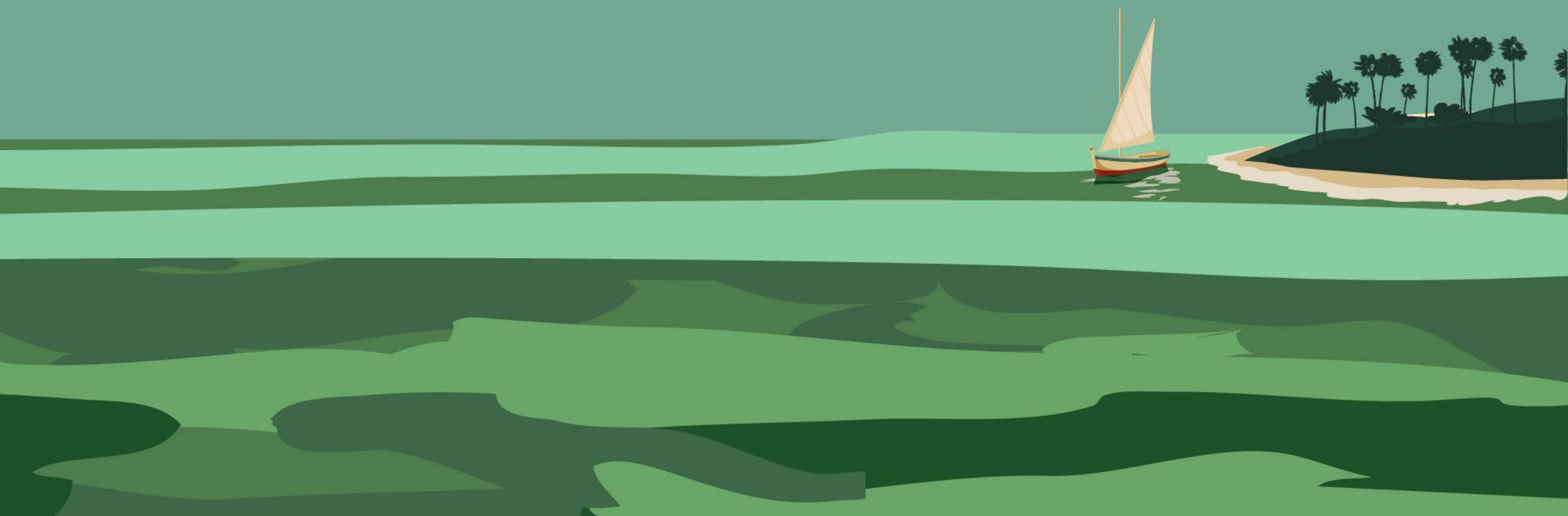
NECA
TRI-DISTRICT

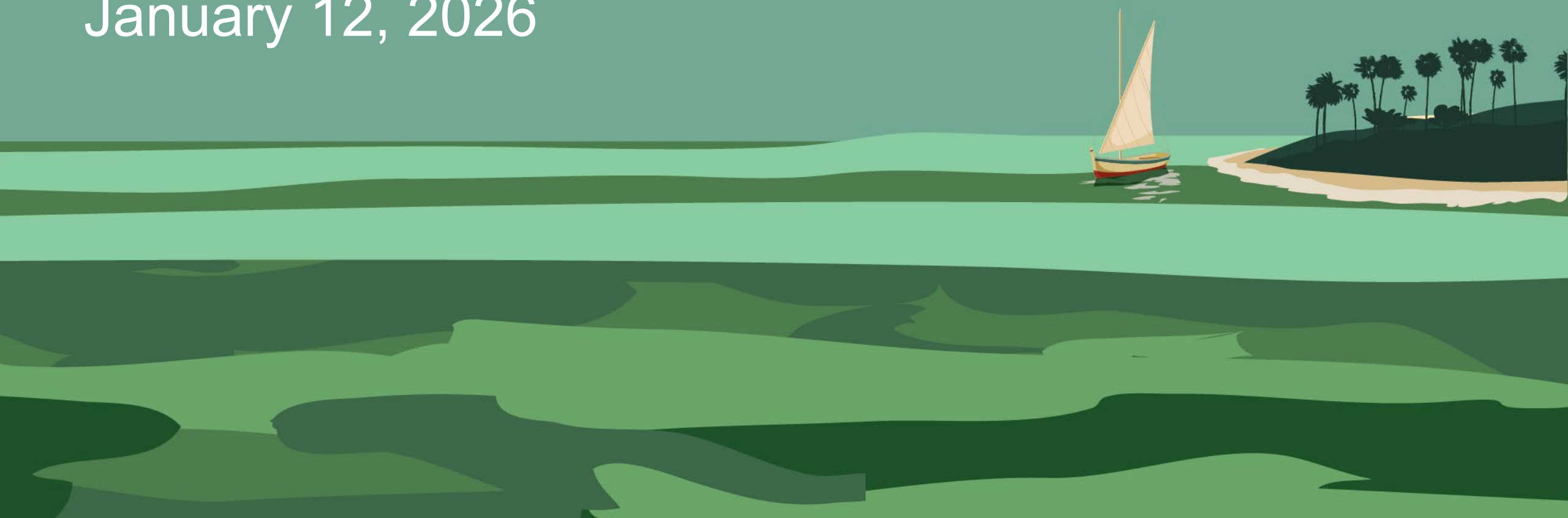
DISTRICT VIII SUMMER

COUNCIL MEETING



Approval of the Minutes

January 12, 2026



NECA TRI-DISTRICT

DISTRICT VIII
Vice President

CHRIS THOMSON



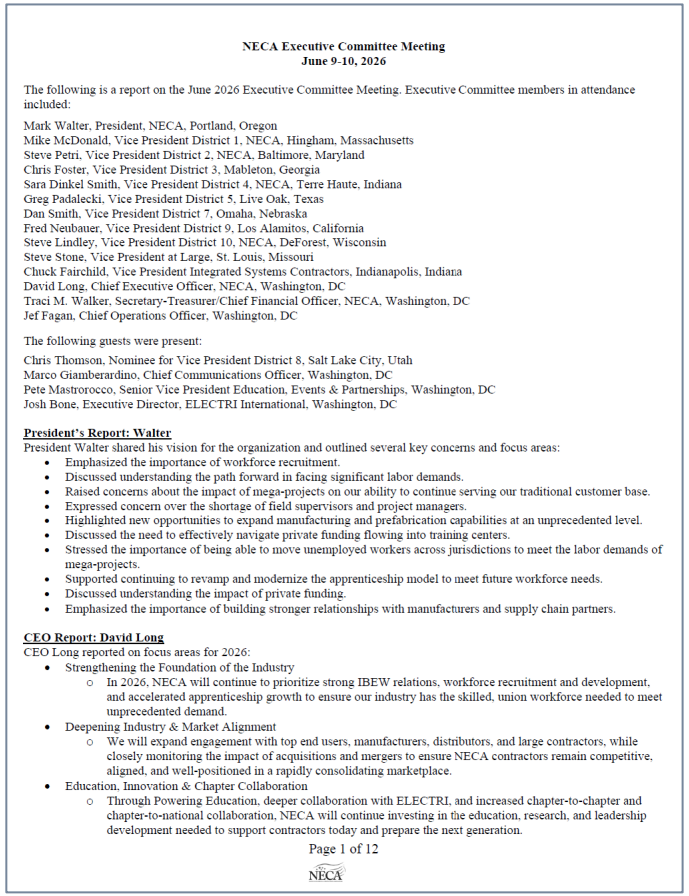
EC Report And Initiatives

Highlights:

WORKFORCE RECRUITMENT!!!!

- How to keep up with Labor Demands
- Education – Labor and Management
- Organizing
- Private Investments!

  - NEIB
  - Cameras
  - Chapter Executive Education
  - NECA 125 at Convention



NECA Executive Committee Meeting
June 9-10, 2026

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

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

The following guests were present:

Chris Thomson, Nominee for Vice President District 8, Salt Lake City, Utah
Marco Giamberardino, Chief Communications Officer, Washington, DC
Pete Mastrorocco, Senior Vice President Education, Events & Partnerships, Washington, DC
Josh Bone, Executive Director, ELECTRI International, Washington, DC

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

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

CEO Report: David Long
CEO Long reported on focus areas for 2026:

- Strengthening the Foundation of the Industry
  - In 2026, NECA will continue to prioritize strong IBEW relations, workforce recruitment and development, and accelerated apprenticeship growth to ensure our industry has the skilled, union workforce needed to meet unprecedented demand.
- Deepening Industry & Market Alignment
  - We will expand engagement with top end users, manufacturers, distributors, and large contractors, while closely monitoring the impact of acquisitions and mergers to ensure NECA contractors remain competitive, aligned, and well-positioned in a rapidly consolidating marketplace.
