

**2020 CONTRACT NEGOTIATIONS  
AMERICAN LINE BUILDERS  
IBEW LOCAL #1393 PROPOSALS**

**9/9/20 9:00 a.m.**

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**1. Article IV, Section 4.18, Page 16-Inclement Weather**

Members shall not be required to work outside unprotected during extremely cold or stormy weather except in extreme emergency. **No member will be required to work in lightning which is within 30 miles of the area, during such period the member shall be allowed 30 minutes of cover per OSHA standard.** When required to work outside in such cases, the Employer shall furnish the workmen performing such work rain gear and boots. Rain gear shall be available at convenient location.

**2. Article IV, Section 4.20, Page 17-Flame Resistant Clothing (FR).**

Discussion and understanding on opt-out requirements.

**3. Article V, Section 5.01, Page 20-Wage Increase.**

Provide a substantial wage increase to all classifications.

**4. Article XII, Section 12.01, Page 30-Health and Welfare Fund**

Section 12.01 The Employer agrees to pay into a Welfare Fund, known the Line Construction Benefit Fund, Five Dollars (\$6.75) for each hour worked by all employees covered by this Agreement. 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.

\*\*\* The employer will pay up to fifty cents (\$0.50) per year of the agreement for any increases during the term of the Agreement for each hour worked.

**5. Article XII, Section 12.03, Page 32-Line Construction Health Reimbursement Account**

Section 12.03 The Employer agrees to pay into a Benefit Fund, known as the Line Construction Health Reimbursement Account (HRA), an amount equal to fifty cents (\$0.50) for all hours worked, for all employees covered by this Agreement.

The said Benefit Fund shall be administered pursuant to the Agreement and Declaration of Trust administered jointly by representatives of the Chapter and Unions. The contribution and report shall be mailed to reach the office of the LINECO Fund not later than fifteen (15) calendar days following the end of each calendar month.

**6. Exhibit B (New)-IBEW Political Action Committee (PAC).**

IBEW POLITICAL ACTION COMMITTEE CONTRIBUTIONS - The Company shall make collection of contributions to the International Brotherhood of Electrical Workers, AFL-CIO, Political Action Committee (hereinafter "IBEW PAC"), by any union Employee who is a member of the Union, through payroll deductions, upon proper authorization in writing signed by such union Employee and delivered to the Company within ten days after its execution; shall pay bi-weekly to IBEW PAC, 900 Seventh Street N.W., Washington, D. C. 20001, the total amount thus deducted from all union Employees for whom authorizations are in effect. Deductions shall be made only from the weekly wages paid to each such Employee during the period such Employee's authorization is in effect. The Union shall indemnify and save the Company harmless against any and all claims, demands, suits or other form of liability that may arise out of or by reason of any action taken or not taken by the Company for purposes of complying with the provisions of this Section.