

DISTRICT 6 SUMMER
COUNCIL MEETING

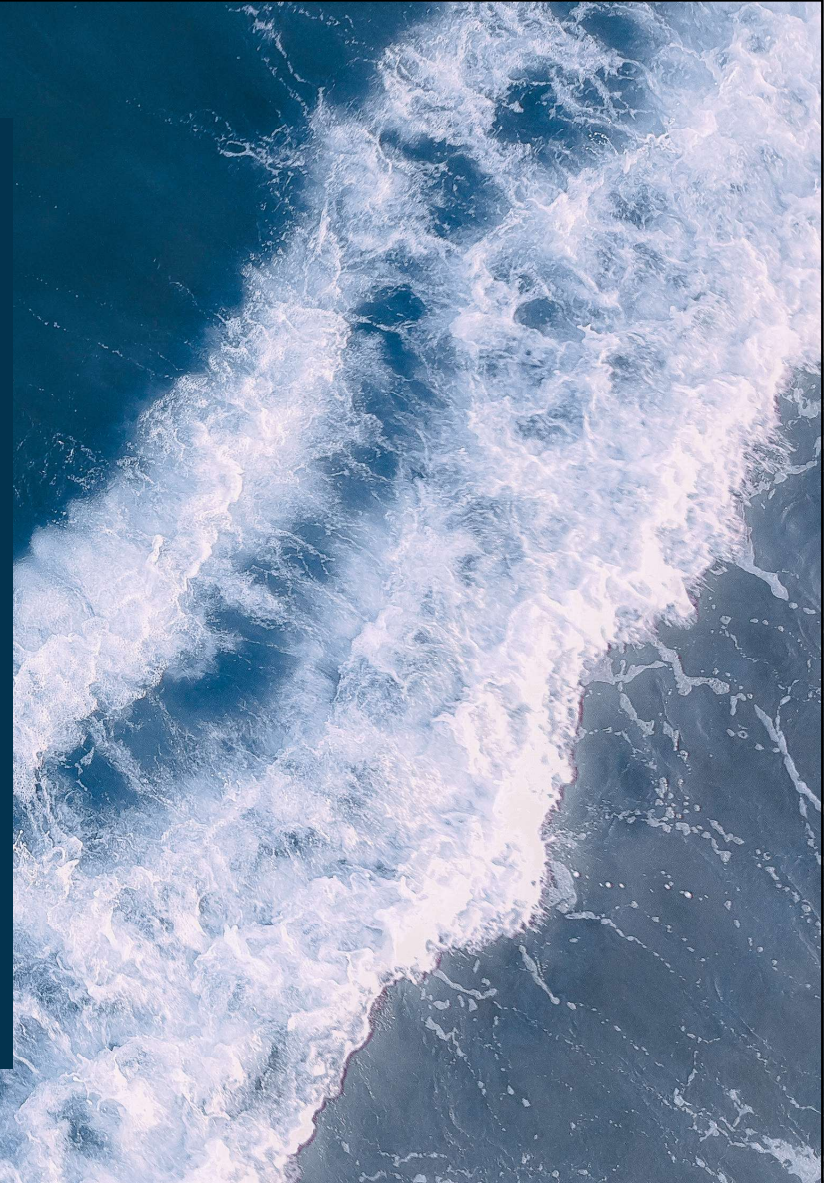


*Approval of Minutes
March 26, 2025*



VICE PRESIDENTS REPORT

Mark Walter



EC REPORT AND INITIATIVES

Highlights:

Nomination of Mark Walter for President for the 2026-2027 term Nomination of Steve Stone for VP at Large for the 2026-2027 term

- ❖ The Board of Governors meeting will begin with a more formal business session to be attended only by NECA National officers, NECA Chapter Governors, NECA National and NECA Chapter staff, and NECA contractor members. After the business session and a short break, there will be an industry session for updates, awards, and other business that is more appropriate for the public.
- ❖ Total revenue through April 30, 2025, is 13% higher than last year (mainly due to the dues increase) and on target with the budget. Expenses are less than 1 percent higher than last year and are on pace with the annual budget.

NECA Executive Committee Meeting June 3-4, 2025

The following is a report on the recent Executive Committee Meeting. Executive Committee members attending:

Kirk Davis, President, NECA, Shreveport, Louisiana
Stephen Gianotti, Vice President District 1, NECA, Ridgewood, New York
Steven Petri, Vice President District 2, NECA, Baltimore, Maryland
Terry Lette, Vice President District 3, Charlotte, North Carolina
Sara Dinkel Smith, Vice President District 4, NECA, Terre Haute, Indiana
Shawn Smith, Vice President District 5, NECA, Topeka, Kansas
Mark Walter, Vice President District 6, NECA, Portland, Oregon
Don Laffoon, Vice President District 7, NECA, Raytown, Missouri
Nathan Wickizer, Vice President District 8, NECA, Salt Lake City, Utah
Greg Long, Vice President District 9, NECA, Napa, California
Steve Lindley, Vice President District 10, NECA, DeForest, Wisconsin
Mark Harasha, Vice President At Large, NECA, Neenah, Wisconsin (virtual)
Chuck Fairchild, Vice President, Integrated Systems Contractors, NECA, Indianapolis, Indiana
David Long, Chief Executive Officer, NECA, Washington, DC
Traci M. Walker, Secretary-Treasurer/Chief Financial Officer, NECA, Washington, DC
Jef Fagan, Senior VP, Labor Relations & Risk Management, General Counsel, Washington, DC

The following guests were present:

Marco Giamberardino, Senior VP, Government & Public Affairs, Washington, DC
Peter Mastroiocco, Senior VP, Education, Events & Partnerships, Washington, DC
Ronald Bailey, Senior VP, Industry Development, Washington, DC
Larry Pittsley, Governor, Tennessee Chapter, Nashville, Tennessee
Chase Pendergraft, Executive Director, Tennessee Chapter, Nashville, Tennessee
Peter Stoller, Executive Director, Rochester Chapter, Rochester, New York

President's Report: Davis

President Davis provided an overview of recent meetings that he attended as well as some of the key issues and challenges we are addressing. Davis expressed enthusiasm for the exciting new opportunities ahead.

CEO Report: David Long

CEO Long reported on the following:

NECA's initiatives in 2025 reflect a strong commitment to labor relations, advocacy, education, workforce development, networking, safety, leadership development, and connecting with industry partners:

- IBEW Relations
- CIR Sessions in February and May
- Google Partnership for Workforce Development
- NECA-NEMRA Training Collaboration



D6 VP Process

Anticipating Mark Walter being elected as President by the Board of Governors on September 12, there will be a vacancy for the D6 VP, effective January 1, 2026.

Between September 12 and December 31, 2025, the Governors from District 6 must elect a qualified Member from the District to serve Mark's unexpired term (January 1, 2026 - December 31, 2026).

During the summer of 2026, District 6 will nominate (and Board of Governors will approve) an individual to serve as D6 VP for the 2-year term: January 1, 2027 - December 31, 2028. If the nominee is the individual who served your unexpired term, he/she will only be able to serve one 2-year term.

Bylaws excerpt 8.3(c)(4)

Term of Office. District Vice Presidents shall be elected to a two (2) year term beginning January first of the year following their election. District Vice Presidents shall serve no more than two (2) terms. If a District Vice President is elected to serve an unexpired term under Section 10.7, service of one-half or more of the unexpired term shall be considered a full term for purposes of term limits.

Bylaws excerpt 10.7(b)

In the event a District Vice President resigns or is unable to serve, as determined by the Executive Committee, the vacancy shall be filled the in the following manner:

1) The Governors from the District where the vacancy exists, shall, at a time and in a manner determined by the NECA President, elect a qualified Member from that District (see Section 10.4) to serve the unexpired term.

EC REPORT AND INITIATIVES

Industry Developments:

- ❖ Veteran Recruitment continued with the planning and developing of the coalition (NEMA, NEMRA, and NAED) workforce efforts in the establishment of a job Board for Veterans job placement.
- ❖ Established an MOU with the VIPER Transitions Organization (Veteran Internship Providing Employment Readiness) to assist in the development of the job board.

Workforce Recruitment Task Force:

- ❖ IBEW has a new leader for the We Power America department, Jon Dehmel and now under IBEW Business Development
- ❖ One of the most successful job fairs in the history of NECA/IBEW was held on May 20 with the Arizona Chapter and IBEW Local Union 640. Over 500 pre-registered, 409 attended, over 100 people direct hired with referrals issued at the job fair.

EC REPORT AND INITIATIVES

Labor Relations:

- ❖ Restructured the Labor Relations Department
- ❖ Worked with the IBEW to clean up Category 1 Language, revamped all NLMCC documents and grant approval request forms to support a higher ROI on the grants
- ❖ New Trustee Training is available for Chapters put on by the Regional Field Reps.
- ❖ Hybrid Training Standards have not had enough buy-in to advance
- ❖ Centralized CBA tracking (wage and language modifications)
- ❖ Working towards a one benefit reporting system options
- ❖ 4 new Labored Thoughts podcasts, 14 labor relations bulletins

EC REPORT AND INITIATIVES

Field Services:

- ❖ Governor Onboarding Program
- ❖ Chapter Staff Stipend Training in lieu of the old Staff Associate Program
- ❖ Joint meetings between each region and their respective IBEW Districts to improve relationships and strengthen partnerships.

Safety:

- ❖ The Safety team has expanded NECA Safety engagement, NECA Safety Roundup Podcasts (29 available plus 2 in Spanish), Customer and Contractor Safety Meetings, NECA/ASSP MOU, Code Panels and National Industry Boards (EICA, NCSCB, ESFI, CIASP)
- ❖ Continued to improve outside line initiatives and outreach.
- ❖ New Safety Products: NECA Safety Video Resources and Links, Updated NECA Electrical Construction Employment Safety Handbook, NECA branded EEI endorsed ET & D Model Safety Program, 2025 NECA Safety Meeting App

EC REPORT AND INITIATIVES

Education:

- ❖ Field Leadership Essentials – 930 trained in 2024 w/ 133 trainers trained – 367 trained through April / 145 trainers trained.
- ❖ Line Foreman Fundamentals – 3-hour online, on-demand course for new line foreman broken down into 4 key learning areas.
- ❖ Project Management – 30 modules online, on-demand ranging from 15-30 minutes in duration
- ❖ Innovation Institute – yearlong executive leadership program for emerging leaders graduating: two cohorts of 10 annually
- ❖ Executive Management Institute – 3 and a half day in-person executive level management program with a deep focus on construction finance, process and performance improvement and building a winning company culture.
- ❖ CALS- CEO Advanced Leadership Seminar – 5-day executive leadership program for C suite bound executives, Duke University •

EC REPORT AND INITIATIVES

Website:

- ❖ Digital NECA Book: Continuously updates to keep current with membership changes
- ❖ NECA Chapter Website Service
- ❖ Specialty Pages: Construction Safety Week, Safety APP videos

Safety:

- ❖ The Safety team has expanded NECA Safety engagement, NECA Safety Roundup Podcasts (29 available plus 2 in Spanish), Customer and Contractor Safety Meetings, NECA/ASSP MOU, Code Panels and National Industry Boards (EICA, NCSCB, ESFI, CIASP)
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EC REPORT AND INITIATIVES

Industry Innovation:

- ❖ Galileo Cohort – kicked off in April 2025
- ❖ Da Vinci Cohort – will graduate in August 2025
- ❖ Murray Cohort – will kick off in August (two spots left)
- ❖ Innovation & Strategy Task Force – Innovation Enhancements – Project Lifecycle, Market Map plus content for NECA Convention, Emerge, and MEP Innovation

National/Chapter Workshop:

- ❖ Chapter leadership from the Rochester and Tennessee Chapters joined the Executive Committee on June 3, 2025, for a workshop to discuss national and chapter relations
- ❖ Continued emphasis and agreement on the need to improve communications

PROPOSALS FOR BOG

The following proposals were properly submitted in accordance with Section 8.1(h) of the NECA Bylaws for review and action at the September 12, 2025, meeting of the Board of Governors to be held at the McCormick Place West Convention Center in Chicago, IL.

- ❖ Ordinary Proposal #1, submitted by the NECA Executive Committee
Revision of NECA-IBEW Category I References of NJATC
- ❖ Ordinary Proposal #2, submitted by the NECA Executive Committee
Revision of NECA-IBEW Category I Apprentice Wireman Periods
- ❖ Ordinary Proposal #3, submitted by the NECA Codes & Standards and Government Affairs
Amend NECA Standing Policy Statement #3, Local and State Legislation
- ❖ Ordinary Proposal #4, submitted by the NECA Codes & Standards and Government Affairs
Amend NECA Standing Policy Statement #9, Electrical Inspections
- ❖ Ordinary Proposal #5, submitted by the NECA Codes & Standards and Government Affairs
Amending NECA Standing Policy Statement #19, Safety and Health

COUNCIL ON INDUSTRIAL RELATIONS

| 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 | 17 | 4 | 12/5 | 0 |

2025 WR CIR Panel Members

*Mark Walter (Co-Chair) - Christenson
Larry Bell – Alaska Chapter
Ted Uppole – Western Region*

NW TICC COMMITTEE

Chapter Leadership selected over 30 participants to serve on a regional group discussing technology, innovation, collaboration and communication. This group will be meeting monthly to address challenges and opportunities in the Northwest.

NW TICC Committee Goals:

Changing culture and mindset – Protecting Work vs. Innovation

Improving Partnership and Ethics between Labor and Management

Items Discussed:

Prefab Challenges – Current state and how to be more Proactive?

Data Centers – Productivity issues and Manpower needs

Possible Solutions:

Social media and Coordinated District wide Messaging

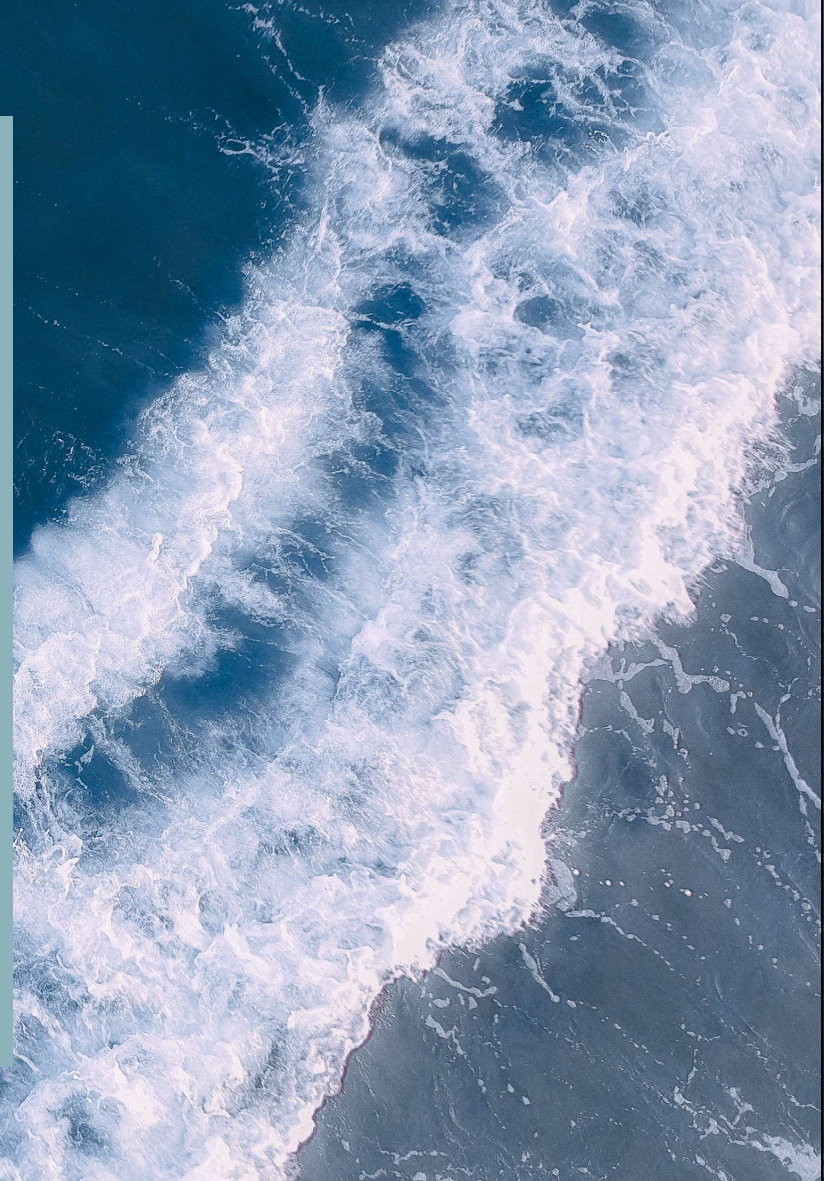
Joint Regional Labor and Management Events and Meetings

Participants

| | | |
|---------------|--|--|
| District 6 | Mark Walter Nicole Hite | District 6 VP District 6 Rep |
| Alaska | Larry Bell Jesse Hale | Chapter Alcan |
| Cascade | Cindy Austin Josh Huntley Leo Datskiy Josh Childs Jamie Stuart | Chapter Mills Datskiy Stetner Valley |
| Puget Sound | Jameson Schwetz LeeAnn Cochran Bruce Mackenzie Don Baker | Chapter Cochran VECA EC CO |
| SW WA | Pete Butler Steve Sare Bryce Adams | Chapter Sare Bluecore Power |
| Inland Empire | Christian Chally Jim Medina – Chair Gordon Grochowsky | Chapter Columbia River Dyna |
| OR Columbia | Todd Mustard Jon Orrell Ryan Landon | Chapter EC CO McCoy |
| OR Pac-Cas | Monique de Boer Joe Janssen Eric Davis Shane Thomsen | Chapter Cherry City EC CO OEG |
| NW Line | Tracy Harness | Chapter |

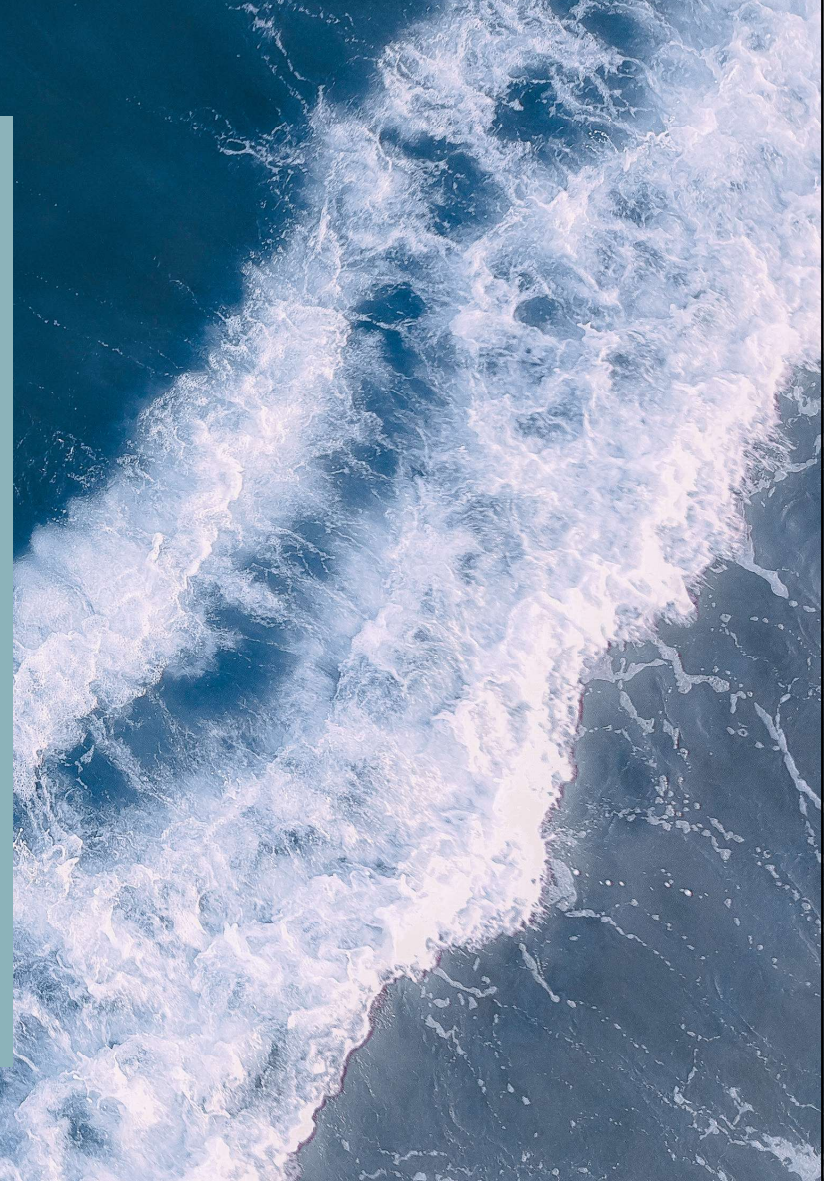
TASK FORCE: BUSINESS DEVELOPMENT

Jesse Hale

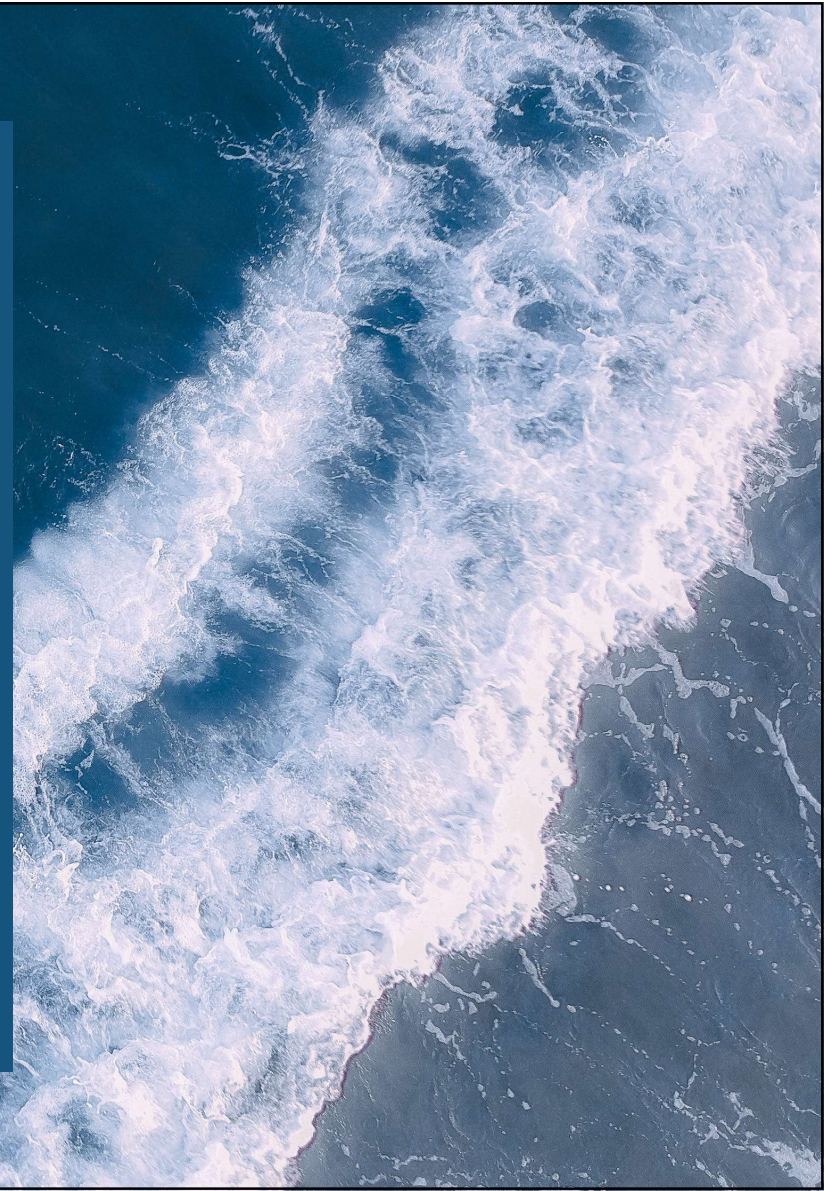


TASK FORCE: CODES & STANDARDS

Mike Weaver



CHAPTER REPORTS



ALASKA



District VI Summer Council 2025 – Turtle Bay, Hawaii

Larry Bell, Executive Manager • Lael Fullford, Governor • Jesse Hale, President

Manpower Analysis:

- Total number of Inside Construction Journey level workers** – 918
- Total number of Inside Construction Journey level workers, unemployed – 34
- Total number of Inside Construction indentured apprentices – 255
- Total number of Inside Construction indentured apprentices, unemployed – 04

** Inside Construction Journey level and apprentice level workers, cover the classifications performing "VDV like" work as per Addendum to the Inside Agreement. Numbers include these workers both Journey level and apprentice (approximately 10%+ overall).

Contract Cost per Man-hour: (Effective April 01, 2025)

| | General Foreman | Senior Foreman | Foreman | Journeyman |
|------------------|-----------------|----------------|----------------|----------------|
| Wage | 59.85 | 58.25 | 57.72 | 53.44 |
| Pension | 10.39 | 10.39 | 10.39 | 10.39 |
| Money Purchase | 2.50 | 2.50 | 2.50 | 2.50 |
| Health & Welfare | 14.83 | 14.83 | 14.83 | 14.83 |
| IATC | 0.95 | 0.95 | 0.95 | 0.95 |
| Legal | 0.15 | 0.15 | 0.15 | 0.15 |
| LMCC | 0.05 | 0.05 | 0.05 | 0.05 |
| AMF | 0.20 | 0.20 | 0.20 | 0.20 |
| NERBF (3%) | 1.82 | 1.75 | 1.81 | 1.67 |
| SUB TOTAL | \$90.72 | \$89.07 | \$88.52 | \$84.11 |

*Apprentices are broken out at 55% 60% 65% 70% 75% and 80%

Man-hour Trend Analysis (Inside Construction):

| 2025(01-06) | 2024 Total | 2023 Total | 2022 Total | 2021 Total | 2020 Total |
|-------------|------------|------------|------------|------------|------------|
| 552,327 | 1,047,466 | 902,846 | 859,695 | 822,749 | 791,272 |

Market Advancement Initiative (MAI) update:

- There continues to be little to no utilization of the MAI.
- Currently the Chapter is not aware of any Contractors bidding work under the MAI. The LU continues to target wages, various premiums, and other restrictive conditions on multiple projects with varying success.

Inside Agreement Contract Status:

- The parties are in the second year of a successor Inside Construction Agreement. Anniversary date November 1, 2023 – April 30, 2026. Highlights being utilized are -
- A "pre-apprentice" classification and that we continue to see used successfully.
- Jurisdictional boundaries have been removed to limit traditional claim of wireman in CBA to that covered by State of Alaska licensing requirements only.
- Technicians are facilitated by percentage of JW/JT scale based on experience with employer for 10,000 hours prior to reaching full scale.
- Direct hire is facilitated by agreed upon and modest Book 1 availability.
- In early 2025, the parties agreed upon a LOA recognizing Vehicular Cameras and GPS systems falling under Employer Rights of CBA.