- Education, Innovation & Chapter Collaboration
  - Through Powering Education, deeper collaboration with ELECTRI, and increased chapter-to-chapter and chapter-to-national collaboration, NECA will continue investing in the education, research, and leadership development needed to support contractors today and prepare the next generation.

Page 1 of 12
NECA





FOX BUSINESS LIVE

GOOGLE LAUNCHES $50M SKILLED TRADE JOB INITIATIVE

VARNEY & CO.

DOW
50,199.40
▲ 280.62
+0.56%

NAS 100 28,783.30 ▲ 275.28 +0.97%

LAST TRADES ▶ [HPE] 45.50 ▲ 0.01 | UNITEDHEALTH GROUP [UNH] 405

NECA TRI-DISTRICT

Google.org

INVESTING IN AMERICA'S ELECTRICAL WORKFORCE

Proud Supporter of the
electrical training ALLIANCE
A Joint Apprenticeship of NECA and the IBEW

$50 MILLION
Investment through Google.org's AI Opportunity Fund

300,000+ WORKERS
Expected to receive skilled trades training nationwide

70,000+ APPRENTICES
Gaining access to Google AI Essentials training

VR/AR LEARNING TOOLS
Being developed to enhance hands-on instruction

AI LEADERSHIP TRAINING
Pilots preparing the next generation of foremen





$50 MILLION

SUPPORTING THE NEXT GENERATION OF ELECTRICAL WORKERS

Building Skills. Strengthening Communities. Powering the Future.





etA electrical training ALLIANCE
A JOINT APPRENTICESHIP OF NECA & IBEW

NECA

2027 D6 & D9 Summer Conference



WR Director Update

Nicole Hite



Council On Industrial Relations

History	Request	Heard	Grievance	Wage	Line
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	136	49	23	26	4
2025	127	54	37	15	2

