NECA
LABOR RELATIONS

Western Region Breakout!!

Please find your table and introduce yourself to the group

2026 Labor Relations Conference

Now let’s get to work!

BREAKOUT IN PROGRESS

What’s the same?	What’s different?	Is it based on…
=	≠	?
Where do you see common ground?	Where do experiences diverge?	**Chapter • District Individual market**

Keep the ideas coming!

Write big. Capture it all. Get ready to share with the room.

One mega project and many existing customers

TABLE 1 | BREAKOUT SCENARIO

The scenario

A large data center project is expected to ramp up while local member contractors are serving hospitals, schools, service accounts, and other ongoing work. A traveling contractor will perform the electrical work on the data center; local contractors will not be working on that project. Local contractors are concerned about workforce availability and retaining supervision. The chapter wants to prepare with the local without promising workforce levels that have not been established, while balancing support for the traveling contractor with the needs of its local members.

Preparing for CIR and setting expectations

TABLE 2 | BREAKOUT SCENARIO

The scenario

Unresolved negotiations are moving toward CIR under the applicable process. Some members see that step as a failure, while others expect it to deliver every employer priority. The chapter and contractor committee must prepare a clear presentation and help members understand the process without suggesting that the outcome is predictable.

A data center meets community opposition

TABLE 3 | BREAKOUT SCENARIO

The scenario

A proposed data center could generate substantial electrical work in a Western Region community. Residents raise concerns about water, power demand, noise, and infrastructure. Public meetings become contentious, and the approval schedule is uncertain. The chapter and contractors want to support employment opportunities while understanding the concerns and avoiding commitments based on an unapproved project.

Every discussion becomes a confrontation

TABLE 4 | BREAKOUT SCENARIO

The scenario

The chapter and business manager regularly disagree about routine agreement questions. Recent calls have included interruptions and accusations, and meetings have ended without clear next steps. An important jobsite issue now requires a timely discussion. Previous attempts to reset the tone have helped briefly but have not lasted.

A new business manager and work already underway

TABLE 5 | BREAKOUT SCENARIO

The scenario

A new business manager is taking office while the chapter and contractors have several ongoing initiatives and unresolved matters. The relationship with outgoing leadership has been productive, but some history is poorly documented. The group wants continuity and a constructive start with the incoming leadership.

The customer sees a productivity problem

TABLE 6 | BREAKOUT SCENARIO

The scenario

A customer reports missed milestones and questions jobsite productivity. The contractor's initial review identifies possible issues involving supervision, material availability, access, planning, and workforce performance. The contractor asks the chapter for help assessing whether any labor relations questions need to be addressed.

Experience is about to walk out the door

TABLE 7 | BREAKOUT SCENARIO

The scenario

Several experienced contractor representatives and a longtime chapter employee expect to retire within two years. They hold years of bargaining history, practical knowledge, and relationships. Their successors know the industry but have not handled many of these situations. The group wants to preserve useful knowledge without assuming every past approach should continue.

BREAKOUT TAKEAWAYS

What’s one idea you heard today that you could take back to your chapter?

A different approach? A useful question? Something worth trying?

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Western Region Update

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