Membership Recruitment and Retention:

- Membership retention has been steady in the AK Chapter. The Chapter continues to solicit employers into a higher level of participation in the Chapter.

Other Items of Interest:

- The Alaskan economy continues its uptick in construction hours. While hours are only up modestly from the prior year, many employers face difficulty in having calls filled in a timely manner. This is due to a combination of individuals travelling out of Alaska to work, and the continued exit from the workforce by retiring journey level workers.
- Labor relations with IBEW 1547 remains positive.
- IBEW 1547 continues to increase its activity in recruitment on non-union electrical workers throughout the State with success.

CASCADE

2025 District 6 SUMMER MEETING

August 11-13, 2025 – Turtle Bay: Kahuku, HI



Cascade Chapter NECA

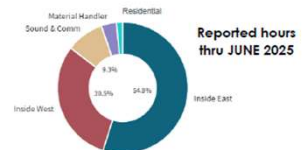
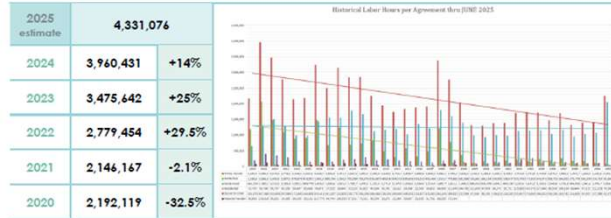
Governor David Ginestra, Dutton Electric Co., Inc.
 President Jack Southwick, Seahurst Electric, Inc.
 Chapter Exec Director Cindy Austin, NECA Cascade
 Assistant Exec Director Ashlee Boekenroogen, NECA Cascade

MEMBERSHIP - 49 Total Members, 5 Associate Members

- Membership is evolving as we welcome new members and wish luck to those retiring.

HISTORICAL Labor Hours HOURS

- 2025 Labor Hours estimating 4.3 million hours for year-end for another record high



2025 Employment Picture
 Inside Wire JW = 1,471 Book 1 = 163 Book 2 = 85
 Electronic Tech JW = 100
 Residential JW = 37

CHAPTER & EDUCATIONAL PROGRAMS

- New!** - NECA Learning Center On-Demand Courses - 100% Reimbursable - No Cap
- New!** - Trimble Accubid a la carte online courses - 100% Reimbursable
- Service & Maintenance 2-Day Master Class
- Basic Estimating of Electrical Construction
- Advanced Estimating of Electrical Construction
- Construction Law Courses
- Webinars +
- NECA 4 hr Legal Service
- NECA Safety App

APPRENTICE NUMBERS

| Agreement | West | East | TOTAL |
|--------------------------|------------|------------|------------|
| Inside Wireman | 213 | 364 | 577 |
| Limited Energy | 15 | 89 | 104 |
| Residential | 13 | - | 13 |
| TOTAL APPRENTICES | 241 | 453 | 694 |

NWEJATC APPRENTICESHIP UPDATES

- NEW Moses Lake Training Center Location!** This will be the 3rd Apprenticeship building which is secured & in process. 200 Eastside Apprentices live in Moses Lake, this additional location will alleviate the over crowding at the WATTS location in East Wenatchee

LMCC/JOINT MEETINGS UPDATE

- Joint LM Meetings Scheduled**
- NECA-IBEW 191 Code of Excellence**
- Grievance/Appeals Process**
- Drug Policy Revamp**
- S.I.S.T.E.R.S. SUMMIT:** Oct 10 & 11, 2025 @ Wenatchee Convention Center
- Retirement Seminar** - Wenatchee, WA
- Education:**
 - 40 Days of FDS in 2025 w/ Amanda King
 - Partnership w/Amanda King for Project Management Series Development
 - Mental Health Awareness
- LMCC Commercials:**
 - Wenatchee Commercial - Complete
 - Westside Commercial - In production
 - 12 "About Us" Commercials - In production

INSIDE WIRE: EFF 06/01/25 - 05/31/28
 3 YR AGREEMENT
IW W & E JW Wage: \$62.38 Total Package: \$94.06
 EFF 06/01/2026: \$4.25 TBD
 EFF 06/01/2027: \$4.25 TBD

LIMITED ENERGY: EFF 08/01/24 - 05/31/28
 4 YR AGREEMENT
LE JW Wage: \$39.50 Total Package: \$62.05
 EFF 06/01/2026: \$3.50 TBD
 EFF 06/01/2027: \$3.50 TBD

RESIDENTIAL WIRE: EFF 08/01/24 - 05/31/28
 4 YEAR AGREEMENT
Res JW Wage: \$33.07 Total Package: \$48.59
 EFF 06/01/2026: \$1.10 + NEBF TBD
 EFF 06/01/2027: Wage Opener

MATERIAL HANDLER: EFF 06/01/24 - 05/31/28
 4 YR AGREEMENT
MH Wage: \$31.19 Total Package: \$48.08
 EFF 06/01/2026: TBD - Based on Inside Wire
 EFF 06/01/2027: TBD - Based on Inside Wire

PUGET SOUND

NECA PUGET SOUND CHAPTER

District 6 Council Meeting
August 11, 2025
Kahuku, HI

President
Dominic Burke

Governor
LeeAnn Cochran

Executive Director
Jameson Schwetz

MANHOURS

- 2025 – 6.6 M (projected)
- 2024 – 6.5 M
- 2023 – 7.6 M
- 2022 – 8.1 M
- 2021 – 8.6 M
- 2020 – 8.1 M



MEMBERSHIP

69 Total Members, 29 Associate Members

New Contractor Member – Koivu Electric, Vets Power Electric

JATC / APPRENTICESHIP / JW EMPLOYMENT STATUS

- Training Director – Ryan Bradt / Assistant Training Director – Dave Gordon
- 4-year Inside Wire Program
- 987 Total Apprentices
- 18% Increase in Applications
- 774 JW Out of Work List – Book 1's

LABOR RELATIONS

- Sound & Comm Strike ended on June 17, 2024
- Inside Construction vote passed on July 24, 2024
- Stockman vote passed on July 22, 2024
- Light Fixture Maintenance vote passed on September 6, 2024
- Residential vote passed on May 22, 2025, following one year of negotiations
 - Established committee to review CBA wage structure and market share.

AGREEMENTS / NEGOTIATIONS

Inside Wire Agreement

- May 31, 2027 Anniversary Date – 3 Year Agreement – \$15.00
- Transportation Premium: \$2.00 per hour in Downtown Seattle and Bellevue
- Contractor JATC Contributions in February 2025, 2026, and 2027

Sound & Comm Agreement

- March 31, 2027 Anniversary Date – 3 Year Agreement – \$12.50
- Transportation Premium: \$2.00 per hour in Downtown and Bellevue – 2/3/25
- Contractor JATC Contribution in February 2025, 2026, and 2027

Residential Agreement

- May 31, 2027 Anniversary Date – 3 year Agreement TBD
- No Journeyman Base Wage Rate

Stockman Agreement

- June 30, 2027 Anniversary Date – 3 year Agreement – \$8.00

Lighting Maintenance

- June 30, 2027 Anniversary Date – 3 year Agreement - \$6.00

MOU's

- Rest Period MOU – Incorporated into CBAs
 - 8-Hour Shifts: One 20-minute rest period break, no later than 3 hours from start of shift. No second rest period break will be required.
 - 10-Hour Shifts: First 15-minute rest period break no later than 3 hours from start of shift. Second 15-minute rest period break no later than after 8-hours of work.

BENEFIT PLANS

- Healthcare – Revised to 4 Month Dollar Bank – Significant Associate Healthcare Increases.
- Pension – \$1.3B Assets – 100% Funded – Market & Actuarial Value
- 401k – \$585M Assets – Authorizing Increased Partial Withdrawals/Annuities - Retirees

ITEMS OF INTEREST

- Successful outcome in our Occupied Premise/Shift Pay Arbitration
- Successful outcome in our Cell Phone Policy Arbitration

SW WASHINGTON

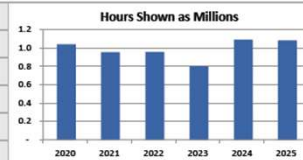


District 6 Council Meeting August 2025

President: Steve Doyle Governor: Brandon Betschart Executive Director: Pete Butler

INSIDE MANHOURS

| Year | Hours | % Change |
|-------------------|-----------|----------|
| 2020 | 1,038,246 | -6% |
| 2021 | 955,040 | -8% |
| 2022 | 956,794 | +0.18% |
| 2023 | 800,995 | -16.3% |
| 2024 | 1,091,140 | +29.4% |
| 2025 Projected | 1,083,939 | -1% |



MEMBERSHIP 33 CHAPTER MEMBERS | 8 ASSOCIATE MEMBERS
Star Chapter | NECA Safety Meeting App | Mineral HR

JATC | APPRENTICESHIP

Training Director, Barry Blackburn
174 Inside – 0 available 15 Residential – 0 Available 10 Low Volt – 0 available

LABOR RELATIONS INSIDE B1 130, B2 102 | RESI 6 | TECH 5

IBEW 76 Business Manager, Clint Bryson
Inside Wiremen: 767 (w/apprentices: 912) Active H&W Approximately: 829
Residential Wireman: 42 (w/apprentices: 57)
S&C Technicians: 57 (w/apprentices: 67)

AGREEMENTS | NEGOTIATIONS

- Inside Contract (Negotiated 2024)**
- 3 Year Agreement Expiration 8/30/2027
 - MOUs: MH, 1-1 APP Ratio, SW, PW
 - \$2.50 Aug/Feb | \$2.35 Feb-27, \$14.85 over 3

- Sound & Comm. (Negotiated 2024)**
- 3 Year Agreement Expiration 7/31/2027
 - Standalone Agreement
 - \$2.00 Aug/Feb | \$2.25 Feb-27 \$12.75 over 3

Residential Contract (Negotiated 2023)

- 3 Year Agreement Expiration 5/31/2026
- \$1.50 January/July Each Year \$9 over 3

BENEFIT PLANS REHN & ASSOCIATES TPA

Pacific Coast Pension Fund
CRITICAL STATUS, Not Declining
Current Rate @ \$11.06
Actuarial Funded: 65%

IBEW 76 Local Retirement
Current Rate @ \$3.37
IBEW 76 Local H&W
Current Rate @ \$9.20

RECEIVED SFA FUNDS

- Funded November 2024
- 82% Funded WITH SFA Funds
- With receipt of SFA funds, we are at a funding level we have not seen since 2008



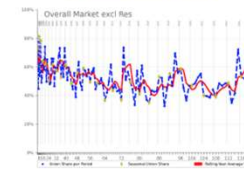
MARKET SHARE YTD FIGURES ENDING MAY 2025

SMALL / MEDIUM MARKET SHARE



% Union – 43%
Last Year 44%
Value - \$238.9 mill
Last Year \$231.2 mill

OVERALL MARKET SHARE



% Union – 60%
Last Year 54%
Value - \$547.0 mill
Last Year \$424.1 mill

CHAPTER EDUCATION AND EVENTS

Education

Labor Law Lunch & Learn | Fisher Phillips | Oct. 10, 2025, Jan. 23, 2026 & Apr. 17, 2026
Estimating Classes | Basic & Advanced Estimating | Oct. 28-30, 2025 & Jan. 19-20, 2026
Project Management | Awad Hanna & Stephanie McShane | Sept. 23, 2025, Feb. 17, 2026 & Mar. 4, 2026
Leadership Classes | Dale Carnegie | Jan. 23, 2026 & Feb. 24, 2026

Social Events

Summer General Membership Meeting | Tacoma Rainiers | Aug. 20, 2025
Holiday Party | Tacoma Country & Golf Club | Dec. 6, 2025
General Membership Meeting | Tacoma Country & Golf Club | Feb. 25, 2026
Spring Meeting | SurfSand Resort | May 14-17, 2026

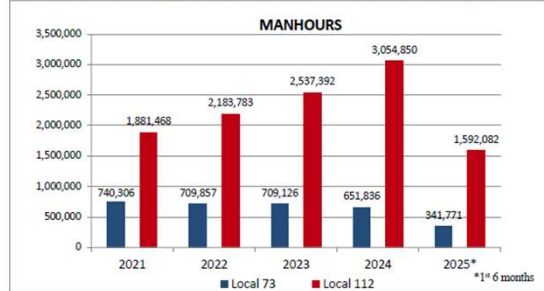
INLAND EMPIRE



INLAND EMPIRE CHAPTER

DISTRICT 6 SUMMER CONFERENCE AUGUST 2025 O'AHU, HI

PRESIDENT: Todd Bro GOVERNOR: Mitch Murphy CHAPTER MANAGER: Christian Chalty



LOCAL 73

Agreement/Negotiations

We are currently in the first year of a 5-year agreement with the local. The money this year is \$3.00

Manpower

There are currently 102 Journeyman on Book I. We currently have 104 Inside Apprentices with 2 apprentices currently unemployed.

Work Picture

Through mid-year we are up 9% over last year. Work picture remains the same as always...it's the same as always.

The Hall

Ken Brown, the previous Business Manager left the hall to become the Washington State IO. His, interim replacement, James Daniels has secured the title going forward after winning election this last month.

LOCAL 112

Agreement/Negotiations

As of June 1st of 2025, we have entering into second year of a 3-year agreement. There will be a \$3.80 per hour increase for this year.

Manpower

There are currently 129 Wireman on Book I. We have 351 apprentices with no apprentices currently unemployed

Work Picture

Manhours are up 17% at this point compared to the 2024. The future work picture is expected to remain quite strong, though manpower availability will continue to remain tight. This is the highest level of employment in the jurisdiction ever. In Western United States, Local 112 is slated to have the second highest growth over the next 12 months of any other local.

CIR

We are headed to Council this August over the long-contested issue of Reverse Book Layoff.

The Hall

Travis Swayze stepped aside during the most recent election cycle and let Travis Sellers run in his stead. Travis Sellers won the election, defeating the former President of the local, James Glines.

HEALTH and WELFARE

Health and Welfare Trust continues to be well funded. Its current status is the highest they have ever been at eight and a half months of reserves.

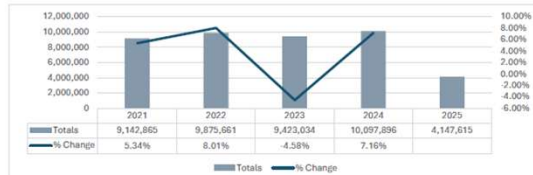
OREGON COLUMBIA



District 6 Council Meeting

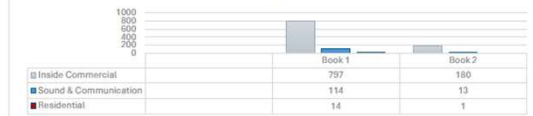
August 12, 2025 - Kahuku, HI

LU48 WORK HOURS TOTALS



Note: The Year-To-Date (YTD) percentage change from January to June 2024 compared to January to June 2025 reflects a partial year comparison and is -17.39%.

Available Journeypersons by Book



JATC/APPRENTICESHIP

JATC: NECA-IBEW Electrical Training Center (NIETC) had a recent change in leadership with outgoing Training Director Topher Edwards retiring as of July 3rd, and new Training Director Marshall McGrady starting in his new role on July 24th.

Apprentices: IBEW Local 48 currently has 925 apprentices. 79% male, 21% female. 30% are from underrepresented groups, and 6.12% (57) are veterans. Of the 925, 798 are in the Inside/Commercial Program; 109 are in the Limited Energy/Sound & Comm Program; and 18 are in the Residential Program. 314 Material Handlers active as of June 2025.

| Year | Inside | Limited Energy | Residential |
|------|--------|----------------|-------------|
| 1 | 104 | 32 | 3 |
| 2 | 203 | 29 | 11 |
| 3 | 214 | 38 | 4 |
| 4 | 191 | 10 | - |
| 5 | 86 | - | - |

Chapter Update

Membership

70 Members. Chapter Meetings are being enhanced with paid subject matter experts, hosting offsite events, and offering more pertinent training when possible.

Labor Relations

Continue holding monthly Labor-Management Committee Meetings and Grievance Hearings as needed. Core Drilling; Dash Cameras; and Sound & Communications scope discussions surrounding "smarts and parts" are current hot topics.

Agreement/Negotiations

Commercial/Inside: Limited Energy/Sound & Comm; Residential; and Support Tech/Material Handler Agreements were all negotiated for a three-year period (2024-2026). Commercial/Inside settlement - \$4.10 in 2026. Limited Energy/Sound & Comm settlement - \$4.00 in 2026. Residential settlement - \$3.00 in 2026. Support Tech/Material Handler settlement is based on a percentage of the Commercial/Inside rate. Continued focus on state and local politics. Preparation beginning for 2026 CBA negotiations.

Business Development

The Oregon-Columbia NECA website is in development and set to launch in Q4 2025, featuring enhanced, customized member data. Business Development efforts continue to advance with a \$500,000 BALMCC-approved budget supporting key initiatives like Monday.com, Industry Night at the JATC, and market share analysis via Construction Data Research (CDR). An additional \$100,000 investment in the "Powering the Pacific NW" brand has strengthened digital outreach, including a revamped "Find a Contractor" feature and increased social media engagement.

Key upcoming efforts include Industry Connect Day with ELECTRI International, bringing 150 Portland Public School students and educators together with contractors and vendors. Ongoing political and industry involvement through groups like the Westside Economic Alliance and 7x24 Exchange—complements active outreach across healthcare, data center, and manufacturing sectors. Media coverage in the *Portland Business Journal* and *Daily Journal of Commerce* has further positioned NECA/IBEW as trusted industry experts.

LinkedIn performance remains strong over the past 10 months, with an 8.55% average engagement rate well above industry benchmark and 640 new followers gained, averaging nearly 2 per day.

Benefit Plans

Edison Pension: non-accruing contribution of \$.40 per hour increase remains in effect until 2025 with the goal of reaching 90% funding. Currently at 99.9% for 2025 calendar year.

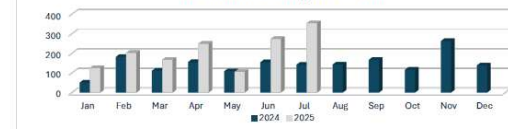
MARKET RECOVERY PROGRAM

To better understand the efficacy of the Market Recovery Program (MRP) administered by IBEW Local 48, the data has been segmented into two categories: Commercial and Residential MRP, and then Residential Discount Coupons. By grouping them together in the past it provided inaccurate approval and distribution percentages.

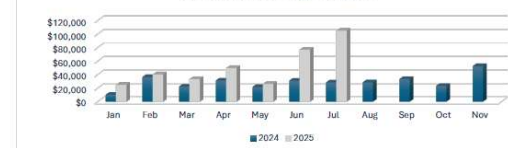
The data for the Commercial/Residential MRP is further segmented by state (Oregon and Washington) and market sector, giving a better representation of how much MRP dollars are being allocated for each. Additional enhancements will be forthcoming including removing multiple bids/applications by contractors on the same project.

| State | Type | Bid # | Project # | Award # | Bid \$ | Award \$ | Hours | Sq Ft | Award % |
|--------------|------|------------|------------|-----------|----------------------|---------------------|----------------|----------------|------------|
| OR | C | 56 | 48 | 10 | \$147,273,742 | \$50,398,752 | 421,581 | | 21% |
| | R | 26 | 26 | 17 | \$1,264,517 | \$675,824 | 76,382 | | 65% |
| WA | C | 51 | 43 | 11 | \$47,243,873 | \$3,453,206 | 185,907 | | 26% |
| | R | 3 | 3 | 2 | \$1,504,500 | \$1,324,500 | 607,488 | | 67% |
| Total | | 136 | 120 | 40 | \$197,336,632 | \$56,052,382 | 607,488 | 622,514 | 33% |

Residential Coupon Count



Residential Coupon Value



OREGON PAC CASCADE



POWERFUL TRADITION ELECTRIFYING FUTURE
Oregon Pacific Cascade, NECA
District 6 - NECA Report
August 2025
Kahuku, HI

Chapter Statistics

Officers

Mike Weaver – M & W Electric – Governor
 Larry Brabham – Brabham Electric – President
 Shane Thomsen – OEG – Vice President
 Mike Brye – Camp Creek – Treasurer

Staff

Monique de Boer - Executive Manager

Number of Members: 65
 2025 New Members: 4

Chapter Update

We are pleased to share several exciting developments from the Oregon Pacific Cascade Chapter. First, we've welcomed two new staff members to our team: Stephanie Stoner, Administrative Assistant overseeing Membership, and Melinda Sinay, Administrative Assistant supporting Bookkeeping and EPR. Both bring strong backgrounds in office administration and have already proven to be valuable additions to our chapter operations.

In an effort to grow membership and increase engagement, we recently launched a new incentive program aimed at attracting signatory contractors. Under this initiative, new members receive their first six months of chapter membership at no cost, followed by a 50% reduction in dues for the following six months. This promotion began on July 1, and we're happy to report that we've already enrolled three new members. We believe this approach allows prospective members to experience the full value of chapter services and support.

We look forward to sharing further updates on the program's impact at our next District meeting.

5 Year look at Labor-hours
 Page 1 of 3

| Year | Labor Hours | Percentage of Change |
|----------------|-------------|--------------------------------|
| 2020 | 2,963,020 | -13% |
| 2021 | 3,093,948 | +4% |
| 2022 | 3,760,548 | +22% |
| 2023 | 3,126,118 | -17% |
| 2024 | 2,616,415 | -16% |
| Thru June 2025 | 1,435,022 | 12% higher than this time 2024 |

Over the past five years, our chapter has experienced significant fluctuations in labor hours, largely reflecting broader economic conditions and shifts in project volume. In 2020, labor hours fell to 2.96 million, a 13% decline. Followed by a modest rebound in 2021 with a 4% increase to 3.09 million hours. In 2022, we saw a substantial 22% surge, peaking at 3.76 million hours, driven by strong project demand. However, this growth was followed by notable declines: a 17% drop in 2023 to 3.13 million hours, and a further 16% decrease in 2024, down to 2.62 million hours. Encouragingly, 2025 has started on a positive note, with 1.44 million labor hours reported through June—12% higher than this time last year. While year-end totals remain to be seen, this mid-year momentum offers a promising sign of potential stabilization and renewed contractor activity across the chapter.

Work Picture

As we continue adjusting to market conditions, the outlook for 2025–2026 suggests a cautiously optimistic rebound in workload, especially compared to 2024. In Local 280's Cascade Division, work is beginning to pick up again. A large data center project in Central Oregon has resumed activity, and several new mid-sized projects are in early stages, though labor demand is expected to fluctuate over the next several months as timelines and scopes evolve. In the Valley region, the University of Oregon Training Facility remains a key anchor project, and prevailing wage work continues to provide consistent hours, including ongoing public sector and infrastructure jobs.

Local 659's Crater Lake Division is still facing a slower pace, largely due to delays in expected solar and water treatment facility work. While contractors remain hopeful, much of this activity is still in planning or permitting phases, with limited near-term relief expected. Meanwhile, Local 932's Sunset Division is holding steady, bolstered by a new Large Container Facility, a multifamily housing development in the Coos Bay/North Bend area, and discussions around offshore wind that could open new long-term opportunities. The northern coastal region is also experiencing modest but steady hospitality and residential construction growth.

While some pockets of our jurisdiction are navigating challenges related to timing and project starts, the overall picture is improving. With key developments underway or on the horizon across all three divisions, the second half of 2025 and early 2026 are shaping up to be significantly stronger for our contractors and workforce.

Page 2 of 3

Employment Picture

| Inside Wiremen Available | |
|--------------------------|-----|
| Local 280 | 186 |
| Local 659 | 35 |
| Local 932 | 6 |

| Inside Apprentice Available | |
|-----------------------------|--------------------------------------|
| Local 280 | 4 in the Valley, 1 in Central Oregon |
| Local 659 | 1 |
| Local 932 | 1 |

Contract Notables

| Inside Contract | Base Wage | Total Package | 2026 Increase |
|------------------------------------|-----------|---------------|-----------------|
| Local 280 - 1/1/2023 to 12/31/2025 | \$57.65 | \$85.42* | In Negotiations |
| Local 659 - 1/1/2023 to 12/31/2025 | \$45.58 | \$68.58* | In Negotiations |
| Local 932 - 1/1/2024 to 12/31/2026 | \$51.76 | \$81.29* | \$3.25 |

*Temporary NECA Dues reduction till 12/31/2025 * Average wage/pension increase for 2025 3.42%*Includes Oregon Paid Sick Leave

Negotiations

Local 280 has entered negotiations for the Inside Agreement, as well as the Lighting Maintenance and Material Handler Agreements. Formal meetings are scheduled to begin in early September, with contractor surveys and feedback helping shape proposals and priorities. Similarly, Local 659 will begin negotiations in early September, covering the Inside, Residential, Sound & Communication, and Lighting Maintenance and Material Handler Agreements. Engagement remains strong across all parties as both sides prepare to address economic and language proposals. Local 932's next round of bargaining is scheduled for the fall of 2026, with no current negotiations underway at this time.

