremely dangerous and requires each employee's total attention to the task at hand. In order to eliminate possible safety hazards due to distractions from these devices, we will require each employee to keep any personal communication devices stored in their lunch box during working hours. These devices may be used during scheduled breaks. If an employee must use a device during work hours, they must obtain permission from his supervisor.

USING HOT LINE TOOLS

Section 5.38

Crews working with hot line tools shall be proficient in safe rigging methods of such tools and equipment and be informed and fully understand the nature of their

work. It is required that employees, when assigned to hot line work, be instructed by and work with experienced journeymen prior to engaging in the actual work.

Section 5.39

Each hot stick job must be planned carefully. Three linemen are required on a pole or tower when the lifting is heavy, the job is intricate and does not permit good assistance from the ground or the voltage is 15 KV or above.

Section 5.40

Lineman should not wear rubber gloves while operating hot line tools, except when performing switching operations.

Section 5.41

Linemen shall cease using any hot line tool when he can feel voltage on it.

Section 5.42

Only hot line rope shall be used in hot line work.

Section 5.43

Every precaution should be taken to determine that the span and supports thereof are of sufficient strength to safely bear the weight of the employee and their equipment.

Section 5.44

Before an employee climbs a pole, he shall make certain by inspection and testing that the pole to be climbed and adjacent poles on each side are sufficiently safe.

FOREIGN ATTACHMENTS ON POLES

Section 5.45

There shall be no attachments placed on poles except those, which are authorized by the utilities involved. When through bolts present a hazard to climbing, they shall be trimmed to a safe length.

EXPLOSIVE POWER TOOLS

Section 5.46

The use and operation of every explosive powered tool shall be in accordance with the practices recommended by the manufacturer of the tool.

AERIAL LADDERS AND/OR LIFT EQUIPMENT

Section 5.47

Direct contact between the boom or ladder of aerial equipment and high voltage is prohibited.

Section 5.48

Before moving the aerial lift into the work position, all controls (Ground-level and bucket) shall be checked and tested to determine that they are in proper working order. The location of controls shall afford the operator a clear and unimpaired view of the elevated equipment.

Section 5.49

Employees operating controls shall not stand on the ground.

Section 5.50

All equipment except bucket trucks when moving from one location to another while raised or partially raised shall be limited to the immediate work area.

POLE LOADING – TRANSPORTING – INSTALLING OR REMOVING

Section 5.51

Poles shall be transported by means of an approved pole dolly, pole truck or pole trailer.

Section 5.52

Pole transporting vehicles shall not be loaded beyond rated capacity.

Section 5.53

All pole handling equipment must be maintained in good condition and shall have adequate working capacity.

Section 5.54

All poles shall be secured to the transporting vehicle by suitable binders.

Section 5.55

Red flags and/or red lights shall be fastened to the rear end of the poles being transported.

Section 5.56

A safety cable or chain shall be used on pole vehicle.

Section 5.57

No one shall ride on any pole trailer or similar equipment.

Section 5.58

Rubber groves shall be worn at all times while handling poles which might come in contact with energized lines. Employees shall not place shoulders, feet or other portions of body, against the poles.

Section 5.59

If a pole is of questionable safety for climbing, it must be guyed for safe climbing before men are allowed to climb.

Section 5.60

When using cant hooks, never use more than one man to a cant hook and he should handle the hook from the side of the body.

Section 5.61

Two cant hooks shall be used and held, one opposing the other, by one man to keep a pole from turning during setting operations.

Section 5.62

When the erection or removal of poles affects the free movement of traffic, flagmen must be used.

COMPRESSED AIR EQUIPMENT

Section 5.63

Portable air compressor tanks, which cannot be properly inspected, shall be replaced after a minimum of 15 years of service.

Section 5.64

Portable air compressor safety valves shall be tested at least twice a year and tagged with date of test.

Section 5.65

Shut off valves shall not be installed between the air compressor and safety valve.

Section 5.66

Compressed air streams shall not be brought into close or direct contact with any portion of an employee's body.

Section 5.67

Only air hose, valves, and fittings of the proper pressure rating shall be used in connection with air compressors.

Section 5.68

Only safety type couplings shall be used and secured with a cotter pin.

SLINGS AND HOOKS

Section 5.69

Chain slings shall not be used.

Section 5.70

Hooks, which have become bent, shall not be put back into use.

Section 5.71

Where loads must be picked up in windy weather, two tag lines shall be used on the load.

Section 5.72

Employees shall not ride on loads or work under them while they are lifted.

