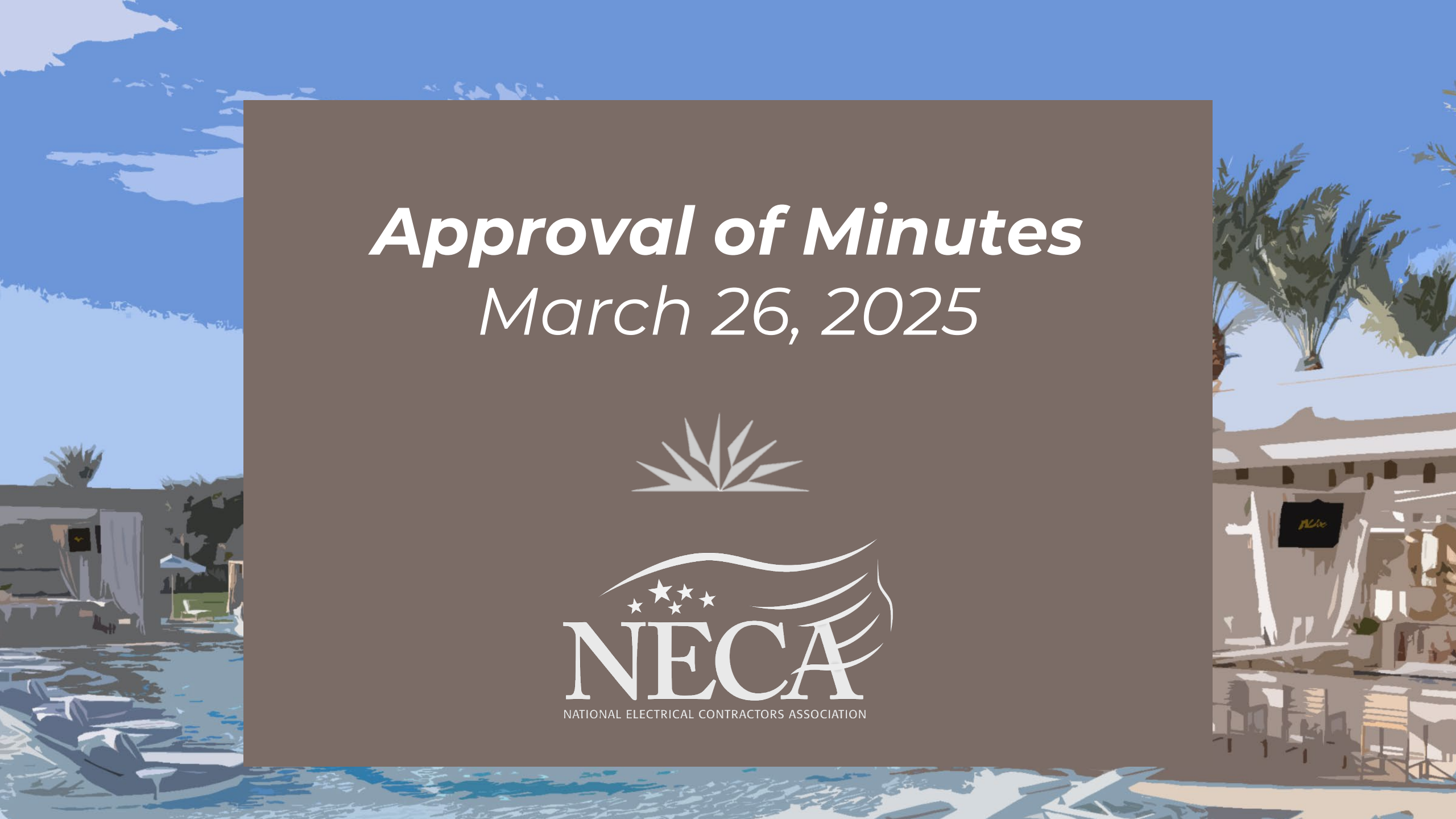


DISTRICT 9 SPRING
COUNCIL MEETING



NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

Approval of Minutes
March 26, 2025



VICE PRESIDENTS REPORT

Fred Neubauer



EC REPORT AND INITIATIVES

Highlights:

National Executive Officer Positions: The Executive Committee voted and unanimously approved the following positions:

- Jef Fagan, Chief Operations Officer (COO)
- Marco Giamberardino, Chief Communications Officer (CCO)

Push in Education: Through the hiring of an Executive Director of Education Outreach, **Tim Speno**, NECA will significantly strengthen the connection between our Chapters, member firms, and the full breadth of NECA Education resources—driving awareness, participation, and measurable impact across the industry.

NECA Executive Committee Meeting January 6-7, 2026

The following is a report on the January 2026 Executive Committee Meeting. Executive Committee members in attendance included:

Mark Walter, President, NECA, Portland, Oregon
Mike McDonald, Vice President District 1, NECA, Hingham, Massachusetts
Steve Petri, Vice President District 2, NECA, Baltimore, Maryland
Chris Foster, Vice President District 3, Mableton, Georgia
Sara Dinkel Smith, Vice President District 4, NECA, Terre Haute, Indiana
Greg Padalecki, Vice President District 5, Live Oak, Texas
Mitch Murphy, Vice President District 6, Pasco, Washington
Dan Smith, Vice President District 7, Omaha, Nebraska
Nate Wickizer, Vice President District 8, NECA, Salt Lake City, Utah
Fred Neubauer, Vice President District 9, Los Alamitos, California
Steve Lindley, Vice President District 10, NECA, DeForest, Wisconsin
Steve Stone, Vice President at Large, St. Louis, Missouri
Chuck Fairchild, Vice President Integrated Systems Contractors, Indianapolis, Indiana
David Long, Chief Executive Officer, NECA, Washington, DC
Traci M. Walker, Secretary-Treasurer/Chief Financial Officer, NECA, Washington, DC
Jef Fagan, Senior Vice President, Labor Relations and Risk Management, General Counsel, Washington, DC

The following guests were present:

Marco Giamberardino, Senior Vice President Government & Public Affairs, Washington, DC
Pete Mastrorocco, Senior Vice President Education, Events & Partnerships, Washington, DC

2026 Standing Committees and Task Forces

President Walter and CEO Long reviewed standing committee and task force changes for 2026.

- All committees and task force groups have been completed, and notices are being sent out to the appropriate members and NECA staff.

President's Report: Walter

President Walter shared his vision for the organization and outlined several key concerns and focus areas:

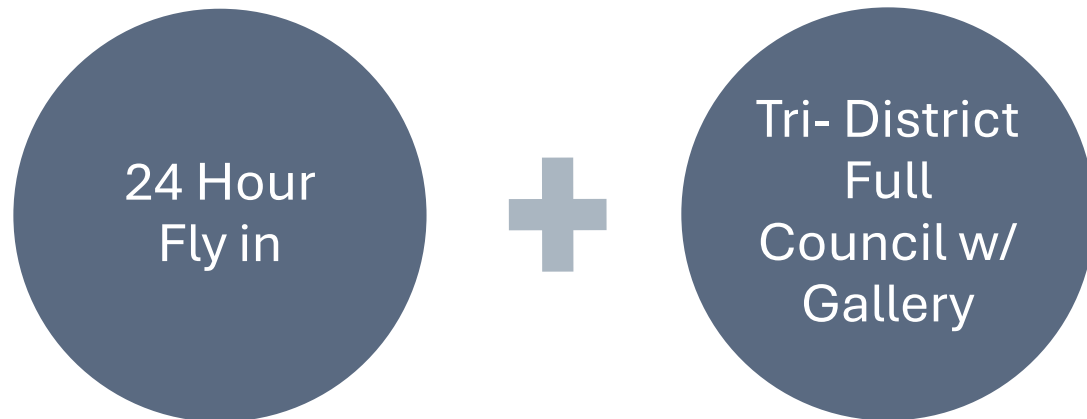
- Emphasized the importance of workforce recruitment.
- Discussed understanding the path forward in facing significant labor demands.
- Raised concerns about the impact of mega-projects on our ability to continue serving our traditional customer base.
- Expressed concern over the shortage of field supervisors and project managers.
- Highlighted new opportunities to expand manufacturing and prefabrication capabilities at an unprecedented level.
- Discussed the need to effectively navigate private funding flowing into training centers.
- Stressed the importance of being able to move unemployed workers across jurisdictions to meet the labor demands of mega-projects.
- Supported continuing to revamp and modernize the apprenticeship model to meet future workforce needs.
- Discussed understanding the impact of private funding.

D9 Meeting Planning

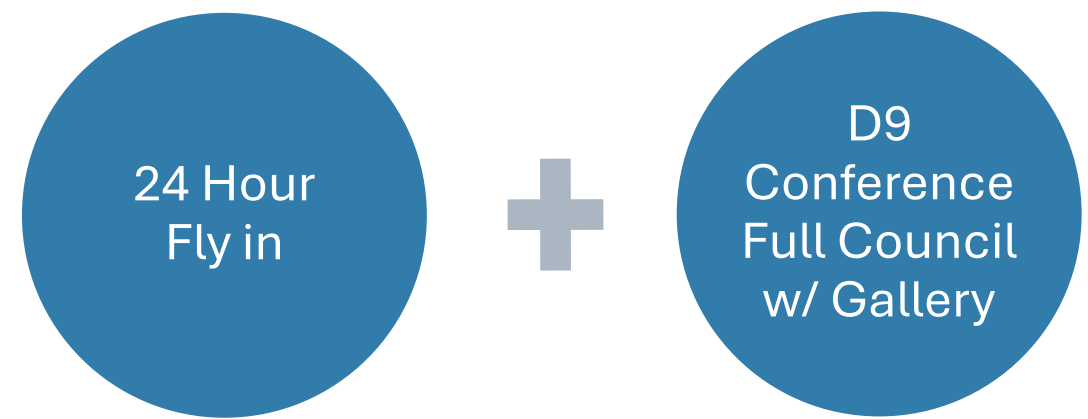
National Bylaws regarding Council Meetings:

*Section 7.2. District Annual and Council Meetings. **At least once each calendar year there shall be a meeting of Members** in each District held at a time and place selected by the District Vice President thereof in cooperation with the CEO. The primary purposes of District meetings shall be the presentation of educational (learning) programs and strengthening relationships. District Vice Presidents shall “sponsor” and preside as Chairman of the **Annual District Membership Meeting AND at least one (1) District Council Meeting**, the delegates to which shall be at least the President, Governor and Manager of each Chapter in that District.*

Tri-District Years:



Non-Tri-District Years:



IBEW 9th District Portability MOU

IBEW Ninth District Inside Portability Policy: The provisions outlined in this policy are not intended to restrict the four-bargaining unit employees per-jurisdiction provision outlined in the IBEW-NECA Agreement on Employee Portability. The employer may elect to utilize the IBEW-NECA Agreement on Employee Portability in lieu of the provisions of this policy. Unless specifically addressed in this policy, the provisions of the IBEW-NECA Agreement on Employee Portability shall apply.

- Subject to the unemployment (and all other) provisions in the IBEW-NECA Agreement on Employee Portability, an employer signatory to a collective bargaining agreement or to a letter of assent to an agreement with another IBEW Local Union, may transfer up to four bargaining unit employees per construction job from their home IBEW Local Union's jurisdiction into the jurisdiction of another IBEW Local Union, provided the employer is also signatory in the visited Local Union.
- If an employer utilizing this policy provision brings in four employees per job, two may be apprentices. Apprentice portability is subject to the approval of each JATC. JATC's are encouraged to adopt a policy which allows for the portability of apprentices. In the event the visited JATC experiences continuous unemployment of apprentices for a turn-around period of three weeks or longer, the visited JATC may suspend the transfer of apprentices under this provision. JATC Training Directors shall work cooperatively with visiting employers to accomplish the intent of this provision.
- Subject to the approval of the respective JATCs, apprentices shall have no restrictions on portability except as stated above. Each JATC is encouraged to develop a policy that ensures portability does not impact the apprentice's ability to attend school, nor create a hardship for the apprentice. Employers utilizing this policy provision shall notify the visited IBEW Local Union (and JATC when applicable) in writing, prior to transferring employees. Such written notification may be either by online form, fax, or email. Such notification shall be in accordance with the IBEW-NECA Agreement on Employee Portability.
- The Employer shall notify the visited Local Union (using the form provided herein) when the employee leaves the jurisdiction.
- Violations of this policy shall be addressed as follows:

Questions for Discussion:

- Which LU jurisdictions are pushing back?
- What are they pushing back on?
- Home Local difference between IBEW 9th Dist.

MOU and WA State Portability:

- IBEW MOU defines home local *based on Contractor*
- WA State defines home local *based on employee dispatched area*
- What would you like to change?



California PAGA Roundtable

Member Question: How do we share PAGA Best Practices?

Proposed ideas....

- WR & LR Team collecting Language from all areas to be shared
 - Currently in progress and available this fall for distribution!

- Think Tank to coordinate efforts!
 - Select Small Task Force Managers/Contractors to curate a forum to share challenges, solutions and lessons learned.
 - Volunteers?!



Age Requirement

Example of Language: “On all jobs requiring five or more Journeyman Wiremen, at least every fifth Journeyman, if available, shall be 50 years of age or older.”

This clause explicitly **requires employment decisions based on age**, which conflicts with the **Age Discrimination in Employment Act of 1967 (ADEA)**.

The ADEA prohibits both: Employers from discriminating based on age & Labor organizations from causing or attempting to cause an employer to discriminate. This includes hiring, assignment, referral, promotion, and layoffs.

Relevant provisions: 29 U.S.C. §623(a) – Employer discrimination & 29 U.S.C. §623(c) – Union causing discrimination

Because this clause mandates a quota based on age, it directly violates those provisions.



