

RESOLUTION NO. 2025 - 158

A RESOLUTION APPROVING AN AMENDMENT TO THE COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 210, UNIT-1 FROM JANUARY 1, 2023 THROUGH DECEMBER 31, 2026.

WHEREAS, the International Brotherhood of Electrical Workers (IBEW), Local 210, Unit-1 is the sole and exclusive representative of certain City of Vineland employees of the Electric Utility for the purpose of negotiations concerning wages, salaries and other negotiable terms and conditions of employment; and

WHEREAS, the represented employees are those full-time employees classified in “Exhibit A” of the Agreement and pursuant to the Certification Docket No. RO-250 and RO-251 by the NJ Public Employment Relations Commission dated May 25, 1971, as follows:

All blue-collar employees employed by the City of Vineland in the Electric Utility Distribution Division, Overhead Lines and Tree Trimming and Utility Generating System, but excluding officer clerical, craft and professional employees, policemen, managerial executives, supervisors within the meaning of the Act and all other employees; and

WHEREAS, the management of the City of Vineland Department of Municipal Utilities has recommended that work practices and procedures as set forth in Appendix “B” - Distribution Division Electrician and Meter Group Apprenticeship Programs be revised to make these programs consistent in duration with other apprenticeship programs within the Electric Utility, which is four years; and

WHEREAS, the management of the City of Vineland Department of Municipal Utilities has also recommended that work practices and procedures as set forth in Appendix “C” - Modifications to the 15KV Class I & I Rules be revised to clarify when apprentices can work on single phase versus three-phase, and removing an obsolete 4KV standard, which reflects current practice; and

WHEREAS, these understandings have been memorialized in the attached Memorandum of Understanding (MOU).

NOW THEREFORE BE IT RESOLVED, by the Council of the City of Vineland that said MOU is ratified, and the collective bargaining agreement between the parties from January 1, 2023 through December 31, 2026 shall be revised consistent with the MOU, and the execution thereof for and on behalf of the City of Vineland is hereby authorized and directed; and

BE IT FURTHER RESOLVED, that the City of Vineland may enact any ordinance, rule or regulation required to fully carry out the terms and conditions of the agreement herein approved.

Adopted: April 8, 2025

\_\_\_\_\_  
President of Council

pfs

ATTEST:

\_\_\_\_\_  
City Clerk

rgf

**Memorandum of Understanding Between  
Vineland Municipal Utilities and IBEW Local 210  
Revised Unit 1 Contract Appendix "B"**

**Appendix "B"**  
**Distribution Division Electrician and Meter Group Apprenticeship Programs**

**A. Lines of Progression**

1. The normal line of progression for the Electrician Group shall be as follows:
  - a. Electric Mechanic Helper (**Electrician's Helper or Groundhand**)
  - b. Electrician Trainee (**Apprentice Electrician**)
  - c. Senior Electrician
  - d. Work Leader - Electric Mechanic
2. The normal line of progression for the Meter Group shall be as follows:
  - a. Electric Meter Worker
  - b. Electric Meter Repairer
  - c. Electric Meter Technician
  - d. Work Leader - Electrical Metering and Relay Mechanic

**B. Initiation of Apprenticeship Program**

The Apprenticeship Program will be initiated at the discretion of Management by Job Posting Procedure. Once an applicant is selected, the candidate will be expected to progress through the apprenticeship program to the journey person level. There will be no room for stagnation of an apprentice in the program. If an apprentice is unable to progress to the next level of the program, then the apprentice will be removed from the program and returned to their former classification.

**C. Apprenticeship Training**

The apprenticeship training will consist of approved training modules similar to NUS and Tampa Electric programs presently in use and will be supplemented by specific vendor training as determined by Management. The inclusion of additional training modules, or changes in the sequence of the training modules, to enhance the effectiveness of these programs shall be made by mutual agreement between Management and the Union. An Electrician Trainee shall progress to Sr. Electrician by successful completion of a **four** year program. An Electric Meter Repairer shall progress to Electric Meter Technician by successful completion of a four year program.

**D. General Requirements**

1. The City shall post job openings for the purpose of selecting qualified candidates and initiating the apprenticeship program.
2. Candidates selected from outside of the Distribution Division may be required to complete remedial training before being admitted into the apprenticeship program.