2026 Cases	Requests	Heard	Grievance	Wage	Line
February	19	10	9	1	2
May	42	16	6	10	2
Total	61	26	15	11	4

2026 WR CIR Panel Members

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

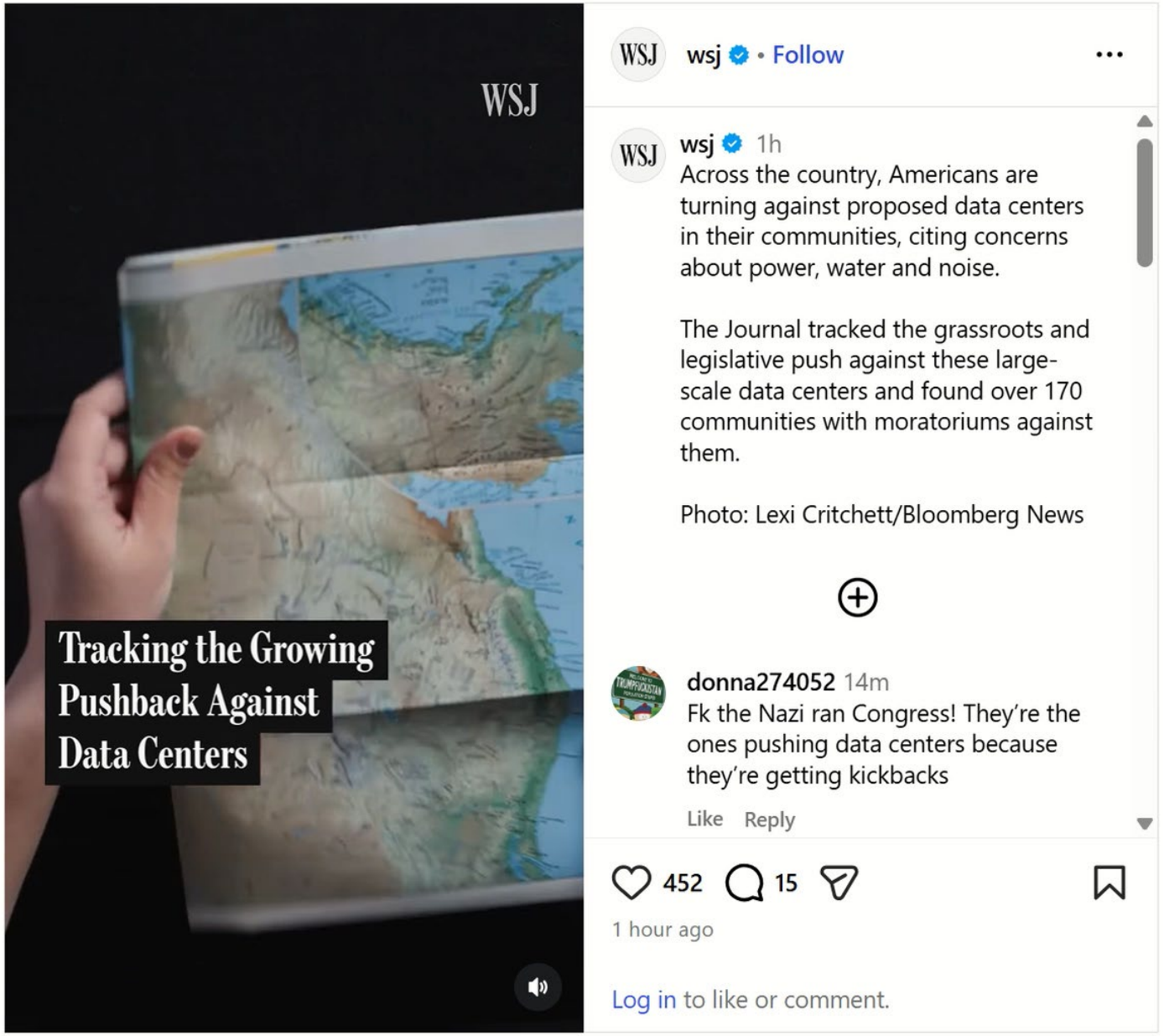
Future Sessions 2026

August 18th - 20th
November 17th - 19th

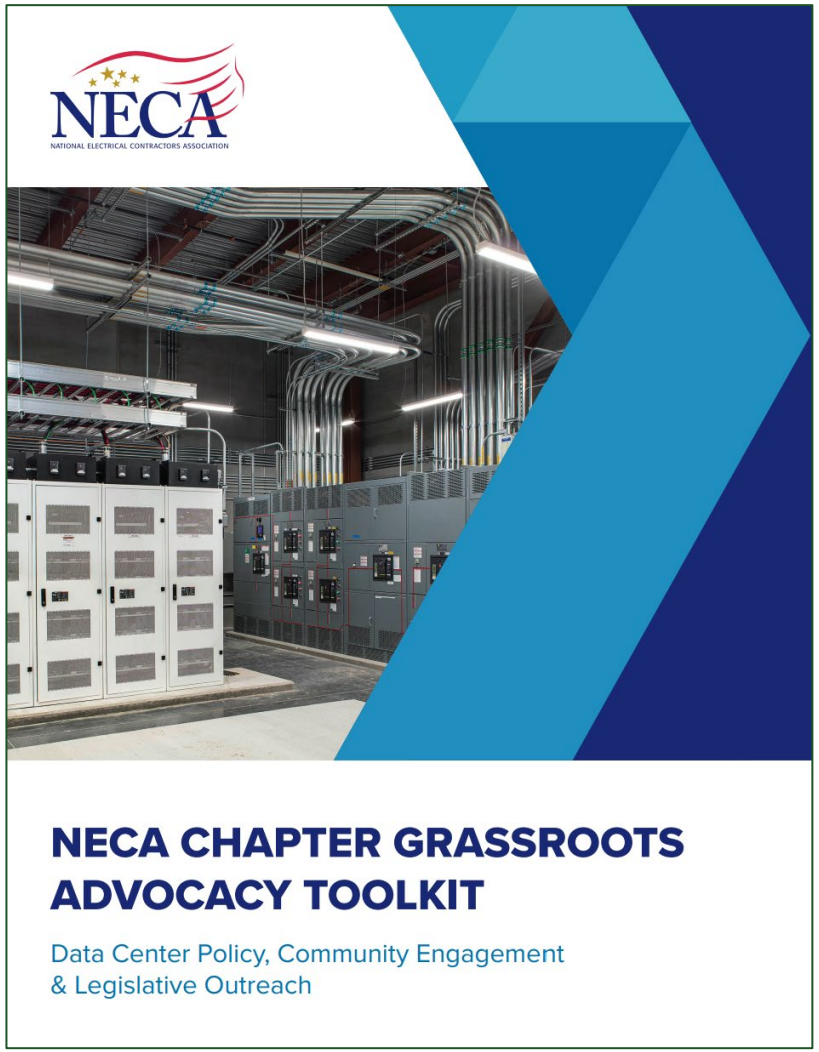
Click to view the CIR Video



Datacenter Pushback…



Datacenter Advocacy ToolKit



Chapter 1: Messaging Overview

PRIMARY AUDIENCE: All Audiences

Use these messages consistently across meetings, fact sheets, media responses, and member action alerts. The goal is a unified voice across your chapter.

Core Narrative

Data centers are critical infrastructure for AI, cloud services, hospitals, finance, manufacturing, and national security. Their growth is exposing the need to modernize the grid—it is not a reason to stop building.

NECA's Role

Electrical contractors design, install, and commission substations, transmission-related work, backup power, advanced controls, and the electrical systems inside mission-critical facilities.

Policy Frame

The question is not whether infrastructure demand exists. The question is whether [STATE] will build the energy, transmission, and workforce capacity needed to compete.

Tone Guidance

- Lead with jobs, reliability, and community benefit
- Acknowledge legitimate local concerns: power, water, noise, siting, and tax structure
- Pivot to practical solutions: smart siting, transparent cost allocation, workforce investment, and efficient permitting

Workforce Development Resources



SINGLE-EMPLOYER HIRING EVENT

OUTREACH + STRUCTURE BEST PRACTICES • NECA 2026

ADVANTAGE: Single-employer events capture 100% of all candidates exclusively for your company. Every person who walks through the door is yours to evaluate, interview, and hire — with no competition from other contractors at the table.

OUTREACH BEST PRACTICES

BEFORE THE EVENT: INTERNAL

- Tell every employee the hiring goal, exact number needed and why. Transparency drives referrals.
- Launch employee referral program: simple ask, clear bonus (if applicable). Text or email is enough.
- Ask 2–3 employees for a short testimonial quote to use on social media in the days before the event.
- Identify bilingual (Spanish-speaking) employees for markets where needed.

BEFORE THE EVENT: EXTERNAL

- Post job on IBEW local union board at least 4 weeks out (confirm with local).