Section 5.73

Slings shall not be overloaded. Know their safe capacities.

Section 5.74

Loads shall not be applied suddenly to a sling.

Section 5.75

In rigging situations involving cable or cable slings, the usual practice is to employ many types of attachments that bring one section of a cable and/or cable sling into contact with another section, by using a shackle, the tension at these points of contact is greatly reduced, in these situations a shackle shall be used.

WELDING AND CUTTING EQUIPMENT

Section 5.76

All welding and cutting equipment shall be operated by journeymen and all welding and cutting jobs shall have at least two employees.

Section 5.77

When working with welding equipment, approved goggles, helmets, gloves and other protective devices shall be worn. These protective devices shall be periodically inspected and properly maintained.

Section 5.78

A fire extinguisher shall be immediately available at all locations where welding and cutting equipment is in use.

Section 5.79

Green colored hose shall always be used for oxygen, red hose for acetylene, and the two shall not be interchanged.

Section 5.80

Repairing hose with adhesive tape shall not be attempted.

Section 5.81

Gasoline shall be carried in underwriters approved gasoline cans when men are riding in the trucks and shall not be in the portion of the trucks occupied by the employees.

**ARTICLE VI
OPERATING – POWER LINES AND EQUIPMENT CLEARANCES**

Section 6.01

Clearances on lines and equipment directly under a dispatcher, or person acting in that capacity shall be requested and executed by observing the following rules.

Section 6.02

Employers shall designate a qualified person to receive all clearances on lines under the control of a dispatcher.

Section 6.03

No switch shall be operated and no clearance tag placed or removed without an order from the dispatcher.

Section 6.04

In all cases, orders must be given directly to the man in charge, by the dispatcher, and such communications must be repeated back word for word to the dispatcher.

When requesting clearances on lines over the phone, radio or otherwise, the person requesting the clearance shall obtain the name of the dispatcher and the dispatcher shall obtain the name of the person requesting the clearance.

Section 6.05

Should it be necessary for a person holding a clearance to leave the job, he shall relinquish his clearance to the dispatcher and a new clearance shall be taken by another qualified person.

Section 6.06

In cases where more than one person will require clearance on the lines or parts of equipment, the dispatcher must order complete sets of clearances for each person requesting clearance.

Section 6.07

When two or more crews are engaged in work at any one location, the proper authority may designate one of the foremen to act as foreman of the combined crews for the purpose of obtaining clearances only.

Section 6.08

No work shall be performed on lines or equipment until the dispatcher has definitely granted the clearance and the line has been grounded.

Section 6.09

Where two or more lines are on the same poles or structures, arrangements must be made for simultaneous clearances, unless the person who requested the clearance specifically states that less will be sufficient.

Section 6.10

The person to whom a clearance has been given shall be held responsible for seeing that all protective grounding devices installed by him or by persons under

his direction, are removed before clearing the line or equipment to the dispatcher for service.

Section 6.11

After receiving notification from the dispatcher and the necessary switching has been done, the person making the request shall take the following precautions before coming in contact with the circuit or equipment.

- (a) The circuit or equipment shall be tested by generally accepted methods to make sure it is de-energized.
- (b) The circuit or equipment shall be grounded and shorted as prescribed by the grounding section of these rules.

Section 6.12

All lines or equipment shall be considered to be energized until such line or equipment is cleared and grounded.

GROUNDING

Section 6.13

These grounding rules for overhead lines shall be followed when any line energized at more than 500 volts is removed from service for the purpose of work thereon.

Section 6.14

Grounding devices shall be of the approved type and have capacity great enough to activate protective devices without destroying the grounding devices.

Section 6.15

The grounding set shall be firmly connected to a reliable ground at the ground end first.

Section 6.16

Grounds shall be placed on both sides of the section of line on which work is to be done with the following exceptions:

- (a) Where visible openings are within sight of the job, disconnecting the line from its sources of power, and no energized high voltage line crosses over or below the line section being worked on and no other source of feed exists to this line section. One ground installation on the side away from a visible opening may be considered to be sufficient protection.
- (b) One ground should be sufficient when placed at the point where work is being performed if the line is not to be opened, or if there is no sources or supply beyond the ground or no possibility of contact with other energized lines.
- (c) On steel tower lines it may be more desirable to install the ground at the tower to be worked on.

Section 6.17

Preliminary grounding or other testing shall first be done to determine that the line or equipment to be grounded is de-energized.

Section 6.18

Final authority must rest with the foreman who must satisfy himself by preliminary grounding or other test that the lines to be grounded are de-energized.