Discrimination/Harassment Language

Policy of Non-Discrimination

Neither the Employer, the Union, or the Employees will in any way authorize, ratify, encourage or otherwise support any act or conduct that would be contrary to the Civil Rights Act of 1964, as amended, or any other State or Federal laws providing for Equal Employment Opportunity and prohibiting discrimination because of color, national origin, religion, sex, race or age.

Policy on Sexual Harassment

The XX Chapter, NECA, Inc. and Local Union No. XX, IBEW, as part of our policy of non-discrimination in employment, maintain there shall be no discrimination in employment and there shall be no discrimination in the Employer-Employee relationship on account of sex. Sexual discrimination is interpreted to include harassment, coercion, intimidation, improper gestures, lewd language, or offensive behavior of any kind.

We will not tolerate such sex-based discrimination, and all those working in a supervisory capacity are responsible for assuring that they and all other employees comply with this policy.

The texts of Federal laws and regulations prohibiting sexual harassment are found in Section 703 of Title VII of the Civil Rights Act of 1964, and Section 1604.11 of the regulations thereof, as well as 41CFR, Chapter 60-20 of Executive Order 11246.

WR DIRECTOR UPDATE

Nicole Hite



WR Staff Updates

Your Western Region Team.

Combining decades of experience, your WR Team is here to help!



Nicole Hite
Executive Director,
Western Region

  253-495-6442



Bill Birkett
Field Representative
D8, Western Region

  (307) 262-6904



David Manderson
Field Representative
D9-S, Western Region

  (760) 218-8689



Samantha Dugan
Field Representative
D9-N, Western Region

  (775) 541-7990



Ashlee Boekenoogen
Field Representative
D6, Western Region

  (360) 982-0151

LABOR BULLETIN: DEFERRING ULP'S



Labor Relations Bulletin

August 13, 2025

FROM THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

NLRB Acting General Counsel Issues New Guidance for Deferring ULP's

On August 7, 2025, NLRB Acting General Counsel William B. Cowen released [GC Memorandum 25-09](#), revising procedures for deferring unfair labor practice (ULP) charges to grievance and arbitration mechanisms embedded in collective bargaining agreements (CBAs).

Key Changes and Rationale

- **Emphasis on contract-based resolution:** Cowen pointed to the Supreme Court's observations in the "Steelworkers Trilogy" (1. [Steelworkers v. American Mfg. Co.](#), 363 U.S. 564 (1950)), (2. [Steelworkers v. Warrior & Gulf Navigation Co.](#), 363 U.S. 574, 581 (1960)), (3. [Steelworkers v. Enterprise Wheel & Car Corp.](#), 363 U.S. 593, 596 (1960)), that collectively bargained grievance systems strengthen the statutory framework of the National Labor Relations Act (NLRA), honoring negotiated dispute mechanisms and promoting labor-relations stability.
- **Resource Allocation:** Given limited agency resources, the memo urges Regions to assess deferral options early in the investigation, first via the *Dubo Manufacturing Corp.* standard, and if inapplicable, then *Collyer Insulated Wire* deferral.

Additional information can be found on Collyer and Dubo deferrals under the ["Deferral Under the Collyer Doctrine"](#) NECA Labor Relations Alert.

Reporting Requirements Modified

Previously, the agency checked in quarterly on the grievance status of filed cases. Under the new memo, charging parties must instead submit formal deferral status reports twice annually, by March 15 and September 15. The Deferral Status Report can be found by [clicking this link here](#).

Practical Takeaways

- Employers and Chapters should ensure that local parties closely follow their grievance procedures, given the likely increase in ULP deferrals if agreed upon procedures are followed.
- NLRB Regional offices will now prioritize administrative efficiency and contractual resolution over parallel processes. Expect quicker decisions on deferral viability.
- There is a clear shift toward centralizing responsibility for updates with the charging parties, reducing the administrative burden on regional investigators.

GC Memo 25-09 marks a calculated pivot in NLRB Policy. It reinforces the agency's respect for the grievance and arbitration process in local CBA's and directs its investigative focus towards contract-based dispute resolution.

This material is for informational purposes only. The material is general and is not intended to be legal advice. It should not be relied upon or used without consulting a lawyer to consider your specific circumstances, possible changes to applicable laws, applicable CBAs, prime contracts, subcontracts, rules and regulations and other legal issues. Receipt of this material does not establish an attorney-client relationship.

Collyer Deferral: When no grievance has been filed and a ULP Charge has been filed, the Board has determined that disputes over collective bargaining agreements, "should properly [be] remedied by grievance and arbitration proceeding, as provided" in the collective bargaining agreement. This deferral policy sends the charge back to the parties to follow their outlined and agreed upon arbitration procedures before filing ULP charges.

A Matter of Choice, Not Lacking Authority These policies are not an admission that the NLRB lacks authority to handle charges when an alternative dispute resolution clause exists. Rather, it is a conscious choice by the Board not to exercise that authority. The policies themselves justify this restraint by arguing that they respect the contractual terms of a CBA, like arbitration clauses, that were bargained for and exchanged by the parties involved. In essence, the NLRB defers to the expertise established within the framework of the collective bargaining agreement.

Labor Bulletin: Marijuana



Executive Order: Increasing Medical Marijuana and Cannabidiol Research

On December 18, President Trump issued an [Executive Order](#) on federal actions related to marijuana rescheduling, reclassifying marijuana from a Schedule I to a Schedule III under the [Controlled Substances Act](#). This EO does not itself change marijuana's schedule; rescheduling becomes effective only if, and when, the DEA issues and finalizes a rule, following notice-and-comment procedures.

Impacts on NECA Members

Current DOT Policy on Marijuana

The DOT's "[Medical Marijuana](#)" and "[Recreational Marijuana](#)" notices state that it remains unacceptable for any safety-sensitive transportation employee (including CDL holders) to use marijuana, regardless of state law or a physician's recommendation.

The DOT further emphasizes that medical marijuana authorization is not a legitimate medical explanation for a positive marijuana test, and medical review officers must verify positive tests consistent with [49 CFR Parts 40](#), even when use is under state "medical" programs."

Effect on CDL Drug and Alcohol Testing

The DOT has made clear that safety-sensitive employees will continue to be tested for marijuana and prohibited from using it, even if marijuana is reclassified as a Schedule III substance.

Rescheduling by the DEA does not automatically change the DOT drug testing panel or the underlying prohibitions in 49 CFR Parts 40 and [382](#); any changes to DOT testing requirements would require separate DOT rulemaking.

Workplace and CDL Qualification Implications

Employers of CDL drivers must continue to:

- Conduct pre-employment, random, post-accident, reasonable-suspicion, return-to-duty, and follow-up testing that includes marijuana as required under DOT regulations.
- Treat positive marijuana tests, refusals, and use of marijuana by safety-sensitive employees as violations that trigger removal from safety-sensitive functions and required return-to-duty processes.

Current DOT Policy on Marijuana

The DOT's "Medical Marijuana" and "Recreational Marijuana" notices state that it remains unacceptable for any safety-sensitive transportation employee (including CDL holders) to use marijuana, regardless of state law or a physician's recommendation.

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Rescheduling by the DEA does not automatically change the DOT drug testing panel or the underlying prohibitions in 49 CFR Parts 40 and 382; any changes to DOT testing requirements would require separate DOT rulemaking.

Labor Bulletin: OT Deduction



Labor Relations Bulletin

Revised November 26, 2025

Understanding the Overtime Provisions of the “One Big Beautiful Bill”

The “One Big Beautiful Bill Act” (OBBA), signed into law by President Trump on July 4, 2025, includes new federal income tax deductions for qualified overtime compensation. While these provisions do not change underlying wage and hour requirements under the Fair Labor Standards Act (FLSA), they create new tax benefits for eligible employees and impose additional reporting requirements on employers.

Updated Guidance as of November 25, 2025

The Department of the Treasury and the Internal Revenue Service has issued updated guidance for federal income tax deductions for qualified overtime compensation. [Notice 2025-69](#) clarifies for workers how to determine the amount of their deduction without receiving a separate accounting from their employer. The IRS is in the process of updating income tax forms and instructions for taxpayers to use this filing season that will assist them in claiming these deductions.

Summary of Key Tax Deduction Provisions

The OBBA creates two new above-the-line federal income tax deductions for tax years 2025 through 2028:

- **Qualified Overtime Deduction:** Allows eligible employees to deduct up to \$12,500 annually (\$25,000 for married filing jointly) of qualified overtime compensation from federal taxable income.
- **Income Limitations:** The deduction phases out for individuals with modified adjusted gross income (MAGI) exceeding \$150,000 (\$300,000 for married filing jointly), reducing \$100 for every \$1,000 over the threshold.
- **Federal Tax Only:** These deductions apply only to federal income tax. For payroll taxes such as Social Security and Medicare, state taxes and local taxes, all regular provisions apply.
- **Employer Reporting:** Employers must track and separately report qualified overtime compensation on form W-2.

Qualified Overtime Compensation Requirements

FLSA Overtime Only: The deduction applies exclusively to overtime compensation required under the FLSA, specifically. This means the premium portion of pay above the regular rate for hours worked beyond forty in a workweek (the “half” in “time-and-a-half”).

What does NOT qualify:

- Overtime paid pursuant to state law requirements (e.g., daily overtime in California)
- Overtime paid under collective bargaining agreements that exceed FLSA minimums
- Voluntary overtime premiums paid by employer policy
- Shift differentials, weekend premiums, or other non-FLSA overtime

Qualified Overtime Deduction: Allows eligible employees to deduct up to \$12,500 annually (\$25,000 for married filing jointly) of qualified overtime compensation from federal taxable income.

Income Limitations: The deduction phases out for individuals with modified adjusted gross income (MAGI) exceeding \$150,000 (\$300,000 for married filing jointly), reducing \$100 for every \$1,000 over the threshold.

Federal Tax Only: These deductions apply only to federal income tax. For payroll taxes such as Social Security and Medicare, state taxes and local taxes, all regular provisions apply.

Employer Reporting: Employers must track and separately report qualified overtime compensation on form W-2.

D9 NEGOTIATIONS SUMMARY

District 9 has 8 Inside Agreements Expiring in 2026

LU	Chapter	Expiration
11	Los Angeles	6/30/26
40	Los Angeles	7/31/26
302	Contra Costa	5/31/26
340	Sacramento	5/31/26
413	Santa Barbara	5/31/26
440	Riverside	11/30/26
441	Orange County	5/31/26
1186	Hawaii	8/22/26

D9 NORTH 2025 INSIDE HOURS

Chapter	2025	2024	Difference	% Change
Contra Costa	1,030,900	1,261,723	-230,823	-18.29%
Greater Sacramento	6,670,756	4,369,774	+2,300,982	+52.66%
Monterey Bay	398,267	358,875	39,391	+10.98%
Northern California	3,388,154	3,375,503	12,651	+0.37%
Redwood Empire	700,000	552,006	147,994	+26.81%
San Francisco	1,974,770	2,147,023	-172,253	-8.02%
San Mateo	1,677,700	1,832,468	-154,768	-8.45%
Santa Clara Valley	4,694,557	3,967,782	726,775	+18.32%

2025	2024	Difference	% Change
20,535,103	17,865,155	+2,669,949	+14.95%

D9 SOUTH 2025 INSIDE HOURS

Chapter	2025	2024	Difference	% Change
CA Central Coast	750,319	701,517	48,802	6.96%
East Central CA	1,776,914	1,837,735	-60,821	-3.31%
Hawaii	2,714,700	2,901,700	-18,700	-6.4%
Kern County	2,613,668	2,684,211	863,856	-2.63%
LA	11,519,445	10,945,933	573,512	5.24%
Orange County	2,212,632	2,148,159	64,473	3.00%
San Diego	4,863,751	5,394,477	530,726	-10.9%
Southern Nevada	4,349,194	4,132,009	214,185	5.26%
Southern Sierras	3,088,828	2,681,660	407,168	15.2%

2025	2024	Difference	% Change
33,889,451	32,617,401	1,272,050	3.90%

GOVERNOR TRAINING

We plan to offer a virtual Governor training for any Governors, Potential Governors, or interested Members/Chapter Staff prior to Convention!