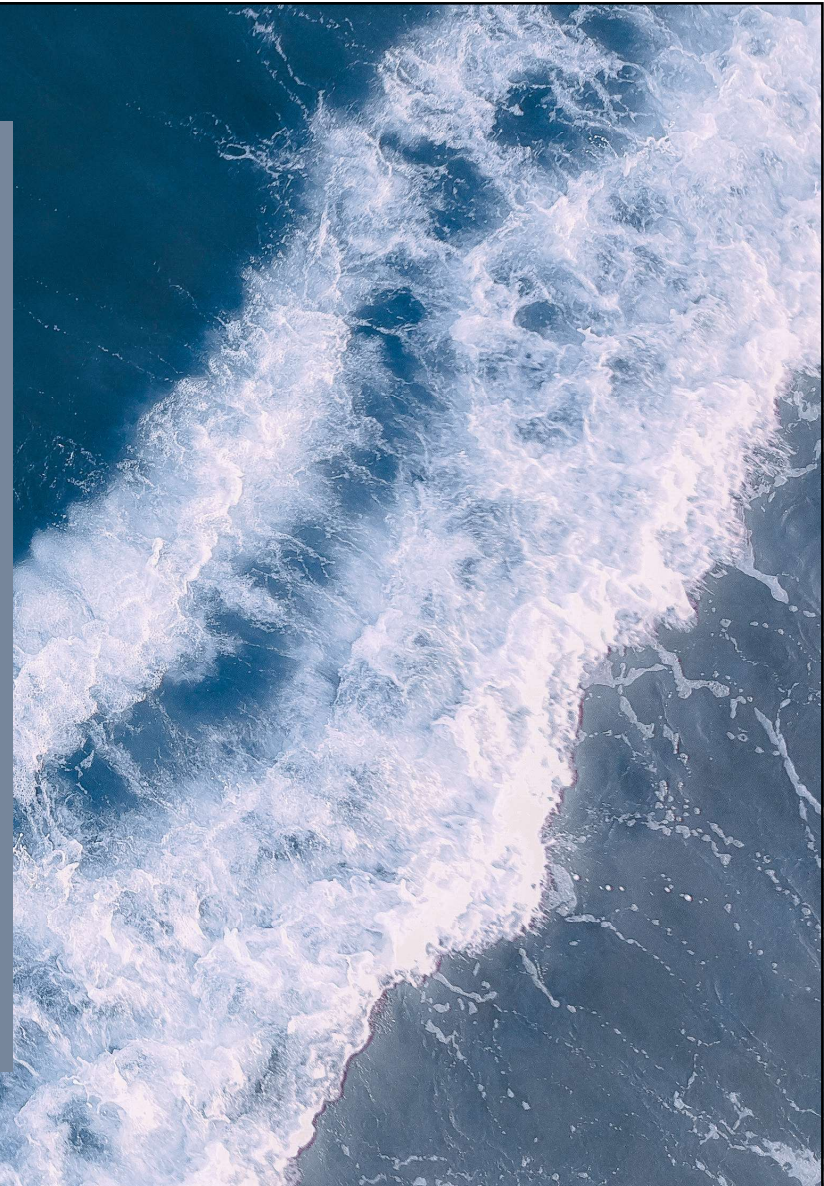
JATC

All three of our JATC programs, Central Electrical JATC, Crater Lake Electrical JATC, and Pacific Electrical JATC, continue to progress strongly. The Central Electrical JATC currently has 310 apprentices enrolled, with two training centers located in Tangent and Prineville. The Crater Lake Electrical JATC has increased to 88 apprentices and remains actively engaged in recruitment and training efforts. Due to recent changes in federal DEI funding priorities, our four-year pre-apprenticeship grant through the Department of Labor, in partnership with the Rogue Workforce Board, has been frozen. This grant was instrumental in supporting outreach and training for underserved community minorities and connecting participants with contractors. Meanwhile, the Pacific Electrical JATC has grown to 38 apprentices and continues its steady expansion.

Page 3 of 3

WR DIRECTOR UPDATE

Ted Uppole



EXECUTIVE SUMMARY

The Western Region had 15 Inside Agreements Expiring in 2025, there are 6 left to negotiate.

- District 6 2024 settlements averaged 6%, while increases in 2025 averaged 5.14% and in 2026, increases averaged 4.85%.
- District 8 2024 settlements averaged 6.14%, while increases in 2025 averaged 5.7% and 2026, increases averaged 5.3%
- District 9 2024 settlements averaged 5%, while increases in 2025 averaged 4.77% and 2026 increases averaged 4.74%
- Regional Level Labor Engagement has focused on mental health, scope and jurisdictional disputes, organizing and direct hire, portability, prefab, labor shortages, cameras, and market recovery.

Labor Bulletin: 12,000 Hours

- Provides requested clarification on 12,000 hour verification process.
- It specifies that the Local Union is responsible for verification of 12,000 hours.
- It clarifies that “in the trade” means performance of electrical work.



MEMORANDUM

FROM: David Long, NECA CEO
Kenneth Cooper, IBEW International President

TO: NECA Chapter Executives
IBEW Inside Construction Business Managers

DATE: July 1, 2025

RE: New Category I Referral Language

On November 8, 2024, we announced that the IBEW and NECA had reached agreement on updated Category I language for Group 1 and Group 2 referrals. Since then, we have received several questions about the revised language. We are issuing this guidance memorandum to answer questions concerning who is responsible for verifying 12,000 hours' experience in the trade, and what that trade experience requirement means.

Under the new Category I language, an applicant may now qualify for Group 1 if they have four or more years' experience in the trade, are residents of the geographical area constituting the normal construction market, and have either (1) passed a Journeyman Wireman's examination given by an IBEW inside construction local, (2) been certified as a Journeyman Wireman by any Inside JATC, or (3) have at least twelve thousand (12,000) hours experience in the trade. Such applicants must also have been employed in the trade for a period of at least one year (or six months if Group 1 alternative is negotiated) in the last four years in the geographical area covered by the collective bargaining agreement.

Similarly, an applicant may now qualify for Group 2 if they have four or more years' experience in the trade, and have either (1) passed a Journeyman Wireman's examination given by an IBEW inside construction local, (2) been certified as a Journeyman Wireman by any Inside JATC, or (3) have at least twelve thousand (12,000) hours experience in the trade.

With respect to the 12,000 hour rule, the local union is responsible for verifying the applicant's hours in the trade if the applicant seeks Group 1 or 2 referral based on the 12,000 hour rule.

"In the trade" as used throughout the Category I referral language, including with respect to the 12,000 hour rule, means experience performing electrical work that is covered by the agreement under the classification in which the applicant seeks referral.

Labor Bulletin: Liquidated Damages



Labor Relations Bulletin

July 3, 2025

DOL Ends Practice of Seeking Liquidated Damages in Administrative Wage-Hour Settlements

On June 27, 2025, the U.S. Department of Labor's Wage and Hour Division (WHD) issued [Field Assistance Bulletin \(FAB\) 2025-3](#), immediately prohibiting the agency from requesting or collecting liquidated damages during the pre-litigation resolution of Fair Labor Standards Act (FLSA) investigations. The bulletin rescinds FAB 2021-2 and limits WHD-supervised settlements to back wages only; liquidated damages may now be pursued solely through litigation.

The Department's public release emphasized that eliminating liquidated-damage demands should "foster more effective dispute resolution and ensure more fair, timely outcomes for American workers and businesses."

Why the Change?

- **Statutory Limits** - § 216(c) authorizes WHD to supervise back wages only. Congress reserved liquidated damages for courts that can weigh an employer's "good-faith" defense under § 260.
- **Efficiency Concerns** - DOL data showed that adding liquidated damages lengthened investigation stages by roughly 28 percent and delayed payment to workers.
- **Administrative-law Principles** - The Department concluded it lacked a clear Congressional grant to impose liquidated damages without judicial process.

Key Points of FAB 2025-3

| Provision | New Policy | Practical Effect |
|------------------------|---|---|
| Scope of WHD Authority | WHD may only supervise payment of unpaid minimum wages or overtime (§ 216(c)) | Liquidated damages are off the table unless WHD files suit |
| Effective Date | Applies prospectively to all matters opened on or after June 27, 2025 | Existing settlements signed before that date remain unchanged |
| Rescinded Guidance | Withdraws FAB 2021-2 and any regional practices authorizing liquidated damages administratively | Restores pre-2010 position that liquidated damages are a strictly judicial remedy |
| Litigation Procedures | Regional offices may still demand liquidated damages once litigation is filed | Employers can face heightened exposure only if a case proceeds to court. |

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.

Labor Relations Bulletin
NECA • 1201 Pennsylvania Ave. NW, Suite 1200 • Washington, DC 20004

- DOL Wage and Hour Division is now prohibited from pursuing liquidated damages on pre-litigation resolution to FLSA investigations.
- They may still pursue back wages.
- Liquidated damages can still be pursued in court as the statutory grounding for this new limitation is based on the absence of judicial components to DOL processes.

Labor Bulletin: NLRB – Quorum and Changes



July 18, 2025

Labor Relations Bulletin

National Labor Relations Board – A Potential Quorum

On July 17, 2025, President Trump announced two new choices for the National Labor Relations Board's long-standing vacancies, setting up a potential return to a full quorum. The two new nominees are Boeing Chief Labor Counsel Scott Mayer and longtime NLRB official James Murphy.

The board has been operating with only two of the four-member panel since President Trump fired member Gwynne Wilcox in January.

With a restored panel and quorum, the NLRB will regain its ability to issue decisions in unfair labor practice cases, amongst others, which have been suspended since Wilcox's firing. Currently, the cases can only progress through regional offices until stalling at the Board level.

The nominees, Mayer and Murphy, must undergo Senate confirmation before taking office. The Labor Relations team will continue to monitor the situation and communicate if and when things change.

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- Since the administration terminated Gwynne Wilcox, the already under appointed board has lacked quorum having only two members.
- The administration has finally filled the board with supportive appointees, Scott Mayer (former counsel for Boeing) and James Murphy.
- Expect significant changes limiting the power of the Board to enforce Labor policies.

Labor Bulletin: OBBB - Overtime



Labor Relations Bulletin

July 22, 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.

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

Premium Portion Only: Only the premium amount above regular hourly rates qualifies. For example, an employee earning \$20/hour straight time and \$30/hour overtime can only deduct the \$10/hour premium portion.

- Eligible employees can deduct up to \$12,500 annually (\$25,000 for married filing jointly) of qualified overtime from federal taxable income through 2028.
- Deductions phase out after MAGI exceeding \$150,000 (\$300,000 for married filing jointly)
- Only applies to FLSA overtime (hours worked after 40) and only premium rate above hourly rate applies.
- EMPLOYERS MUST TRACK AND SEPARATELY REPORT QUALIFIED OVERTIME COMPENSATION ON FORM W-2 STARTING THIS YEAR...transitional relief allows estimates for 2025 only.

NECA eSafetyLine – Custom Safety Solutions

- ❑ **Create Cal-OSHA Base Program and Plan**
- ❑ **Create Builder Apps**
 - Fillable fields to automate customizing company program and site/project plans with required info
- ❑ **Customizing Requirements Chapter or Chapters agree to:**
 - Development fee
 - Minimum # of subscriptions
 - Fee/Subscriptions based on customization details

Site-Specific Plan

Cover Page and Logo | Options and Fill-Ins | Site Specific Info 1 | Site Specific Info 2 | Responders | Hazard Programs | Responsible Persons | Forms | OK

Name of Company Project and Location

Company Contact

Company Street Address Company Contact Phone Number

Company City, State Zip Company Contact Fax Number

Click to select an optional Company logo image

Do not use a logo

Next Tab

EESISP NEW YORK ELECTRICAL CONTRACTORS ASSOCIATION INC NECA NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION IBEW

NECA eSafetyLine – Custom Safety Solutions

❑ In-Tec offer Comprehensive Targeted Safety Solution

NECA National supports In-Tec in building custom eSafetyLine to meet local needs (ex. New York City NECA)

❑ Solution includes

▪ NECA National Resources

- Alerts
- Guides (NFPA 70E Series, Aerial Lifts, etc.)
- Database w/hundreds of administrative (programs, checklists, implementation documents) and training Webinars, PowerPoints, Safety Talks) materials
- Benchmarking and more

▪ California Resources

- Safety Manual Builder App
- Site Plan Builder App
- State Alerts and Newsletter

The screenshot displays the NECA eSafetyLine website. At the top, the NECA logo and "eSafetyLine" text are visible, along with navigation links: HOME, SAFETY NEWS, CALENDAR, WEBINARS, SAFETY TALKS, RESOURCES, and CONTACT. Below the navigation is a welcome message: "Welcome to the eSafetyLine Website" and a sub-message: "This website has been developed to assist employers in creating a safe, productive, and compliant workplace. Please provide your comments and let us know what additions or changes would better serve your needs." The main content area is organized into a grid of tiles. The top-left tile is titled "ALERTS" and shows a list of alerts, including "Silica Summit" (April 23-24) and "Fall Stand-Down Kickoff" (May 2nd). To the right of the alerts are two tiles: "NYC Programs & Plans" with an "Access Documents" button, and "Safety Resources" with an "Access Resources" button. Below these are four tiles: "Safety News" (Access News), "Safety Calendar" (Access Calendar), "Safety Webinars" (Access Webinars), and "Safety Talks" (Access Talks). The bottom row contains four more tiles: "NECA Safety Data" (Access Reports), "Safety Modules" (Access Modules), "ET&D Partnership" (Visit Website), and "Safety Documents" (Begin Search).

Contacts and Details



Wesley Wheeler,
Director of Safety
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Joe O'Connor
607-624-7159
joconnor@intecweb.com

**Scan the following Code
for more information**



D6 2025 INSIDE HOURS

| Chapter | 2024 | 2023 | 2025 YTD | 2025 Projected | % Pr. Change |
|----------------|-----------|-----------|-----------|----------------|--------------|
| Alaska | 1,080,641 | 1,003,790 | 793,145 | 1,223,574 | 22% |
| Cascade | 3,365,801 | 2,997,444 | 2,055,600 | 3,491,482 | 16% |
| Puget Sound | 4,800,000 | 5,444,628 | 3,040,964 | 5,442,185 | 0% |
| SW Washington | 1,090,096 | 800,995 | 624,010 | 1,046,370 | 31% |
| Inland Empire | 3,483,513 | 3,058,249 | 1,480,871 | 3,167,835 | 4% |
| OR Columbia | 7,431,324 | 8,071,348 | 3,566,988 | 7,545,549 | -7% |
| OR Pac Cascade | 2,087,231 | 2,373,658 | 1,243,982 | 2,316,284 | 2% |

| 2024 | 2023 | Difference | % Change |
|------------|------------|------------|----------|
| 23,338,606 | 23,750,112 | -411,506 | -1.8% |

D9 North 2025 INSIDE HOURS

| Chapter | 2024 | 2023 | Difference | % Change | 2025 YTD |
|---------------------|-----------|-----------|------------|----------|-----------|
| Greater Sacramento | 6,000,000 | 3,556,113 | 2,443,887 | +40.73% | 4,200,000 |
| Northern California | 3,464,900 | 4,000,000 | -535,100 | -13.38% | 3,500,000 |
| Redwood Empire | 542,000 | 545,212 | -3,212 | -.59% | 540,000 |
| San Francisco | 2,178,485 | 2,314,571 | -136,086 | -5.88% | 2,100,000 |
| San Mateo | 1,832,468 | 2,355,501 | -523,033 | -22.20% | 1,700,000 |
| Santa Clara Valley | 4,544,466 | 4,624,104 | -79,638 | -1.72% | 4,500,000 |
| Southern Nevada | 4,604,276 | 7,821,471 | -3,217,195 | -41.13% | 4,500,000 |
| Contra Costa | 1,500,000 | 1,873,595 | -373,595 | -19.94% | 1,300,000 |

| 2024 | 2023 | Difference | % Change |
|------------|------------|------------|----------|
| 24,666,595 | 27,090,567 | -2,423,972 | -8.95% |

D9 SOUTH 2025 INSIDE HOURS

| Chapter | 2024 | 2023 | Difference | % Change | 2025 YTD |
|------------------|------------|------------|------------|----------|------------|
| CA Central Coast | 700,000 | 683,799 | 16,201 | 2.4% | 650,000 |
| East Central CA | 1,990,000 | 1,930,991 | 59,009 | 3.1% | 1,900,000 |
| Hawaii | 3,000,000 | 3,556,113 | -556,113 | -15.6% | 3,000,000 |
| Kern County | 3,743,782 | 2,879,926 | 863,856 | 30% | 3,500,000 |
| LA | 10,400,000 | 12,387,340 | -1,987,340 | -16% | 10,500,000 |
| Monterey | 348,876 | 426,142 | -77,266 | -18.1% | 350,000 |
| Orange County | 2,700,000 | 2,518,125 | 181,875 | 7.2% | 2,500,000 |
| San Diego | 5,800,000 | 5,060,489 | 739,511 | 14.6% | 5,600,000 |
| Southern Sierras | 2,681,660 | 4,146,333 | -1,464,673 | -35.3% | 2,0,000 |

| 2024 | 2023 | Difference | % Change |
|------------|------------|------------|----------|
| 31,364,318 | 33,589,258 | -2,224,940 | -6.6% |

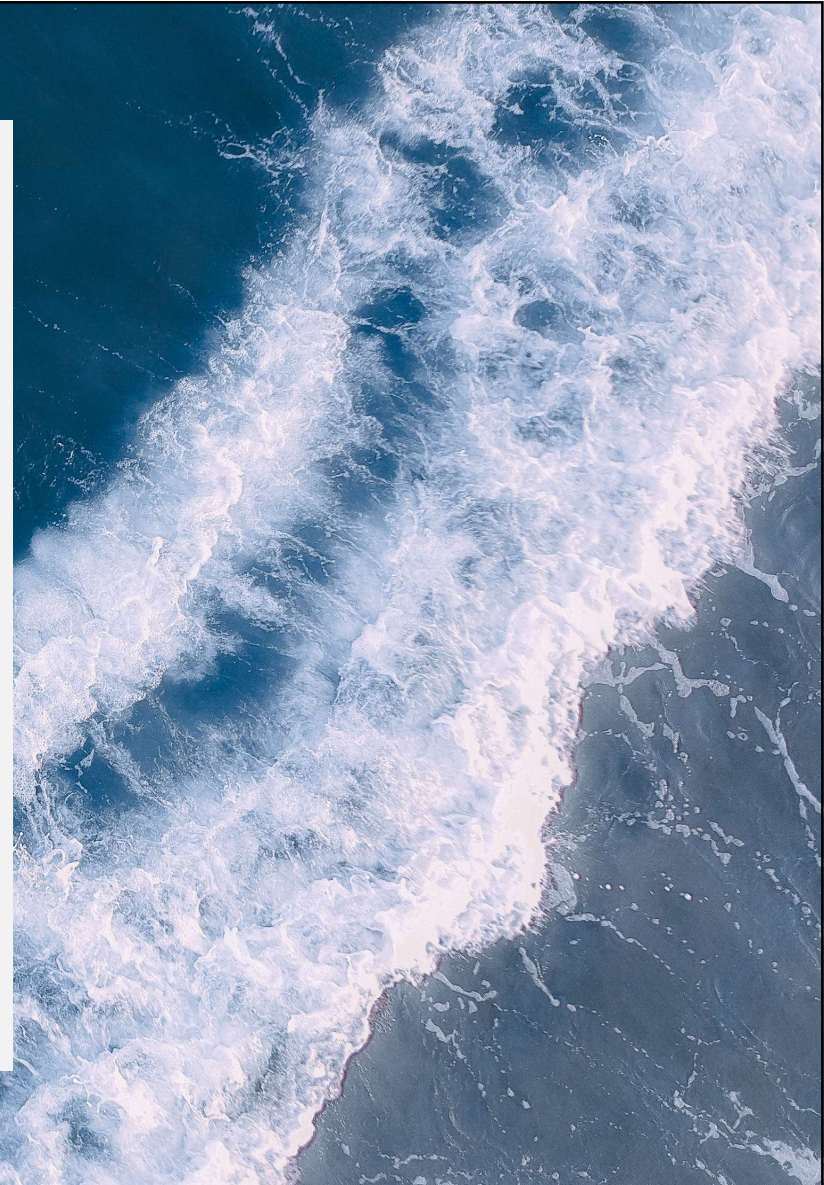
National Focus

- Working with administration to optimize policy effecting members.
- Responding to enterprise customers demands for labor and productivity.
- Using all available tools to grow industry to meet unprecedented demand in the field, with our management, our vendors, our processes, and new technology.
- Shaping our services to the components our members and chapters value the most.

Regional Focus

- Continued engagement with IBEW 9th District on Suicide Prevention, Portability, Direct Hire, Organizing, Market Recovery, Business Development, Customer Satisfaction, Joint Training, and State Politics
- Support of Chapter and District initiatives (such as TICC, Contractor Organizing, Regional Training)
- Scope and Jurisdictional Issues
- Chapter Development
- Field Support Training
- Mental Health Challenge
- Workforce Development Challenge
- Staffing and Continuity

GOOD OF THE ORDER





FUTURE MEETINGS

NECA Annual Convention: September 12-15, Chicago, IL

MEP Innovation, January 26-28, 2026, Austin, TX

WIN, February 2-4, 2026, Dallas, TX

****D6 Council: Prior to Emerge April 14-16, 2026**

EMERGE, April 13-15, 2026, Atlanta, GA

Safety Professionals, May 18-20, 2026, Atlanta, GA

Future Leaders, June 15-17, 2026, Pittsburgh, PA

****Tri-District: Marriott Maui (Wailea), July 13-17, 2026**

Thank you!



NECA Governor Onboarding

NECA Convention | 2025

Chicago, Illinois

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





NECA Chapter Governor Duties & Responsibilities

EMPOWERING
LIVES & COMMUNITIES

Authority, Duties & Responsibilities of NECA Governors

Authority of the Board of Governors - 8.1 (a)

The Board of Governors is the ultimate governing body of this Association and shall control all its assets and affairs and formulate its policies and programs.

Structure of Board of Governors – 8.1 (b)

The Board of Governors shall consist of:

- (1) One (1) Governor elected from and by the Members of each Chapter empowered to elect Governors affiliated with this Association.
- (2) The President of this Association.
- (3) District Vice Presidents.
- (4) The Vice President of Integrated Systems Contractors
- (5) The Vice President At Large.



Authority, Duties & Responsibilities of NECA Governors

Duties and Responsibilities of Governors – 8.1 (d)

Governors shall be liaison officers and responsible for representing and communicating the views of their Chapters to the Board of Governors. At the same time, as Governors of this Association, they shall be responsible for communicating and promoting the objectives and programs of this Association to their Chapters and its Members.

Authority, Duties & Responsibilities of NECA Governors

Meetings of the Board of Governors – 8.1 (f)

1) Regular Meetings: A regular meeting of the Board of Governors shall be held at a time and place determined by the President between September first and December fifteenth. A regular meeting on any issue may be held virtually or otherwise in compliance with these Bylaws.

Special Meetings: A special meeting of the Board of Governors shall be held if:

- a) called by the majority of the voting members of the Board of Governors: or
- b) upon request of at least twenty-five (25) percent of all the votes entitled to be cast on an issue proposed to be considered at the special meeting. Requests for such special meeting shall be signed, dated, and delivered to the Secretary/Treasurer with one or more demands, describing the purpose for which it is to be held, and within the timelines set forth in these Bylaws.

A special meeting shall only take up the matter(s) noticed.



Authority, Duties & Responsibilities of NECA Governors

2) Meeting Types The Board of Governors may meet-in-person, virtually, by email, or by teleconference, in compliance with the following requirements:

- a) The notice calling the meeting shall set forth the date of the meeting, the manner or place of the meeting, and provide for the participation of all available members;
- b) The meeting shall provide each participating member the opportunity to read or hear the proceedings substantially concurrent with real time, vote on matters submitted to members, pose questions, and make comments.

Authority, Duties & Responsibilities of NECA Governors

Agenda – 8.1 (h)

Agenda topics or proposals such as new policies, amendments to these Bylaws, policy changes, agreements or changes to agreements having a significant effect upon Members, Chapters, and/or this Association shall be received by the Secretary/Treasurer at least sixty (60) days prior to the meeting at which such proposals will be considered. Such agenda topics or proposals shall be distributed in writing to all Governors by the Secretary/Treasurer at least fifty (50) days prior to the meeting at which they will be considered. Responses, amendments, and/or substitutes to such topics or proposals must be submitted to the Secretary/Treasurer at least thirty (30) days prior to meetings at which they are to be considered. Proposals and modifications, or other responses to proposals, received by these deadlines shall be sent by the Secretary/Treasurer to all Governors at least twenty (20) days prior to the meeting at which they are to be considered.

Authority, Duties & Responsibilities of NECA Governors

Authority of the Executive Committee – 8.2(a)

The Executive Committee of the Board of Governors shall be authorized to act on behalf of this Association between meetings of the Board of Governors in all matters not expressly reserved to the Members or Board of Governors by the Articles of Incorporation, these Bylaws, or directives of the Board of Governors, provided that such actions are approved by the Board of Governors at its next meeting. The Executive Committee shall also be authorized to act at all times in matters specifically assigned to it in the Articles of Incorporation these Bylaws or directives of the Board of Governors.



NECA Bylaws and Governance Docs



necanet.org/about-neca/governance



Chapter Bylaws

Representative on NECA's Board of Governors

Section 1 - Representative on NECA's Board of Governors - Pursuant to Section 8.1(c) of the National Bylaws, this Chapter shall select one of its members to represent the Chapter and serve on the Board of Governors of the National Electrical Contractors Association, Inc. Such selection will be held at the same time as the election of the Chapter Board of Directors. The Chapter shall, in January of each calendar year*, select one of its active members who may or may not be one of its officers, to serve as a member of the Board of Governors of the National Association for a term of two (2) years. There shall be no limit on the number of terms which an individual may serve as a member of the Board of Governors from a Chapter. The Chapter shall not select for Governor of the Chapter a person who is an Officer of the National Association.

*Odd or Even depending on the applicable Vice-Presidential District. (For example, chapters in District 1 will select a governor to serve beginning in an odd-numbered year.)

- NOTE: The Chapter Governor is often considered to be on the Chapter Board of Directors.



Chapter Bylaws

Section 2 - Notification - As soon as possible following the selection, the National Secretary shall be notified as provided in Section 8.1(c) of the National Bylaws.

Section 3 - Accredited/Alternate Delegate - This Chapter's representative on NECA's Board of Governors shall be its accredited delegate authorized to cast the votes of all the Chapter's members at any annual or special meeting of the National Association. In the event that this representative is unable to attend any meeting, the Chapter shall select an alternate to represent it at that particular meeting and furnish the National Secretary with proper credentials of authorization.



Chapter Bylaws

Section 4 – Expenses* - The member, or alternate, selected to serve on NECA’s Board of Governors shall attend all meetings of that Board at the expense of the Chapter.

Section 5 - Unit Voting - At all meetings of the National Association, and on any matter submitted by it for mail ballot, this Chapter shall follow the unit system of voting and the votes of all of its members shall be cast as determined by the majority. In the absence of instructions on any matter, this Chapter’s accredited delegate (member of NECA Board of Governors) shall cast a vote according to his/her own judgment.