Section 6.19

The regular ground set shall be in firm contact with each of the conductors of the circuit to be worked on.

Section 6.20

When removing ground set, it shall be disconnected from the line first and lowered below all energized parts, before the ground end is disconnected.

Section 6.21

In cases where the conductor separation, at any pole or structure, is so great as to make it impracticable to apply shorts on all conductors and only one conductor is to be worked on, only that conductor which is to be worked on, need be grounded.

**ARTICLE VII
OUTSIDE EQUIPMENT – BULL DOZERS –
TRENCHERS – PAYLOADERS, ETC.**

Section 7.01

All equipment shall be maintained in a safe condition at all times.

Section 7.02

The general condition of all equipment shall be checked daily before operations.

Section 7.03

Trained, qualified employees shall be assigned as operators of equipment.

Section 7.04

Unauthorized riding on equipment is prohibited.

Section 7.05

The equipment shall be arranged so that the operator has a clear view of all digging, hauling, dumping or dozing operations. If such is not possible, a signalman shall be provided.

Section 7.06

The blade or scoop shall not be used as a brake for going down a slope.

Section 7.07

Pay loaders shall not be used to transport men.

Section 7.08

The engines of all equipment shall be stopped before refueling.

Section 7.09

The designed capacity or any piece of equipment shall not be exceeded under any circumstances.

Section 7.10

On all hoists on which cable drums are used, at least two full wraps of the lifting cable shall remain on the drum at all times.

Section 7.11

Side pulls on hoisting apparatus are dangerous and shall be avoided.

Section 7.12

Gin poles shall be erected and guyed under the direction of a supervisor.

Section 7.13

All loads shall be handled carefully under the direction of one man. Several test lifts, taking the load a few feet in the air, shall be made before attempting the working lift on all gin poles.

ARTICLE VIII EXCAVATING AND SHORING

Section 8.01

All excavating and shoring performed shall be in accordance to OSHA rules and standards.

Section 8.02

The sides of any excavation or trench, five (5) feet or more in depth, in which an employee must work, even in stable soil, shall be supported by adequate shoring or bracing, except where adequate sloping on all sides to prevent cave-ins, or where both the length and the width of a trench exceeds the depth, and the work to be performed is centered in the trench or excavation.

Section 8.03

Ladders or suitable ramps shall be used when going in or out of trenches or excavations in excess of four feet deep.

Section 8.04

Trench bracing or shoring shall not be used as a ladder.

ARTICLE IX EXPLOSIVES STORAGE

Section 9.01

All federal and/or local laws shall be followed in accordance with ATF and the IDNR.

ARTICLE X AERIAL BASKETS – GENERAL

Section 10.01

No procedure herein described shall be in violation of any safe work practice as set forth in other parts of this manual relative to work normally performed from a pole or other structure.

Section 10.02

This vehicle and/or trailed load may become energized (or grounded) when the boom or the basket comes in contact with energized (or grounded) conductors or equipment.

Section 10.03

Neither truck and/or trailed load boom, or basket shall be depended upon to be electrically insulated.

Section 10.04

Rubber gloves and sleeves or hot sticks must be used while working energized lines from insulated buckets.

Section 10.05

An OSHA approved harness and lanyard shall be required for all work performed from an aerial basket.

Section 10.06

Only journeymen or qualified apprentices, who have been trained and authorized, shall be carried aloft, or permitted to operate the boom carrying an aerial basket.

Section 10.07

The manufacturer's load limits of the boom or baskets shall never be exceeded.

TRAVEL PROCEDURES

Section 10.08

Moving the truck into the opposing traffic is hazardous and should be avoided.

Section 10.09

Any backing of the truck shall be done slowly and under the direction of one employee.

Section 10.10

The boom shall be cradled before moving truck.

Section 10.11

Riding in the basket shall not be permitted while the vehicle is being moved.

SETTING UP AND KNOCKING DOWN AT JOB SITE

Section 10.12

The truck shall be legally parked while the appropriate warning signs, lights and barricades are being placed.

Section 10.13

Uniform flashing warning lights shall be used on the vehicle when in operation at the job site.

Section 10.14

There must be available footing for the truck wheels and outriggers, the truck brakes set and rear wheels of the truck chocked, if necessary.

Section 10.15

When work on inclined road or street, the truck shall sit approximately level as viewed from the rear and outrigger pads shall be used when necessary.

Section 10.16

Work areas must be barricaded off in populous areas.

Section 10.17

A warm-up period is needed at the beginning of each day's work.