EMPOWERING LIVES & COMMUNITIES

Governor Onboarding Agenda

- Welcome/Introductions
- Duties & Responsibilities
- Field, IBEW, and Labor Relations
- Senior Leadership Team & NECA Divisions Snapshots
- Additional Information and Resources
- Questions & Open Discussion



NATIONAL COMMITTEE & TASK FORCE REPORTS



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Codes and Standards

Fred Neubauer



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Council on Industrial Relations

Nicole Hite



Council On Industrial Relations

2025 WR CIR Panel Members

*Mark Walter (Co-Chair) – Christenson
Nathan Wickizer (Co-Chair) – Cache Valley*

*Larry Bell – Alaska Chapter
Pat McMurray – T&R Communications
Nicole Hite – Western Region*

WR Cases	Request	Heard	Grievance/ Negotiation	Outside
2017	97	32	12/20	3
2018	140	43	21/22	5
2019	91	32	15/17	5
2020	97	33	14/19	1
2021	137	49	20/29	5
2022	101	32	22/10	2
2023	103	41	17/24	10
2024	138	50	22/28	5
2025	66	30	16/14	0
2026	19	10	9/1	0

Future Sessions 2026

May 19th - 21st
August 18th - 20th
November 17th - 19th

[Click to view the CIR Video](#)



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

ELECTRI

Construction Technology

Toby Mitchell



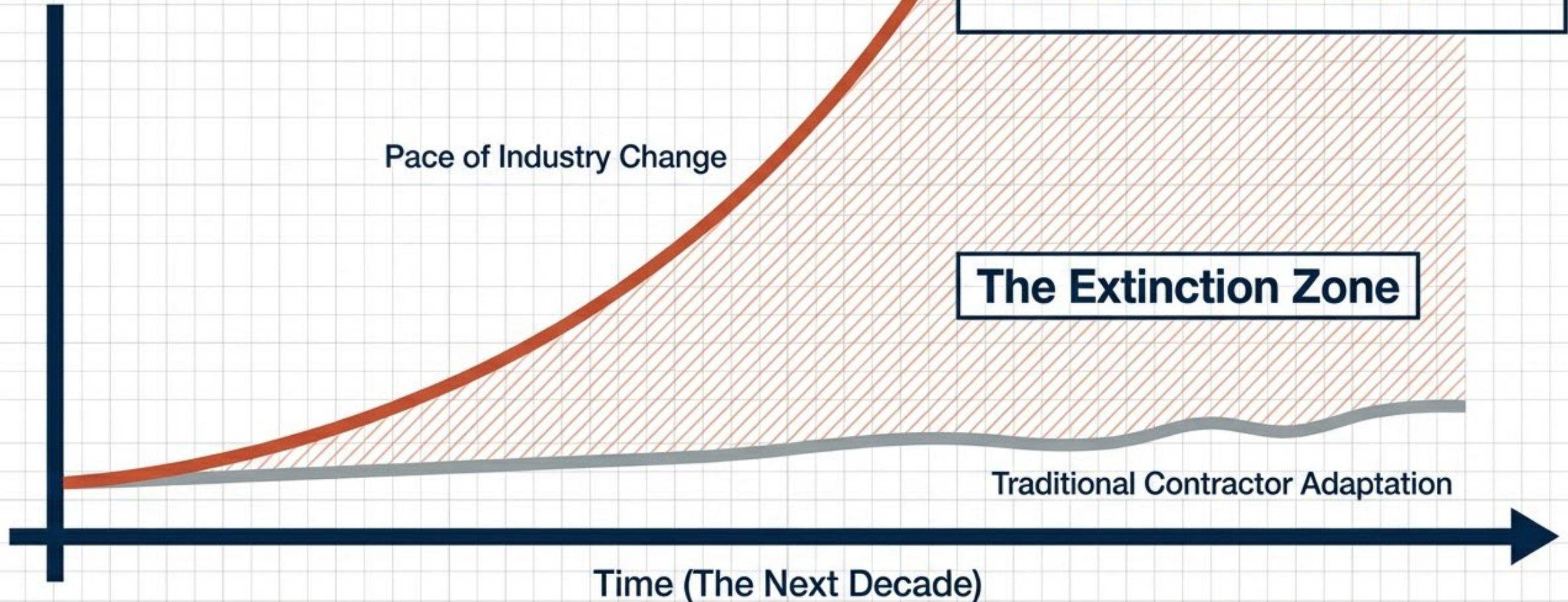
ELECTRI Winter 2026

Road Ahead, Research, AI, IT, Service & 70B

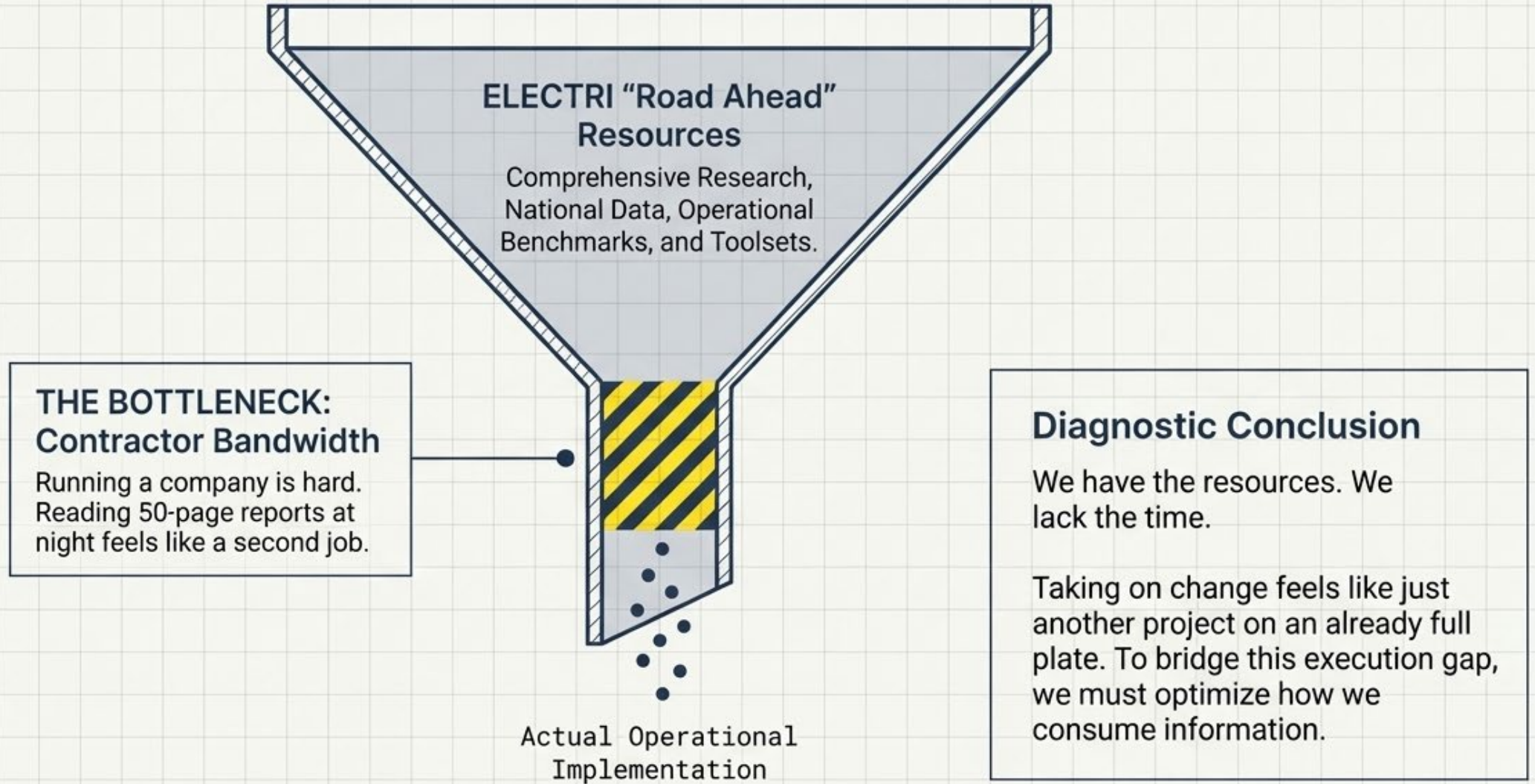
Toby Mitchell, Classic Electric / Governor, NECA Central Coast Chapter / Chair, Electri CTC

The electrical contracting industry is experiencing unprecedented disruption. Survival requires adapting to three immediate shifts.

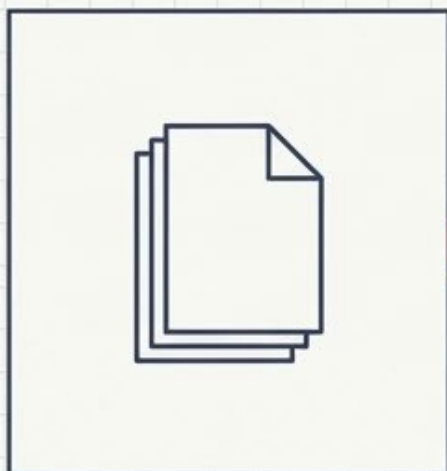
“If you don’t like change, you will hate extinction.”



The Execution Gap: A Diagnostic



Bypassing the Bottleneck: The AI Synthesis Hack



Step 1: The Source

Download dense
ELECTRI Research
PDFs.



Step 2: The AI Node

Upload the PDF into
NotebookLM to auto-
generate an audio
synthesis.



Step 3: The Execution

Listen to the custom
podcast on your daily
commute to or from
the jobsite.

The Daily Habit: Building Muscle Memory

- Start with 1 hour/day on ChatGPT.

- Ask non-work questions to get comfortable:

"What is the best bait for fishing at Lake Mojave?"

"What is a last-minute gift for my wife that does not look like I forgot?"

- Result: If you can attach a PDF to an email, you can turn a dense research paper into a custom podcast.

Blueprint Pillar I: Workforce & The 4x10 Shift



Productivity

Measuring the direct operational impact of reduced mobilization and demobilization times through longer, focused daily workflows.



Recruiting

Highlighting the immediate competitive advantage of offering alternative schedules in a tight, highly competitive labor market.



Retention

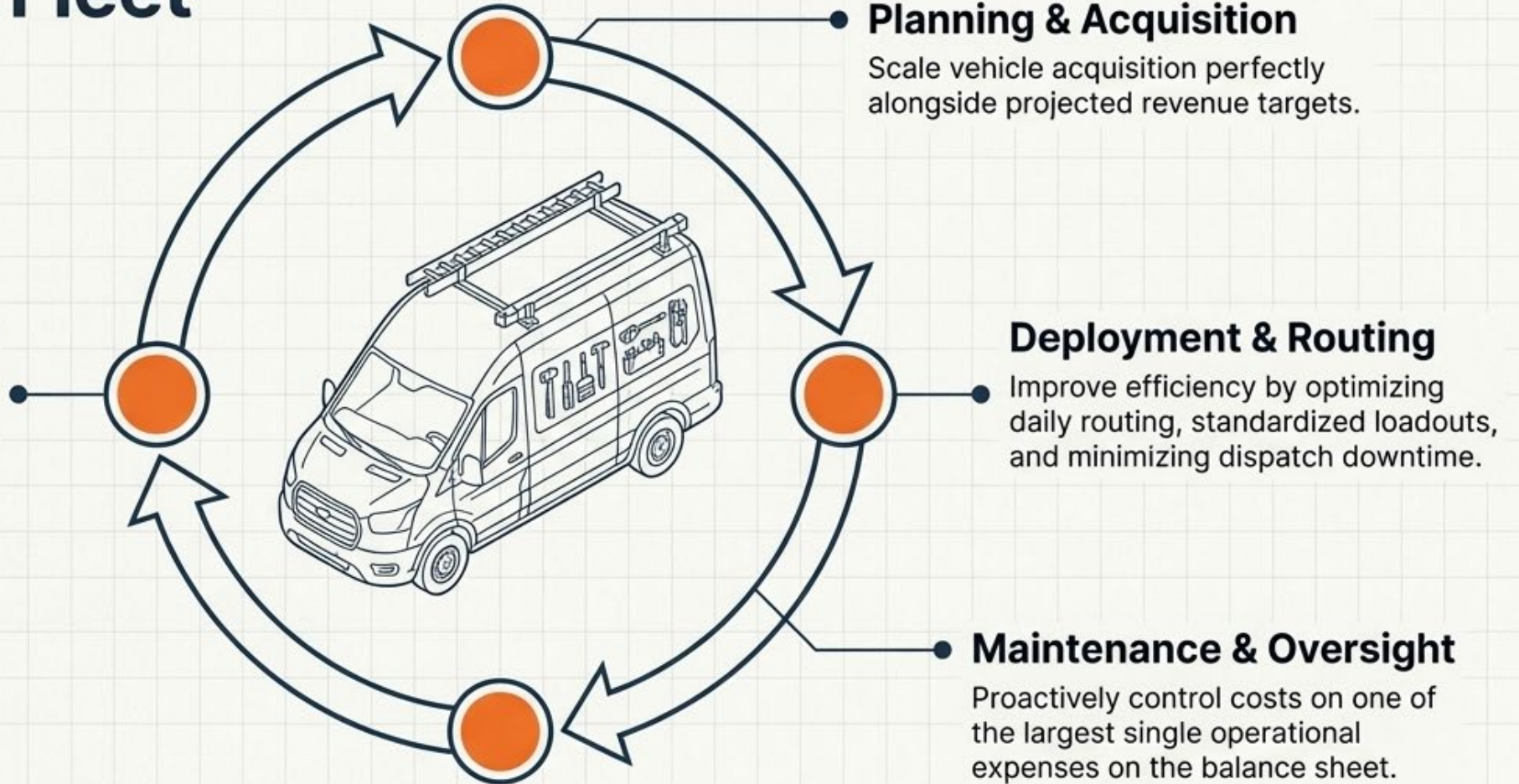
Tracking significant reductions in employee burnout and measuring the correlated increase in overall job satisfaction.

The 4x10 study evaluates how other industries have implemented compressed schedules. It is an evaluation tool, not a mandate. Use this empirical data to determine if this structure fits the specific operational reality of your company.