Please read your Chapter bylaws for full Chapter-level application of the Governor position



Meetings

Required

- Board of Governors Meeting
- District Council Meetings

Recommended

- NECA Convention
- NECA Now
- NECA Emerge
- Regional Conference
- Regional/State meetings as required
- Chapter/Local meetings as required





Field Services, IBEW, and Labor Relations

EMPOWERING
LIVES & COMMUNITIES

Field Services Structure

JEF FAGAN
SVP, Labor Relations & Risk
Management

STEVE KRIEG
Vice President, Field Labors
Relations & Services

WESTERN REGION

TED UPPOLE
Executive Director

BILL BIRKETT
Field Rep

DAVE MANDERSON
Field Rep

NICOLE HITE
Field Rep

Vacant
Field Rep

SOUTHERN REGION

FRANK PIATT
Executive Director

DAVID ROBERTS
Field Rep

TRACY LANDERS
Field Rep

SCOTT HOPKINS
Field Rep

CASEY ANDERSON
Field Rep

MID-WEST REGION

DAVID WOODARD
Executive Director

LAURA DAYFIELD
Field Rep

DAVE ORMAN
Field Rep

JILL CLARK
Field Rep

MARK KAWOLSKY
Field Rep

EASTERN REGION

JACK SAVAGE
Executive Director

STEVE ALLRED
Field Rep

ROSE HAENSLY
Field Rep

JAY JONES
Field Rep

TOM LIPKA
Field Rep



Regional Directors

Eastern Region

Jack Savage



Contact Card

Southern Region

Frank Piatt



Contact Card

Midwestern Region

David Woodard



Contact Card

Western Region

Ted Uppole



Contact Card

Labor Relations – Macro Alignment

- NECA Chapter Executive and IBEW Business Manager are local level partners
- NECA Field Rep and IBEW IR are equivalents and deal with Chapter/Local Union matters daily
- NECA Regional Director and IBEW IVP are equivalents and work on Chapter/Local Union matters when elevated
 - CIR at times refers decisions for the NECA RD and IBEW IVP with full authority to act
- NECA Labor Relations aligns with the IBEW Director of Construction (Matt Paules) and the Secretary of CIR (Al Davis)



Labor Relations - Process

1. NECA member brings issue to NECA Chapter Executive
2. If needed, NECA Chapter Executive brings issue to NECA Field Rep
3. If needed, NECA Field Rep brings issue to NECA Regional Director
4. If needed, NECA Regional Director brings issue to NECA Labor Relations
5. If needed, NECA Labor Relations brings issue to NECA CEO



IBEW Structure

International President (IP):

Kenneth Cooper

International Secretary Treasurer (IST):

Paul Noble

Chief of Staff:

Ricky Oakland

Executive Ast. to the IST:

Ryan Reithel

IBEW 2nd District International Vice-President (IVP):

Michael Monahan
(ME, NH, VT, MA, RI, CT)

IBEW 3rd District International Vice-President (IVP):

Dennis Affinati
(NY, PA, NJ, DE)

IBEW 4th District International Vice-President (IVP):

Austin Keyser
(OH, WV, KY, VA, MD, DC)

IBEW 5th District International Vice-President (IVP):

Glenn Brannen
(LA, MS, AL, GA, FL, Caribbean)

IBEW 6th District International Vice-President (IVP):

Michael (Mike) Clemmons
(MI, IN, IL, WI, MN)

IBEW 7th District International Vice-President (IVP):

Chris Wagner
(AZ, NM, TX, OK, KA)

IBEW 8th District International Vice-President (IVP):

Jerry Bellah
(CO, ID, MT, UT, WY)

IBEW 9th District International Vice-President (IVP):

David Reaves Jr.
(AK, WA, OR, ID, CA, NV, HI)

IBEW 10th District International Vice-President (IVP):

Brent Hall
(AR, NC, SC, TN)

IBEW 11th District International Vice-President (IVP):

Mark Hager
(ND, SD, NE, IA, MO)



Senior Leadership Team (SLT) & NECA Departments

EMPOWERING
LIVES & COMMUNITIES

Executive Leadership
Operations
Accounting
Labor Relations
Field Service
Government Affairs
Public Affairs
Business Development
Education
Events
Partnerships
Risk Management
Safety
Codes and Standards
Technology and Database
Innovation and Research
Industry Development
Talent Management & Development
Human Resources
ELECTRICAL CONTRACTOR
Magazine
ELECTRI International



EMPOWERING LIVES & COMMUNITIES



Senior Leadership Team (SLT) & Divisional Snapshots

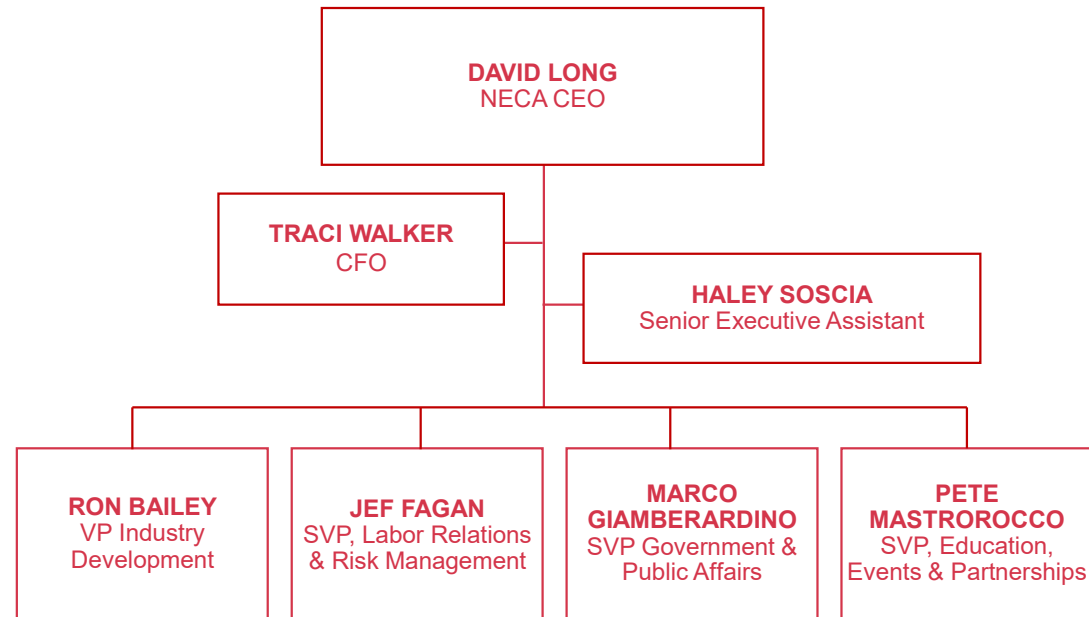
- **David Long** | NECO CEO
- **Traci Walker** | NECA CFO
- **Jef Fagan** | SVP of Labor Relations & Risk Management, General Counsel
- **Pete Mastrococco** | SVP of Education, Events & Partnerships
- **Marco Giamberardino** | SVP of Government & Public Affairs
- **Ron Bailey** | SVP of Industry Development
- **Josh Bone** | Exec. Dir. ELECTRI International



David Long, NECA CEO

Executive Leadership

- Operations
- Accounting
- Labor Relations
- Field Service
- Government Affairs
- Public Affairs
- Education
- Events
- Partnerships
- Risk Management
- Safety
- Codes and Standards
- Technology and Database
- Innovation and Research
- Industry Development
- Diversity, Equity, and Inclusion
- ELECTRICAL CONTRACTOR Magazine
- ELECTRI International**



CEO Responsibilities

- Executive Committee
- Strategic Leadership
- Team Leadership
- Financial Oversight
- Foster Member Engagement
- Build Stronger Relationships with IBEW
- Stakeholder Communication
- Industry Partnerships
- Government Advocacy
- Supplier and Manufacturer Relations
- International Relations



Traci Walker, NECA CFO

Executive Leadership

Operations

Accounting

Labor Relations

Field Service

Government Affairs

Public Affairs

Business Development

Education

Events

Partnerships

Risk Management

Safety

Codes and Standards

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Industry Development

Diversity, Equity, and Inclusion

Human Resources

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Jef Fagan, SVP of Labor Relations & Risk Management, General Counsel

Executive Leadership

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Innovation and Research
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Human Resources

ELECTRICAL CONTRACTOR

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ELECTRI International



Ron Bailey, SVP of Industry Development

Executive Leadership Operations

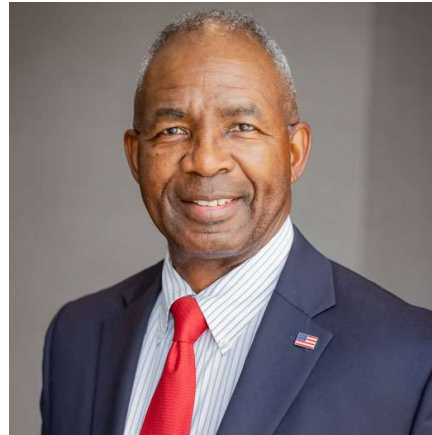
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Human Resources

ELECTRICAL CONTRACTOR
Magazine
ELECTRI International



ELECTRI INTERNATIONAL

Research and Education for the Electrical Construction Industry

We help keep electrical construction strong, productive, and profitable through critical research, top quality management education and supervisory training, international outreach, and student participation in industry-related initiatives.

ELECTRI Committees

- Program Review Committee
- Talent Initiative Committee
- Development and Engagement Committee
- Construction Technology Committee
- Audit Committee
- Investment Committee

Board of Trustees

- Composed of the NECA President, Immediate Past President, 3 Members of the NECA Executive Committee (named by the NECA President), the Chair of the ELECTRI Council, 2 additional ELECTRI Council members, and Member Emeritus. NECA CEO serves as treasurer, and ELECTRI Exec serves as secretary (both non-voting).
- All serve a 2-year term and may serve an additional 2-year term.

Key Initiatives

- Research
- Partnership for Career Advancement
- Electrical Contractor Innovation Challenge
- Student Chapters
- Project Management Apprenticeship
- Business Coaching
- Meetings and Events
- Student Passport Program and International outreach



Additional Helpful Information

EMPOWERING
LIVES & COMMUNITIES

Committees & Task Forces

| Committee/Task Force | Chair/Co-Chair |
|---------------------------------------|---|
| Council on Industrial Relations (CIR) | Kirk Davis, David Long, Mark Walter, Don Laffoon, Steve Lindley |
| Business Development | Steve Gianotti |
| Codes & Standards | Greg Long |
| Management Development | Sara Dinkel-Smith |
| Government Affairs | Don Laffoon |
| Workforce Development | Shawn Smith |
| Safety | Nate Wickizer |
| Integrated Systems | Chuck Fairchild |
| Compensation* | Kirk Davis |
| Asset Review* | Steve Petri, Terry Lette, Steve Lindley |
| Audit* | Terry Lette, Craig Clark, Mark Harasha, Kirk Davis |
| ELECTRI Board of Trustees | Steve Gianotti, Greg Long, Don Laffoon |
| Technology Systems Integration | Chuck Fairchild |

* 3 members of Executive Committee



Committee Appointment Process

- Each committee or national task force members is appointed by the NECA President
- The District Vice-President works with the NECA Region Executive for recommendations to fill vacancies
- This occurs in Q4 for the next year
- CEO and NECA President are ex-officio members of all committees
- NECA staff serve as secretary / advisors



District Vice-President Election

Bylaws 8.3 (c)

1) **Qualifications.** At the time of nomination, candidates for District Vice President must:

- a) Have served at least one (1) full year on the Board of Governors within the past five (5) years.
- b) Represent a member who is a signatory to an I.B.E.W. labor agreement.
- c) Be a member in good standing of Chapters within that District.



District Vice-President Election

2) **Nomination.** Nominations for District Vice Presidents must be signed by a Governor from that District and received in writing by the Secretary/ Treasurer, not more than sixty (60) days nor less than thirty

3) **Election.** One (1) District Vice President shall be elected by the Governors in each District. Districts designated by even numbers shall elect District Vice Presidents in even numbered years and Districts designated with odd numbers shall elect District Vice Presidents in odd numbered years, all to take office on the first day of January following their election.

District Vice-President Election

4) **Term of Office.** District Vice Presidents shall be elected to a two (2) year term beginning January first of the year following their election. District Vice Presidents shall serve no more than two (2) terms. If a District Vice President is elected to serve an unexpired term under Section 10.7, service of one-half or more of the unexpired term shall be considered a full term for purposes of term limits.



Academy of Electrical Contracting

The Academy of Electrical Contracting was established in Philadelphia On October 11, 1968. On that date, the Board of Governors of the National Electrical Contractors Association authorized the addition of Article XI to the NECA Bylaws, thus establishing the Academy to recognize exceptional and outstanding service to the electrical contracting industry.

<https://www.necanet.org/about-neca/member-groups/academy>

You can find the Academy rules, meeting information, papers, etc. on this website.

Future Convention Dates & Locations

- 2026 – Las Vegas – October 4 – 7
- 2027 – Indianapolis – October 16 – 19
- 2028 – Nashville – October 6 – 9
- 2029 – Boston – October 6 – 9
- 2030 – Los Angeles – September 20 – 23

Quick Reference Guide

- **Find A LOCAL CHAPTER**
 - <https://www.necanet.org/find-a-local-chapter>
- **MEMBER SEARCH**
 - <https://www.necanet.org/member-search>
- **DIRECTORIES**
 - <https://www.necanet.org/about-neca/directories/overview>
- **GOVERNANCE**
 - <https://www.necanet.org/about-neca/governance>
- **NECA STAFF DIRECTORY:**
 - <https://www.necanet.org/about-neca/directories/staff-directory>
- **NECA ONLINE CALENDAR:**
 - <https://www.necanet.org/about-us/calendar/at-a-glance>
- **NECA National ADDRESS:**
 - 1201 Pennsylvania Ave NW, Suite 1200, Washington, DC 20004



Questions & Open Discussion

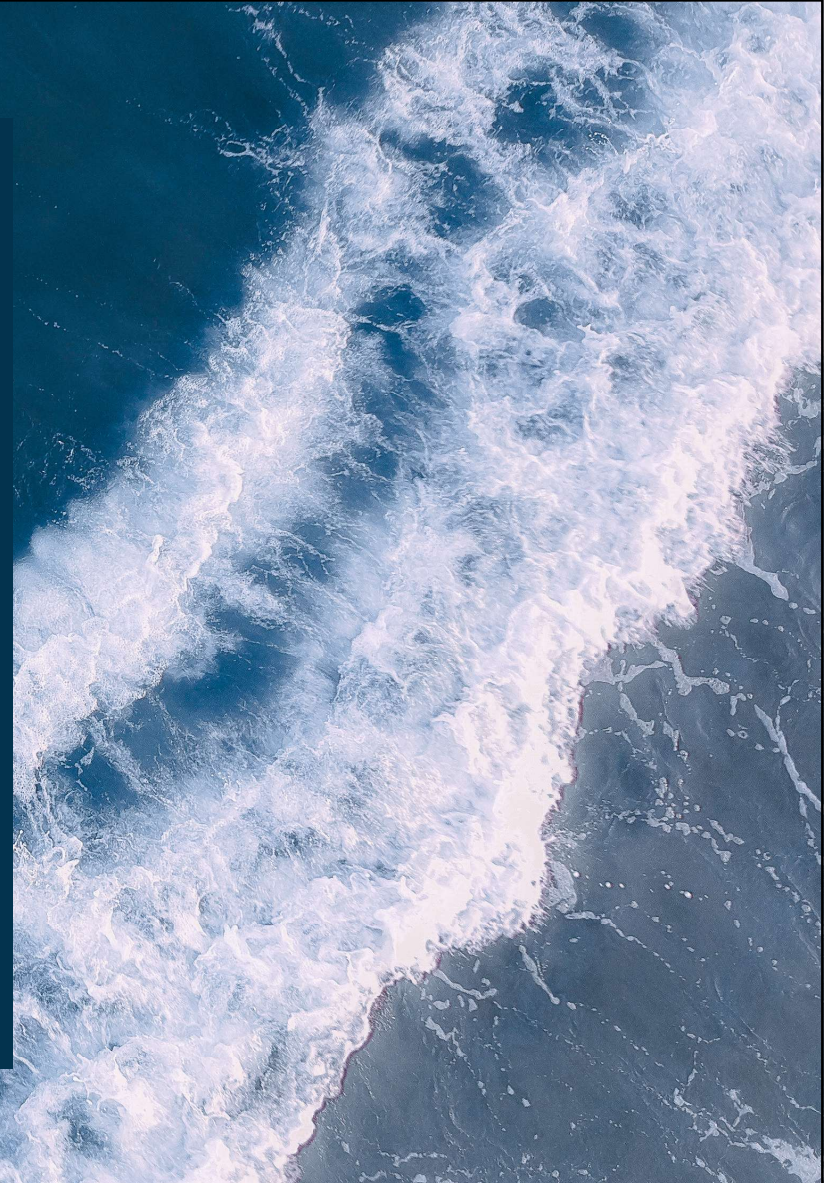
Thank you!

DISTRICT 6 SUMMER CONFERENCE



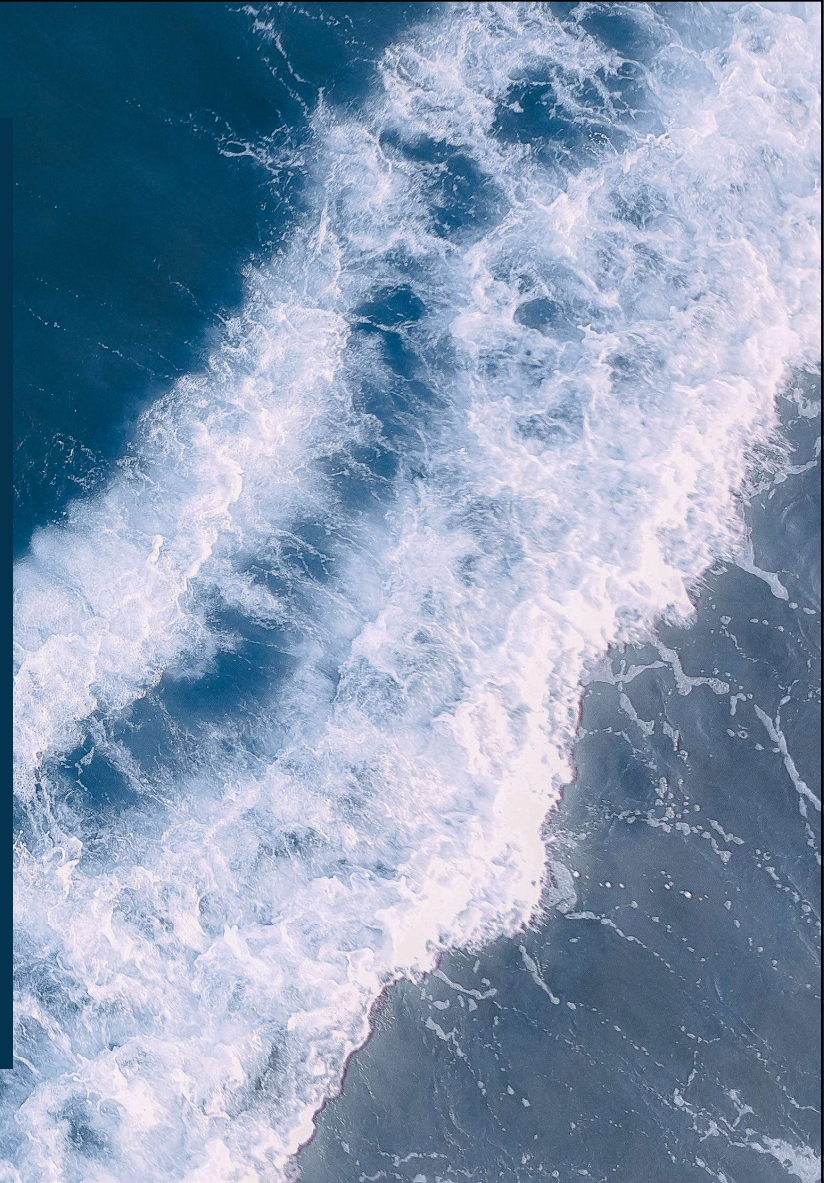
OPENING REMARKS

VP Mark Walter



ELECTRI RESOURCES

Jessica Cardenas





Electrical contractors have questions...
ELECTRI provides ***ANSWERS.***

The Foundation for Electrical Construction

ESTABLISHED 1989 BY NECA
TAX-EXEMPT 501(c)(3) organization

**RESEARCH
EDUCATION
INTERNATIONAL**

ELEVATE THE INDUSTRY

“ELECTRI is where you come
to make a difference.”

87 NECA Chapters on the ELECTRI Council

| | | | |
|---|--|---------------------------------------|-------------------------------------|
| Alaska Chapter | Finger Lakes New York Chapter | Montana Chapter | San Mateo Chapter |
| Albany Chapter | Florida West Coast Chapter | Monterey Bay California Chapter | Santa Clara Valley Chapter |
| American Line Builders Chapter | Greater Cleveland Chapter | New York City Chapter | South Florida Chapter |
| Arizona Chapter | Greater Sacramento Chapter | North Central Ohio Chapter | South Texas Chapter |
| Arkansas Chapter | Greater Toronto Electrical Contractors Association | North Florida Chapter | Southeastern Line Chapter |
| Atlanta Chapter | Gulf Coast Chapter | North Texas Chapter | Southeastern Michigan Chapter |
| Atlantic Coast Chapter | Illinois Chapter | Northeastern Illinois Chapter | Southern Colorado Chapter |
| Boston Chapter | Inland Empire Chapter | Northeastern Line Chapter | Southern Indiana Chapter |
| California Central Coast Chapter | Iowa Chapter | Northern California Chapter | Southern Nevada Chapter |
| Canadian Electrical Contractors Association | Kansas Chapter | Northern Illinois Chapter | Southern Sierras Chapter |
| Cascade Chapter | Kansas City Chapter | Northern Indiana Chapter | Southern Tier Chapter |
| Central Florida Chapter | Kern County Chapter | Northern New Jersey Chapter | Southwest Washington Chapter |
| Central Indiana Chapter | Long Island Chapter | Orange County Chapter | St. Louis Chapter |
| Central Ohio Chapter | Los Angeles County Chapter | Oregon Pacific-Cascade Chapter | St. Paul Chapter |
| Chicago & Cook County Chapter | Louisville Chapter | Oregon-Columbia Chapter | Washington, D.C. Chapter |
| Connecticut Chapter | Mahoning Valley Chapter | Penn-Del-Jersey Chapter | West Virginia-Ohio Valley Chapter |
| Dakotas Chapter | Maryland Chapter | Puget Sound Chapter | Western Line Constructors Chapter |
| East Central California Chapter | Memphis Chapter | Red River Valley Chapter | Western Ohio Chapter |
| East Tennessee Chapter | Michigan Chapter | Redwood Empire Chapter | Western Pennsylvania Chapter |
| Eastern Illinois Chapter | Milwaukee Chapter | Rochester NY Chapter | Wisconsin Chapter |
| Electrical Contractors Association of Ontario | Minneapolis Chapter | Rocky Mountain Chapter | |
| | Missouri Valley Line Chapter | San Diego County Chapter | |
| | | San Francisco Chapter | |

D6 Contractors on the ELECTRI Council

Alcan Electrical & Engineering, Inc.

Amaya Electric

Carl T. Madsen Electric, Inc.

Christenson Electric, Inc.

Cree Inc.

Dynalectric Oregon

Holmes Electric Company

Hugh D. 'Buz' and Irene E. 'Betty' Allison Trust

Max N. Landon

OEG

Potelco, Inc.

Tom Kyle

RESOURCES

COUNCIL ROOM SESSIONS

Monthly 1-Hour Virtual Sessions

Engage in tailored discussions led by the industry's top electrical contractors and partners.

Actionable Insights

Gain ideas, share challenges, and explore opportunities to improve your business with industry peers.

IT & COFFEE

CONTECH & COFFEE

Learn from industry leaders in IT and construction technology.

Sessions alternate each month.

**Exclusive to ELECTRI Council members
and NECA Chapter members affiliated with the Council.**

Council Room Topics

- Subcontracting Killer Clauses
- Attracting and Retaining Talent
- Digital Electricity
- Material Price Escalation
- Project Management Panel
- Joint Ventures
- Tax Strategies to Increase Cash Flow
- Working Together: Engineers and Contractors
- Material Management
- MCAA Prefab Review
- Productivity
- Internship Best Practices
- Third-Party Prequalification with ESG
- Multi-trade Best Practices
- LEAN Transformation and Continuous Improvement
- Social Media for Business Development
- Buy America and Domestic preference Requirements
- Contracting Benchmarks and Analysis
- EV Charging Installation Best Practices
- ESG Prequalification
- Buy America Requirements
- HR Best Practices

ANNUAL MEETINGS

July
Council
Meeting

Connection Summit

January
Council
Meeting

Council
Meeting
@ NECA Convention


OVER 30 YEARS OF RESEARCH

The Council invests **\$325,000** annually in **high-quality research**, **voting twice a year** to fund projects that investigate **industry trends** and support **contractors' business success**.

- Workforce Development & Culture
- Technology & Innovation
- Sustainability & Electrification
- Operations & Efficiency
- Industrialization & Modern Construction

RESEARCH REPORTS

MARCH | 2023




A GUIDE TO 360-PHOTO PROJECT DOCUMENTATION

Commissioned by ELECTRI International. Conducted by Thomas Czemiawski, Arizona State University.

ELECTRI INTERNATIONAL
Research and Education for the Electrical Construction Industry

SEPTEMBER | 2023




THE IMPACT OF OUR FUTURE INFRASTRUCTURE GROWTH – OPPORTUNITIES FOR ELECTRICAL CONTRACTORS

Prepared for ELECTRI International by Anthony E. Sparkling, Ph.D., LEED AP BD+C, Kyubyung (Kyu) Kang, Ph.D., Ha Kyun Ju

ELECTRI INTERNATIONAL
Research and Education for the Electrical Construction Industry

SEPTEMBER | 2023



HOW TO DEVELOP A SERVICE BUSINESS READY FOR THE ELECTRIFICATION OF EVERYTHING

Commissioned by ELECTRI International. Conducted by Great Services Forum.
Author: Fred Sargent

ELECTRI INTERNATIONAL
Research and Education for the Electrical Construction Industry

FIND WHAT YOU NEED, EASILY

ELECTRI INTERNATIONAL

Research and Education for the Electrical Construction Industry | 

WHO WE ARE

RESEARCH

EDUCATION

INTERNATIONAL

CONTRIBUTORS

EV

ELECTRI Research Reports

ELECTRI International's research is available to every member of the construction industry throughout the US and international

FILTER REPORTS

Author(s)

SELECT AUTHOR

Institution(s)

SELECT INSTITUTION

Topics

SELECT A TOPIC

APPLY

Reports Filtered by
FEATURED REPORTS



Hello! I am the ELECTRI chatbot. How can I help you?

Tell me what the bot is capabl...

I would like a report on...

What are SOPs and how can they...

What ELECTRI research do you h...

Type a message...

Created with TextCortex



Check out
our new
CHAT BOT

Standard Operating Procedures (SOPs)



SOPs Included:

- Daily Logs
- Procurement
- Lookahead Schedules
- Change and Additional Tickets
- Document Management
- Make your own!



Improving Company Culture



Highlights:

- Survey results of over 200 NECA contractors across the country.
- Survey included so you can assess your own employees.
- Fixing company culture is not a "one size fits all" solution.



We discovered that no matter the industry, there are similar essential elements that your employees desire in a workplace:



1. **Appreciation:** To know their contributions are noticed and valued.



2. **Growth Opportunities:** To receive the training they need to grow their skillset and achieve their professional goals.



3. **Fair Compensation:** To be paid the wages they deserve and maybe get a few additional perks and incentives.



4. **Communication:** To feel supported, connected, and informed. This word came up more than 96 times in the survey.

In each section, we highlight the most common themes, both positive and negative. In addition, we include ideas that we found to be unique and replicable.