Section 10.18

When the boom must be maneuvered over a street or highway, a flagman shall be used, if necessary.

Section 10.19

Entering the basket shall only be done with the basket resting firmly on the ground or in the traveling position.

Section 10.20

Raising the basket directly above energized lines or equipment shall be kept to a minimum.

WORKING ALOFT

Section 10.21

Baskets should be located under and should not contact any conductors or equipment.

Section 10.22

Energized conductors and equipment shall be covered with protective devices in the same manner as if the work were done from the supporting structure.

Section 10.23

The employees shall not stand on top of the basket, on planks placed across the top of the basket or on ladders placed in or on the basket while performing work.

Section 10.24

The employees shall not belt-in to an adjacent pole, structure, or equipment while performing work from the basket.

Section 10.25

The employees shall not enter or leave the basket by walking the boom.

Section 10.26

Transferring from the basket to a pole or structure or from a pole or structure to the basket shall not be allowed.

Section 10.27

When the basket is in operation, a second qualified employee shall be present to operate the ground controls if the need arises.

Section 10.28

Climbers shall not be worn while working from aerial basket.

Section 10.29

As a safety measure, in traffic areas, the lower boom shall be raised to a 45 degree or greater angle, before turning or positioning for work.

Section 10.30

No makeshift attachments whatsoever shall be allowed on the basket.

INSPECTION

Section 10.31

Aerial basket equipment shall be inspected daily. Special attention should be given to the following:

- (a) Inspect hydraulic hoses and remote controls for twisting, and proper adjustment.
- (b) With oil lines under pressure, inspect all hydraulic fittings, pump and cylinders, for evidence of leakage.
- (c) Check oil level of hydraulic and remote control reservoirs.
- (d) Check for proper operating speed and rate of drift.
- (e) Operation of all controls shall be checked through their maximum working range.

- (f) Check boom and leveling wire rope cable for frayed strands and correct adjustment.
- (g) Check booms for cracked welds or distorted members.

MAINTENANCE

Section 10.32

The manufacturer recommendations shall be adhered to on the following:

- (a) Cleaning fiberglass coating.
- (b) Lubricating points.
- (c) Electrical test.
- (d) Hydraulic fluid.
- (e) Only qualified persons designated by the company may repair the hydraulic pressure system.

ARTICLE XI

UNDERGROUND DISTRIBUTION INTRODUCTION

Section 11.01

UD, Underground Distribution, is a general term, which covers the necessary facilities to furnish underground service generally to residential and commercial type customers.

Section 11.02

The safe practices, as outlined, are written on a “Shall” or “Should” basis and SHALL be observed in the same manner as the rules in Appendix B.

Section 11.03

Due to the close clearances and the construction of UD equipment, the required necessary safe practices go beyond the provisions of Appendix B which deals with

work on energized lines and equipment. Care must be exercised to insure that all supervisors and their employees are aware of this and are instructed in the proper procedures.

DEFINITIONS

Section 11.04

Pad-Mount – Equipment or device – surface mounted – normally worked from ground level.

Section 11.05

Primary Compartment – A compartment containing voltages above 600 volts.

Section 11.06

Secondary Compartment – A compartment containing voltages below 600 volts.

Section 11.07

URD Concentric Cable – A conductor insulated and shielded for operation above 600 volts – around which is wound a neutral of equal capacity, with no over-all covering.

Section 11.08

Power Cable – a conductor insulated and normally shielded, around which is an outer jacket, for operation above 600 volts.

Section 11.09

Secondary Cable – a conductor insulated for operation below 600 volts.

Section 11.10

Termination – The ends of a concentric – or power cable; such as:

1. Pothead – A termination, normally outdoor.
2. Stress cone – A termination, normally indoor.
3. Elbow – A fully shielded (also submersible) termination, may be used indoors or outdoors.

Section 11.11

Exposed – A device or conductor is exposed unless it is properly insulated, covered or barricaded with approved protective equipment.

NOTE: 5000 Volt and above non-shielded insulated cable is exposed and SHALL be covered with approved protective equipment.

Section 11.12

Subsurface – Equipment or device below ground, normally worked from ground level.

Section 11.13

Subway – Equipment or device below ground, normally worked below ground level.

Section 11.14

Fault Closing Devices – A device capable of being closed into a faulted cable or transformer. The device SHALL meet the requirements of the client.

WORKING ON UD SYSTEMS

UD #1 – General Rules

Section 11.15

The employee in charge of the work SHALL review with crewmembers the location of all energized apparatus and cable terminals in the work area.