Blueprint Pillar II: Operations & Fleet Optimization

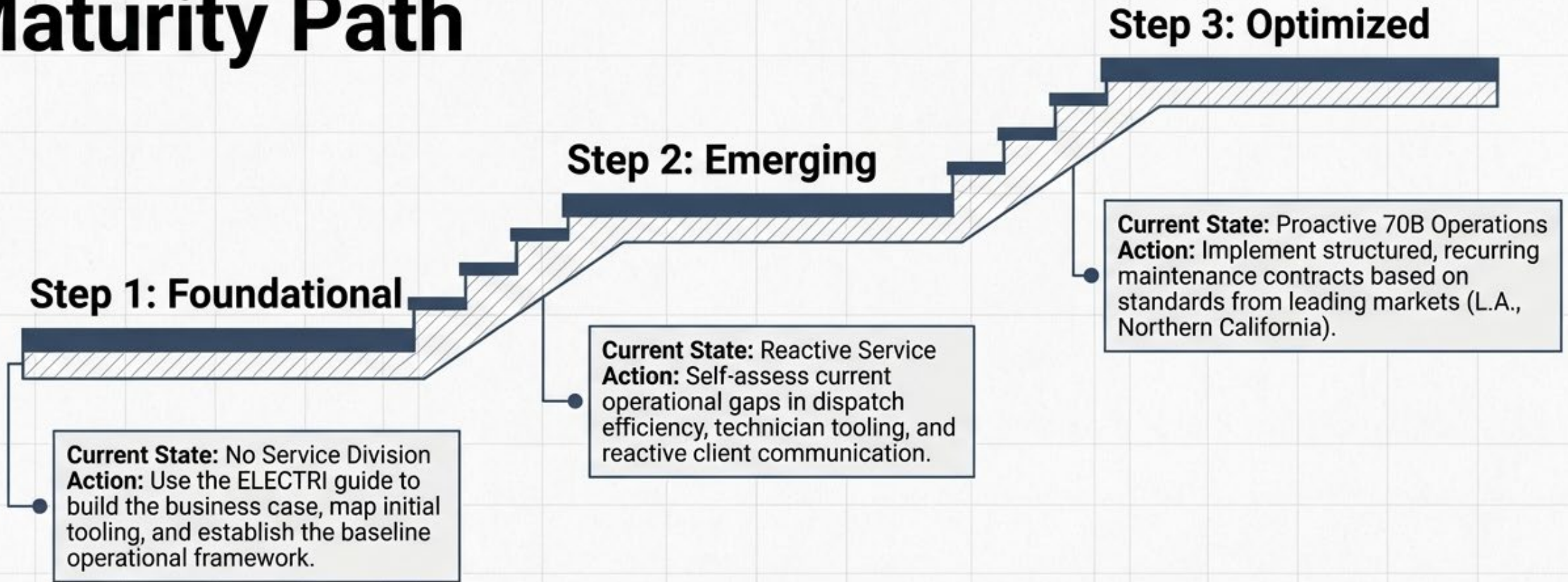
Lifecycle Replacement

Establish strict, data-driven replacement schedules to avoid compounding repair costs.



Strategic Takeaway: Fleet is not just overhead; it is the physical delivery mechanism of your margin. Strategic lifecycle management is non-negotiable for scaling.

The Service Maturity Path



Contractor-Led Innovation: The Service Task Force and roundtables (thanks to leaders like Jerri, Dave, and Cody) prove this evolution is driven by real-world challenges, not outside researchers. It is contractors helping contractors.

The Infrastructure Shift: IT is No Longer a Help Desk

	Legacy Approach	Strategic Reality
Mindset	Call the computer guy when something breaks.	IT is the central nervous system of the construction company.
Scope	Fixing hardware, resetting passwords, patching servers.	Cybersecurity, project software integration, field tech deployment, data management, AI tool administration.
Role	Reactive cost center.	Proactive competitive advantage.

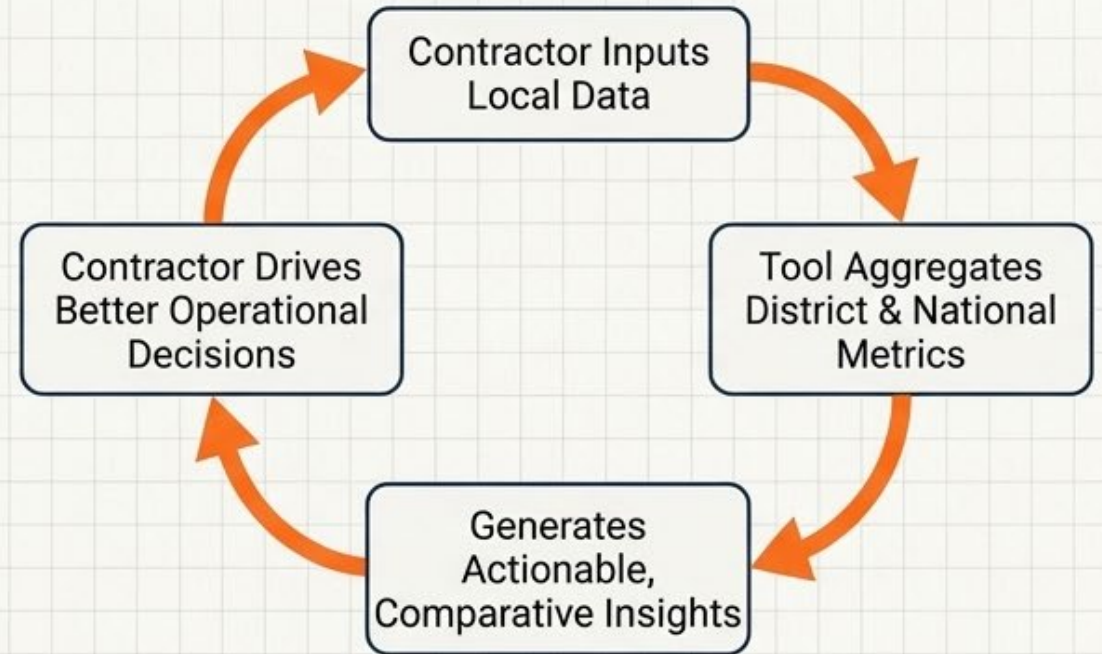
Notice: Many highly capable IT professionals entering our space come from **outside industries. Construction is a unique beast**—collaboration and peer groups among construction IT leaders are now mandatory for success.

The Intelligence Engine: Data Ownership & Benchmarking

The Data Ownership Matrix

Third-Party Data (e.g., Dodge)	ELECTRI Benchmarking
Generalized focus covering broad construction trends.	Hyper-specific to the electrical contracting industry.
Lacks deep operational nuance and ground-level context.	Built with a nuanced understanding of trade workflows.
Controlled entirely by outside corporate entities.	Proprietary data controlled directly by contractors.

The Benchmarking Flywheel



Imperative: Participate. Delegate the input if necessary, but feed the system to unlock local, district, and national comparative advantages.

The Blueprint for the Next Decade



Start experimenting with AI tonight.

Build the habit before the workflow.



Treat IT as a strategic pillar.

Stop calling “the computer guy” and start building data infrastructure.



Build your service division.

Secure the recurring revenue that guarantees your survival during the next slowdown.

If you don't like change, you will hate extinction.



Announcing the Launch of ELECTRI's Industry Benchmarking Tool. *Get started with Benchmarking today!* > ✕

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Factors Affecting Labor Productivity for Electrical Contractors
[Read More >](#)

VIEW ALL REPORTS

Electrical Contractors have questions and ELECTRI has answers
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CHAT BOT

Maintenance Practices
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Artificial Intelligence Implementation Roadmap for Electrical Contractors | ELECTRI Research Insights

Next Meeting [VIEW ALL](#)

JUL 20 2026 | ELECTRI Summer Council Meeting 2026
[View Event >](#)

CHAT BOT



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Future Leaders

Cody Brooks



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Management Development

Daryl Suehiro



2024 Education Highlights

Course Registrations and Reach

In 2024, NECA recorded 10,958 course registrations across virtual and in-person formats, reaching 93% of chapters nationally.

On-Demand Learning Growth

On-demand learning saw 6,425 registrations, with 5,353 focused on the online project management curriculum.

Instructor Network Expansion

The Field Leadership Essentials program expanded training with 99 new instructors, totaling 133 nationwide, teaching nearly 1,000 students.

Industry Resources and Initiatives

NECA updated key publications, launched the EV Charging Resource Network, and grew safety institute attendance by 64%.



EV Charging Resource Network

Phase 1: Resource Hub Launch

Phase 1 introduced a web-based resource hub consolidating EV technical guides and market insights for contractors.

Phase 2: Contractor-Job Matching

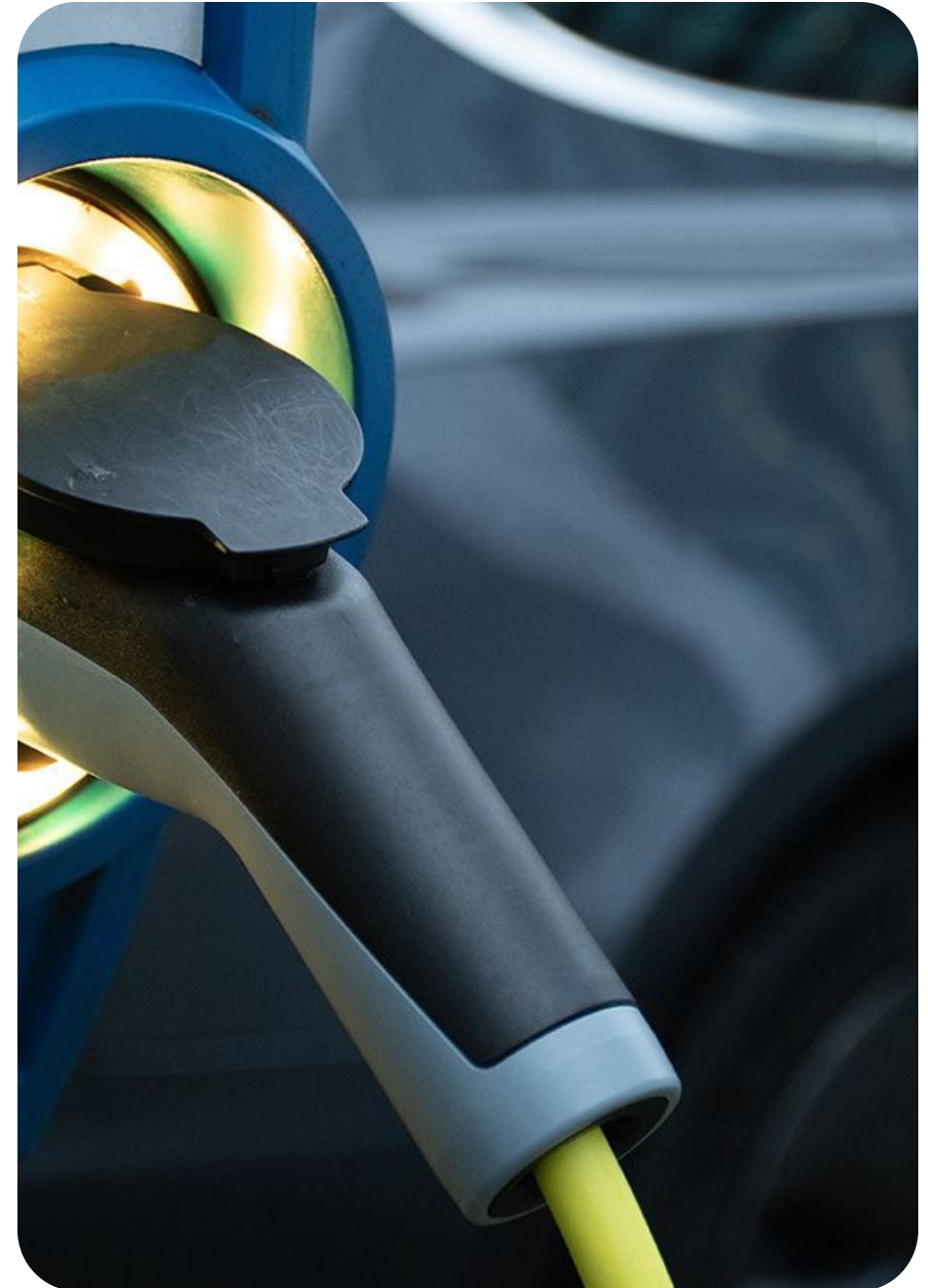
Phase 2 aims to connect contractors with EV installation jobs via a geographic matching platform, enhancing opportunities.

Model Flexibility and Concerns

The platform offers flexible independent transactions, but concerns remain about lead scarcity and business generation.

Ongoing Improvements and Monitoring

Committee recommends continuous enhancements and monitoring to adapt to the evolving EV infrastructure market.





NECA 2025 Chicago – Education Review

Program Alignment

Educational sessions for NECA 2025 are aligned with member needs and industry priorities to ensure relevance.

Balanced Content Mix

The programming includes technical, managerial, and strategic content tailored to the audience.

Attendee Feedback Survey

An ongoing survey collects attendee feedback to enhance future conventions and educational offerings.

Continuous Improvement

NECA applies survey insights to continuously improve educational programming and event logistics.

Principles of Electrical Contracting Program

Structured Modular Learning

The program offers a modular, step-by-step curriculum supporting progressive skill and knowledge development for electrical contractors.

