

## Letter of Agreement

Between

Alaska Chapter National Electrical Contractors Association (NECA)

And

The International Brotherhood of Electrical Workers Local 1547 (IBEW)

### **RE: Engineer Trainee**

Alaska Chapter NECA and the IBEW Local 1547 agree that there is a need for a position to train Engineers into their workforce while prioritizing the hiring of Alaskans as much as possible, to the benefit of both parties. This language is covered under the Outside Telecommunications Agreement Letter of Understanding, titled Specialty Skills, and will be considered as an addendum to the existing Letter of Agreement for the Outside Telecommunications Agreement, titled Engineering and Professional Services.

### **Engineer Trainee**

1. The Trainee will be trained, under supervision and report to a Project Engineer / OSP II.
2. The starting wage rate for a Trainee shall be forty percent (40%) of the Project Engineer / OSP II hourly Rate and receive a ten percent (10%) increase for every one thousand (1000) hours, until four thousand (4000) hours. After completing four thousand (4000) hours they shall be compensated at one hundred percent (100%) Field Engineer / OSP I scale. Pension benefits shall be compensated at the same percentage as the wage, up to four thousand (4,000) hours. At four thousand (4000) hours pension shall be compensated at the Field Engineer / OSP I rate. All other benefits for Engineer Trainee(s) shall be paid at the amounts specified for the Field Engineer / OSP I position.
3. The Employer shall be responsible for all training associated with the Engineer Trainee position
4. Employment of trainees is subject to a one thousand hour (1000) probationary period.
5. If a break in service with a duration of not more than twenty four (24) months occurs, the affected trainee shall retain all hours worked in the trainee position and shall be granted them upon rehire. The trainee work hours shall be tracked and reported to the shop steward for review quarterly.

6. The employer may at their discretion start a trainee at a higher percentage.
7. The Employer and Union agree to meet not less than once annually, when requested, to discuss the trainee program.
8. This Letter of Agreement shall expire October 31, 2027, unless mutually agreed to extend.


Signed for the Employer:

Signed for the Union:

Alaska Chapter  
National Electrical Contractors  
Association

Local Union 1547  
International Brotherhood of  
Electrical Workers

By:   
Jesse Hale  
President

By:   
Cecil Colley, III  
President

Date: 2/26/25

Date: 2-26-25

By:   
Larry Bell  
Executive Manager

By:   
Doug Tansy  
Bus. Manager/Financial Sec.

Date: 02/26/25

Date: Feb. 26, 2025