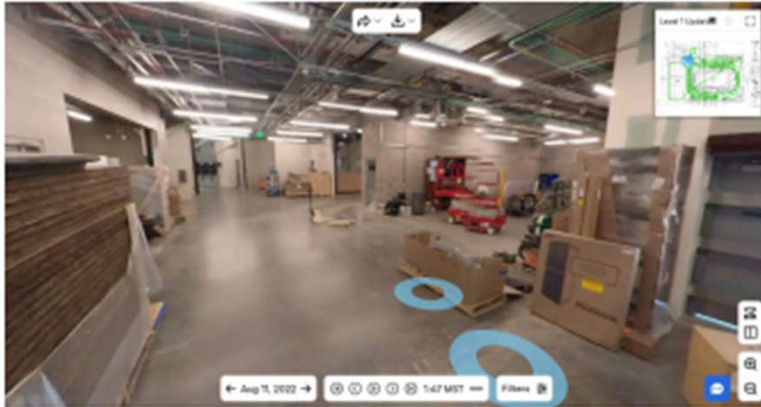
We break down culture into seven different major elements:

1. Support Systems for the Office and Field
2. Opportunities for Growth and Promotion
3. Team Building & Training
4. Compensation & Appreciation
5. Innovation & Creativity
6. Communication
7. The Workspace/Office Environment

A Guide to 360-Photo Project Documentation

Contractor Implementation Checklist:

- Organizational Policy and Strategic Plan
- Technology Ramp Up
- Execution- Suggested Standard Operating Procedures
- Experimenting with Advanced Features
- Enterprise Level Deployment and Training



Understanding, Identifying, and Measuring Rework

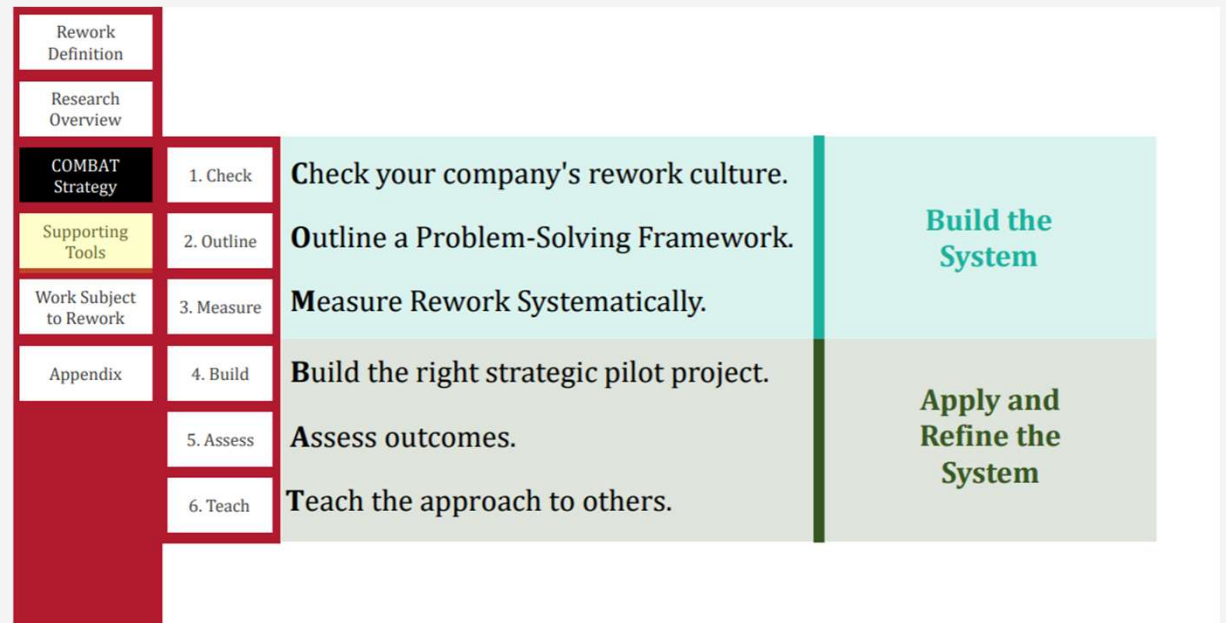


Playbook helps contractors:

- Understand rework culture.
- Identify and understand problems causing rework.
- Turn mistakes into learning opportunities.
- Strategically reduce rework

Research Includes:

- Rework Field Leader Checklist
- Kickoff Meeting Template
- Rework form to identify, document, and solve rework events



Upcoming Research

- Exploring the Value of Early EC Involvement
- Examining the 4x10 Workweek
- Managerial Strategies for Improving Project Level Cash Flow and Payment Terms
- Optimizing Fleet Management
- EC Growth Markets: Blue Ocean vs. Red Ocean Opportunities
- Exploring Opportunities and Barriers in Planning for Productivity
- Advancing Electrical Service and Maintenance Practices in alignment with NFPA 70B/E
 - Preconvention Workshop in Chicago



Current Surveys

- 4x10s Workforce
- Fleet Management
- Materials Management Practices
- Preconstruction Planning for Productivity
- Project Checklists



Just Funded

- Small Modular Reactors: A Roadmap for ECs
- A Financial Maturity Toolbox to Measure the Health of ECs and their Projects
- The Road Ahead
 - Workforce Evolution
 - Industry Consolidation
 - Emerging Market Opportunities
 - Industrialized Construction
 - Business Model Adaptation
 - The Future of Construction and Technology

BUSINESS COACHING

EXPERT COACHING FOR ELECTRICAL CONTRACTORS

Diversify & Adapt

Stay ahead in the changing market.

Grow & Expand

Scale your business with confidence.

Optimize Operations

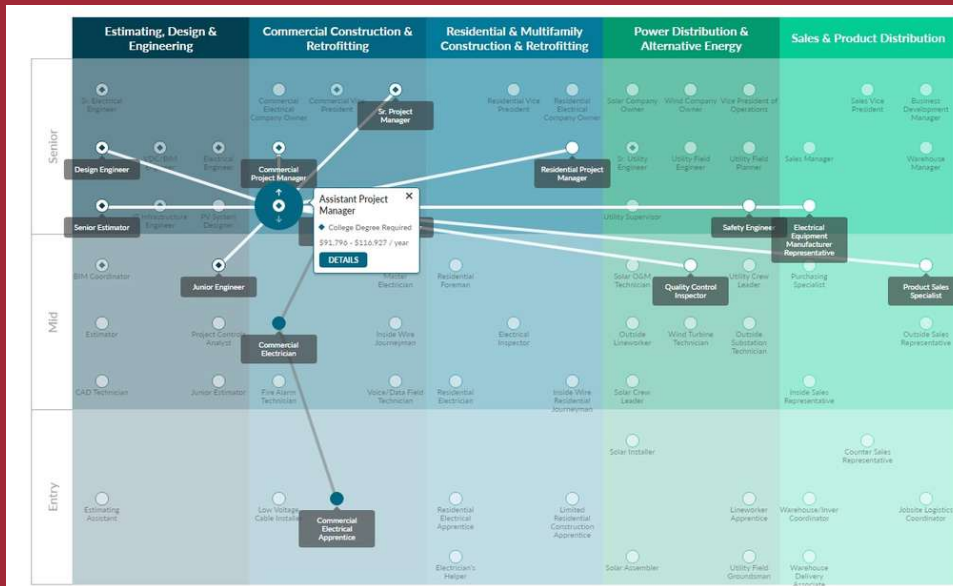
Enhance efficiency and productivity.

KEY COACHING TOPICS

- Construction Technology
- Service Work
- Business Development
- Cash Flow
- Workforce Management
- Systems Integrations
- Leadership
- Culture
- Strategic Planning
- Prefabrication



ELECTRICAL CONSTRUCTION INTERACTIVE CAREER MAP



Explore Exciting Jobs

Understand Career Pathways

Detailed Job Insights

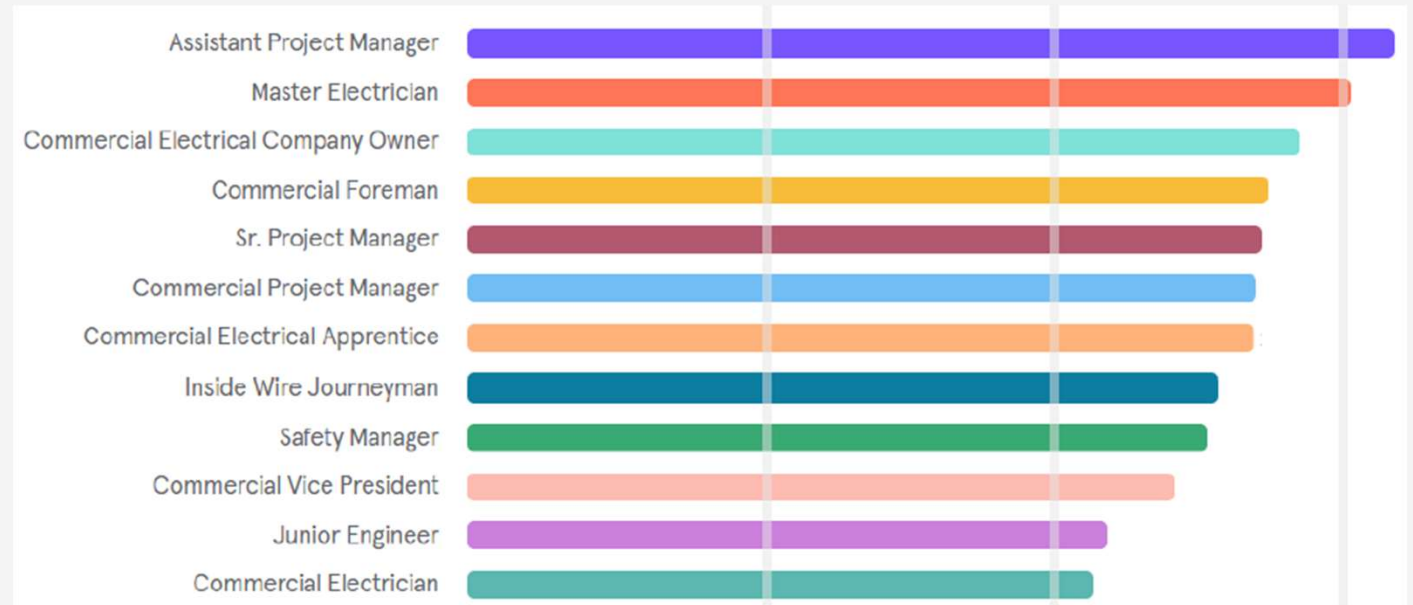
Plan Your Future

EC CAREER MAP DATA

LAUNCHED JULY 2024 | 1,600+ VIEWS



- User locations
- Average Engagement Time
- Browsers & Devices
- Job hovers
- Job clicks





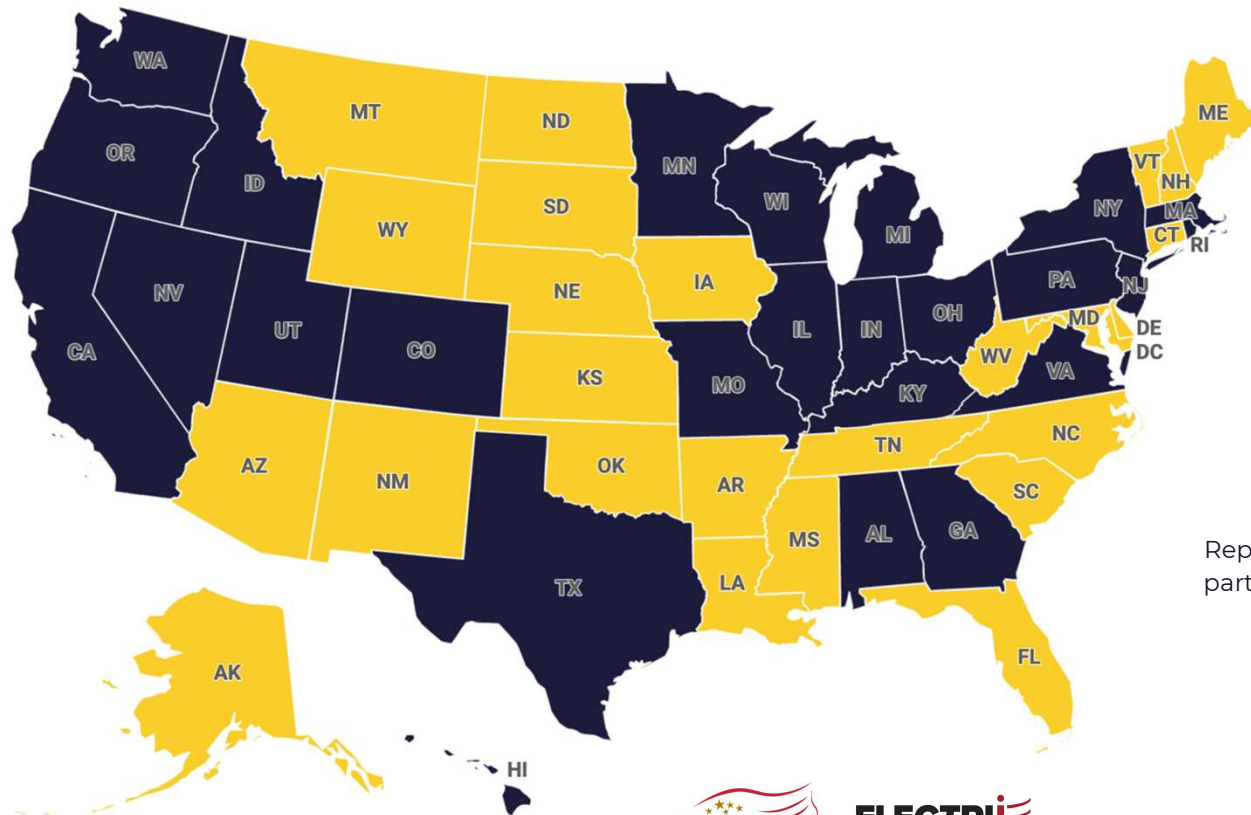
NECA/ELECTRI PROJECT MANAGEMENT APPRENTICESHIP

**1 Year
Competency-Based
Non-Bargained**

8 COHORTS LIVE

54 COMPANIES

89 APPRENTICES



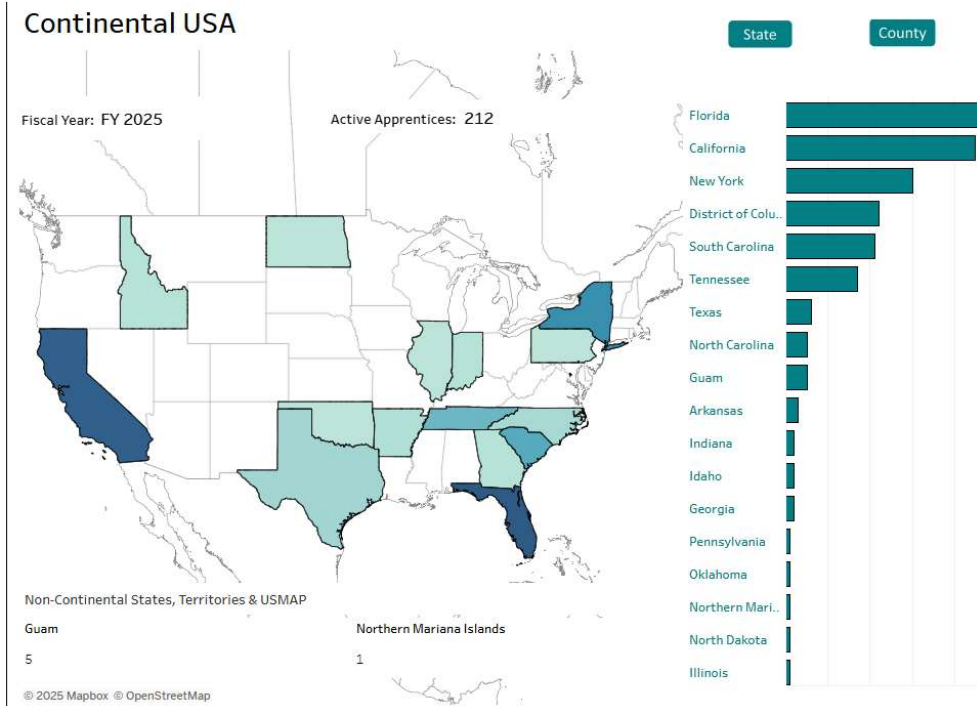
Blue:
Represents the states where participating contractors are located.



NECA/ELECTRI PARTNERS TO DATE: YOU'RE IN GOOD COMPANY



US DOL STATS



Active Registered Project Managers Apprentices in the USA as of May 6, 2025.

- 89 apprentices enrolled
- 38% of all U.S. DOL-registered PM apprentices are in the NECA program
- The NECA/ELECTRI program is a pioneering initiative specifically tailored for project management within the electrical construction industry

All this in eight months—we're just getting started!

We have made it easy for you to adopt apprenticeship



1) Select who you want to be an apprentice

- An incumbent worker
- New hire



2) Employ apprentice full-time



3) Enable ELECTRI-led apprenticeship training



Focus on running your business, we do the training

As your partner we manage and deliver all training and compliance, end-to-end.

BUILDING THE WHOLE PERSON

**Structured Industry
Certified Learning**

**Expert Technical
Learning Support**

**21st Century
Office Skills**

**Professional
Development Skills**



**Personal Development
and Coaching**

RELATED TECHNICAL INSTRUCTION

Electrical Industry Best Practice

- Electrical Project Management
- etA Industry Knowledge



Contractor Tools & Processes

- Finance
- Estimating
- Contracting



Project Management Best Practice / CAPM

- PMI Industry Certificate
- PM Methodologies
- Career Essentials



21st Century Productivity Skills

- Spreadsheets
- Data Visualization
- AI in Business



Professional Development Office Skills

- Communication
- Presentation
- Time management



PROGRAM INVESTMENT

Program Investment: \$15,000

- All training content and trainers
- Learner scheduling and management
- US DOL reporting and standards compliance

We will work with you to further subsidize this cost through:

- Federal and state grants
- Tax incentives
- Scholarships

Example

Ex: Illinois Contractor

\$15,000 Rate Card

-\$3,500 State Tax Credit

-\$2,000 Wesco Cares Credit

(Small/Mid-Size Contractor)

\$9,500 NET Cost

ELECTRI's Industry Benchmarking Tool

Firmographic Data

Classify each respondent by company size, work type, location, and union status

Finance

Cash Flow
Cost Variance
Revenue
Backlog

Safety

EMR, TRIR, DART
Recorded Injuries
Safety Headcount
Lost Days

Labor

Office to Field
Crew Make-up
Fabrication Hours
Employee Satisfaction

VDC/BIM

VDC Costs
VDC Labor Hours
VDC Headcounts

[Home](#) // [Research Center Overview](#)

ELECTRI's Industry Benchmarking Tool



ELECTRI  **INTERNATIONAL**



ELECTRI International's Key Performance Indicator (KPI) benchmarking tool is designed to allow electrical contractors to input, track, and analyze performance data, enabling them to benchmark against industry peers over time.

By participating in ELECTRI's initiative, contractors gain valuable insights into their operations, identifying strengths and weaknesses. Personalized dashboards showcase key metrics in a clear format, enabling contractors to identify the factors that contribute to project success. With this powerful tool, they can make informed data-driven decisions that enhance their performance and competitiveness.



[Review Data Usage & Privacy Agreement](#)

 [Get Started](#)

Industry Benchmarking Tool

ELECTRI INTERNATIONAL

SU Sample User (Contractor)
Test Company (Contractor)



Dashboard Survey View Report FAQs About

Back to Electri.org

SU

Welcome back,
Sample User
matrixsuperadmin@matrixgroup.net

Test Company (Contractor)
Arlington, VA.

Notifications

» More News

January 14, 2025

It's Construction Safety Month: Check out the latest industry trends and benchmark your company against your peers locally and nationally. COMPLETE FORM

December 17, 2024

Industry Update: We have seen a lot of fluctuation regarding Backlog reports over the past six months. See where your local markets stands and what segments of work are over performing.

December 5, 2024

Industry Update: Invoice Days Outstanding have seen significant improvements over the past 4 months. Small contractors on the west coast have seen the most gains. How do you compare? COMPLETE FORM



Complete Your Benchmarking Form

Are you interested in gaining critical insights into your business? Would you like to know how you stack up your competition? Complete our Industry Benchmarking Form Today!

COMPLETE FORM



Update needed

Please update your survey data.

Firmographic...

Up to date



EC Finance

Update needed

UPDATE

EC Safety

Update needed

UPDATE

EC Labor

Update needed

UPDATE

EC VDC/BIM ...

Update needed

UPDATE

Progress

Please review and confirm the correct information for each of the following profile sections

Firmographic Data



EC Finance



EC Safety



EC Labor



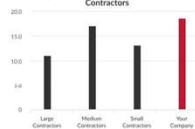
EC VDC/BIM Labor



Office to Field Ratio

The average medium size electrical contractor in your market has a field to office ratio of 14%. Small and Large ECs have the lower field to office ratios.

Comparison of Performance Metrics Across Contractors

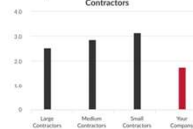


» view all graphs

Revenue

Revenues continue to rise over the past 10 months. Medium size ECs in your market are doing well but large contractors revenues continue to lead the pace in February.

Comparison of Performance Metrics Across Contractors

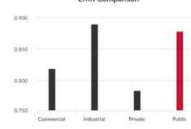


» view all graphs

Experience Modification Rate (EMR)

The average large contractor's EMR is .82, medium sized contractor is .89 and small size contractor is .78. How does your companies EMR stack up?

EMR Comparison

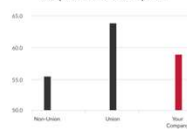


» view all graphs

Composite Labor Rates

Medium size union ECs in the Mid-Atlantic have higher composite labor rate than their non-union competitors and large union contractors.

Composite labor Rates Comparison



» view all graphs

Industry Benchmarking Tool

First Reporting - Electrical Construction Finance

Revenue vs Expense

For your company's last fiscal year, please fill out the following information using your accounting income statements and balance sheets:

Revenue Earned (Required)

Please enter a number greater than or equal to 0.

Revenue Earned (formatted)

0

Direct Job Costs / Other

Labor

Field Labor

Please enter a number greater than or equal to 0.

Labor (formatted)

0

Burden

Benefits/Payroll Taxes/Fringe/Etc.

Please enter a number greater than or equal to 0.

Burden (formatted)

0

Materials

Commodities, Quotables & Consumables

Please enter a number greater than or equal to 0.

Materials (formatted)

Progress

Please review and confirm the correct information for each of the following profile sections

[Firmographic Data](#)



[EC Finance](#)



View Reports

[Firmographic Data](#)



[Construction Finance](#)



[Construction Safety](#)



[Construction Labor](#)



[Construction VDC / BIM Labor](#)



Reports / Construction Finance

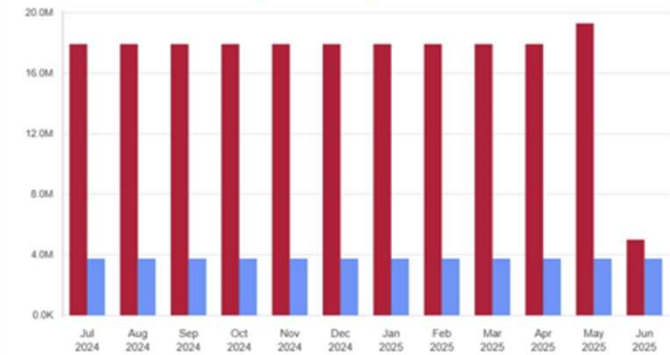


Revenue

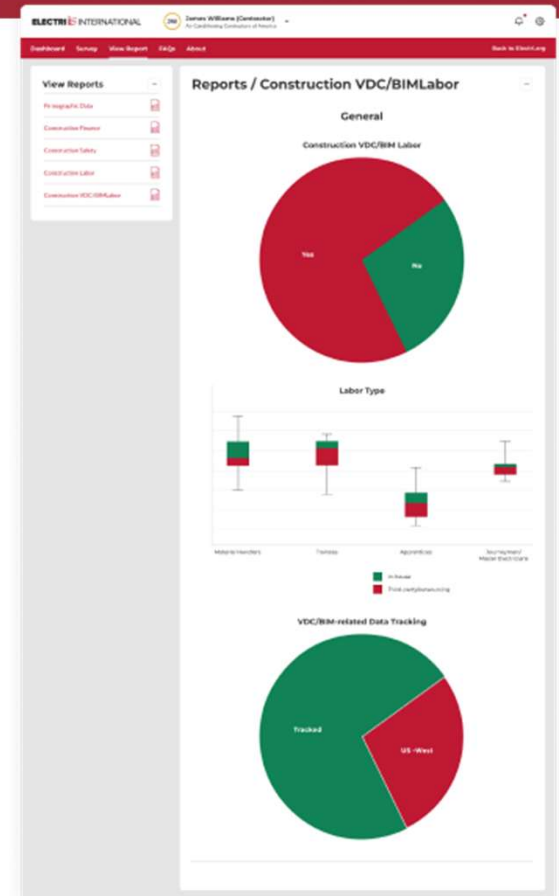
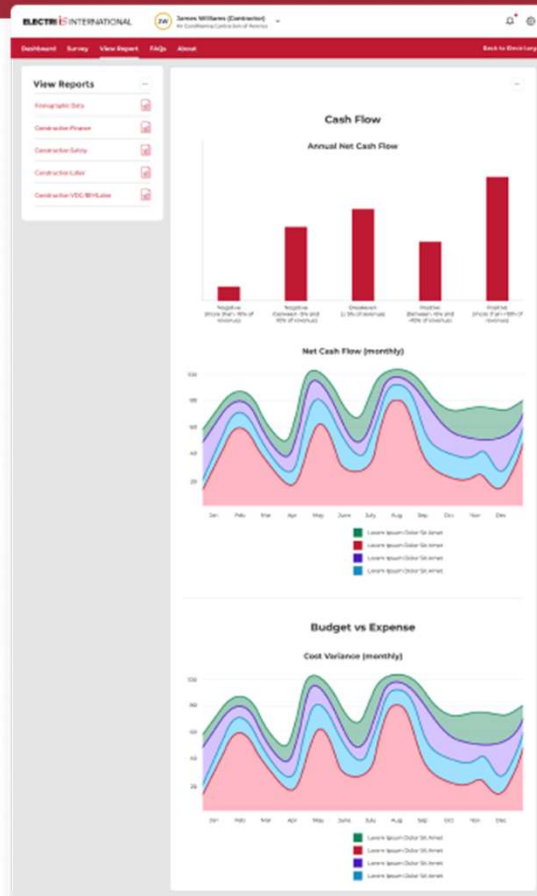
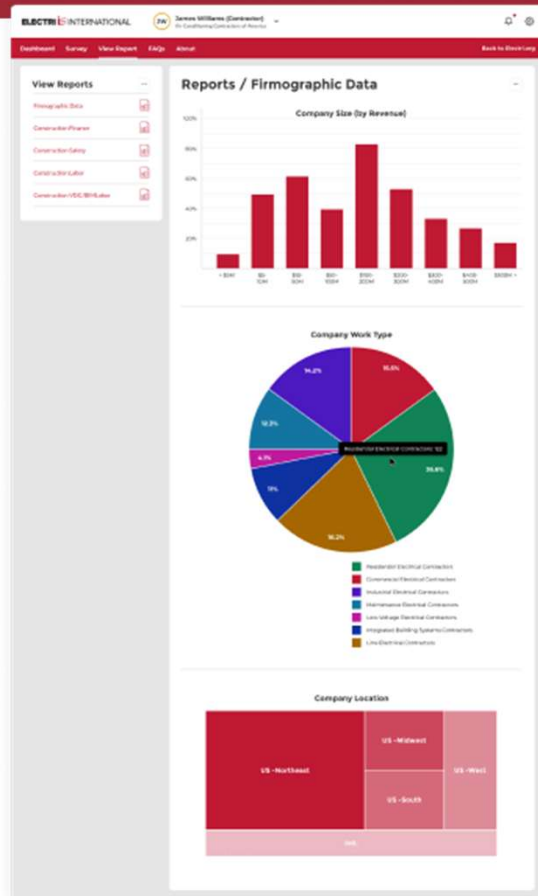
Comparable Size Companies Entire Industry

Revenue Earned

■ Revenue (Survey) ■ Revenue (Org)



Industry Benchmarking Tool



RESOURCE LIBRARY



Your Charitable Donation will fund:

- **Research**
 - **Education & Resources**
 - **Workforce Development & Recruitment**
-

ELECTRI International is funded by generous support from Electrical Contractors, NECA Chapters, and Industry Partners who want to help move the industry forward.