Certification and Credentialing

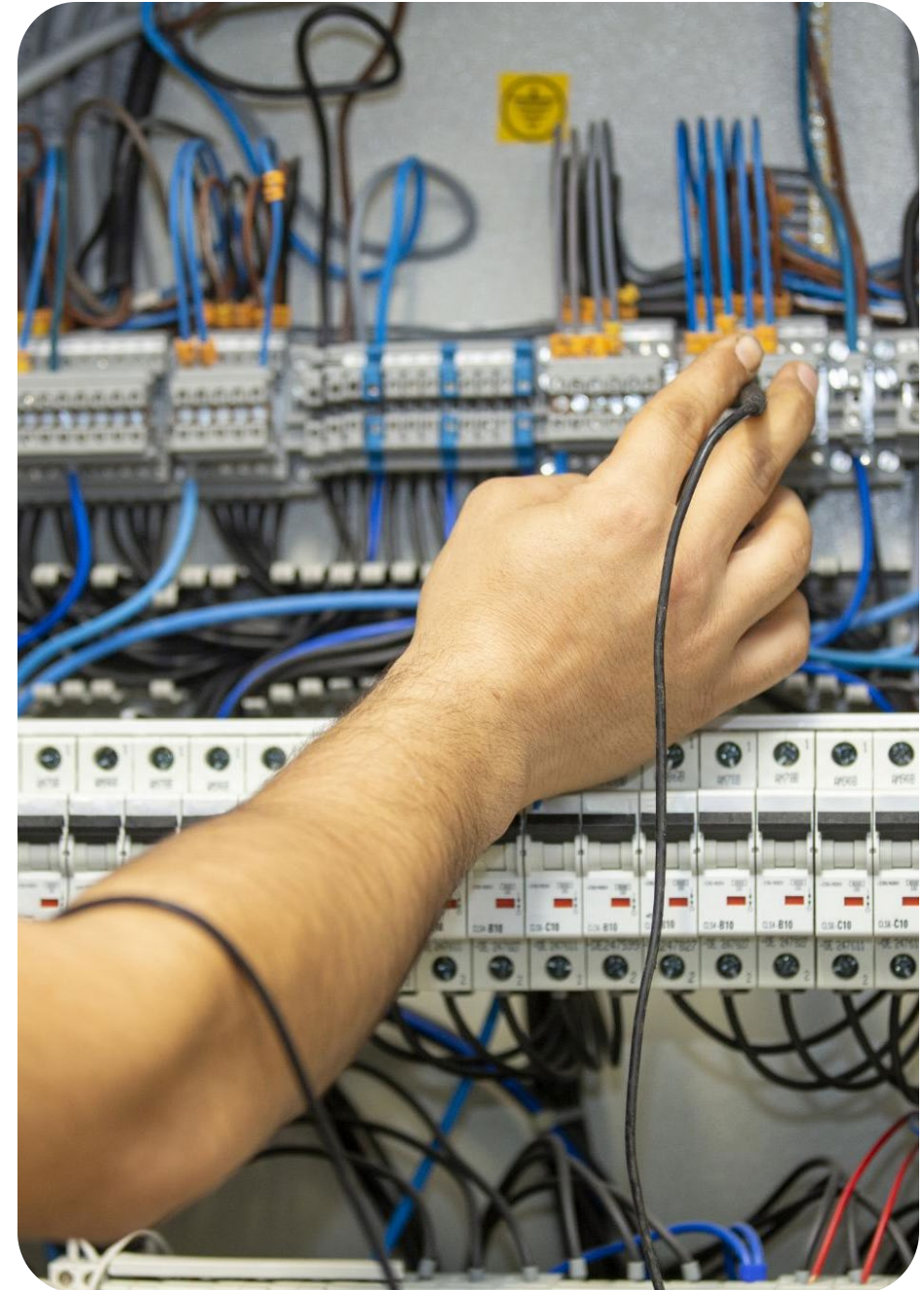
Completing all modules enables learners to earn a formal certificate, enhancing their professional qualifications.

Comprehensive Curriculum Scope

The curriculum covers business, financial management, labor relations, project planning, and risk assessment for contractors.

Quality Instructional Design

Careful author selection and instructional design ensure high educational standards and effective learning experiences.



NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Women In NECA

Sarah Orgill



Women In NECA (WIN)

The Women in NECA conference was held: February 2nd-4th in Dallas TX.

- ❖ 137 attendees
- ❖ Topics discussed were:

- Leading from Where You Are: Building Status, Power, and Influence
- Leading in an Era of Unprecedented Demand
- Turn Difficult Conversations into Positive Results
- Navigating Status as a Young Woman in Manufacturing
- Negotiation as a Leadership Superpower
- AI Usage in Electrical Contracting
- Roundtable Discussions
- Electri Roundtable
- Having a Voice in the Room: Empowering Women to Be Heard, Seen, and Make an Impact
- Networking opportunities

The conference was a success with after conference return survey scoring above 85% in every category!

Look out for quarterly webinars coming soon!

NECA NATIONAL COMMITTEE AND TASK FORCE REPORT

Workforce Development

David Helsel



Combined Workforce Development & Emerging Technologies Report

Executive Summary

This report consolidates information from multiple NECA and etA committee reports, including Workforce Development Committee updates, Hybrid Standards development, and the Emerging Technology Subcommittee Final Report. It summarizes key findings, ongoing initiatives, and strategic recommendations across marketing, recruitment, retention, and curriculum modernization.

Workforce Development Committee Highlights (Dec 2025 – Q1 2026)

- Ongoing development of Outside Time-Based and Telecom standards.
- Launch of Inside Hybrid Standards Subcommittee in January 2026.
- Continued efforts with VEEP/VIPER veteran programs.
- Emphasis on recruitment and apprentice ratio policies.
- Emerging Technologies Subcommittee recommendations due March 2026.

Hybrid Standards Committee Summary (Jan 8, 2026)

The committee is developing a National Hybrid Training Program for Inside Wireman apprentices, focused on competency-based evaluations, hands-on skill assessment, and integration with existing DOL standards. The model remains optional, providing flexibility and alignment with modern workforce needs.

Emerging Technology Subcommittee – Final Report Summary

The subcommittee identified major gaps and opportunities in digital technology workforce readiness. Key focus areas include branding, curriculum acceleration, software literacy, cybersecurity, PoE, data centers, fault-managed power, and recruitment pipeline improvements.

Recommendations span four domains: Marketing, Recruitment, Retention, and Curriculum Modernization. The subcommittee emphasizes the need for clearer identity, improved outreach, stronger retention pathways, and faster curriculum updates using SMEs and modern tools such as VR and modular CML redesign.

Strategic Recommendations

1. Launch a national technology-forward marketing campaign.
2. Develop a library of project stories and media assets.
3. Establish a coherent identity for digital technologies workers.
4. Release locally customizable recruitment toolkits.
5. Expand outreach to technical schools, workforce boards, and veteran pipelines.
6. Build a national data baseline on applications, enrollment, and completions.
7. Implement structured retention diagnostics and mentorship programs.
8. Accelerate curriculum development using SMEs and new training technologies.
9. Prioritize cybersecurity, IP networking, PoE, and data center modules.
10. Pilot VR-supported training and review CML modularity.

Workforce Development

- This report combines information from the NECA Workforce Development Committee, etA Inside Hybrid Standards subcommittee, and the etA Emerging Technology Subcommittee.
 - Our industry currently faces sustained labor shortages, accelerating technological changes, and increasing demand for digital and intelligent building systems. Addressing these challenges requires coordinated action across apprenticeship standards, recruitment, curriculum development, and responsible adoption of AI-enabled tools.

National Data

- 80,000 New Electrical Workers needed each year
- Avg. 137,000 applications received nationally each year
- Avg. of only 14,000 indentured each year

Workforce Reality

- High applicant interest but limited interview and indenture capacity
- Telecom / limited-energy applications weaker than Inside
- Contractors need workers faster
- Apprenticeship capacity must increase without lowering standard
- Status quo limits growth

Inside Hybrid Standards Subcommittee

- The subcommittee is developing an *optional, nationally recognized hybrid model* that combines time-based training with competency validation
- Maintains safety, quality, and DOL standards
- Creates flexibility for high-performing apprentices

What Hybrid Standards Will Do

- Provide Hands-on skill verification
- Potential to reduce classroom bottlenecks
- Supports CML and modern training delivery
- Local adoption will remain voluntary

Emerging Technologies Subcommittee

- The Subcommittee identified digital systems as the industry's fastest-growing work category.
 - Data centers and AI-driven infrastructure
 - Power over Ethernet and intelligent buildings
 - Cybersecurity and networked systems
 - Fault-managed power and healthcare systems

Emerging Technologies Challenges

- Declining telecom/limited-energy applications
- Current workforce and training systems are not scaled or aligned to meet accelerating digital demands.
- Competition from non-union and college CTE programs
- Building a modern curriculum pathway

Recruitment Focus

- Technology-forward outreach and messaging
- Stronger partnerships with schools and workforce boards
- Veteran pathways (VEEP)
- Direct-entry tools like Interim Credentials

Training Direction

- Faster updates using industry SMEs
- Cyber/IP, PoE, data center fundamentals
- Modular CML and VR pilots
- Emerging technologies learning pathway

AI in Training

- AI usage among apprentices is already near universal; banning it is ineffective.
- JATCs should implement:
 - AI use policies
 - AI ambassadors
 - Secure, paid AI tools
 - Assessment restructuring toward in-person performance
- Google has invested **over \$15M** into etA workforce tools

Recommendations

- Grow apprentice capacity
- Support apprenticeship modernization discussions
- Expand recruitment outreach; direct-entry, VEEP, modern marketing, and broader community partnerships
- Prepare for AI-enabled training tools

CHAPTER REPORTS



CALIFORNIA CENTRAL COAST

Chapter Name
DISTRICT 9 - NECA REPORT
March 2026
Las Vegas, NV

OFFICERS
James Eddy, President
Toby Mitchell, Governor
Shari Brunner, Executive Director

CHAPTER UPDATE

The work outlook in the Chapter is very strong, with a couple of large projects in each area, but also quite a bit of work in both counties. Manpower has been adequate so far, although there are very few people on the books.

The Chapter continues to enjoy a good working relationship with both the locals in our jurisdiction.

5 YEAR LOOK AT LABOR-HOURS

	Hours	Change Percent
2020	623,159	
2021	608,473	-2.4%
2022	766,038	25.9%
2023	661,549	-13.6%
2024	701,517	6.0%
2025	750,319	7.0%

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 413	12	0
Local 639	7	2

NEGOTIATIONS

The Chapter is currently in negotiations with Local 413 and have met for about 9.5 hours so far. The parties have a long way to go to reach a settlement, and the Union committee has been unwilling to entertain any Management proposed language changes so far. Last year, the neighboring local settled for \$14.50 over 3 years, and Local #413 wants even more than that so they can catch up in wages. Without some movement from the union on language, the contractors are not going to reach a settlement with them. Next meeting is March 11, 2026.

CONTRA COSTA



Contra Costa Chapter
www.ccneca.org

Executive Director
Joey Reed
Governor
Sean McPeak
President
Casey Dias

DISTRICT 9 COUNCIL MEETING Las Vegas, Nevada

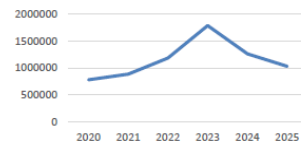
March 2026

Chapter Update

We have been working on cultivating a positive working relationship with the Business Manager and hosting more education courses for the Chapter members. There has been significant turnover within the Board of Directors and Officers due to recent retirements. But all spots are now filled.

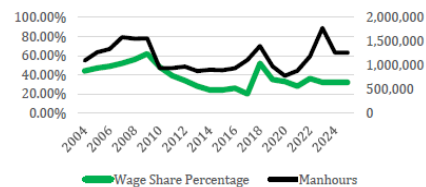
Inside-Wireman Labor Hours

Year	Labor Hours	Percentage of Change
2020	778,115	-20%
2021	884,743	+12%
2022	1,183,157	+34%
2023	1,788,302	+51%
2024	1,261,723	-29%
2025	1,030,900	-19%



> Spike in hours caused by major refinery work.

Long Term Trends Manhours compared with Industry Market Share Wage Percentage



Work Picture

Hours are up so far. Expecting a slight increase to the overall hours compared to 2025 due to some large jobs set to begin this year.

Local 302 Employment Picture

Inside Wiremen Available: 920 Inside Apprentice Available: 102

Local 302 Inside Wireman Agreement

June 1, 2024 – May 31, 2026

	Wage	Health & Welfare	Retirement
Wage Rate in Effect March 1, 2026	\$68.26/hr.	\$18.85/hr.	\$15.50/hr.

Negotiations

The current agreement is in effect until May 31, 2026. Negotiations will begin this month.

JATC/Apprenticeship

We are looking into some big changes with our JATC. We would like to restructure the application process locally, currently we only conduct interviews every other year. And, we are looking to purchase a new building.

Labor-Management Cooperative Committee

Our Labor-Management Cooperative Committee had not met regularly for a long time. It took a CIR ruling to have meetings occur quarterly. With the new leadership at the Local and the Chapter that has begun to change.

EAST CENTRAL CALIFORNIA

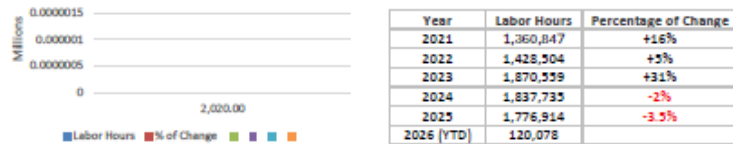
East Central California
DISTRICT 9 - NECA REPORT
March 2026
Las Vegas, NV

OFFICERS	STAFF
Dave Helsel – Governor	Dave Clark – Executive Director
Devon Fullner – President	
Ryan Caglia – Vice President	

CHAPTER UPDATE

Remodel of our Chapter office has been completed and we have started teaching Foremen classes at the office.

5 YEAR LOOK AT LABOR-HOURS



WORK PICTURE

The sunset of the IRA funding for solar has expedited several large solar jobs in our area. We will have about 18 months of increased solar work tapering back after that.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 100	25	0

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 100 - 6/1/2024 to 5/31/2027	\$51	\$82.44	\$3.00 (\$1.50 remaining)

*Any special or notable conditions

NEGOTIATIONS

MAI (exp 5/31/26) – Hoping to get the Sound & Comm exclusion removed.

JATC

JATC has started construction on our building that will add 2500 sqft and fully remodel the existing 11,000 sqft. We are at 250 apprentices and plan to push it to 300 apprentices over the next year. We are moving to a hybrid model that will allow apprentices to move through the curriculum at an accelerated pace.

LMCC

Sitting on about \$3 Mil in the LMCC. BM not willing to discuss putting this money to work for us via targeting or lobbying.

GREATER SACRAMENTO

**Greater Sacramento Chapter NECA
Locals 340 & 401
DISTRICT 9 - NECA REPORT**
March 2026
Las Vegas, NV

OFFICERS

Kevin Gini - President
Dick Nogleberg - Vice President
Greg Dye - Treasurer
Brad Kirk - Governor

STAFF

Fran McDermott/Noah Painter - Executive Director
Buzz Harris - Assistant Executive Manager, Reno Division

**CHAPTER UPDATE
340**

5 Years steady growth in Sacramento.

401

Consistent labor hour growth and exceptional performance. Large-scale commercial and public infrastructure projects across the region fueling demand.

