



**Local No. 104
Occupational Safety
Health and Education Trust Fund**



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**IBEW Local 104 OSHE
Reimbursement Policy Rubber Goods Testing**

The following policy has been adopted by the Trustees of IBEW Local 104 OSHE and the Trustees, in their sole discretion may amend or discontinue this policy at any time and without prior notice.

Effective March 1, 2019, contractors may be reimbursed, for the cost of rubber goods (gloves, sleeves, envelopes and blankets ONLY), that are specifically designed and rated for use by the Outside Electrical Industry providing ALL of the following criteria are met:

1. The contractor must be a signatory contractor working under the terms of the Collective Bargaining Agreement between IBEW Local 104 and the contractor or contractor's representative (NECA). All equipment being tested must be located and used for work, within the jurisdiction of IBEW Local 104.
2. The contractor must be actively working in the jurisdiction of IBEW Local 104 and have been for a minimum period of three (3) calendar months within the past calendar twelve (12), during the period in which the equipment was tested.
3. The contractor must contribute to the IBEW Local 104 OSHE Trust Fund in accordance with the terms of the Collective Bargaining Agreement. Contractors WILL NOT be reimbursed for testing for any period in which the contractor is delinquent in submitting contributions.
4. The contractor must submit copies of PAID vendor invoices and be ready to provide proof of payment when requested. The Trust Fund will reimburse the contractor directly and will not remit payment on behalf of the contractor to the vendors. The Trust Fund WILL NOT reimburse for postage, shipping and handling or replacements.
5. The contractor must submit invoices for reimbursement within ninety (90) days of the testing date.
6. The contractor WILL NOT be reimbursed for any amount that is more than 50% of the contractor's cumulative contributions received by the Fund office during the past twelve (12) calendar months for ALL TESTING (BOTH Dielectric and Rubber Goods).
7. The contractor WILL NOT be reimbursed for the cost of testing of equipment prior to the effective date of this policy.

**Please direct any questions about the policy to:
Ryan Demeritt, Safety Director at 508-668-5856.**

**Please submit invoices for reimbursement to:
Julie Morris at julie@ibew104.org.**