- Issue a press release to local media — use the NECA sample template (contact Paul Flynn).
- Post on company website, social media (Facebook, LinkedIn, Instagram), and job boards (Indeed, etc.).
- Send email outreach to local workforce boards, trade schools, and community colleges.
- Post QR code at your job sites and in your facility. Test it on multiple devices before distributing.
- Geofencing: IBEW Digital Organizing can fence job sites and supply houses to target active electricians, contact your SOC.
- Pre-registration link captures candidates who can't attend but want to be contacted. Data doubles attendance in many cases.

BOOTH & BRANDING MATERIALS

- Contractor name and logo should be included on EVERYTHING. Candidates want to know who they're working for.
- Company banner, brochures, project photos, up-coming job locations, benefits info, and company history.
- Promotional merchandise (pens, hats, shirts) visible at the booth.
- Service trucks in the parking lot. Monitors or tablets showing project videos.
- Use former non-union employees as ambassadors, relatable experience for non-union candidates.

NECA SUPPORT
NECA Workforce Development and the IBEW Digital Organizing team can create flyers, QR codes, geofencing ads, and press release templates. Contact Paul Flynn or your NECA Field Rep.

STRUCTURE BEST PRACTICES

PREPARATION (4 WEEKS OUT)

- Define your exact hiring goal by experience level: 0–3 yrs, 3–5 yrs, 5–10 yrs, 10+ yrs.
- Clarify classification requirements with IBEW local (1,000-hr, 2,000-hr, 3,000-hr, 8,000-hr applicants).
- Confirm IBEW local contact. Request weekly check-ins. Agree on roles, referral process, and data sharing.
- ***Best practice:*** 1 IBEW rep on-site per 10 expected candidates. Push for electronic referrals.
- Choose venue. ***Best practice:*** close to job site so candidates can picture Day 1.
- Wednesday or Thursday recommended — allows IBEW blitz activity early in the week. Best event time: 3:00 PM – 7:00 PM. This catches candidates coming off day shifts. If the event is well attended, plan to stay late.
- Set up registration and candidate information QR code.

STAFFING

- Hiring manager or decision-maker present and authorized to make same-day offers.
- HR representative, foreman or superintendent, and bilingual rep if market requires.
- 1 hiring representative per 30 applicants expected. Plan for 150% of expected attendance.
- Be set up 15 minutes before start. Stay for the full duration.