3. Before being promoted to a higher position, the apprentice shall acquire the skills necessary to meet the requirements of the position. This shall be accomplished by a formal training and evaluation program agreed to by the City and Union.
4. Apprentices will be trained to work in the Electrician Group or the Meter Group and will be expected to perform work as certified at each level of their training.
5. Once an apprenticeship is initiated, the employee shall be expected to complete the apprenticeship in its entirety and in a timely fashion.
6. There is no provision in the apprenticeship programs for stagnation. If an employee does not desire to continue through completion, or is unable to continue (except in the case of sickness or injury), or is removed from the program due to poor performance, the apprenticeship shall end and the employee shall revert back to their previously obtained status.
7. If an employee is removed from an apprenticeship program for reasons other than sickness or injury, the employee's re-entry into the program shall be at the sole discretion of management.

E. Specialization

1. The apprenticeship programs shall endeavor to afford employees the opportunity to acquire the necessary skills to successfully perform the duties of the new position. However, it shall be recognized by the City and the Union that additional specialized training may be required to meet operational needs and that the determination of need and content of such training shall be at the discretion of management.
2. Employees who receive such specialized training shall be expected to train other employees as required.

F. Evaluations

1. Quarterly meetings will be held between representatives of Unit No. 1 and the City to evaluate the progress of the apprentice. The apprentice shall receive a progress report detailing their progress with a recommendation for advancement to their next step or detainment in their present step.
2. An employee who is determined to be unqualified shall be removed from the apprenticeship program. The employee shall have the right to grieve such removal. Another candidate shall be selected from the prior posting if removal of a candidate is within one year of the original posting. Otherwise, the apprenticeship program shall be re-posted.
3. The apprenticeship program may be extended due to illness or injury.

G. Chart

Exhibit "A"

<u>Electrician Group:</u>	<u>1 Year</u>	<u>1 Year</u>	<u>1 Year</u>	<u>1 Year</u>	<u>Final</u>
Work Leader - Electric Mechanic					X
Senior Electrician					X
Electrician Trainee	X	X	X	X	
Electric Mechanic Helper				X	X
<u>Meter Group:</u>	<u>1 Year</u>	<u>1 Year</u>	<u>1 Year</u>	<u>1 Year</u>	<u>Final</u>
Work Leader - Electrical Metering and Relay Mechanic					X
Electric Meter Technician					X
Electric Meter Repairer	X	X	X	X	
Electric Meter Worker			X	X	X

#### H. Apprenticeship Program Rules

1. Apprenticeship to electrician ratio will never be more than one to one for energized work.
2. It is understood that the definition of a qualified employee shall be a work leader, senior electrician, or an apprentice in the last 6 months of their fourth year.
3. Electric Mechanic Helper (**Electrician's Helper or Groundhand**):  
On the job training pertaining to equipment, materials, rigging, CPR, and safety. Groundhands are to stay on the ground always and not work on any aerial device. Groundhands are to perform no electrical work other than handling tools and materials. Start approved training course with taking tests.

#### 4. Apprentice Electrician:

First Year: Apprentices are allowed to perform limited de-energized type work with one qualified employee, i.e. change light switches, assemble parts, readings, lights. All other de-energized functions outside of the aforementioned limited work will have 2 qualified employees. They can gain experience on aerial trucks, air compressors, trenchers, scissor lifts, and even secondary work as long as 2 qualified employees are in direct supervision.

Second Year: Apprentices can begin training with switching/grounding of substation equipment at 15 KV class voltage levels with 2 qualified employees present. Training on OTDR, traffic light timings, cabinet fiber splicing, and single employee secondary testing (i.e. Meter cabinet and Breaker Panel) only requires 1 qualified employee.

Third year: Training can begin on primary work, URD switching, and 69kv switching with two qualified employees. Apprentices can also begin training with relays, control circuit troubleshooting, and splicing outside fiber enclosures with 2 qualified employees.

Fourth Year: In the first 6 months, they can perform ALL work under the supervision of 2 qualified employees. In the last 6 month they will be considered a qualified employee, and can be utilized as the second employee called on the overtime list.

5. During the apprenticeship each Apprentice Electrician will be required to maintain a daily log detailing their training experience.
6. Any work done by an Apprentice in the Electrician Group will be at the discretion of the Crew Leader in respect to their being capable of performing a particular job.


**Exhibit "A"**  
**Wage Schedule - Distribution Division**

Title		2023	2024	2025	2026
Electrician Trainee (Apprentice Electrician)	1 Year:	\$41.52	\$43.08	\$44.70	\$46.38
	2 Year:	\$45.36	\$47.06	\$48.82	\$50.65
	3 Year:	\$49.18	\$51.02	\$52.93	\$54.91
	Final:	\$53.17	\$55.16	\$57.23	\$59.38

Agreed to on this day, 3 of February, 2025.

