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Catherine A. Rinaldi
Interim President



May 1, 2023

Mr. Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers – Local 589
38B Church Street
Patchogue, NY 11772

Re: IBEW Journeyman and Qualified Wage Progression

Dear Mr. Sanchez:

This letter reflects the parties' agreement to establish the definition of a Journeyman in the IBEW Collective Bargaining Agreement with an associated wage progression that reflects credit for prior electrical experience and qualifications required to be a successful candidate for electrical positions at the Long Island Rail Road ("Carrier").

As discussed, effective with the date of this letter agreement, new hire candidates will be required to provide the Carrier with documented proof of their qualifications at the time of hire to be considered as a Journeyman. Candidates may be requested to provide additional documentation or proof to verify their qualifications and experience and the Carrier will review this documentation to determine whether the experience satisfies the requirements included in this letter agreement.

The following criteria will apply:

I. Eligibility for Journeyman Wage Progression

New hire candidates who meet one (1) or more of the criteria as enumerated below will qualify for the expedited wage progression for Journeymen:

- Four (4) years of full-time experience as an Electrical Worker, including the following job titles and industries:
 - Electrical, Electronics, or Communications Worker in the Armed Forces
 - Electrician, including commercial, residential and low voltage
 - Utility or Power Plant Electrical Worker
 - Electronics, Communications or Computer Technician/Engineer
 - Electrical Apprentice or Electrical Helper
 - Automotive Electronic Technician, with ASE certification

The agencies of the MTA

MTA New York City Transit
MTA Long Island Rail Road

MTA Metro-North Railroad
MTA Bridges and Tunnels

MTA Construction & Development
MTA Bus Company

- Possession or completion of the following educational degrees, apprenticeships or trade program certifications, with required practical work experience accompanied thereto for a total of four (4) years:
 - A four (4) year bachelor's degree in Electrical Engineering, Electrical Technology or associated Electrical field from an accredited college or university;
 - A two (2) year associate's degree in Electrical Engineering, Electrical Technology or associated Electrical field from an accredited college, plus
 - Two (2) years of full-time experience performing electrical work;
 - A Trade (Vocational) School Certificate in Electrical Technology or associated electrical field, of which completion requires at least one (1) year of classroom training, plus
 - Three (3) years of full-time experience as an Electrical Worker
 - Completion of at least four (4) years of an Electrical Apprenticeship Program
 - Completion of at least two (2) years of a full-time Electrical Apprenticeship Program, plus
 - Two (2) years of full-time experience as an Electrical Worker
- For candidates who are being considered for positions as Linemen in the Power Department, a candidate will qualify as a Journeyman with the additional following period experience:
 - Combination of experience in trade school, performing electrical work and climbing, including both pole climbing and/or tree cutting. The total combined experience must meet the four (4) years' of experience outlined above.
 - Successful completion the full training program provided by the Linemen Institute of the North East or a directly comparable program.

II. Wage Progression

If a candidate meets the eligibility criteria reflected above, with documented proof of such experience, the candidate will be considered a Journeyman who will follow the wage progression set forth below:

Length of Employment	Percent of Applicable Wage/Salary Rate
1st year	80%
2nd year	85%
3rd year	100%

The progression will be based on 365 calendar days of employment (anniversary date) for all IBEW titles and all other wage progression rules included in the existing Agreement will apply.

Lastly, it is understood that if an employee is not approved for the Journeyman rate of pay prior to hire, they may present the documented proof of eligibility to Labor Relations for review. Additionally, it is further understood that if an employee is not approved for the Journeyman rate of pay, the Organization may file a claim pursuant to Rule 55 of the collective bargaining agreement.

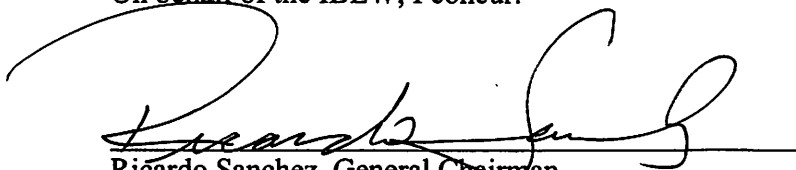
Please sign below if the terms above accurately reflect the agreement reached between the parties.

Very truly yours,



Kelli Coughlin
Deputy Chief Labor Relations Officer

On behalf of the IBEW, I concur:



Ricardo Sanchez, General Chairman
International Brotherhood of Electrical Workers

5-12-2023
Date

cc: C. Daly, E. Rodriguez, C. Swicicki, J. McGrath, P. Dietlin, E. McGoldrick, F. Portela, S. Chandra, D. Cuomo, M. Reilly, L. Ramsaroop, A. Obioma, J. Mehm, T. Hessel-Andor, L. Martinez, K. Hanley, S. O'Connor, W. Jenkins, J. Tinghino, L. Kane, A. Conway, J. Klein – IBEW