DAY-OF: CANDIDATE FLOW

1. **CHECK-IN:** Candidate scans QR or signs in. Sign-in form captures: name, contact, years of experience, how they heard about the event. Sort into experience tier.
2. **EXPERIENCE SORT:** Route to correct interview queue by tier. Clear signage. Keep it moving.
3. **INTERVIEW:** Structured questions by tier. Evaluation card filled out during the interview, not after. Bilingual interviewer if needed.
4. **SS/IRS VERIFICATION:** Verify hours on-site. Use IRS tax records (bit.ly/irsrecords) or SS admin site (Paul Flynn's guidance packet). 1 station per 30–40 expected applicants.
5. **OFFER OR DECLINE:** Yes — conditional offer signed on-site, drug screen appointment scheduled, first day confirmed (date, time, address). No — collect contact info, thank the candidate.
6. **IBEW REFERRAL:** Written on-site by IBEW rep. Electronic strongly preferred. Confirm OSHA 10 (or other) status; schedule training if lacking.

Single-Employer Hiring Event — NECA SUPPORT: Paul Flynn: event coordination, guidance packet, SS admin. Elise Baker: press release, social amplification

Single Employer Hiring Event:

Multi-Employer Hiring Event:

Western Region Point Person



Outside Line



Education Outreach



Workforce Development



Low Voltage Systems



Large Contractors

National Workforce Development Push

1. Significant workforce shortages and approximate manpower needs
2. Areas with notable unemployment that may benefit from travel/incentive project advertising
3. Any situations where local dynamics may be limiting contractor growth or market expansion
4. Positive success stories involving growth, workforce development, or creative solutions to meet customer demand
5. Upcoming job fairs or workforce recruitment events involving customers, Chapters, IBEW locals, or employers

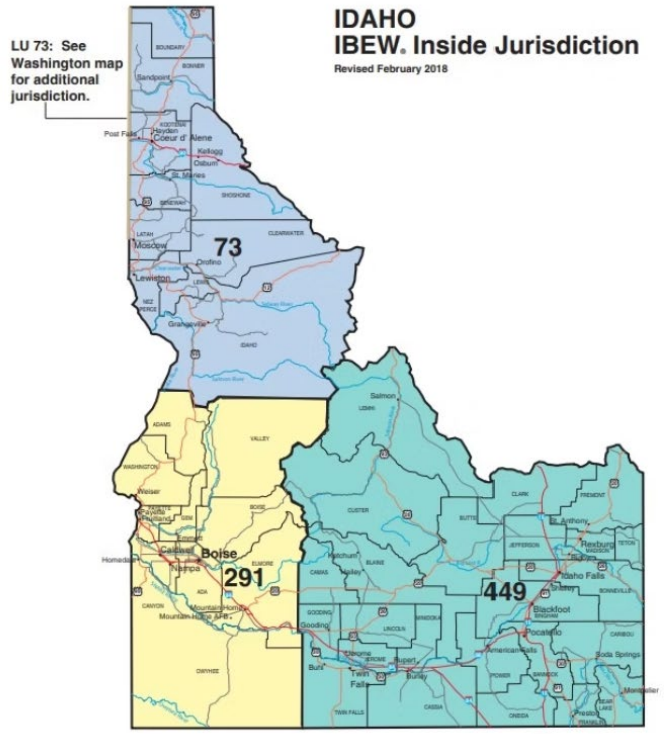
WRNECA.ORG!!


WR Home
Inside Maps
District 6
District 8
District 9
Outside Maps
WR District 10
Resources
NECA
WESTERN REGION
NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION
Welcome to the NECA Western Region Website!
NECA's Western Region encompasses NECA Districts 6, 8, & 9
with nearly 35 Chapters across 11 states
Here you can access Jurisdictional Maps, Chapter Contact information and MORE!!!
Simply hover over the tabs up top to see dropdown menus to explore or:
Get Started Inside Construction
Get Started Outside Line
Your Western Region Team.
Combining decades of experience, your WR Team is here to help!

WRNECA.ORG!!

Idaho State
NECA/IBEW Jurisdiction Map

Index of Counties Below



Click on Local # to go to Jurisdiction Pages!

73 291 449

Index of Idaho Counties

291	Ada	291	Gem
291	Adams	449	Gooding
449	Bannock	73	Idaho
449	Bear Lake	449	Jefferson
73	Benewah	449	Jerome
449	Bingham	73	Kootenai
449	Blaine	73	Latah
291	Boise	449	Lemhi
73	Bonner	73	Lewis
449	Bonneville	449	Lincoln
73	Boundary	449	Madison
449	Butte	449	Minidoka
449	Camas	73	Nez Perce
291	Canyon	449	Oneida
449	Caribou	291	Owyhee
449	Cassia	291	Payette
449	Clark	449	Power
73	Clearwater	73	Shoshone
449	Custer	449	Teton
291	Elmore	449	Twin Falls
449	Franklin	291	Valley
449	Fremont	291	Washington

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District 9
Outside Maps
WR District 10
Resources
Idaho NECA
IBEW 291 & 449
12302 W Explorer Dr. Suite 120, Boise, ID 83713
Office Phone 208.322.4744
Executive Director: Kelly Lamp
Click to Send Email
Website: idahoneca.org
**We highly recommend that prior to bidding or performing work in any jurisdiction to contact the Chapter to clarify governing documents.
Inside Agreements
Local 291
Current Inside CBA
Inside Cost Sheet
MICRON PLA Rate Sheet
Local 449
Current Inside CBA
Inside Cost Sheet
Sound & Comm Agreements
Local 291
Current S&C CBA
S&C Cost Sheet
MICRON PLA S&C Rate Sheet
Local 449
Current S&C CBA
S&C Cost Sheet