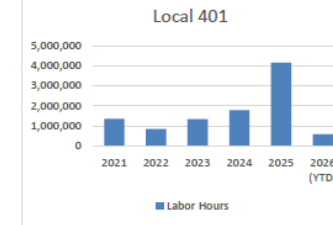
5 YEAR LOOK AT LABOR-HOURS

Local 340



Year	Labor Hours	Percentage of Change
2021	1,765,741	
2022	1,856,640	+ 5.2%
2023	2,150,099	+ 16%
2024	2,590,817	+ 21%
2025	2,522,314	-2.6%
2026 (YTD)*1/2026	182,495	--

Local 401



Year	Labor Hours	Percentage of Change
2021	1,357,538	
2022	838,729	-38%
2023	1,341,549	+60%
2024	1,778,957	+33%
2025	4,148,442	+132%
2026 (YTD)	587,456	--

**WORK PICTURE
340**

PLA's, grant program, and CE/CW classifications produce the majority of growth in Local 340. Projected minimum 30-40% growth over the next 2 years.

Employees in field Jan 2023 = 1,217
Employees in field Jan 2026 = 1,509

401

Large-scale work continues on data centers and infrastructure projects, especially in the Reno/Sparks area.

Employees in field Jan 2023 = 687
Employees in field Jan 2026 = 4,277
2026 Projected hours = 6,000,000+

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 340	1,055 total, 100 out of work	462 total, 12 out of work
Local 401	0 out of work	0 out of work

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 340 - 1/1/2023 to 12/31/2025	1/2023=\$45.06, 12/2025=\$52.70	1/2023=\$79.87, 12/2025=\$92.22	\$3.50 to Wages 2025
Local 340 - 1/1/2024 to 12/31/2026	1/2024=\$45.06, 2/2026=\$52.70	1/2024=\$80.87, 2/2026=\$93.22	\$1.00 to Pension in Feb 2026
Local 401 - 1/1/2023 to 12/31/2025	1/2023=\$42.50, 12/2025=\$48.50	1/2023=\$71.87, 12/2025=\$78.36	\$4.00 to Wages 2025 \$0.25 to H&W in 2025 \$0.10 to AMF in 2025 \$0.25 to LMCC in 2025
Local 401 - 1/1/2024 to 12/31/2026	1/2024=\$43.50, 2/2026=\$52.00	1/2024=\$73.74, 2/2026=\$85.17	\$8.50 to Wages in 2026 \$0.25 to H&W in 2026 \$0.25 to LMCC in 2026

GREATER SACRAMENTO

NEGOTIATIONS

340

Current 5 Year CBA will end on 5/31/2026 - Negotiations start March 2026.

JATC

340

Building new JATC facility (20,000 sqft) and remodeling the existing JATC building (16,000 sqft) ETA 6/1/2026

401

The JATC continues to experience high interest and strong apprentice participation. The Apprenticeship is projected to double in size within the next 18 months. \$8.9mil offer on new JATC building. Over the last 18 months apprenticeship has doubled. Working 300-400 CECWs currently.

LMCC

340

18 Project Labor Agreements that has created over \$15 billion in total construction work over the last 5 years

Currently we have 18 active PLAs with various state counties, cities, school districts in our jurisdiction

Grant program has created over 1 million hours in 2024

CECW produced 800,000 hrs. over the last 3 years

\$5,000 incentive for non-union General Foreman/Foreman (organized 40 over last 3 yrs) 2023 – 2025

401

Continues to enhance presence in jurisdiction.

HAWAII

Hawaii
DISTRICT 9 - NECA REPORT
March 2026
Las Vegas, NV

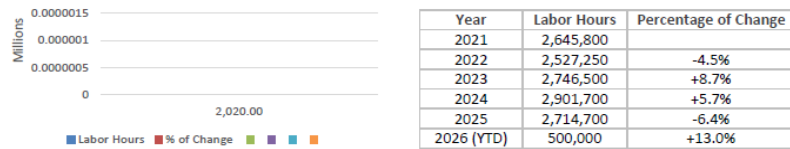
OFFICERS
President: Daryl Suehiro
Vice President: Jody Hanamoto
Secretary: Al Itamoto
Treasurer: Robert Hanamoto

STAFF
Executive Director: Al Itamoto
Office Manager: Heather Kina

CHAPTER UPDATE

The chapter is putting efforts to recruit existing members to participate in meetings and to take positions in committees to promote more awareness in our industry and the chapters activities. As our current Directors, Trustees and committee members are aging, we will need to replace as they retire. Education and training have been focused on Anti-harassment, Mental Health and AI for Electrical Contractors.

5 YEAR LOOK AT LABOR-HOURS



2025 was a down year; off our forecast by 6.4%. Jobs were delayed or cancelled. Completion of jobs were extended due to funding and supplies issues. 2026 should show a rebound in productive hours to pre-pandemic years.

WORK PICTURE

2026 looks like a recovery year with jobs starts that were delayed and with several residential Highrise projects getting started with a two year window. A \$3.2billion wharf project at Pearl Harbor to dock the Virginia Class submarines should get started involving 3 signatory contractors. Most of the work will be on the island of Oahu. Maui which is still recovering from the Lahaina Fire but recovery work and construction has already begun. The Front Street section of commercial buildings is still in the planning and permitting stages.

Damien Kim, Business Manager, local 1186 announced that he will not run for another election and will step down as the Business Manager on April 3rd. The Executive Board will appoint Assistant BM, Leyton Torda to replace him and then run in the election this June. Damien is the only BM I've worked with over the past 17

years and we have developed a great relationship. I have also developed a good relationship with Leyton and believe he will be a good BM.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 1186	820	395

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 1186 - 8/24/2025 to 8/22/2026	\$56.55	\$89.71	Negotiating

*Any special or notable conditions

NEGOTIATIONS

The current CBA expires on August 22, 2026. We have had discussions from the end of last year to determine the first-year wage and benefit package of the renewed CBA ahead of all other negotiations. We are close to agreeing to a wage package deal. I proposed this to help our contractors know the labor rate for 1 year of the renewed CBA for bidding purposes. My Business manager agreed to this process.

JATC

The JATC is operating well and we have sufficient numbers that have tested and ready for interviews. Our bot camp is also running well with the 3rd class completed. We will continue monitoring the retention rate to evaluate the success of this program.

LMCC

The LMCC continues to emphasize tour compliance efforts with 2 investigators going out into the field.

KERN COUNTY

Kern County DISTRICT 9 - NECA REPORT

March 2026
Las Vegas, NV

OFFICERS

Jack Bellows - Governor
Bret Smith - President
James Moore - Vice President
Andy Kitsch - Treasurer

STAFF

Cody Brooks - Executive Director
Sarah Orgill - Assistant Manager
Shannon Chilko - Office Manager

CHAPTER UPDATE

The Kern County NECA Chapter recently held our fifth annual *Wine and Wisdom* event in partnership with the Monterey Bay Chapter and the East Central California Chapter. The event continues to be a great opportunity for contractors to connect, share ideas, and strengthen relationships across our chapters.

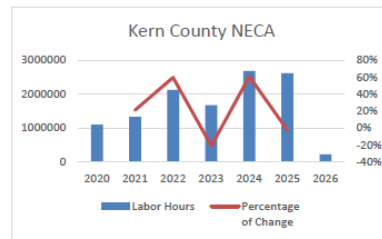
We are also nearing completion of our new JATC training facility, which will significantly expand our ability to train and develop more apprentices for the electrical industry in Kern County.

Our chapter remains committed to being actively involved in the local community. As part of that effort, Cody Brooks was selected to serve as Vice Chair of the Kern County Planning Commission, helping ensure the electrical construction industry remains engaged in the region's growth and development.

Work hours across the chapter have remained steady thanks to a diverse range of projects, including solar developments, battery storage, oil refinery work, school construction, the Hard Rock Casino project, and upcoming state-of-the-art projects such as the carbon capture project, Pacific Steel Mill project, and Hydrostor compressed air energy storage project. This variety of work has been beneficial for our members and has contributed positively to the community over the past several years.

Our relationship with IBEW Local 428 continues to remain positive, and we look forward to continued collaboration supporting the electrical industry in Kern County.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	1329161	21%
2022	2120272	59.52
2023	1671248	-21.178
2024	2684211	60.61
2025	2613668	-2.628
2026 (YTD)	2181155	--

Our area has several large solar and battery storage projects that can create significant increases in work hours depending on the scale and duration of each project. In addition, there are several major developments on the horizon, including the carbon capture project, the Pacific Steel Mill project, and the Hydrostor compressed air energy storage project.

WORK PICTURE

Work hours across the chapter have remained steady thanks to a diverse range of projects, including solar developments, battery storage, oil refinery work, school construction, the Hard Rock Casino project, and upcoming state-of-the-art projects such as the carbon capture project, Pacific Steel Mill project, and Hydrostor compressed air energy storage project. This variety of work has been beneficial for our members and has contributed positively to the community over the past several years.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available as of 2/27/26	Inside Apprentices
Local 428	Book 1: 41 Book 2: 53 Book 3: 15 Book 4: 0	1 st year – 152 2 nd year – 59 3 rd year – 52 4 th year – 52 5 th year – 51 Total = 366 Available = 8

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2027 Increase
Local 428 - 12/1/2023 to 11/30/2027	\$58.65	\$81.10	\$2.50 – January 4, 2027

NEGOTIATIONS

We recently completed negotiations for the Sound & Communications agreement. Our Inside Agreement does not expire until 2027; however, we are already beginning the preparation process and gathering information in anticipation of those upcoming negotiations.

JATC

We are nearing completion of our new JATC training facility and expect to open the building this summer. We are excited about the additional space, which will allow us to expand our training capabilities and accommodate more apprentices in the program.

LMCC

Our LMCC meets approximately every other month. The committee continues to focus on being actively involved in community events and supporting a variety of local causes.

MONTEREY BAY

Monterey Bay CA Chapter DISTRICT 9 - NECA REPORT

March 2026
Las Vegas, NV

OFFICERS
Mark Clough, President

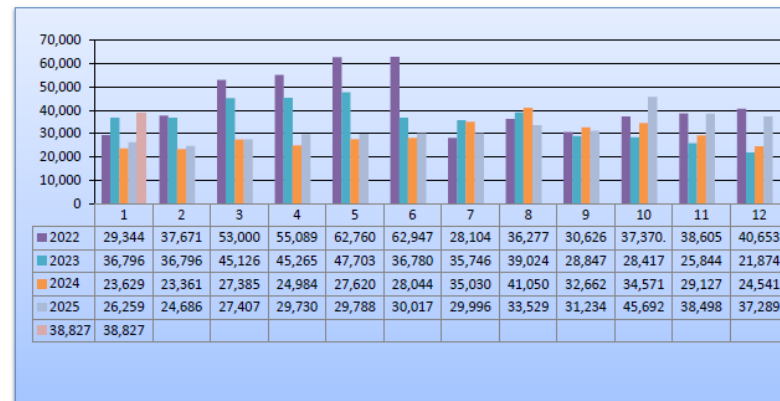
STAFF
Jerri L. Champlin, Executive Director

CHAPTER UPDATE

Work is improving in our area and we are expecting a difficulty manning the work if everything that has been awarded begins.

5 YEAR LOOK AT LABOR-HOURS

Year	Labor Hours	Percentage of Change
2020	453,396.67	
2021	379,586.55	(16.28%)
2022	512,947.25	35.13%
2023	419,333.11	(18.25%)
2024	358,875.32	(14.417%)
2025 (YTD)	398,266.64	10.98%



Work has been flat after the construction of the battery storage facility at Moss Landing but several large jobs are in process at UCSC and in Monterey. Several large jobs have been awarded to NECA contractors both local and travelers that are anticipated to start soon which will allow us to start additional apprentices into our program. We have also begun a remodel of our training center in order to accommodate larger, lab based classes.

WORK PICTURE

The work picture is looking up in our area. Our new Business Manager has been meeting with county and city officials to help repair the image of the local union. He also has agreed to work together to gain work in private industry and we are seeing an uptick in work in the produce industry – work that we had once dominated.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 234	25	New Apprentices Starting

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 234 - 1/1/2026 to 12/31/2026	\$70.41	\$105.25	\$4.70

*Any special or notable conditions

NEGOTIATIONS

We are in the third year of a three year agreement

JATC

The JATC has purchased the building from the union and has gone through all of the steps with the IO and the DOL and FINALLY closed escrow. We have moved to the CML effective 2024-2025 school year and offering more hands on learning and working on a remodel of the facility to accommodate those changes.

LMCC

Our LMCC has again been meeting under the new leadership and we recently hosted Nic Bittle for an industry event.

NORTHERN CALIFORNIA



District 9 Council Meeting March 2026

Officers

President: Brian Gini, Collins Electric
Vice-President: Kim Sabin, Columbia Electric
Treasurer: Kim Sabin, Columbia Electric
Governor: Lew Frain, Con J. Franke Electric

Chapter Staff

Greg Armstrong, Executive Director
 Scot VanBuskirk, Assistant Manager
 Donald Hill, Jr., Chapter Representative
 Jenny Fothergill, Business Development/Government Relations
 Janet Siemens, Office Manager
 Juanita Mitchell, Member Services
 Janis Ardley, Administrative Assistant

Chapter Updates

Chapter Structure: Effective July 1, 2026, current Executive Director Greg Armstrong is set to retire. Scot VanBuskirk will be taking over as Executive Director at this time.

Membership: NorCal NECA Currently has 69 Chapter Members, as well as 17 Associate Members. During 2025, the Chapter added four (4) new members. Thus far in 2026, the Chapter has added one (1) new member (though this was a membership transfer from a different NECA Chapter).