Join us in empowering the electrical industry!

**Support the Foundation
for Electrical Construction**



OUR TEAM



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Executive Director
Josh.Bone@electri.org



Jessica Cardenas

Deputy Executive Director
Jessica.Cardenas@electri.org



Laura Holmes

Director of Communications
Laura.Holmes@electri.org



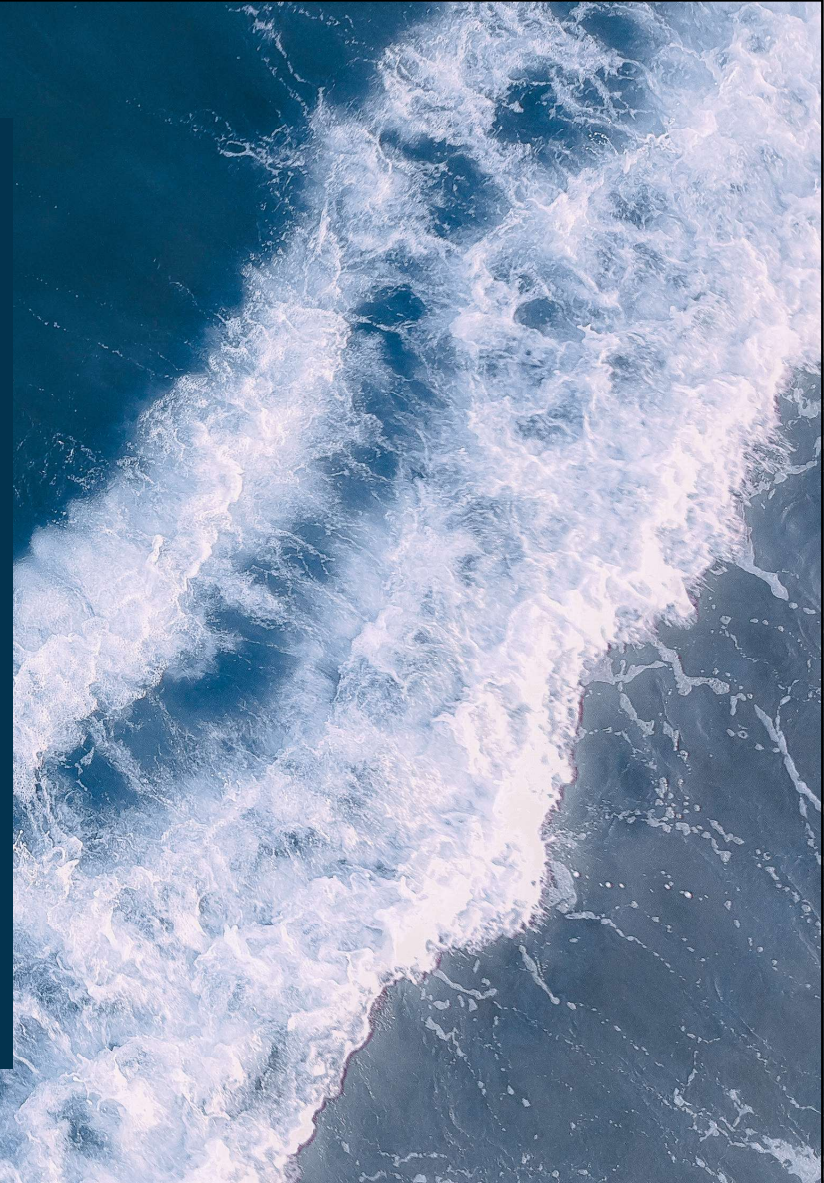
Anna Jochim

**Director of Future Workforce
Development**
Anna.Jochim@electri.org

GOVERNMENT AFFAIRS UPDATE

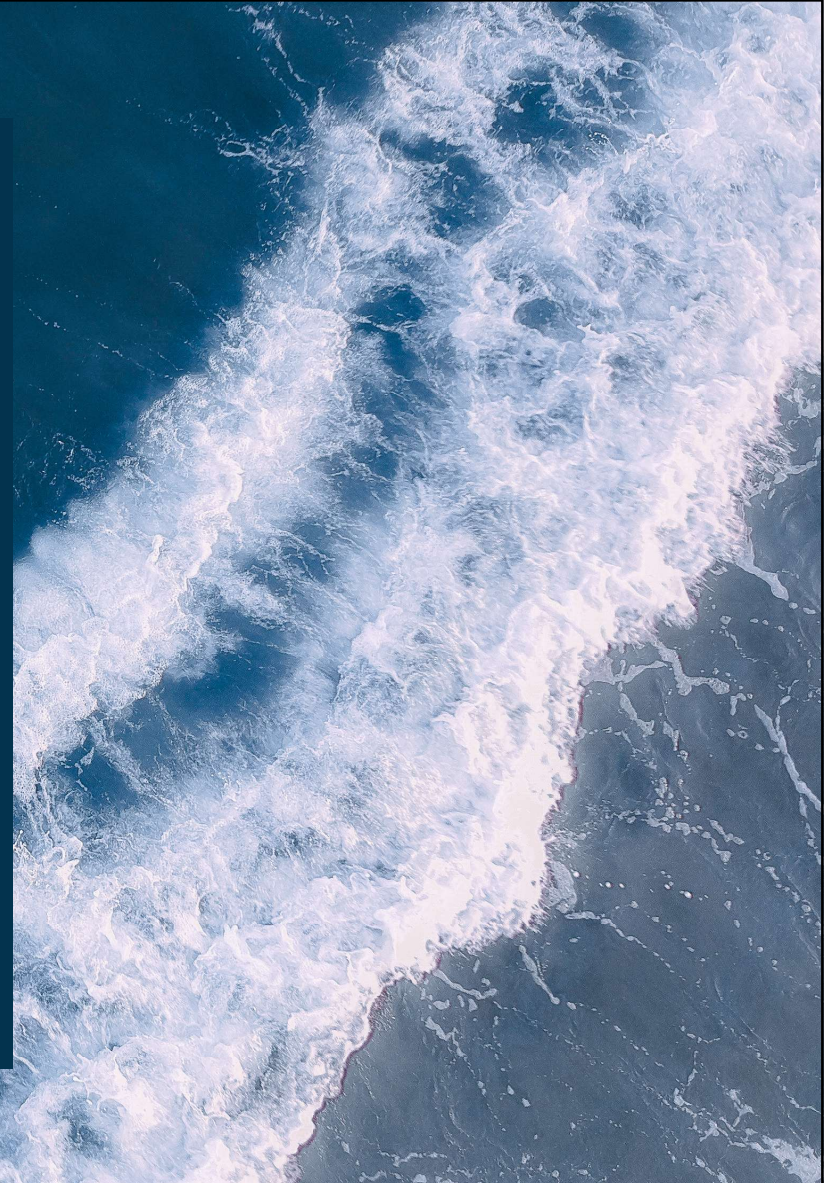
Seth Guidry

Ryan McGuire

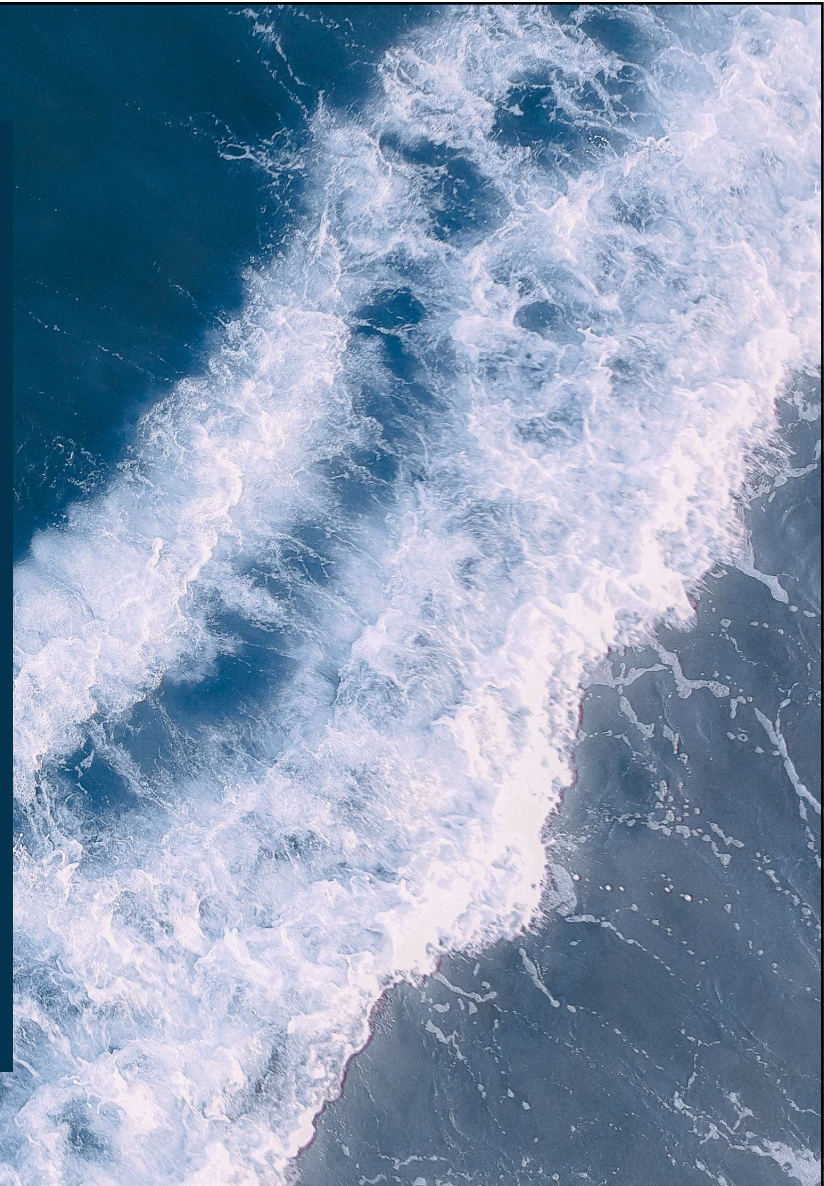


THE STATE OF AI FOR ELECTRICAL CONTRACTORS

Chris Carr



A CHAT WITH IVP DAVE REAVES





GOLF OUTING

Shotgun start at 12:30 PM.

Ritz Carlton Turtle Bay will provide shuttles out front.

Lunch will be on your own.

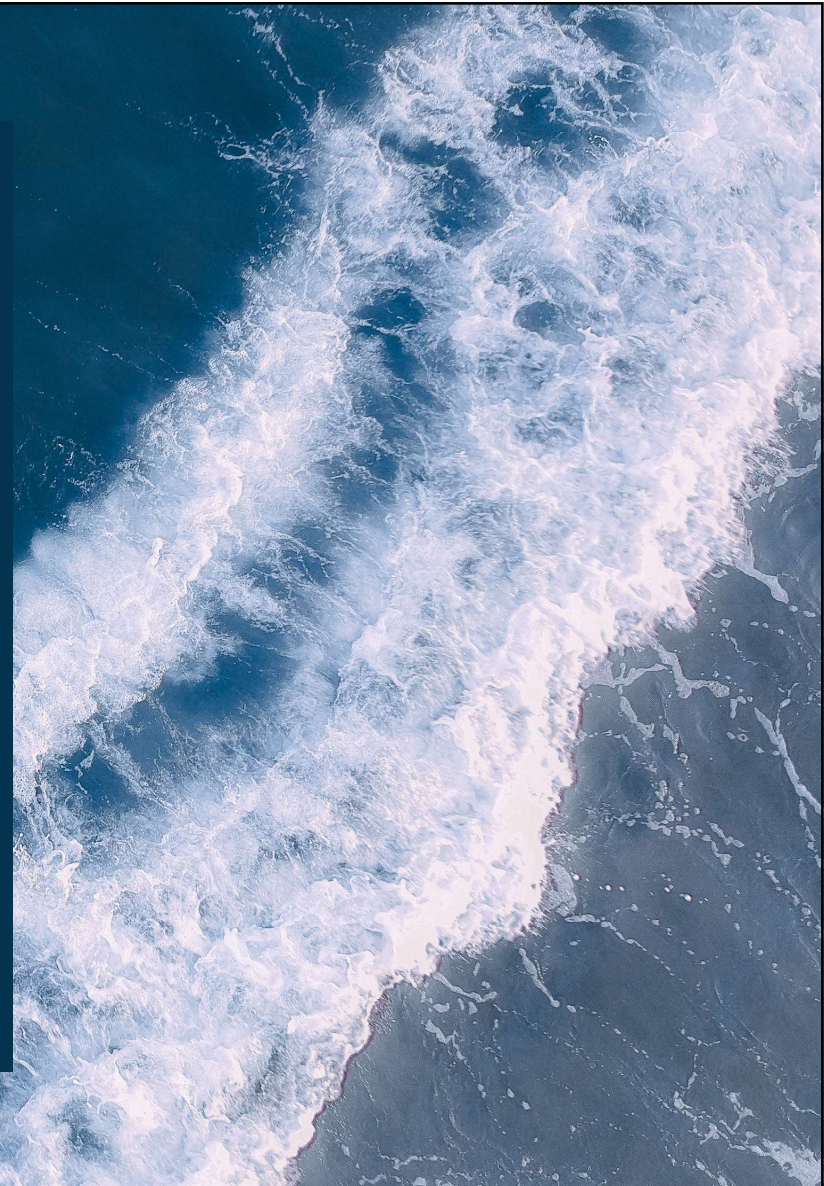
**Easy to grab and go options are available at the clubhouse.

DISTRICT 6 SUMMER CONFERENCE



DISTRICT 6 UPDATE

VP Mark Walter



NW TICC COMMITTEE

Chapter Leadership selected over 30 participants to serve on a regional group discussing technology, innovation, collaboration and communication. This group is meeting monthly to address challenges and opportunities in the Northwest.

NW TICC Committee Goals:

Changing culture and mindset – Protecting Work vs. Innovation

Improving Partnership and Ethics between Labor and Management

Items Discussed:

Prefab Challenges – Current state and how to be more Proactive?

Data Centers – Productivity issues and Manpower needs

Scope Issues – Long standing processes challenged

Possible Solutions:

Social media and Coordinated District wide Messaging

Joint Regional Labor and Management Events and Meetings

Participants

| | | |
|---------------|--|--|
| District 6 | Mark Walter Nicole Hite | District 6 VP District 6 Rep |
| Alaska | Larry Bell Jesse Hale | Chapter Alcan |
| Cascade | Cindy Austin Josh Huntley Leo Datskiy Josh Childs Jamie Stuart | Chapter Mills Datskiy Stetner Valley |
| Puget Sound | Jameson Schwetz LeeAnn Cochran Bruce Mackenzie Don Baker | Chapter Cochran VECA EC CO |
| SW WA | Pete Butler Steve Sare Bryce Adams | Chapter Sare Bluecore Power |
| Inland Empire | Christian Chally Jim Medina - Chair Gordon Grochowsky | Chapter Columbia River Dyna |
| OR Columbia | Todd Mustard Jon Orrell Ryan Landon | Chapter EC CO McCoy |
| OR Pac-Cas | Monique de Boer Joe Janssen Eric Davis Shane Thomsen | Chapter Cherry City EC CO OEG |
| NW Line | Tracy Harness | Chapter |

EC REPORT AND INITIATIVES

Highlights:

Nomination of Mark Walter for President for the 2026-2027 term Nomination of Steve Stone for VP at Large for the 2026-2027 term

- ❖ The Board of Governors meeting will begin with a more formal business session to be attended only by NECA National officers, NECA Chapter Governors, NECA National and NECA Chapter staff, and NECA contractor members. After the business session and a short break, there will be an industry session for updates, awards, and other business that is more appropriate for the public.
- ❖ Total revenue through April 30, 2025, is 13% higher than last year (mainly due to the dues increase) and on target with the budget. Expenses are less than 1 percent higher than last year and are on pace with the annual budget.

NECA Executive Committee Meeting June 3-4, 2025

The following is a report on the recent Executive Committee Meeting. Executive Committee members attending:

Kirk Davis, President, NECA, Shreveport, Louisiana
Stephen Gianotti, Vice President District 1, NECA, Ridgewood, New York
Steven Petri, Vice President District 2, NECA, Baltimore, Maryland
Terry Lette, Vice President District 3, Charlotte, North Carolina
Sara Dinkel Smith, Vice President District 4, NECA, Terre Haute, Indiana
Shawn Smith, Vice President District 5, NECA, Topeka, Kansas
Mark Walter, Vice President District 6, NECA, Portland, Oregon
Don Laffoon, Vice President District 7, NECA, Raytown, Missouri
Nathan Wickizer, Vice President District 8, NECA, Salt Lake City, Utah
Greg Long, Vice President District 9, NECA, Napa, California
Steve Lindley, Vice President District 10, NECA, DeForest, Wisconsin
Mark Harasha, Vice President At Large, NECA, Neenah, Wisconsin (virtual)
Chuck Fairchild, Vice President, Integrated Systems Contractors, NECA, Indianapolis, Indiana
David Long, Chief Executive Officer, NECA, Washington, DC
Traci M. Walker, Secretary-Treasurer/Chief Financial Officer, NECA, Washington, DC
Jef Fagan, Senior VP, Labor Relations & Risk Management, General Counsel, Washington, DC

The following guests were present:

Marco Giamberardino, Senior VP, Government & Public Affairs, Washington, DC
Peter Mastroiocco, Senior VP, Education, Events & Partnerships, Washington, DC
Ronald Bailey, Senior VP, Industry Development, Washington, DC
Larry Pittsley, Governor, Tennessee Chapter, Nashville, Tennessee
Chase Pendergraft, Executive Director, Tennessee Chapter, Nashville, Tennessee
Peter Stoller, Executive Director, Rochester Chapter, Rochester, New York

President's Report: Davis

President Davis provided an overview of recent meetings that he attended as well as some of the key issues and challenges we are addressing. Davis expressed enthusiasm for the exciting new opportunities ahead.

CEO Report: David Long

CEO Long reported on the following:

NECA's initiatives in 2025 reflect a strong commitment to labor relations, advocacy, education, workforce development, networking, safety, leadership development, and connecting with industry partners:

- IBEW Relations
- CIR Sessions in February and May
- Google Partnership for Workforce Development
- NECA-NEMRA Training Collaboration



D6 VP Process

Anticipating Mark Walter being elected as President by the Board of Governors on September 12, there will be a vacancy for the D6 VP, effective January 1, 2026.

Between September 12 and December 31, 2025, the Governors from District 6 must elect a qualified Member from the District to serve Mark's unexpired term (January 1, 2026 - December 31, 2026).

During the summer of 2026, District 6 will nominate (and Board of Governors will approve) an individual to serve as D6 VP for the 2-year term: January 1, 2027 - December 31, 2028. If the nominee is the individual who served your unexpired term, he/she will only be able to serve one 2-year term.

Bylaws excerpt 8.3(c)(4)

Term of Office. District Vice Presidents shall be elected to a two (2) year term beginning January first of the year following their election. District Vice Presidents shall serve no more than two (2) terms. If a District Vice President is elected to serve an unexpired term under Section 10.7, service of one-half or more of the unexpired term shall be considered a full term for purposes of term limits.

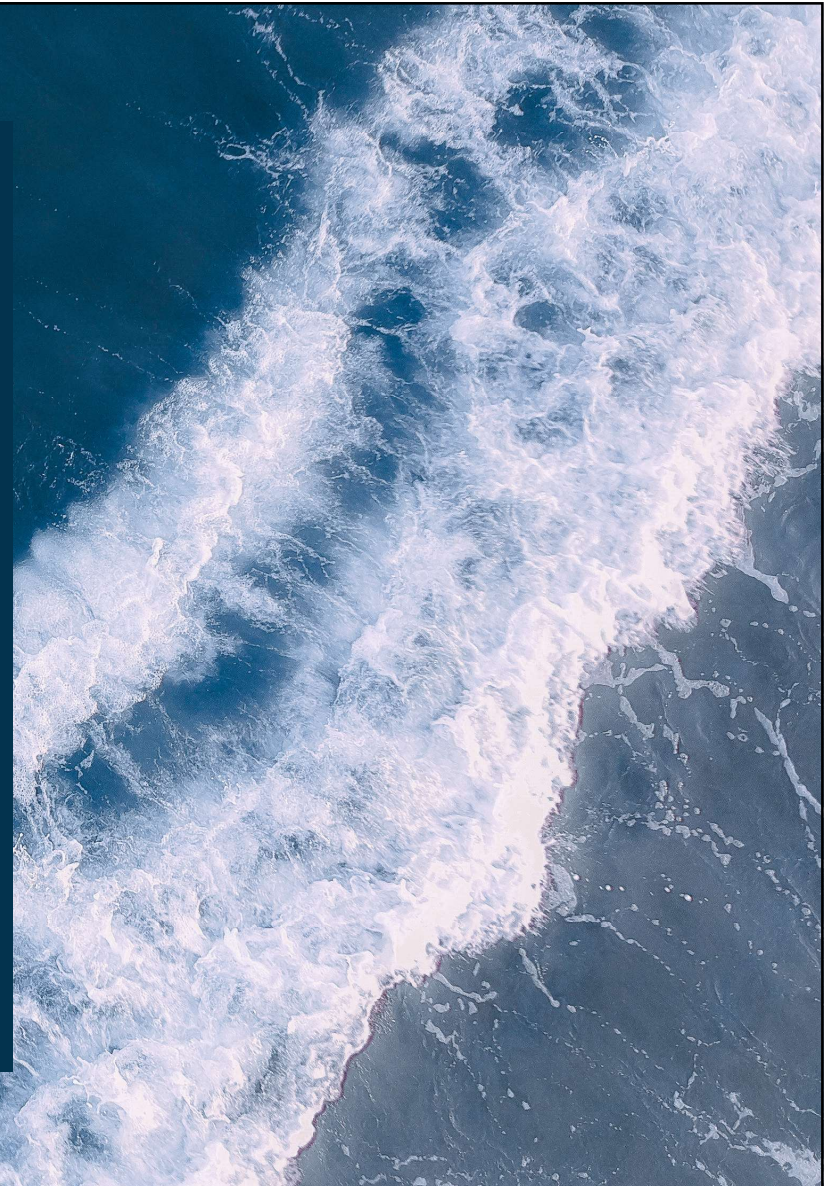
Bylaws excerpt 10.7(b)

In the event a District Vice President resigns or is unable to serve, as determined by the Executive Committee, the vacancy shall be filled the in the following manner:

1) The Governors from the District where the vacancy exists, shall, at a time and in a manner determined by the NECA President, elect a qualified Member from that District (see Section 10.4) to serve the unexpired term.

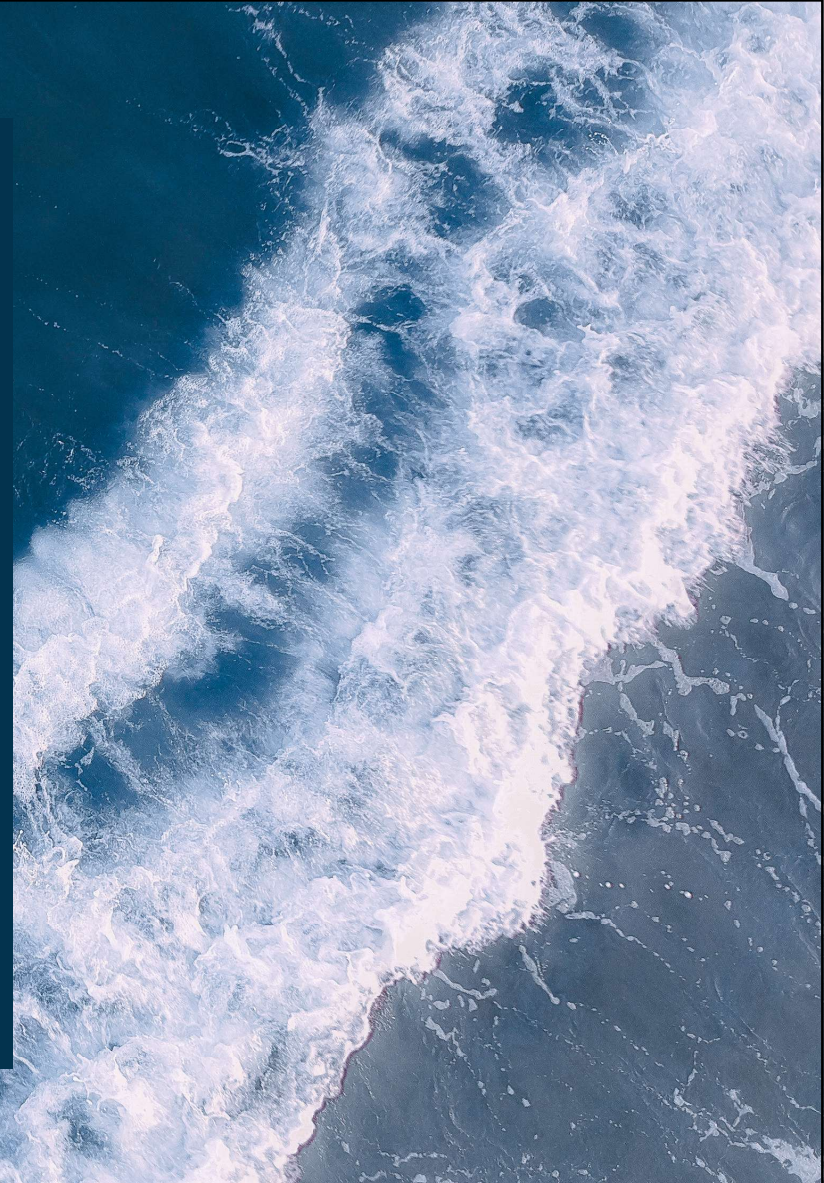
2025 NECA CONVENTION UPDATE

Emily Palm



NECA 401k UPDATE

Amber Restine





WESTERN REGION NECA 401(K) UPDATE

August 2025



CHANGE AND COMMUNICATION IS COMING SOON....