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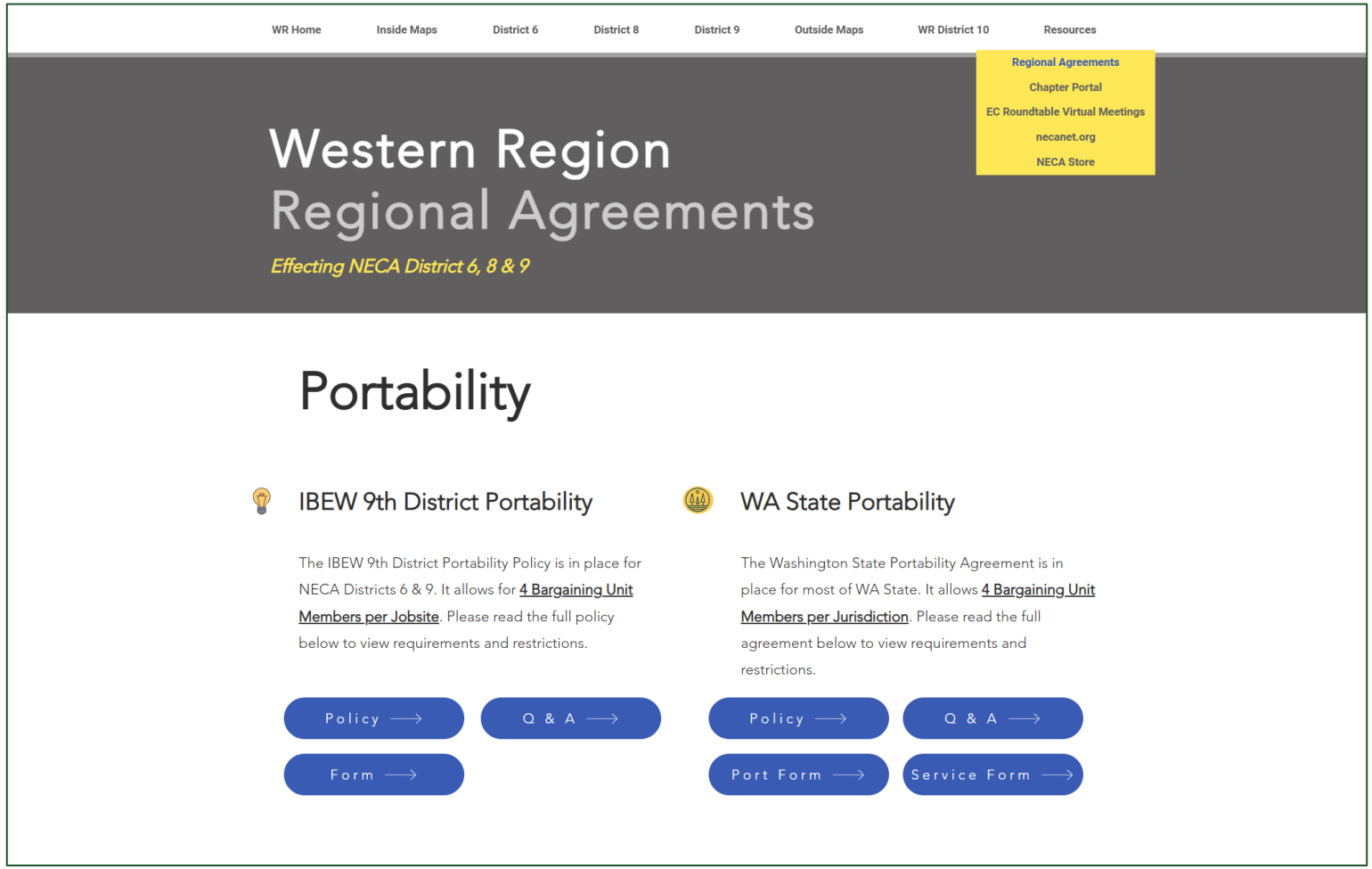
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Chapter Portal
EC Roundtable Virtual Meetings
necanet.org
NECA Store
Western Region
Regional Agreements
Effecting NECA District 6, 8 & 9
Portability
IBEW 9th District Portability
The IBEW 9th District Portability Policy is in place for NECA Districts 6 & 9. It allows for 4 Bargaining Unit Members per Jobsite. Please read the full policy below to view requirements and restrictions.
Policy
Q & A
Form
WA State Portability
The Washington State Portability Agreement is in place for most of WA State. It allows 4 Bargaining Unit Members per Jurisdiction. Please read the full agreement below to view requirements and restrictions.
Policy
Q & A
Port Form
Service Form

WRNECA.ORG!!

EC Roundtable Virtual Meetings Presentation Links

Brought to you by NW Technology Innovation Communication Collaboration (TICC) Committee

Welcome to the NW Electrical Contractor Virtual Roundtable!

What is it?

Contractor-driven forum designed for meaningful discussion, peer exchange, and timely industry topics. 8 virtual EC meetings per year!

Who should Attend?

Open to all NECA Washington, Oregon & Alaska Electrical Contractors. Owners, executives, project managers, safety professionals, operations leaders, HR professionals, and emerging leaders.

Industry Specific Hot Topics & Speakers

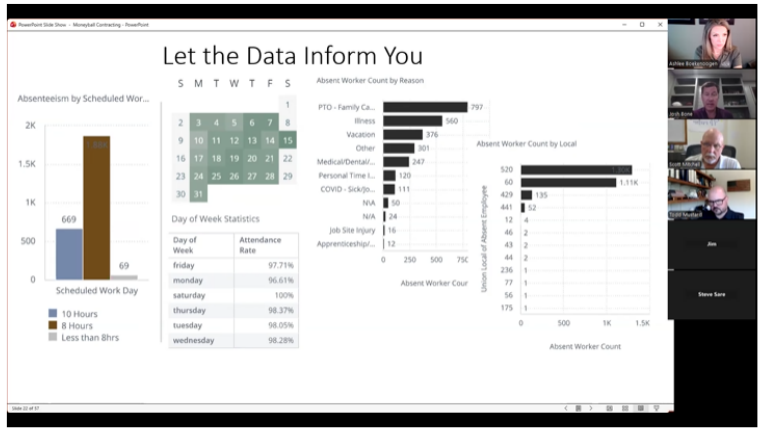
Speakers and topics will be curated in advance based on contractor input.