The Chapter has five divisions, covering four different IBEW Local Union jurisdictions

- **Alameda Division** - Alameda County = IBEW Local 595-W
- **Modesto Division** - Mariposa, Merced, Stanislaus & Tuolumne Counties = IBEW Local 684
- **Napa/Solano Division** - Napa & Solano Counties = IBEW Local 180
- **Stockton Division** - San Joaquin & Calaveras Counties = IBEW Local 595-E
- **Technology Division** - Sound & Comm Contractors with offices located in the above local jurisdictions

Chapter Organizing Efforts: One of the Chapter's Board of Directors goals is to (1) identify union market share within vertical markets and (2) organize contractors into IBEW and NECA Membership.

Phase 1 of this plan began in 2025, when the Chapter contracted with BRIQ, which uses artificial intelligence to scrub the California State License Board (CSLB) website for contractors with a C7 or C10 License. The 'Bots' then search the internet for information on each contractor (i.e. website, social media pages, BuildZoom, etc.) and provide a report on their activity. Chapter staff scrubbed the data and sorted the contractors into multiple groups: (1) Targets - 650 contractors, (2) Future Targets - 355 contractors, (3) Prospects - 614 contractors, (4) Union - Non-NECA - 59 contractors, and (5) Not Interested or Need More Information - 540 contractors and 165 contractors, respectively.

Phase 2 started this year with the Chapter beginning initial outreach to contractors in the 'Targets' Group. The Chapter contracted with an independent contractor who has an understanding of the electrical industry in Northern California. Through February, they have reached out to 40 individual contractors and had meaningful conversations with roughly 20% of those contractors. She plans to continue reaching out to contractors and following up with those she has previously spoken to. Her goal is to gauge interest in becoming signatory or determine reasons why they don't want to join.

The ultimate goal is for our staff and contractor members to meet with those who have interest in joining the union and signing ten (10) contractors in 2026.

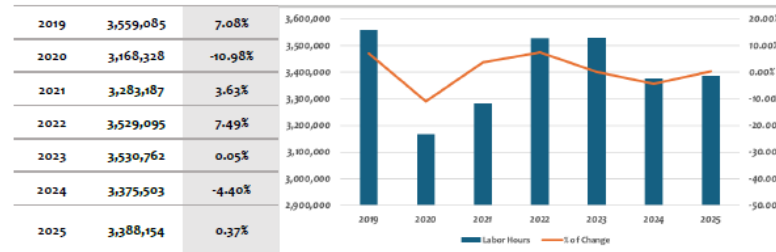
Value-Added Services:

Mineral HR Subscription	Document Crunch Subscription	\$5,000 Convention/EMERGE Credit
Education Reimbursement	Recruiter/Staff Reimbursement	Marketing Reimbursement
Safety Reimbursement	Internship Reimbursement	Technology Reimbursement

Educational Opportunities:

NorCal NECA hosts many educational courses throughout the year focused on the following topics: (1) Foreman's Development Series, (2) Artificial Intelligence, (3) Basic Estimating, (4) Project Management, (5) Change Order Management, (6) Leadership, (7) Safety, (8) Cash Flow, and (9) Professional Development. During 2026, the Chapter has held six (6) educational courses and have another eleven (11) educational courses scheduled for the remainder of the year. In February, the Chapter helped facilitate a Mental Health Summit for Northern California & Northern Nevada, with over fifty participants in attendance.

Inside Workhours



Employment Picture

Local	Inside Wiremen Available	Inside Apprentice Available
Local 180	534 Journeypersons 33 Available for Work	81 Total Apprentices 31 Available for Work
Local 595-E	400 Journeyperson 25 Available for Work	93 Total Apprentices 2 Available for Work
Local 595-W	1,600 Journeypersons 99 Available for Work	214 Total Apprentices 0 Available for Work
Local 684	392 Journeypersons 21 Available for Work	94 Total Apprentices 0 Available for Work

Contract Notables

Inside Contract	Base Wage	Total Package	Future Increases
Local 180 - 06/01/2024 to 05/31/2028	\$61.56	\$94.73	06/2026 - \$3.70 06/2027 - \$3.70
Local 595-E - 12/01/2025 to 11/30/2028	\$51.65	\$86.60	06/2026 - \$4.15 06/2027 - \$4.00 06/2028 - \$4.00
Local 595-W - 06/01/2023 to 05/31/2027	\$76.00	\$127.13	06/2026 - \$4.95
Local 684 - 06/01/2024 to 05/31/2027	\$51.00	\$83.90	06/2026 - \$3.65
Residential (180 & 595-W) - 12/01/25 to 11/30/26	\$41.00	\$66.39	Negotiating in 2026
Residential (595-E) - 12/01/25 to 11/30/26	\$39.30	\$64.60	Negotiating in 2026

ORANGE COUNTY

Chapter Name
DISTRICT 9 - NECA REPORT
 March 2026
 Las Vegas, NV

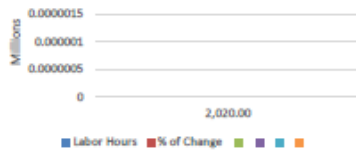
OFFICERS
 Governor, Jeff Perry
 President, Greg Elliott
 Vice President, Gregg Holt
 Treasurer, Ted Kristensen
 Director, Scott Kingsmill
 Director, Rob Meadows

STAFF Karen Prescott, Chapter Executive
 Brian Morales, Director Business Development
 Michelle Vasquez, Administrative Assistant

CHAPTER UPDATE

Chapter General news about recent chapter of activity or initiatives. (2-3 Paragraphs)
 Newly hired Director of Business development (1 1/2 years) has been beneficial. We have a solid relationship now with area stake holders as well as elected officials. Partnering with Local 441 on business development and community outreach to include area high school outreach. OC NECA serves on the NECA National Business Development Task Force. Recently opened our OC NECA PAC to support our political efforts both locally and statewide. Consistent General Membership Meetings with an average attendance of 45 guests. Notable speakers, IBEW Business manager, Scholefield Law, Getting Paid, Rob Meadows, Increase profitability, Josh Bone Construction Technologies. Member of ELECTRI and CHAPTER at a PLC Level. Support NECA National Operational fund. Chapter education has expanded to include chapter scholarships for NECA National education. We continue to host monthly IAEI Southern California Chapter area Inspectors and NECA contractors for education which has increased our network with local area inspectors.

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	1,859,372	
2022	1,999,848	7.6%
2023	2,031,069	1.6%
2024	2,148,159	5.8%
2025	2,215,823	3.1%
2026 (YTD)	162,416.05	

WORK PICTURE

Historically we incur a drop in December-January through end of January, however, this year we began to tic up in January 2026, and the drop came earlier. Hours increased modestly to 155,195 Inside hours and 40,701 Sound & Communications hours, reflecting steady labor demand as the new year begins. The drop observed from November to

December 2025 was largely attributable to several major projects completing or ramping down toward year end, including work associated with OC Vibe and Hoag Hospital in Irvine.

EMPLOYMENT PICTURE

All calls are filled and hours are steady. We continue to have a pool of eligibles. Interviews are consistent with excellent candidates seeking apprenticeship. Graduating 85 this year.

Local	Inside Wiremen Available	Inside Apprentice Available
Local 441	190	41
Local ???	N/A	N/A

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 441 - 9/1/2021 to 5/31/2026	\$61.10	\$88.98	\$ UNK contract expires May 2026
Local ??? - 1/1/2023 to 12/31/2025	\$N/A	\$N/A	\$ N/A
Local ??? - 1/1/2023 to 12/31/2025	\$	\$N/A	\$N/A
Local ??? - 1/1/2024 to 12/31/2026	\$	\$N/A	\$N/A

*Any special or notable conditions

NEGOTIATIONS

Just entering into negotiations for Inside Wire at present. Expires May 2026

JATC

Enrollment total is 376 with 313 in the Inside, 40 in the Sound program and 23 in ITS. OWB reflects 40, all Inside. We are looking to increase the contribution to our JATC to operate without depending on grants. The JATC also serves as a hub for NECA GM meetings, member trainings and the IAEI quarterly meetings.

LMCC

Our LMCC fund is being used conservatively and supports our NECA Star Platform, our drug program and apprenticeship graduation

REDWOOD EMPIRE



Redwood Empire Chapter

District 9 Council Meeting – Las Vegas, Nevada
March 2026

President: Jolene Corcoran Governor: Bob Smith Executive Director: Anisa Thomsen

CHAPTER UPDATE

Direct hire MOU – Government Affairs – LMCC Scoreboards

EL MOLINO LIONS

LIONS **10:37** VISITOR

28 3 TOL FAIR-PLAY IN TRAVEL TOL 2 **23**

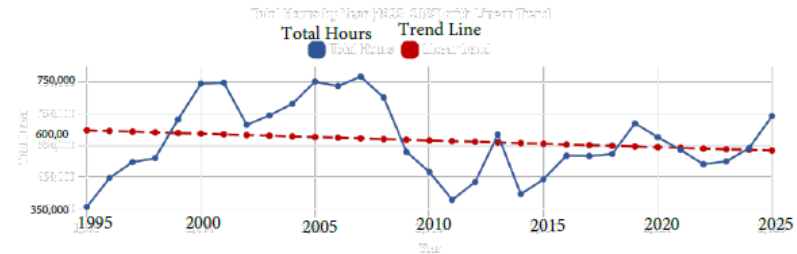
3 DOWN **10 TO GO** ON **35** QTR **4**

DONATED BY IBEW LOCAL 551 & NECA LOCAL UNION ELECTRICIANS & CONTRACTORS

INSIDE MANHOURS 1995 – 2025



IBEW Local #551 – Redwood Empire Chapter, NECA
Marin, Sonoma, Lake, Mendocino, Humboldt, Del Norte Counties in California



REDWOOD EMPIRE

1995 – 2008: The Redwood Empire benefited from its proximity to San Francisco, attracting professionals in tech, finance, and consulting earning the area moniker of Tech Alley. Sonoma County leaned heavily on agriculture, especially wine production along with tourism. During this same period, the area saw growth in healthcare and education sectors. The area is home to Sonoma State University and Santa Rosa Junior College.

2008 – 2015: The IBEW #551 discontinued a long-running targeting program. The 2008 financial crisis hit real estate and construction hard. Sonoma County diversified its economy in green energy, advanced manufacturing, and healthcare. The spike in 2013 was due to the construction of Graton Casino in Rohnert Park, which is currently undergoing another large expansion.

2015 – 2020: Tech spillover brought startups and remote workers into the area. The influx of the laptop class from San Francisco and San Jose brought the high home prices of with them, which now limits opportunities for employers to retain and expand their workforce. The 2017 Tubbs Fire in Santa Rosa wiped out entire neighborhoods and eliminated the available housing stock by 5%. The post-fire construction boom did not revitalize the unionized residential market the industry had hoped for despite having a separate IBEW-NECA agreement for residential construction.

2020 – 2025: During the COVID years the area became even more attractive to urban escapees, increasing pressure on housing and infrastructure. Marin and Sonoma Counties rank among the most elderly population in California, which will pose a challenge and place a heavy demand for geriatric services. Schools are facing declining enrollment.

2026 – Beyond: There are a few large projects going currently in the area that will boost manhours for the current year. The Eureka area, long ignored by the rest of California since the demise of the logging and railroad industries, is having a renaissance. A proposed offshore wind project that will generate up to 1.6 gigawatts is planned for a 2035 operational date. Even if the current administration scraps plans for renewable offshore wind energy, the area is poised for development as it offers cool coastal temperatures, the natural beauty of the redwoods, and affordable housing in comparison to the rest of California.

CURRENT WORK PICTURE

A large casino job is pumping the area with manhours along with a job at San Quentin. However, the bread-and-butter public works jobs, which consist of mostly schools and Sonoma State University, will not be feasible long-term due to declining enrollment and an aging population. Many young families simply cannot afford to live in the area and are moving elsewhere.

EMPLOYMENT PICTURE: IBEW LOCAL #551 BOOK STATUS

AGREEMENT	BOOK I	BOOK II	BOOK III	BOOK IV	TOTAL
Inside	13	9	6	1	29
Sound & Com	0	0	0	0	0
Residential	4	0	0	0	4

CWCE's: CE – 4; CW-2

TOTAL APPRENTICES: 84

TOTAL IBEW #551 MEMBERSHIP: 512 (taken from HW total number of subscribers)

AGREEMENTS – NEGOTIATIONS

AGREEMENT	EXPIRATION	INCREASES
Inside	May 31, 2027	\$4.30 eff 6-1-2026 TBA
Sound & Communication* (multi jurisdiction)	November 30, 2027	\$3.93 eff 12-1-2026 TBA*
Residential (multi jurisdiction)	November 30, 2026	Negotiating

*IBEW #551 is under Schedule E of the S&C agreement. Increases are 90% of Schedule 2A's actual wage increase which is subject to allocation.

SAN DIEGO

NECA San Diego
DISTRICT 9 - NECA REPORT
March 2026
Las Vegas, NV

OFFICERS

Governor: Clint E. Morgan
President: Craig A. Earley
Vice President: Robert (Bob) W. Davies, Jr.
Treasurer: Robert (Bob) W. Friar

STAFF

Executive Director: Andy Berg
Asst. Exec. Director: Ryan Maxson
Education/Marketing Specialist: Ofelia Hernandez
Office Manager: Linda Gomez

CHAPTER UPDATE

BESS Initiative: NECA San Diego and IBEW 569 are working together to implement minimum workforce standards in the County of San Diego to require the use of C-10 contractors and minimum percentage of electricians with ESAMTAC certification.

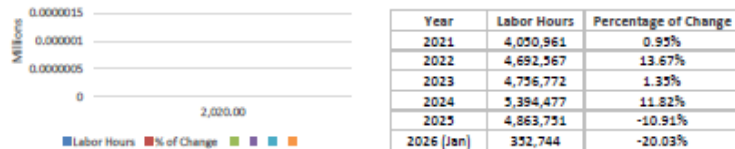
Upcoming Sound Negotiations: Expecting to begin on March 20, we will start negotiations for the Sound Agreement.