- Over the next few months our Team will be reaching out to each adopter to review your individual plan design and make sure that it is the correct and best option going forward.
- As part of this review, we will be looking at plan design and fees associated with your individual plans.
- As part of this review there will be docuSign or electronic signature documents sent to you. We will let each adopter know when their documents will be sent.

PLAN STATS

As of August 5, 2025

| District | Companies (Active) | Active Participants | District Balance |
|--------------|--|---------------------|-------------------------|
| 5 | 1 | 1 | \$ 335,064.14 |
| 6 | 22 | 191 | \$ 26,088,974.78 |
| 8 | 8 | 42 | \$ 7,638,496.16 |
| 9 | 18 | 96 | \$ 21,775,441.59 |
| Total | 49 +1 inactive in district 6 | 330 | \$ 55,837,976.67 |

FEES AND EXPENSES

Transamerica MEP Annual Contract Asset
Charge: **0.28% billed to each
participant**

EMPLOYER

- Installation (one-time): **\$250**

Annual Administration

- Plan fee: **\$300**
- Admin/Fiduciary 3(16) fee:
\$32 per participant

EMPLOYEE

- Annual Transamerica fee: **\$25**
(\$6.25 billed quarterly)
- Participant pays investment costs
(fees vary per fund)

ECONOMIC UPDATE

1. Consider Pragmatic Optimism: Despite the market rebounds, proceed with caution as the market is going to continue to remain volatile. Equities are still in play but, proceed with caution.
2. Tariff Impacts are beginning: There is still no immediate clarity in the near future. The current tariff rate in the US is between 18-20% which is significantly higher than the historical average of 2-3%. This has led to an increase in inflation as it is projected to move back toward 2.5% by the end of the year.

FUND PERFORMANCE

As of June 30, 2025

| Short Bonds/Stable/MMkt | 1 mo. | 3 mos. | YTD | 1 yr. | 3 yrs. | 5 yrs. | 10 yrs. | Since* Inception | Expense Ratio |
|---|-------|--------|-------|-------|--------|--------|---------|---------------------|------------------|
| Stable Value | | | | | | | | | |
| Transamerica Stable Value Advantage Account | 2.60 | 2.60 | 2.61 | 2.55 | 2.20 | 1.91 | 1.67 | N/A | N/A |
| | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Interm./Long-Term Bond | | | | | | | | | |
| Intermediate-Term Bonds | | | | | | | | | |
| AEGON Bond Ret Acct | 1.53 | 1.04 | 3.52 | 5.24 | 2.34 | -0.89 | 1.56 | N/A | 0.97 |
| Bloomberg US Aggregate Bond | 1.54 | 1.21 | 4.02 | 6.08 | 2.55 | -0.73 | 1.76 | N/A | |
| PIMCO Income Ret Acct | 1.87 | 2.04 | 5.22 | 8.55 | 6.54 | 3.64 | 3.77 | N/A | 1.53 |
| Bloomberg US Universal | 1.56 | 1.40 | 4.10 | 6.51 | 3.28 | -0.15 | 2.11 | N/A | |
| Government Bonds | | | | | | | | | |
| DFA Inflation-Protected Securities Portfolio Ret Acct | 0.95 | 0.38 | 4.59 | 5.23 | 1.77 | 0.85 | 1.93 | N/A | 0.86 |
| Bloomberg US Treasury US TIPS | 0.95 | 0.48 | 4.67 | 5.84 | 2.34 | 1.61 | 2.67 | N/A | |
| Aggressive Bonds | | | | | | | | | |
| High Yield Bonds | | | | | | | | | |
| BlackRock High Yield Portfolio Ret Acct | 1.78 | 3.72 | 4.42 | 9.31 | 9.60 | 5.80 | 4.45 | N/A | 1.18 |
| ICE BofA US High Yield | 1.86 | 3.57 | 4.55 | 10.24 | 9.85 | 6.01 | 5.29 | N/A | |
| Transamerica Partners High Yield Bond Ret Acct | 1.92 | 3.58 | 3.76 | 9.23 | 7.96 | 5.06 | 4.16 | N/A | 1.05 |
| ICE BofA US High Yield | 1.86 | 3.57 | 4.55 | 10.24 | 9.85 | 6.01 | 5.29 | N/A | |
| Convertible Securities | | | | | | | | | |
| Invesco Convertible Securities Ret Acct | 5.27 | 10.03 | 6.65 | 15.23 | 9.05 | 7.71 | 7.53 | N/A | 1.21 |
| ICE BofA US Convnt Bonds | 4.01 | 8.99 | 7.02 | 16.07 | 11.14 | 9.47 | 10.27 | N/A | |
| World/Foreign Bonds | | | | | | | | | |
| Goldman Sachs Global Core Fixed Income Ret Acct | 0.95 | 1.32 | 2.40 | 5.50 | 3.28 | -0.35 | 1.64 | N/A | 1.25 |
| Bloomberg Global Aggregate | 0.96 | 1.61 | 2.81 | 6.15 | 3.60 | 0.26 | 2.33 | N/A | |
| Large-Cap Stocks | | | | | | | | | |
| Large-Cap Value Stocks | | | | | | | | | |
| BlackRock Equity Dividend Ret Acct | 4.05 | 5.47 | 10.11 | 12.66 | 12.21 | 13.13 | 9.72 | N/A | 1.22 |
| Russell 1000 Value | 3.42 | 3.79 | 6.00 | 13.70 | 12.76 | 13.93 | 9.19 | N/A | |
| Large-Cap Growth Stocks | | | | | | | | | |
| JPMorgan Large Cap Growth Ret Acct | 6.23 | 15.31 | 6.22 | 14.15 | 24.43 | 16.48 | 16.96 | N/A | 1.19 |
| Russell 1000 Growth | 6.38 | 17.84 | 6.09 | 17.22 | 25.76 | 18.15 | 17.01 | N/A | |

| Small/Mid-Cap Stocks | 1 mo. | 3 mos. | YTD | 1 yr. | 3 yrs. | 5 yrs. | 10 yrs. | Since* Inception | Expense Ratio |
|---|-------|--------|-------|-------|--------|--------|---------|---------------------|------------------|
| Mid-Cap Value Stocks | | | | | | | | | |
| Allspring Special Mid Cap Value Ret Acct | 2.46 | 2.92 | 0.77 | 5.56 | 9.86 | 13.39 | 8.39 | N/A | 1.32 |
| Russell Mid Cap Value | 3.51 | 5.35 | 3.12 | 11.53 | 11.34 | 13.71 | 8.39 | N/A | |
| Transamerica Mid Cap Value Opportunities Ret Acct | 2.81 | 2.17 | 4.25 | 10.72 | 7.22 | 12.77 | 7.52 | N/A | 1.21 |
| Russell Mid Cap Value | 3.51 | 5.35 | 3.12 | 11.53 | 11.34 | 13.71 | 8.39 | N/A | |
| Virtus Ceredex Mid-Cap Value Equity Ret Acct | 4.64 | 8.09 | 2.62 | 7.09 | 9.93 | 11.40 | 7.69 | N/A | 1.26 |
| Russell Mid Cap Value | 3.51 | 5.35 | 3.12 | 11.53 | 11.34 | 13.71 | 8.39 | N/A | |
| Small-Cap Value Stocks | | | | | | | | | |
| DFA U.S. Targeted Value Portfolio Ret Acct | 4.46 | 5.21 | -2.40 | 5.79 | 11.05 | 17.62 | 7.71 | N/A | 1.04 |
| Russell 2000 Value | 4.95 | 4.97 | -3.16 | 5.54 | 7.45 | 12.47 | 6.72 | N/A | |
| Small-Cap Blend Stocks | | | | | | | | | |
| Federated Hermes MDT Small Cap Core Ret Acct | 5.25 | 8.96 | -1.57 | 11.66 | 11.58 | 12.99 | 9.20 | N/A | 1.04 |
| Morningstar US Small Cap | 4.43 | 7.28 | 0.75 | 9.65 | 11.88 | 11.60 | 7.65 | N/A | |
| Invesco Small Cap Equity Ret Acct | 5.92 | 10.93 | 3.32 | 15.29 | 14.62 | 13.17 | 7.66 | N/A | 1.28 |
| Morningstar US Small Cap | 4.43 | 7.28 | 0.75 | 9.65 | 11.88 | 11.60 | 7.65 | N/A | |
| TA Vanguard Small-Cap Index Ret Acct | 4.18 | 7.08 | -0.99 | 9.32 | 11.32 | 11.01 | 7.76 | N/A | 0.80 |
| Morningstar US Small Cap | 4.43 | 7.28 | 0.75 | 9.65 | 11.88 | 11.60 | 7.65 | N/A | |
| Small-Cap Growth Stocks | | | | | | | | | |
| Federated Hermes MDT Small Cap Growth Ret Acct | 5.24 | 12.58 | -0.09 | 12.15 | 12.25 | 9.30 | 9.00 | N/A | 1.29 |
| Russell 2000 Growth | 5.89 | 11.97 | -0.48 | 9.73 | 12.38 | 7.42 | 7.14 | N/A | |
| Real Estate | | | | | | | | | |
| Nuveen Real Estate Securities Ret Acct | -0.43 | -1.51 | -0.15 | 7.52 | 3.00 | 6.25 | 5.20 | N/A | 1.43 |
| Morningstar US Real Estate | 0.60 | -0.43 | 2.93 | 10.80 | 4.11 | 6.68 | 6.01 | N/A | |

FUND PERFORMANCE

As of June 30, 2025

| International Stocks | 1 mo. | 3 mos. | YTD | 1 yr. | 3 yrs. | 5 yrs. | 10 yrs. | Since* Inception | Expense Ratio |
|--|-------|--------|-------|-------|--------|--------|---------|---------------------|------------------|
| World/Foreign Stocks | | | | | | | | | |
| Lazard International Strategic Equity Portfolio Ret Acct | 3.61 | 13.54 | 19.29 | 14.55 | 11.73 | 8.14 | 4.52 | N/A | 1.38 |
| MSCI ACWI Ex USA | 3.39 | 12.03 | 17.90 | 17.72 | 13.99 | 10.13 | 6.12 | N/A | |
| MFS International Diversification Ret Acct | 3.04 | 10.98 | 17.31 | 18.11 | 13.57 | 8.84 | 7.06 | N/A | 1.33 |
| MSCI ACWI Ex USA | 3.39 | 12.03 | 17.90 | 17.72 | 13.99 | 10.13 | 6.12 | N/A | |
| PIMCO StocksPLUS International (U.S. Dollar-Hedged) Ret Acct | 0.74 | 4.64 | 8.70 | 10.43 | 16.09 | 13.04 | 8.17 | N/A | 1.87 |
| MSCI ACWI Ex USA | 3.39 | 12.03 | 17.90 | 17.72 | 13.99 | 10.13 | 6.12 | N/A | |
| Thornburg International Equity Ret Acct | 2.44 | 10.68 | 21.52 | 21.67 | 18.06 | 12.10 | 7.00 | N/A | 1.40 |
| MSCI ACWI Ex USA | 3.39 | 12.03 | 17.90 | 17.72 | 13.99 | 10.13 | 6.12 | N/A | |
| World/Foreign Small-Cap Stocks | | | | | | | | | |
| American Funds SMALLCAP World Ret Acct | 6.02 | 14.96 | 7.36 | 9.23 | 10.11 | 6.06 | 6.98 | N/A | 1.30 |
| MSCI ACWI SMID | 4.47 | 11.84 | 9.92 | 16.17 | 13.10 | 11.29 | 7.63 | N/A | |
| Emerging Market Stocks | | | | | | | | | |
| American Funds New World Ret Acct | 5.28 | 13.47 | 15.19 | 14.67 | 12.89 | 8.01 | 7.02 | N/A | 1.32 |
| MSCI EM | 6.01 | 11.99 | 15.27 | 15.29 | 9.70 | 6.81 | 4.81 | N/A | |
| State Street Emerging Markets Index Ret Acct | 6.16 | 10.95 | 14.79 | 13.92 | 8.28 | 5.47 | 3.65 | N/A | 0.99 |
| MSCI EM | 6.01 | 11.99 | 15.27 | 15.29 | 9.70 | 6.81 | 4.81 | N/A | |
| Multi-Asset/Other | | | | | | | | | |
| Sector | | | | | | | | | |
| Goldman Sachs Technology Opportunities Ret Acct | 7.47 | 23.04 | 9.24 | 19.71 | 27.44 | 15.06 | 17.69 | N/A | 1.32 |
| Morningstar US Technology | 8.87 | 21.95 | 7.25 | 15.93 | 31.34 | 22.32 | 22.11 | N/A | |
| Balanced | | | | | | | | | |
| Janus Henderson Balanced Inv Acct | 4.50 | 9.94 | 7.60 | 12.23 | 12.66 | 9.52 | 8.96 | N/A | 1.07 |
| Morningstar Moderate Target Risk | 3.04 | 6.85 | 8.66 | 12.92 | 10.53 | 7.64 | 6.82 | N/A | |

| Multi-Asset/Other | 1 mo. | 3 mos. | YTD | 1 yr. | 3 yrs. | 5 yrs. | 10 yrs. | Since* Inception | Expense Ratio |
|--|-------|--------|------|-------|--------|--------|---------|---------------------|------------------|
| Target Date Investment Choices | | | | | | | | | |
| Transamerica LifeGoal Retirement with BlackRock Ret Acct | 1.96 | 4.12 | 4.56 | 7.16 | 6.35 | 4.92 | 4.78 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate Income | 2.30 | 4.82 | 6.18 | 10.20 | 7.91 | 5.51 | 5.03 | N/A | |
| Transamerica LifeGoal 2030 with BlackRock Ret Acct | 2.49 | 5.64 | 5.66 | 9.09 | 8.86 | 7.42 | 6.42 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate 2030 | 3.06 | 6.61 | 7.31 | 11.86 | 10.07 | 7.24 | 6.78 | N/A | |
| Transamerica LifeGoal 2035 with BlackRock Ret Acct | 2.97 | 7.06 | 6.79 | 10.80 | 10.74 | 8.95 | 7.29 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate 2035 | 3.36 | 7.54 | 7.85 | 12.81 | 11.51 | 8.76 | 7.52 | N/A | |
| Transamerica LifeGoal 2040 with BlackRock Ret Acct | 3.42 | 8.27 | 7.62 | 12.30 | 12.51 | 10.37 | 8.06 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate 2040 | 3.68 | 8.59 | 8.46 | 13.88 | 13.05 | 10.30 | 8.19 | N/A | |
| Transamerica LifeGoal 2045 with BlackRock Ret Acct | 3.91 | 9.51 | 8.48 | 13.77 | 14.12 | 11.55 | 8.69 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate 2045 | 3.93 | 9.46 | 9.00 | 14.78 | 14.20 | 11.36 | 8.62 | N/A | |
| Transamerica LifeGoal 2050 with BlackRock Ret Acct | 4.31 | 10.52 | 9.22 | 14.88 | 15.30 | 12.29 | 9.05 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate 2050 | 4.07 | 9.97 | 9.35 | 15.29 | 14.73 | 11.81 | 8.77 | N/A | |
| Transamerica LifeGoal 2055 with BlackRock Ret Acct | 4.49 | 11.00 | 9.57 | 15.42 | 15.75 | 12.55 | 9.19 | N/A | 0.82 |
| Morningstar Lifetime Allocation Moderate 2055 | 4.12 | 10.14 | 9.53 | 15.46 | 14.81 | 11.87 | 8.75 | N/A | |
| Transamerica LifeGoal 2060 with BlackRock Ret Acct (Perf. Incp.: 02/28/2016) | 4.52 | 11.09 | 9.66 | 15.53 | 15.75 | 12.55 | N/A | 11.10 | 0.82 |
| Morningstar Lifetime Allocation Moderate 2060 | 4.13 | 10.19 | 9.64 | 15.49 | 14.76 | 11.82 | 8.68 | N/A | |
| Transamerica LifeGoal 2065 with BlackRock Ret Acct (Perf. Incp.: 09/07/2021) | 4.52 | 11.07 | 9.60 | 15.46 | 12.71 | N/A | N/A | 9.69 | 0.82 |
| Morningstar Lifetime Allocation Moderate 2060 | 4.13 | 10.19 | 9.64 | 15.49 | 14.76 | 11.82 | 8.68 | N/A | |

4 REASONS TO JOIN A MULTI-EMPLOYER RETIREMENT PLAN

1. Simplified Administration

- Loan approval/processing
- Form 5500 filing
- No individual company audits

2. Fiduciary Risk Management

- Board of Trustees lowers risk for employers
- 3(16) Administrative Fiduciary
- 3(21) Investment Advisor

3. Employee Experience

- Access to education and retirement planning information
- Account management portal: adjust contribution rate, manage investments, name beneficiaries all online
- Selection of Traditional 401k or Roth 401k options

4. Economies of Scale Pricing

- Reduced tax filing and audit costs
- No separate nondiscrimination testing payment

CHANGE AND COMMUNICATION IS COMING SOON....

- Over the next few months our Team will be reaching out to each adopter to review your individual plan design and make sure that it is the correct and best option going forward.
- As part of this review, we will be looking at plan design and fees associated with your individual plans.
- As part of this review there will be docuSign or electronic signature documents sent to you. We will let each adopter know when their documents will be sent.



RSVP
SCAN QSR CODE



**Come Join your Friends at Focus Investment Advisors
Western Region NECA 401K Happy Hour**

**Sunday, September 14th, 2025
12:00pm – 2:00pm**

**Williams Inn Pizzeria Near McCormick Plaza
2210 S Michigan Ave.
Chicago, IL. 60616**

The financial consultants at Focus Investment Advisors are registered representatives with, and securities offered through LPL Financial. Member FINRA/SIPC. Investment advise offered through Focus Investment Advisors, a registered investment advisor and separate entity from LPL Financial.



Plan Contacts

Focus Investment Advisors

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Solana Beach, CA 92075

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arestine@focusinvestment.com

(760) 230-1880 opt. 2

Jacque Lam

jlam@focusinvestment.com

(760) 230-1880 opt. 5

NPPG: Third Party Administrator

Ryan Lunsford

rlunsford@nppg.com

(732) 758 -1577 ext. 114

Transamerica: Recordkeeper

Plan Sponsor Service

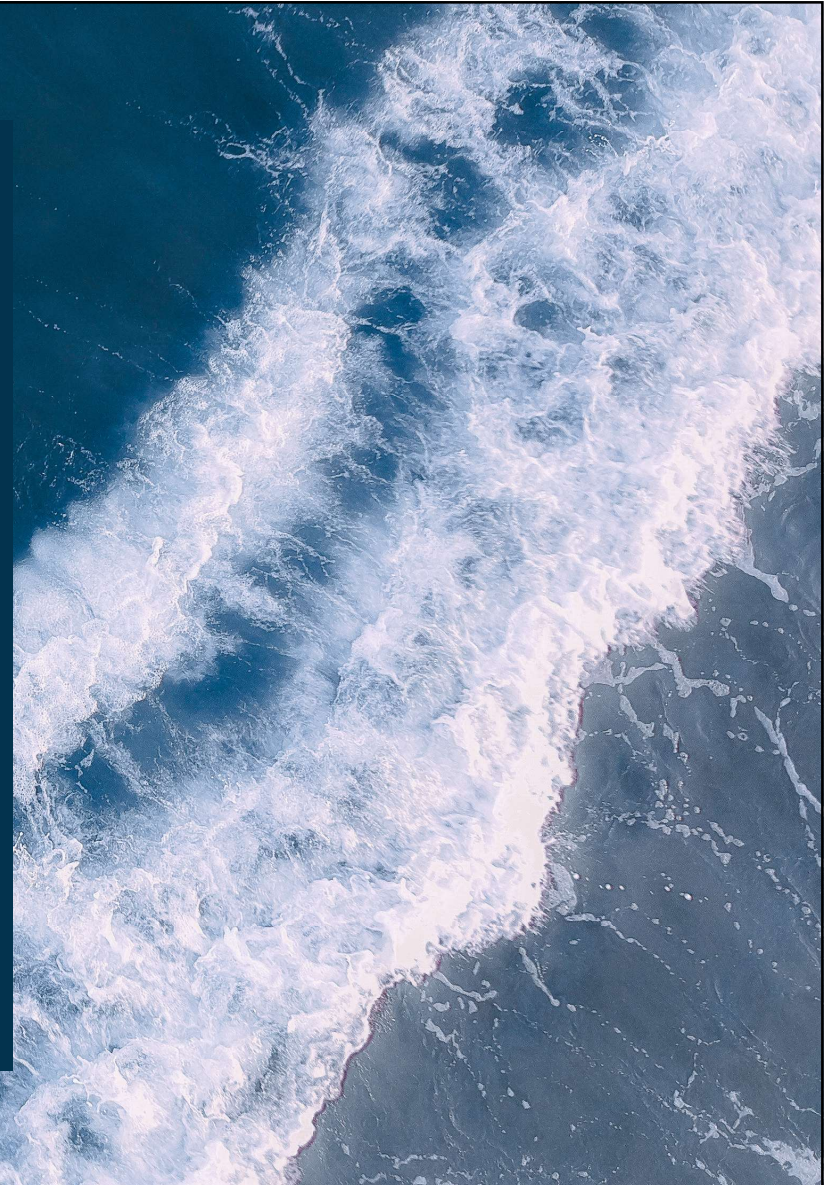
(866) 498-4557

Participant Help-Line

(800) 401-8726

NECA PREMIER PARTNERS

Wanessa Alves





Wanessa Alves
Executive Director
Partnerships & International Relations

Industry Alliance Network

- These programs will connect NECA members to a wide array of products and services designed to support your companies' success and provide solutions with increased access and attention within our industry.
- Three levels:
 - Premier Partner
 - Ambassador Sponsor
 - Affiliate Sponsor



www.necanet.org/IAN

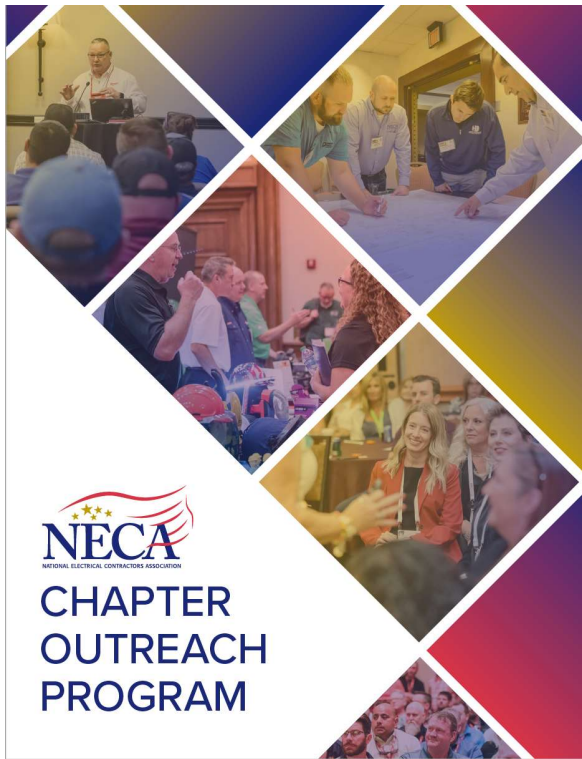
Thank you to our Premier Partners



How do these programs support NECA?

- Industry Alliance Network programs, especially Premier Partners, support NECA meetings & events
 - NECA Convention
 - NECA Safety Professionals Conference
 - NECA Now
 - NECA Emerge
- Help enhance NECA meetings
 - Speakers/Presentations
 - Social Events
- Support with company tours and thought leadership presentations for NECA institutes.

Chapter Outreach Program



- Over 85 courses offered by Premier Partner and Ambassador Companies,
- Topics include leadership, best practices, technical, safety, etc.
- FREE for Chapters to schedule

<https://www.necanet.org/about-neca/partnerships/chapter-outreach-program>

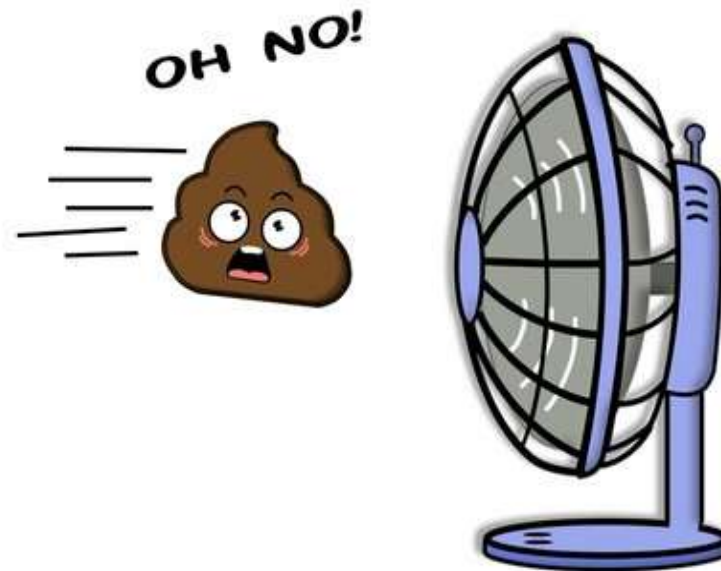
Coming Soon: Industry Alliance Network Education/Training Hub

Goals: to connect NECA stakeholders directly to Premier Partner and Ambassador educational content:

- Training academies
- Top courses and/or webinars
- LMS's
- Additional training resources link

All available on necanet.org/education

Let's talk about relationships!



Thank you to our Premier Partners





Wanessa Alves
Executive Director
Partnerships & International Relations
202-991-6231
Wanessa.alves@necanet.org

*LEVELING THE PLAYING FIELD
THROUGH MEMBER ASSISTED
ORGAINIZING*



*“The secret is to gang
up on the problem,
rather than each
other.”*

Thomas Stalkamp

What is the problem?

From IEC Directly:

- Merit shop electrical contractors account for over \$165 billion in electrical construction put in place annually, out of a total market value of \$260 billion. **This means more than 60% of all electrical construction is completed by Non-Union Shops.**
- Merit shops employ over 350,000 electricians and have grown **31%** in the period between 2017 and 2023.

****Employment of electricians is projected to grow 6% annually until 2032 — twice the rate of all other occupations — with about 73,500 job openings each year, according to the Bureau of Labor Statistics. Every year, nearly 10,000 electricians either retire or change careers, but only about 7,000 new ones enter the field.**

Why do we want to Organize Contractors?!



Same Cost



Same Rules



Level Playing Field!

Benefits for NECA Electrical Contractors



Unionized Density & Market Share Growth

Strengthen union presence and expand to creating more opportunities for your business.



Enhanced Understanding of Competition

Gain valuable insights into non-union contractors' strategies to improve your competitive positioning in the market.