Ex: Technology & Innovation, NECA-IBEW Labor Relations, Workforce Development & Recruitment, Legislative and regulatory updates, Safety Trends & Best Practices.

Big conversations are coming! - watch for EC Roundtable drops from your NECA Chapters!

Have an idea for a hot topic?

Email Ashlee Boekenoogen at ashlee.boekenoogen@necanet.org



Moneyball Contracting - Leveraging Data in Electrical Contracting feat Josh Bone - 5/21/2026

- Moneyball Contracting - ECR Virtual Mtg Recording (above)
- Moneyball Contracting - PowerPoint
- Josh Bones Prompt Library:
  - Electrical Superintendents Pre-Prompt Library
  - Electrical Project Manager's Pre-Prompt Library
  - Electrical Estimator's Pre-Prompt Library
  - Electrical Contractor COO's Pre-Prompt Library
  - Electrical Contractor Controller's Pre-Prompt Library

How to Engage Today's Workforce feat Amanda King - 3/12/2026

- Virtual Meeting Take Away Summary
- There is no video recording for this EC Roundtable

This platform is brought to you by the NW Technology Innovation Communication Collaboration (TICC) Committee, which is comprised of 27 NECA contractor members and Chapter Executives across Washington, Oregon and Alaska. NW TICC meets quarterly to discuss important issues that are facing our region to find innovative ways to drive positive impact to the electrical industry.

Join us for the 2026 NECA Labor Relations Conference!

November 2-4, 2026 | Phoenix, AZ

Who Should Attend?

- Individuals in a wide variety of roles across NECA member companies, chapters and other related groups who interact with bargaining unit employees and/or our local union industry partners.

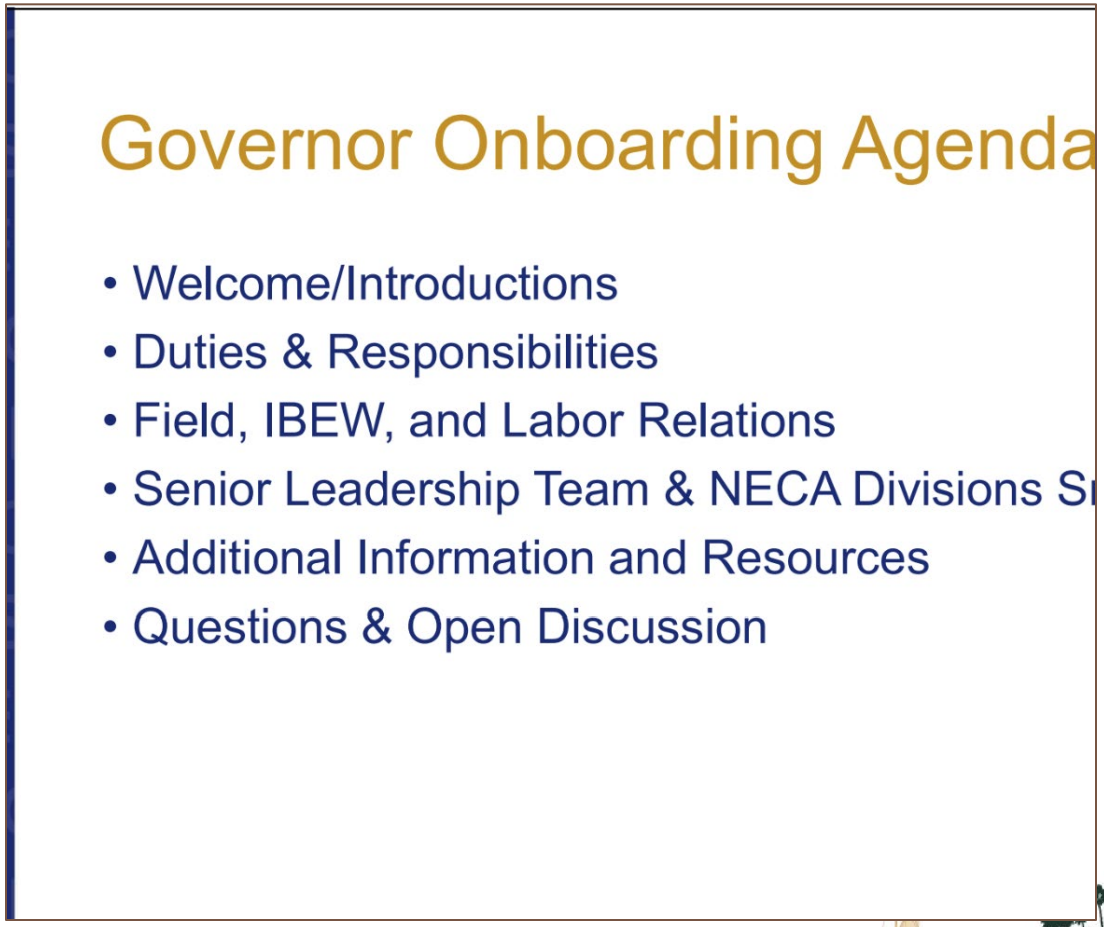
Why Should You Attend?