Section 11.16

Rubber gloves SHALL be worn when opening any pad-mounted enclosures.

Section 11.17

Rubber gloves and approved hot line tools SHALL be used when operating any underground device normally energized above 600 volts and is exposed, including fused, elbows and any disconnecting devices.

Section 11.18

Rubber gloves SHALL be worn and approved; hot line tools SHALL be used to perform discharging and grounding operations.

Section 11.19

When work is to be performed on a de-energized cable in a primary compartment, all exposed energized equipment in that compartment SHALL be covered with approved protective equipment.

Section 11.20

Never under any circumstances should the system neutral conductor be opened.

UD #2 – Working Within Pad-Mounted Enclosures

Section 11.21

Rubber gloves SHALL be worn when working in pad-mounted enclosures on energized equipment and secondary pedestals.

Section 11.22

Approved protective equipment SHALL be used on all exposed terminals energized at 600 volts or less, when working on adjacent terminals energized at 600 volts or less.

Section 11.23

Before performing work on a de-energized secondary terminal of a pad-mounted transformer, the terminals SHALL be tested and grounded.

Section 11.24

All doors to pad-mounted enclosures SHALL be removed or firmly secured while work is being performed.

Section 11.25

The oil compartment cover plate on transformers SHALL NOT be removed.

UD #3 – Working on Primary Cables and Grounding

Section 11.26

Before any work is performed on a high voltage cable requiring that the cable be disconnected, but ungrounded, it SHALL be properly drained of all static charge, as follows:

- A. Properly clear cable from all possible sources of electrical supply.
- B. Check the terminals for normal voltage by use of an approved potential detector device.
- C. Ground the cable, by approved hot line methods, to a solid ground for not less than 2 minutes, then remove ground and proceed with work.
- D. Work involving the testing by AC or DC above normal service voltage, retention of charge may be longer than 2 minutes and may be re-established after being grounded. Therefore, cable SHALL be checked as in “B” and “C” above, until it is determined that no charge is re-established.

Section 11.27

All cables SHALL be considered as energized until each has been properly tested to be de-energized and discharged and properly grounded.

Section 11.28

Before beginning work on a cable which is de-energized, the cable SHALL be tested and then grounded at the cable terminations on both sides and as close as possible where the work is to be performed.

Section 11.29

The grounding device SHALL be connected to ground before being connected to the cable. When removing the grounding devices they SHALL be disconnected from the cable before the ground connections are removed.

UD #4 – Moving Energized Cables

Section 11.30

Cables operating at primary voltages shall not be moved under any circumstances.

UD #5 – Operating UD Switches and Fuses

Section 11.31

Due to loop characteristics of UD Circuits, disconnect blades or fuses SHALL be considered energized when in the open position until tested and grounded.

Section 11.32

Cable faults SHALL be sectionalized only by use of a mounted switch, a mounted fused cutout, or an approved fault-closing device.

Section 11.33

When energizing a section of cable, a mounted switch, or a mounted fuse cutout, or an approved fault-closing device SHALL be used.

Section 11.34

Switches and fuses in pad-mounted equipment SHALL NOT be used to pick up load unless they are rated as load makes devices.

Section 11.35

Switches and fuses used in pad-mounted equipment to interrupt load SHALL be rated as load break devices.

UD #6 – Protecting the Public

Section 11.36

Accessible, energized compartments of UD installations SHALL be closed and locked at all times except when opened for inspection, maintenance use, or other authorized purpose.

Section 11.37

If it should be necessary to leave an energized compartment unattended for even a short period, the compartment SHALL be closed and locked.

Section 11.38

An employee SHALL keep unauthorized persons away from the work area; by Company attendant(s), approved barricades, safety markers, or a combination of these.

UD #7 – Manholes and Vaults

Section 11.39

OSHA Confined Space Guidelines shall be followed while working in manholes a vaults. This information can be found in 1926 Subpart C of the OSHA Standards.

Section 11.40

Employees shall not work in manholes or vaults without another person being available to assist the workmen, if necessary.

Section 11.41

No employee shall enter a manhole or vault until he has assured himself that there are no dangerous gases present and that proper ventilation has been provided. Tests should be made with suitable devices manufactured for this purpose. No employees shall smoke or bring open flame or torches near open manholes until he is sure that there is no trace of gas present.

**ARTICLE XII
SPACER CABLE**

Section 12.01

When working spacer cable hot, if it cannot be done in a safe manner, cable will have to be de-energized.