Leverage in Negotiations

Secure greater bargaining power on critical issues like wages, working conditions, and benefits packages.



Accurate Market Share Insights

Access precise data on union and non-union market dynamics to make informed business decisions.



Membership Growth

Join an expanding network of contractors committed to excellence and industry standards.



Increased Program Participation

Enjoy greater access to NECA events, training programs, and specialized services.

What is the IBEW doing?



QR Code for
Full Article:



Taken from IBEW Article:



New Contractor Training

Classes and seminars that teach existing members how to start and run successful union contractors

From bidding work to what bonding, licensing and insurance you'll need

We have the knowledge and resources to help members start a business and stay in the family

Keep ambitious members in the fold



Small Works Agreements

District or regional contracts that make the IBEW relevant in markets we lost or never had

Written so contractors benefit even if wages and benefits are at the standard rates

A contractor with a job is the best organizer in the world

Crowd out small nonunion shops where they grow



Transition Agreements

Targeted agreements for new signatories offering flexibility for a specific period or time

Allow contractors to finish work they've already bid and keep the people who made them a success

Particularly helpful to remove rules that punish existing members just starting out

Thriving contractors need a partner to succeed, not rules written in stone

“Every contractor is a better organizer than I am. I have hopes and dreams; they have paychecks.”

Greg Boyd

Why the Chapter should be involved with new Signatory Contractors....

- IBEW Organizers do not always know the ins and outs of reporting requirements.
- The Chapter can educate a new contractor on payroll and benefit reporting processes.
- This can eliminate mistakes and reduce audit issues right out of the gate.

This becomes even more necessary with Traveling Contractors!

How can we help?

Work with your Chapter

- Marketing Materials?
- New Contractor Info?

Look at your Network

- Competitors?
- Who is Growing?

Partner with your Local Union

- Share Information!
- Offer Time!

Chapter Marketing – Template on MARQ!




NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
SOUTHWEST WASHINGTON CHAPTER

2023-2024

SOUTHWEST WASHINGTON CHAPTER

**LOCAL MEMBER
BENEFIT KIT**

**SOUTHWEST WASHINGTON CHAPTER
MEMBER SERVICES**

MANAGEMENT EDUCATION

NECA Provides Seminars using the **very best national trainers and instructors**. Seminars cost thousands of dollars each year, but are provided **free of charge** for permanent members.

We use nationally known speakers on subjects like "Hiring Good People", "Negotiating Power", and "Improving Field Productivity", NECA seminars present timely advice on project management issues and solutions for you and your supervisors. Placing at your fingertips, an extensive inventory of technical and broad-based management information on subjects ranging from estimating electrical construction, design-build, and turnkey electrical.

Southwest Washington Chapter staff provides special bulletins on unique industry concerns/proposed solutions as they occur and our library contains educational videos, audio tapes and printed materials to **help you succeed in every part of your business!!**

DRUGFREE WORK PLACE

The Chapter offers a Substance Abuse Testing Program to help participating members create a drug and alcohol free work environment for the benefit of their employees, customers, and communities. **All testing and administrative costs for the program are paid by the Chapter** for permanent Chapter members. Testing under the program applies to both labor and management employees and includes pre-employment, random, reasonable suspicion and post accident testing.

UNEMPLOYMENT COMPENSATION PROGRAM

The Chapter also offers a program to handle all of your unemployment compensation problems and paperwork - **everything but the paying of your taxes!** The Chapter offers this service at no additional cost for those of our members who choose to receive it.


Process all U.C. claims filed against your company with the State of Washington and represents you at all U.C. appeal hearings. You don't even need to be there.

Provide concise and complete reports of all U.C. claim activity to each company and audit charges to your accounts, monitor tax rates, and advise on ways to reduce your unemployment tax bill. - this service alone will probably reduce your annual taxes by 10% due to the high rate of errors by the State Dept. of Employment Security in posting charges to your account.

Consult and advise on termination and unemployment issues and report new hires to the State.

**WELCOME OUR
NEWEST MEMBER!**

We're excited to recognize the most recent addition to our group! Each firm brings something unique to the table, and their voices will undoubtedly add value to the membership. We look forward to working with them for many years to come!



MD Marine Electric was founded in Early 2000 in Tacoma, providing electrical services to tug boats, barges and fishing boats. Today, they have expanded to provide services for Marine, Engineering, Industrial/Commercial projects varying in size and scope. With over two decades of experience, we are excited to **Welcome them to the Chapter** as of February 2023!!

STAY IN THE LOOP WITH OUR MONTHLY NEWSLETTER

Each month, we highlight the things that are important to you. Whether it's noteworthy events, new agreements, or educational opportunities, there's always something interesting to see. View our past newsletters at necasww.org/short-circuit.

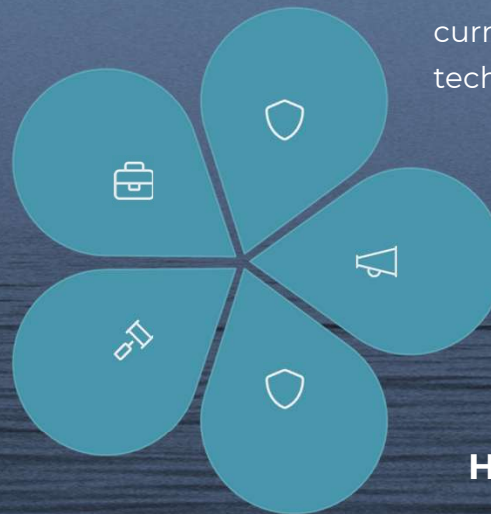
Chapter Marketing – *What's the Focus?*

Labor Relations

Expert support navigating labor agreements, workforce management challenges, and compliance requirements to minimize disruptions.

Government Affairs

Strong advocacy and representation in legislative and regulatory matters affecting electrical contracting in Northern California.



Education & Training

Access cutting-edge training programs that enhance workforce skills and keep your team current with evolving industry standards and technologies.

Marketing Support

Comprehensive resources to promote your business, grow your brand, and connect with new clients through industry networks and associations.

Health & Safety

Guidance and tools ensuring compliance with evolving health and safety regulations, reducing liability and protecting your workforce.

NEW Contractor Marketing – Template on MARQ!



office@necasww.org
www.necasww.org
www.ibew76.org

**Southwest Washington NECA
IBEW Local 76
NEW Signatory Contractor**
Informational Packet

What YOU need to know

What's important and Why? As a NEW Signatory Contractor there is a ton of information that you need to understand to be successful.

NECA & IBEW are here to help you through the learning curve so you can get back to doing what you do best!



Bargaining Agreements

Bargaining Agreements set the terms and conditions of employment. In this booklet you will find each of the major Collective Bargaining Agreements and Cost Sheets.



Fringe Benefits

How do they work and What do you need to be aware of as a NEW Signatory Contractor? We will cover the most important details to get you up to speed.



Everything Else

We want to equip you with all of the small details that NEW Contractors can sometimes miss. And last but not least, where you can go if you need assistance along the way.

IBEW 76

Southwest WA NECA NEW Signatory Contractor

Fringe Benefit Process

- ▶ Benefits are reported and paid the month following the reported period.
 - ▶ Meaning: January Benefits are reported and paid in February.
- ▶ Reporting is processed on the ECR Website: <https://ecronline.rehnonline.com>
- ▶ **Reports and Payments are due by the 15th.**
- ▶ You may elect to pay your Benefits by ACH instead of mailing a check (this is the easiest method and will ensure your payment is received timely).
- ▶ To get set up you must contact Rehn and Associates.
 - ▶ Ashley Tuck • Admin Assistant • ashley@rehnonline.com
 - ▶ Rehn & Associates • PO Box 5433 Spokane, WA 99205
 - ▶ Toll Free 800.872.8979 • Direct 509.444.9619 • Fax 509.535.7883
 - ▶ www.rehnonline.com
- ▶ You will need to set up each Employee with the following information:
 - ▶ Classification
 - ▶ Social Security number
 - ▶ Variable 401K selection
 - ▶ Union dues election
 - ▶ Savings Plan election
- ▶ Once they are in the system, you will enter their hours and gross pay, the system will calculate the benefits for you.

How Chapters get signed up for MARQ:

*Chapters reach out to their Field Rep to get the Chapter's FREE Account paid for by NECA National!!!

The screenshot displays the 'Templates' section of the MARQ platform. On the left, there is a navigation sidebar with icons for home, search, and various document types. The main area features a search bar and tabs for 'Brand Templates', 'Shared with Me', 'Personal Templates', and 'Marq Templates'. Below the search bar, there are filter options for 'For Print' (Booklets, Brochures / Leaflets, Flyers, Newsletters, Posters) and '# of Pages' (1 to 12 pages). The main content area shows a grid of ten template cards, each with a thumbnail image, a title, and dimensions. The templates include:

- District 6 Report (8.5 x 11 in)
- 2023-2024 Member Kit P... (8.75 x 11.25 in)
- Project Manager Skills A... (8.5 x 11 in)
- Impacts & Tools for Man... (8.5 x 11 in)
- 2023-1 January Short Cir... (8.5 x 11 in)
- Final Packet - 2023 Sprin... (8.5 x 11 in)
- NEW 2023 Danard Projec... (24 x 36 in)
- NEW Signatory Contract... (8.5 x 11 in)
- 2023 National Philadelp... (11 x 8.5 in)
- NECA NEW (11.25 x 8.75 in)

Partner with your Local – YOU ARE VITAL



Who

- Help select Targets based on your Industry knowledge!

Why

- What is a Reason this Firm would WANT to Organize?

How

- Strategize Communications, Ask to help with ACTION!!

Northern California is doing it!!

AI-Driven Competitor Identification Leveraging Briq AI Software

NorCal NECA has contracted with Briq to pull daily-updated data from the Contractors State License Board, providing:

- License numbers, types, and issue dates
- Business names, addresses, and phone numbers

Bots will also scrape the web for additional data, including:

- Company websites and digital footprints
- Buildzoom profiles and project histories
- LinkedIn and Facebook business profiles
- Relevant web links compiled into searchable database

This will help NorCal NECA identify our top prospects for membership based on their scope of work and amount of work.



Northern California: Contractor Mentorship



Existing NECA contractors provide invaluable guidance through:

- One-on-one mentorship relationships
- Real-world benefit explanations from contractor perspective
- Support during agreement signing process
- Ongoing assistance during transition period
- Introduction to industry networks and opportunities

✔ **Success Metric:** Contractors who receive peer mentorship show 68% higher retention rates and faster integration into union operations.

Contractors Organizing Manpower!



Job Fairs

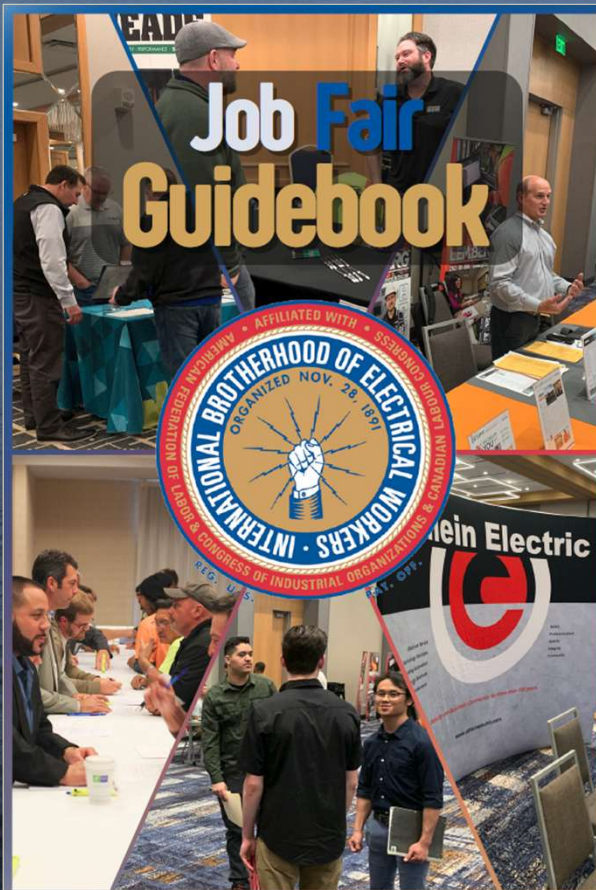


Direct Hire MOUs



Door Knocking

JOB Fairs / Hiring Events – *Direct Hire Ability*



IBEW NECA Direct Hire



MEMORANDUM

FROM: NECA CEO David Long
IBEW International President Kenneth Cooper

TO: All NECA Chapter Executives
All IBEW Business Managers

DATE: July 1, 2025

RE: NECA-IBEW Joint Hiring Initiatives

As NECA contractor members and IBEW Local Unions across the country continue to face unprecedented demand for electrical workers, it is critical that we have the electrical workforce necessary to fulfill these demands and ensure we do not lose valued clients.

To support this effort, as of July 1, 2025, IBEW International President Cooper and NECA CEO David Long have reinforced our commitment to partnership to fill unfilled calls through joint hiring initiatives.

In areas where there are unfilled calls, NECA members are encouraged to actively recruit electricians from the non-union ranks and send them to the local IBEW Union Hall for processing and referred back to that contractor. The contractor shall make a recommendation to the Local Union for their classification. In these instances, NECA Chapters, Contractors, and IBEW Local Organizers should continue collaborating to leverage all available resources to ensure a steady pipeline of electrical workers for local and statewide projects. The IBEW day-one membership organizing policy should be applied to these organized individuals. A mechanism to track the long-term employment of these newly organized electrical workers should be developed locally.

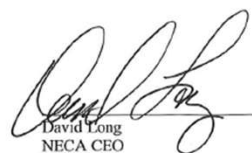
IBEW International President Cooper has assured NECA that IBEW Local Unions will process these individuals without issue when there are unfilled calls in the local jurisdiction. NECA has assured IBEW President Cooper that the referral process will be adhered to.

NECA Chapters are encouraged to request in writing for the list of names from the National Workforce Recruitment Task Force, Local Unions, and We Power America initiatives for contractors to contact and recruit individuals on those lists. IBEW Local Unions are directed to share this list with the NECA Chapter immediately upon request. Any issue receiving this list locally should be brought to the NECA Region office, IBEW District office, Paul Flynn, or Adrian Saucedo for assistance.

In areas with a strong work outlook with current electrical workers available for referral, the NECA Chapter and IBEW Local Union are encouraged to meet and strategize how to increase electrical workers placement proactively with 30-90-150-day workforce projections. The NECA Region offices and IBEW District offices are available to assist in this process.

All areas are encouraged to create a NECA-IBEW electrical workforce recruitment plan, increase the number of indentured apprentices, and establish and utilize a Local-Labor Management Cooperative Committee to enhance resources available for joint recruitment efforts if one does not exist already.

Paul Flynn, NECA's Director of Workforce Development and Adrian Saucedo, Director Inside Construction Organizing are both available to assist local efforts.


David Long
NECA CEO


Kenneth Cooper
IBEW International President

NECA's Director of Workforce Development



Paul Flynn

Director, Workforce Development

Paul Flynn coordinates across NECA regions and with IBEW leadership to develop proactive workforce strategies. He leads national workforce initiatives and supports regional hiring needs.

Cell Phone: (309) 215-1452

Email: paul.flynn@necanet.org

Door Knocking – Union Blitz



LU 280 – 311 doors
LU 1547 - 485 doors
LU 76 – 523 doors

Who has a Story? Have you Participated?



“Teamwork is the ability to work together toward a common vision. The ability to direct individual accomplishments toward organizational objectives. It is the fuel that allows common people to attain uncommon results.”

Andrew Carnegie



COSTLY MISTAKES AND HOW TO AVOID THEM

NECA 6th District Summer Meeting – Turtle Bay, Hawaii

**MISTAKE 1 –
MISCALCULATION
OF OVERTIME WITH
INCENTIVE PAY &
PER DIEMS**

Occurs when incentive pay and per diems are not factored correctly into overtime calculations.

Common in large projects with multiple pay elements.

Leads to back pay liability, penalties, and strained labor relations.

CALCULATION OF OVERTIME PAY

Fair Labor Standards Act (FLSA)

FLSA requires overtime compensation at 1.5 hours worked in excess of 40 during a workweek.

FLSA does not require the payment of daily overtime or weekly overtime for fewer hours than statutory workweek.

Collective bargaining agreements and employment contracts can establish a premium rate for hours worked in excess of designated daily and/or weekly maximum



Example: Barbara is paid \$7.30 per hour. She receives no additional bonus, premium, or differential for hours worked. Barbara worked 45 hours for the entire week.

Regular Pay: $\$7.30 \times 45 \text{ hours} = \328.50

Overtime Pay: $\$7.30 \times 0.5 \times 5 \text{ hours} = \18.25

Total Pay: $\$18.25 \text{ OT} + \$328.50 \text{ Regular} = \346.75

DISCRETIONARY VS. NONDISCRETIONARY BONUSES

29 CFR §778.211 - Discretionary Bonuses are not included in an employee's base rate.

- What is considered discretionary bonus?
- Employer retains discretion over whether to pay or not pay the bonus
- Must **not** be based on hours worked, units produced, production efficiency, accuracy, or work quality.
- If employer promises in advance to pay a bonus, it generally will not be considered discretionary and must be included in employee's base rate.
- **Examples of Discretionary Bonuses:** Employee-of-the-month bonuses, bonuses recognizing a unique or extraordinary effort not based on a pre-established criteria, severance bonuses, and bonuses for overcoming stressful or difficult challenges.

Nondiscretionary Bonus **must** be included in the base rate calculation for which overtime rates apply.

OVERTIME CALCULATION ON NONDISCRETIONARY BONUSES

- ▶ **Example:** Employer provides employees \$100 extra per week as a fixed, nondiscretionary bonus.
 - ▶ Standard rate is \$20/hour, and the employee works 50 hours.
 - ▶ Compensation = $(\$20 \times 50 \text{ hours}) + \$100 = \$1,100$
 - ▶ Adjusted base rate = $\$1,100 / 50 \text{ hours} = \$22/\text{hour}$
 - ▶ Adjusted overtime rate = $\$22 \times 1.5 = \$33/\text{hour}$
 - ▶ Total compensation
 - ▶ Regular rate = $\$22/\text{hour} \times 40 \text{ hours} = \880
 - ▶ Overtime rate = $\$33/\text{hour} \times 10 \text{ hours} = \330
 - ▶ Total compensation = $\$880 + \$330 = \$1,210$



LUMP SUM ATTRIBUTED TO OVERTIME

- ▶ 29 CFR §778.308
 - ▶ To qualify as overtime premium, extra compensation for overtime hours must be paid pursuant to a premium rate which is likewise a rate per hour.
- ▶ 29 CFR §778.310
 - ▶ Lump sum which is paid for work performed during overtime hours without regard to the number of overtime hours worked does not qualify as an overtime premium.
 - ▶ Even if amount may be equal to or greater than the sum owed on a per hour basis.
- ▶ *McLean v. Garage Mgmt. Corp.*, 819 F. Supp. 2d 332 (S.D.N.Y. 2011)
 - ▶ The Court concluded that DOL regulations require the payment of overtime wages to correspond directly to the number of overtime hours.

WHAT IS PER DIEM?

- ▶ Per diem is an allowance paid for lodging, meals, and incidental expenses incurred when traveling.
 - ▶ This allowance is in lieu of paying for actual travel expenses.
- ▶ Requires overnight stay. Per diem is not given for same day travel.
- ▶ Per diems must be legitimate, or they will be considered a taxable wage and part of the employee's regular rate of pay.



PER DIEM ALLOWANCE



- ▶ May exclude a “per diem” allowance from taxable income if:
 - ▶ Amount of allowance does not exceed IRS published rates;
 - ▶ Employee provides adequate documentation that includes date, time, place, amount, and business purpose of the expense; **and**
 - ▶ Employee returns any amounts received in excess of the per diem allowance.

- ▶ IRS Publication 1542 – Per Diem Rates for Travel within Continental U.S.
 - ▶ Standard rate = \$178 = \$110 lodging + \$68 meals & incidental expenses (M&IE)
 - ▶ High-Low Substantiation Method
 - ▶ \$319 for high-cost localities (\$86 M&IE portion)
 - ▶ \$225 for other Continental U.S. locations (\$74 M&IE portion)

ACCOUNTABLE PLANS

- ▶ Detailed documentary evidence isn't needed if there is an accountable plan and the employer uses the per diem allowance method

- ▶ To be an accountable plan, the following three conditions must be met:
 1. Expenses must have a business connection.
 2. Adequate accounting for expenses within a reasonable period of time.
 3. Employee must return any excess reimbursement or allowance within a reasonable period of time.

- ▶ While there is no requirement for detailed documentary evidence, to meet the requirements of an accountable plan, an employee must substantiate per diem charges by keeping a record of at least basic information.
 - ▶ Date of travel, location, and business purpose.

WHAT IS CONSIDERED TRAVELING?

- ▶ Per the IRS rules, a worker is no longer “travelling” if they are working in a location long enough to establish a temporary or indefinite tax home at the new location. See IRS Publication 463.
 - ▶ If assignment or job is indefinite, the location of the assignment or job becomes the new tax home.
- ▶ Generally, a temporary assignment in a single location is realistically expected to last (and does in fact last) for 1 year or less.
- ▶ Assignment or job in a single location is considered indefinite if realistically expected to last more than 1 year (whether or not actually lasts for more than 1 year).
- ▶ If the assignment is temporary, the per diem can remain non-taxable.

HOW TO AVOID

- Determine if your bonus is discretionary or non-discretionary.
- Determine if your subsistence or per diem actually qualifies.
- If you're paying incentive or per diem, communicate the process to determine regular rate of pay to your payroll.
- Run simultaneous calculations of your overtime obligations under the agreement and your overtime obligations under the FLSA. Whichever is greater is what you have to pay.
- Review calculations regularly, especially on projects with incentives or per diems and ensure that any new staff are instructed on how to do this correctly.
- Retain competent legal or accounting advice to review your payroll processes and obligations under the law. Your Chapter Manager can assist you with your obligations under the Agreement.

MISTAKE 2 – LATE PAYCHECK WAITING TIME

- Mostly the result of improper pay at time of separation, late payment can happen on any pay and has implications which vary from contract to contract and state to state.

Contractual Requirements and Penalties are all spelled out for you.

Section 3.04 – Payment of Wages

(A) Wages shall be paid weekly in cash or by negotiable payroll check, electronic direct deposit, or similar electronic pay method on the job not later than the close of the regular work day on Friday and shall include all wages earned in the payroll period ending the previous Sunday. When a recognized holiday falls on Friday, employees shall be paid on the preceding day.

(B) Any employee laid off shall be paid in full on the job at the time of layoff, or if payment is to be mailed, a certified check shall be postmarked within twenty-four (24) hours. If such payment is not made, waiting time shall be charged until payment is made or postmarked, not to exceed eight (8) hours per day and forty (40) hours per week.

*(C) Failure to comply with this provision may result in the contractor being required to pay, in addition to wages due, **liquidated damages in the amount of double-time wages for all waiting time**, not to exceed the daily or weekly limits stated above*

STATUTORY ISSUES

- Federal: Delays beyond next regular payday are illegal; liquidated damages + attorney fees possible.
- Alaska: >3 working days → remuneration + liquidated damages.
- Oregon: >1 business day → waiting pay = 1 day's wages per day (up to 30 days).
- Washington: Final pay due by next regular payday or penalties + attorney fees.

HOW TO AVOID

- Implement strict payroll deadlines and automated alerts for regular pay to comply with the language of the agreement where the work is to be performed.
- Make sure temporary payroll professionals who are filling in during vacation or leave know this just as well as your regular payroll person.
- Have backup payroll procedures for holidays or terminations and make sure anyone capable of issuing a termination or RIF knows the rules.
- Review CBA provisions and state laws regularly and retrain as necessary.

MISTAKE 3 – WRONGFUL TERMINATION

- Occurs when termination violates federal, state, or contractual protections.
- Contractually, the obligation for termination to be for proper cause is Category 1 and contained within our “Management’s Rights” clause as you are granted the right to “Discharge an employee for proper cause”
- Unfortunately, the term is never defined.
- Contractually, the “Seven Tests of Just Cause” are a fair guideline to deploy when considering termination.
- Statutorily, the employer has an obligation not to violate an employees rights as dictated by State and Federal Law

GROUNDS FOR STATUTORY WRONGFUL TERMINATION

- Discrimination as defined by Title VII of CRA, ADA, ADEA, GINA, NLRA, USERRA
- Retaliation for filing claims under Title VII, OSHA, FLSA, NLRA
- Whistleblowing under the Whistleblower Protection Act, Sarbanes-Oxley, Dodd Frank. (Federal Contracting Fraud)
- For use of protected leave under FMLA, USERRA
- For refusing to commit and illegal act or exercising a legal right.
- For engaging in protected concerted activity as a Union Member.
- For violations of state protections such as Paid Family Leave, RCW 49.17.160 (WA), ORS 659A (OR, Alaska Human Rights Law which can all offer employees multiple venues to file a complaint.

TESTING PROPER TERMINATION UNDER THE CBA



HOW TO AVOID

- Agreements that reference “proper cause” have been found to implicitly require at least some justification for the termination. Make sure it can pass the tests.
- Document performance and conduct issues thoroughly.
- While “at will” states do not themselves impose an obligation to provide the reason for a termination, the agreement’s reference to “proper cause” means that the Union can inquire why the employer feels the termination is just. Even in “at will” states, employers without a CBA will need to defend their termination to assure it was not done in violation of federal law. If you’re going to terminate someone therefor, be prepared to answer such a challenge with a defensible reason!
- Know statutory protections in each state.
- Make sure all management with the capacity to terminate employment understand how to do it correctly.

**MISTAKE 4 –
GIVING A
REASON
WHILE
EXERCISING
RIGHT TO
REJECT**

- Providing reasons for rejecting applicants can create liability.

HOW TO AVOID

- Don't do it.
- Respond to union or applicant inquiries with: 'We are exercising our contractual right to reject.'
- Do not provide additional explanation or subjective opinions.
- ***LEGAL CAVEAT** – Same as for termination, Even though the CBA doesn't require you to give a reason, you cannot reject an applicant for an unlawful reason under federal or state law (e.g., race, religion, union activity, whistleblowing). If a rejected applicant files an EEOC, state human rights, or NLRB charge, you will need to articulate a lawful, non-discriminatory reason during the investigation — even if you didn't have to state it at the time.

MISTAKE 5 – PAYING BENEFITS TO THE WRONG LOCAL UNION



Occurs when benefits are paid to an employee's home local instead of the local where work is performed, usually as a matter of convenience for the employee.



Violates portability rules absent specific contractual language.



Will trigger ERISA plan action for hours worked under agreement without required contribution.

HOW TO AVOID

- Pay benefits to the local where work is being performed unless your home local has specific extra-jurisdictional language specifically addressing the disposition of local benefits. Be advised, such language has not been tested against the rights of the funds of the local where he work is performed.
- Check for contractual exceptions before assigning benefit payments.
- Educate payroll staff on portability provisions.



QUESTIONS?