- Participate in tailored learning opportunities alongside seasoned professionals and fellow participants. Delve into a wide array of topics in labor relations and workforce development, ranging from foundational principles to current, pressing issues. Seize the chance to broaden your understanding of subjects that directly influence your company and chapter!



GOVERNOR TRAINING

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



District VII Update

Bill Birkett



D8 NEGOTIATIONS SUMMARY

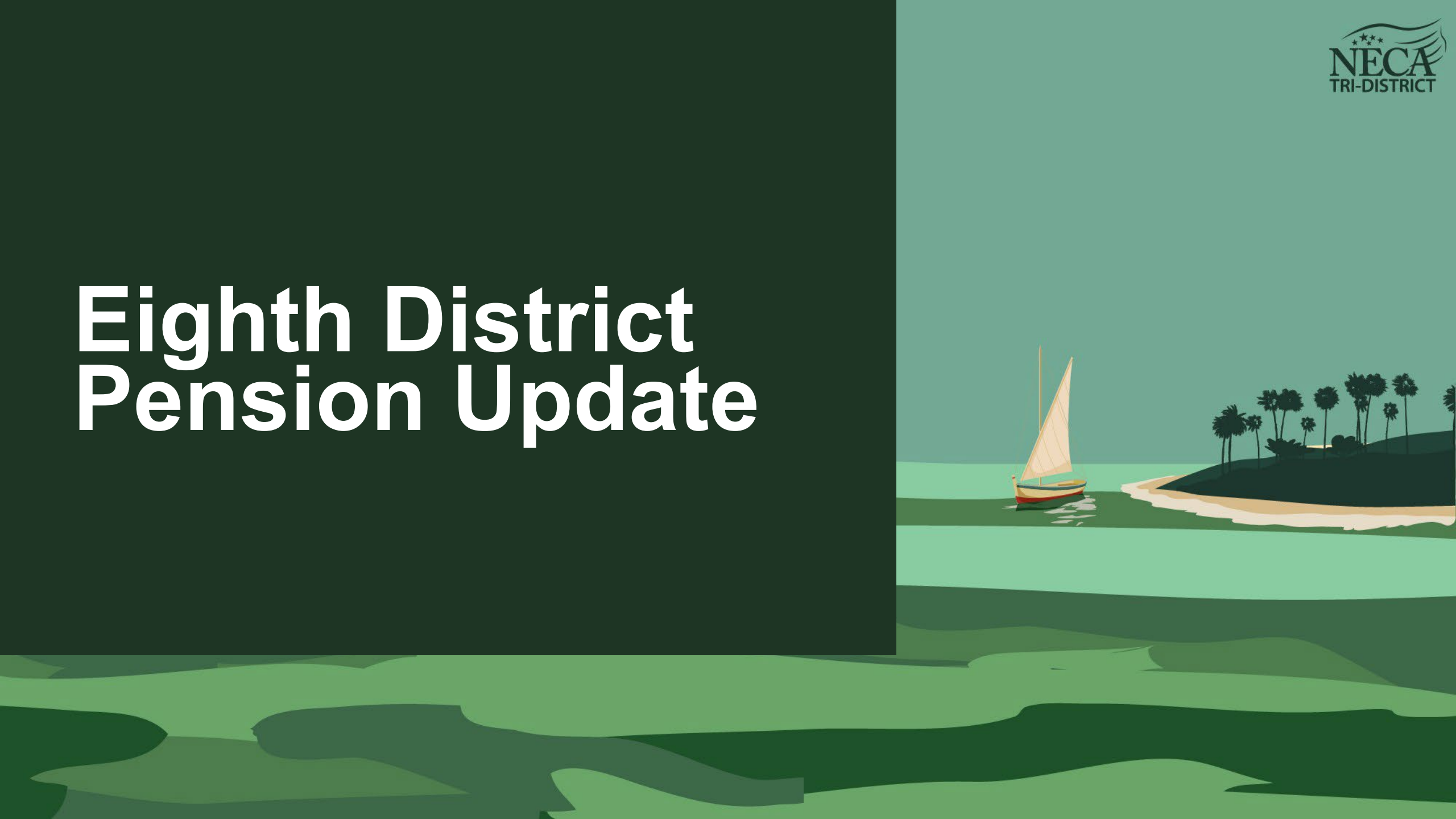
District 8 has XXX Inside Agreements Expiring in 2026

Anniversary	Chapter	Local	PRE-CIR Pack	Year 1	%	Year 2	%	Year 3	%	Av Year %
5/31/2029	Wyoming	415	$51.11	3.00	5.87%	3.00	5.55%	3.00	4.99%	5.47%
5/31/2029	So. Colorado VDV	12 & 113	$40.29	2.00	5.0%	1.75	4.14%	1.75	3.98%	4.37%
3/31/2029	Rocky Mountain	68	$66.33	3.18	4.75%	3.68	5.25%	3.87	5.25%	5.08%
Averages				**2.73**	**5.2%**	**2.81**	**5.0%**	**2.87**	**4.7%**	**5.0%**

Chapter Reports

- Idaho Chapter
- Intermountain Chapter
- Montana Chapter
- Rocky Mountain Chapter
- Southern Colorado Chapter
- Wyoming Chapter

Eighth District Pension Update



Eighth District Health Update

Family Medical Care Plan



NECA National Committee Reports



Upcoming Western Region/National Events

- **NECA National Convention**

  Las Vegas, NV – October 4-7, 2026

- **NECA NOW**

  San Diego, CA – Hotel Del – April 12-13, 2027

Good of the Order

Adjourn