  
Dennis Koons, VMU Municipal Department Head

  
Zach Story, Business Manager, I.B.E.W., Local 210

  
Anthony R Fanucci, Mayor

  
Jack McGuire President, I.B.E.W., Local 210

**Memorandum of Understanding Between  
Vineland Municipal Utilities and IBEW Local 210  
Revised Unit 1 Contract Appendix "C" Section B2.**

**Appendix "C"  
Modifications to the 15KV Class I & I Rules**

The following modifications to the 15KV Class Gloving Procedures have been agreed upon by the City and Union:

- I. The following jobs can be safely performed by one Journeyperson Lineworker (qualified worker) in the working position and a qualified lineworker on the ground:
  - A. Single-Phase Construction.
    1. Installing and/or removing cutouts or lightning arrestors.
    2. Replacing pin insulators or re-tying primary conductors.
    3. Connecting or disconnecting non-current carrying taps (no load), without the use of a jumper.
    4. Transfer single-phase construction.
  - B. Multi-Phase Construction.
    1. Refuse blown cutout.
    2. Open or close switches, test dead and install line grounds.
- II. All other gloving of primary shall require two Lineworkers in the working position with a third qualified lineworker on the ground. (Note: A Lineworker-Apprentice being trained in primary Gloving Procedures may be the second worker in the working position for instructional purposes only. The Apprentice may work single phase primary in their first six months of their second year, and multiphase primary starting in their second six months of their second year through their fourth year.)
- III. All work performed under the I & I Rules on a pole containing two or more energized primary circuits shall be performed by two Lineworkers in the working position with a third qualified Lineworker on the ground.
- IV. It is understood that the definition of a "qualified worker" shall be a Work Leader, Sr. Lineworker (Troubleshooter), Lineworker or an Apprentice lineworker in their last six months of their fourth year.
- V. The existing Agreement schedule and Apprenticeship Program shall be modified as follows:

	1 Year	1 Year	1 Year	1 Year	Final
A. Work Leader-Line Dept.					X
Sr.Lineworker (Troubleshooter)					X
Lineworker					X
Lineworker-Helper	X	X	X	X	
Groundhand				X	X

- B. The training in each category shall include but not be limited to the following:
  1. Groundhand: On-the-Job-Training (OJT) pertaining to equipment, materials, rigging, C.P.R. and safety. Groundhands are to stay on the ground (not to work from an aerial device.)



2. Lineworker-Helper:

First Year: Street lighting, service and secondary work. Experience on aerial trucks, digger truck, setting poles, operating wirepuller. All unenergized linework. Experience in pole climbing. Begin approved training course.

Second Year: Introduction to I & I Procedures. Qualify for switching, blocking, testing, and grounding lines at each voltage level as apprenticeship training progresses. Begin primary single phase work with one Lineworker in working position at all times and a qualified lineworker on the ground. Second six months of second year, begin three-phase primary work, with one Lineworker in working position at all times and qualified lineworker on ground. Continue approved training courses. A second year Apprentice will be an extra worker in crew and may not be used as the third worker in a three-worker crew or the second worker in a two-worker crew for I & I work.

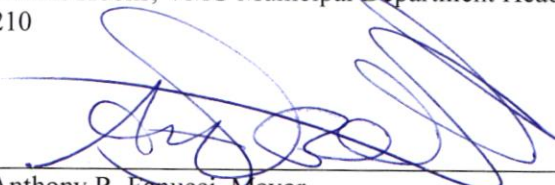
Third Year: Review I & I Procedures. Continue work on multiphase primary, working with Lineworker in working position at all times and a qualified lineworker on the ground. A third year Apprentice will be an extra worker in crew and may not be used as the third worker in a three worker crew, or the second worker in a two-worker crew for I & I work.

Fourth Year: Apprentice will do all aspects of Line work during normal work hours. Fourth year apprentice will have no other restrictions other than to perform live line work under direction of a Lineworker or Work Leader Lineworker. A fourth year apprentice shall be considered as a qualified lineworker for I & I work during the final six months of the fourth year. The apprentice will be averaged into the Lineworker Call-in List and will be utilized as a second worker to a qualified Lineworker on trouble calls or scheduled overtime.

- C. During the apprenticeship training, each Lineworker-Helper will be required to maintain a daily log covering climbing and other training experience. This log shall be initialed daily by the crew leader, and reviewed by the General Foreman at each three month evaluation.
- D. Never will the Apprentice to Lineworker ratio be more than one to one in a crew for jobs related to live line work.
- E. Any work done by an Apprentice in the Line Department will be at the discretion of the Crew Leader in respect to being capable of doing a particular job.

Agreed to on this day, 3 of February, 2025.

  
Dennis Koons, VMU Municipal Department Head  
210

  
Anthony R. Fanucci, Mayor

  
Zach Story, Business Manager, I.B.E.W., Local

  
Jack McGuire President, I.B.E.W., Local 210