State Legislation:

AB 1707 (electrician certification) – A bill sponsored by NECA San Diego and just recently introduced into the Assembly. Modernizing the application process to make it completely online and allowing applicants who fail a test to immediately register from another test. Presently, there is a 60-day waiting period before you can re-register.

AB 1198 (prevailing wage) – Passed State Assembly, awaiting consideration in the Senate. The bill changes prevailing wage to the time work is actually done instead of the time it was put out to bid.

5 YEAR LOOK AT LABOR-HOURS



Explanation of hours with focus on significant variances (1 paragraph)

The January-to-January decrease was the ending of work on Phase 1 of the airport. Some projects in 2025 were delayed and expected to return in 2026.

WORK PICTURE

Projections for each area or jurisdiction with specific attention paid to any large jobs. (2-3 short paragraphs)

Work picture good for this year is good. We do not have any mega projects, but our largest projects include San Diego Regional Airport Phase II, Chula Vista multi-use project to include a stadium for the soccer team, large border project in Otay Mesa.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 569	0	0

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 569 - 1/1/2023 to 12/31/2025	\$58.95	\$77.80*	\$2.25 on June 1, 2026 and \$2.25 on January 4, 2027

*Any special or notable conditions
None

NEGOTIATIONS

Upcoming Sound Negotiations: Expecting to begin on March 20, we will start negotiations for the Sound Agreement.

JATC

Nothing new.

LMCC

Nothing new.

SAN FRANCISCO

San Francisco Electrical Contractors Association, Inc.

DISTRICT 9 - NECA REPORT

March 2026
Las Vegas, NV

OFFICERS

Michael Paganini, President
Thomas A. McClure, Vice President
Dan Vogl, Treasurer
William Musgrave, Secretary
Larry Andrini, Governor

STAFF

Justin Sarayan, Executive Manager
Joel Koppel, Gov. Affairs Director

5 YEAR LOOK AT LABOR-HOURS

Year	Labor Hours
2021	3,690,760
2022	2,646,580
2023	2,242,129
2024	2,147,023
2025	1,974,770
2026 (YTD)	153,000 (Jan)

San Francisco is still recovering from the pandemic policies created by the previous mayor. The current leadership has made great strides to improve the image and developer friendly perception of the city, but it will take time to rebound.

WORK PICTURE

We expect a slight increase in hours this year and a gradual increase over the next few years.

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 6	170	0

NEGOTIATIONS

None.

JATC

Just added another class 3/23/26.

LMCC

None.

SAN MATEO

**San Mateo Chapter NECA
DISTRICT 9 - NECA REPORT**
March 2026
Las Vegas, NV

OFFICERS
Steve Pellizzari, President
David Chad, Governor

STAFF
Bill Kuhr, Executive Director

CHAPTER UPDATE

It appears the local union business manager is being compensated on a commission basis as he constantly (at any time) has at least 3 active grievances going (no exaggeration). Most of these are frivolous or were handled by previous business managers in an informal way. Our JATC is looking into purchasing a new training center but the search is difficult due to the dearth of properties available in the county.

5 YEAR LOOK AT LABOR-HOURS

Year	Labor Hours	Percentage of Change
2021	2,409,940	
2022	1,882,097	-21.90%
2023	2,327,089	+23.64%
2024	1,832,468	-21.25%
2025	1,677,700	-8.45%

No explanation other than we peaked just before covid and now it is relatively slow and has sunk to 2015-hour levels.

WORK PICTURE

The local union keeps referring to an anticipated uptick in large projects, but the contractors are pessimistic about any huge recovery. San Mateo is the capital of Biotech with some overflow from Silicon Valley general tech (Meta, etc.) and both sectors have slowed down. AI is the new driver in the Bay Area and most of that is going to SF. SFO has ongoing construction as always.

EMPLOYMENT PICTURE

The reverse layoff clause in the CBA has been invoked as the out of work list exceeded 80 people. Approximately 110 JW on the book and no apprentices unemployed at this time. Approximately 1,200 JWs and 150 Apprentices total in LU 617.

Local	Inside Wiremen Available	Inside Apprentice Available
Local 617	110	0

CONTRACT NOTABLES

None. We are in the middle of a 3-year contract (anniversary date is June 1, 2027. Our scheduled increase is \$6.20 this June 1.

Increases: 2023: \$6; 2024: \$6.05; 2025: \$6:15.

NEGOTIATIONS

Based on the recent and current manhours figures, and the generous contract from last time, the negotiations will be difficult and most likely end up at CIR.

SANTA CLARA VALLEY

Santa Clara Valley NECA DISTRICT 9 - NECA REPORT

March 2026
Las Vegas, NV

OFFICERS

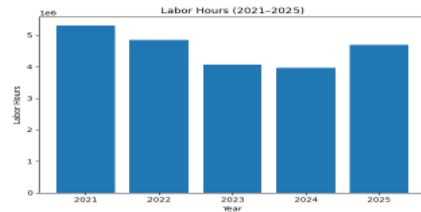
President: Aaron Colton, ICS
Vice President: Clint Woodley, Elcor Electric
Governor: Pat Pfeiffer, Pfeiffer Electric

STAFF

Doug Lung, Executive Director
Jared Gamble, Assistant Manager
Martha Huerta, Bookkeeper

CHAPTER UPDATE

5 YEAR LOOK AT LABOR-HOURS



Year	Labor Hours	Percentage of Change
2021	5,307,939	-
2022	4,849,504	-8.6%
2023	4,849,504	-16.2%
2024	3,967,782	-2.4%
2025	4,694,556	+18.3%
2026 (YTD)	N/A	N/A

WORK PICTURE

Santa Clara Valley NECA had a strong rebound year — nearly back to 2021 peak levels and a full recovery from the 2023–2024 contraction. Workforce development is also on the rise, with over 180 new apprentices joining the program this year, ensuring a stronger pipeline of skilled workers to meet growing project demands.

EMPLOYMENT PICTURE

Local	Wiremen Available	Apprentice Available
Local 332 Inside	1900	532
Local 332 Resi	101	33

CONTRACT NOTABLES

Contracts	Base Wage	Total Package	2026 Increase
Local 332 Inside- 6/1/2024 to 5/31/2027	\$91.03	\$160.50	\$6.79
Local 332 Residential - 6/1/2024 to 5/31/2027	\$47.35	\$81.16	\$3.15
Local 332 (MH) – 8/1/2024 to 7/31/2027	\$46.13	\$67.94	\$2.75
Local 332 (SC Schedule A Tech) – 1/1/2024 to 12/31/2026	\$58.33	\$103.71	\$4.25

NEGOTIATIONS

Inside 6/1/24-5/31/27
Residential 6/1/24-5/31/27
Material Handlers 8/1/24-7/31/27

JATC

The Electrical Training Alliance of Silicon Valley (ETASV) welcomed apprentices back for the second semester with a message highlighting the strong growth and opportunity within the electrical construction industry, driven by expanding artificial intelligence, data center infrastructure, and advanced technology projects. Apprentices were encouraged to stay engaged, continue developing their skills, and take ownership of their training as demand for highly skilled electricians continues to grow. As part of the semester's activities, ETASV will host a Skills Tournament and Open House on April 25, 2026, where apprentices will compete in events such as motor controls, conduit bending, residential wiring, material identification, and a general knowledge exam. The winner of the tournament will represent the program at the Western States Skills Competition, showcasing the top talent from the training center.

SOUTHERN NEVADA

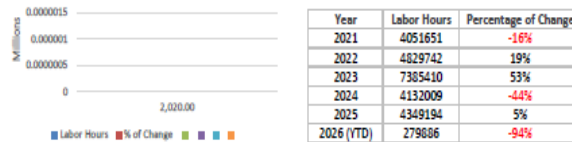
Southern Nevada
DISTRICT 9 - NECA REPORT
March 2026
Southern Nevada Chapter

OFFICERS	Hank Raats
Governor, Heather Avila	Bobby House, Associate
President, Ken Kefalas	Robert Lira, Associate
Vice Pres, Roy Pross	
Treasurer, Brian Pool	STAFF
Troy Nelson	Matthew Dustin, ED
Matt Lisowski	Wendi Newman, AED
Brady Stevens	Lyndsey Whipple, Admin

CHAPTER UPDATE

2026 will bring the National Convention to LAS VEGAS at the Mandalay Bay. Chapter prepares to host. Uptick in grievances on layoff being called "retaliation"

5 YEAR LOOK AT LABOR-HOURS



Southern Nevada is a 4 million MH jurisdiction. 5-10% change is normal. When large projects start or end we see fluctuations. 2023 was the year Sphere, Fountain Blu and Durango all finished.

WORK PICTURE

Projections, More solar to start in 2026, not large scale solar projects like before. Baseball stadium looks to be largest project with an expected peak of 250 electricians.... 3 latest Data centers were awarded Non-union

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 357	790	+/- 60

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 357 - 9/1/2022 to 8/31/2023	\$51.83	\$76.00	\$2.81
Local 357 - 9/1/2023 to 5/31/2024	\$53.83	\$78.83	\$2.83
Local 357 - 6/1/2024 to 5/31/2025	\$57.83	\$83.14	\$4.31
Local 357 - 6/1/2025 to 5/31/2026	\$58.83	\$87.38	\$4.24
Local 357 - 6/1/2026 to 5/31/2027	\$63.03	\$91.58	\$4.20

*Any special or notable conditions

NEGOTIATIONS

May 31, 2027

JATC

New director Juli-Ann Peoples. Apprentices continue to travel as work picture is sad. Lessons to all, Don't take in balloon classes as indentures apprentices because you have a temporary increase in labor needs.

LMCC

Labor is looking for partners to purchase a suite at the Baseball stadium. Nor-Cal, maybe you miss the A's?

SOUTHERN SIERRAS

Southern Sierras Chapter NECA DISTRICT 9 - NECA REPORT

March 2026
Las Vegas, NV

OFFICERS
Shane Cox, President
Larry Strohm, Governor

STAFF
Ashley Berg, Chapter Manager

CHAPTER UPDATE

The membership voted for a new board member in November's annual meeting, Brian Helton from BH Electric Inc, representing the Riverside Division.

The Chapter had its first successful membership mixer in October of 2025 and looking to continue to mix in a mixer or family-friendly event to encourage members to participate more with NECA.

(2) educational opportunities have been scheduled for membership:

- 1) Lunch-N-Learn with Pam Scholefield "Don't let these contract terms kill your profit"
- 2) 2-day AI class with Dynamix (Chris Carr)

5 YEAR LOOK AT LABOR-HOURS LOCAL 440 Riverside County



Year	Labor Hours	Percentage of Change
2021	2,060,037.59	
2022	2,328,198.04	13%
2023	2,461,913.14	6%
2024	1,481,409.70	-40%
2025	1,476,826.49	0%
2026 (YTD)		

We had large solar and battery storage projects from 2021 that completed in 2023. All the Zone B work for Local 440 was done which resulted in the significant drop in hours by 40%. Our in-town work for Zone A is still holding strong and consistent.

5 YEAR LOOK AT LABOR-HOURS Local 477 San Bernardino, Inyo, & Mono Counties



Year	Labor Hours	Percentage of Change
2021	1,060,984.48	
2022	1,385,933.75	31%
2023	1,674,047.52	21%
2024	1,200,250.32	-28%
2025	1,612,001.80	34%
2026 (YTD)		

Solar and BESS projects in Zone B for 477 as well. Amazon warehouses, Coca-Cola distribution plant and more solar work have bounced the hours back up.

WORK PICTURE

Projections for each area or jurisdiction with specific attention paid to any large jobs. (2-3 short paragraphs)

EMPLOYMENT PICTURE

Local	Inside Wiremen Available	Inside Apprentice Available
Local 440	46	12
Local 477	82	0

CONTRACT NOTABLES

Inside Contract	Base Wage	Total Package	2026 Increase
Local 440 - 12/29/25 to 11/30/26	\$57.62	\$88.99	Negotiations start in fall
Local 477 - 6/1/2025 to 5/31/2026	\$55.15	\$84.90	\$3.75
Local 477 - 6/1/2026 to 5/31/2027	\$TBD	\$88.65	\$3.75 2027 increase

*Any special or notable conditions

NEGOTIATIONS

Local 440 Inside agreement will be expiring in November of this year. We will be starting negotiations around August/September after exchanging opening letters.

JATC

We have close to 100 apprentices graduating this spring but already have 112 apprentices indentured to start school in the fall and it might continue to climb due to the work picture. The school on average brings in 80-120 apprentices in each year, though we have outgrown our current facility in recent years.

Our JATC is looking into getting satellite classroom spaces with the community college that we are affiliated with, if all apprentices are not sent out to Zone B – then potentially day school, or trimester program to get the most use out of our facility.

We have both RV JATC and SB JATC sharing one building for apprentice training. Labor Trustees for RV JATC are pushing to separate the schools, maybe even a satellite school to keep them under one program if possible. The school has 3 owners, the 2 JATCs and IBEW Local 477, so the JATC trusts are renting from the 3 owners as an LLC under a fair market value. This makes it more layered and complex by keeping the schools together versus separating.

LMCC

Signed an advertisement deal with Acrisure arena for promoting NECA and Local 440. We got this inspiration from our neighbors northwest to us, LA NECA and Local 11 with promotion at the Dodger Stadium (nicely done!). LMCC is working on creating a position to hire full-time outreach personnel to assist the NECA Chapter, our two Locals and JATC in promoting our industry and having a presence at each event where necessary to cover more ground.

GOOD OF THE ORDER



FUTURE MEETINGS



District 9 Council Meeting – Marriott Maui (Wailea), July 14-15

Tri-District Conference – Marriott Maui (Wailea), July 15-18

2026 NECA Annual Convention – Las Vegas, October 4-7

2027 District 9 Council Meeting – Hotel Coronado TBD

(details coming in July)

2027 NECA NOW – Hotel Del Coronado, San Diego, April 12-14

