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Labor Relations Bulletin

FROM THE NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION

New IBEW Organizing Policies and Unilateral Agreement Changes

Recently, the IBEW released changes to their organizing policy aimed at removing restrictions on Local Unions from recruiting individuals to meet the workforce needs of signatory contractors. The IBEW made big steps in their policy toward opening the door for all qualified individuals to enter the electrical industry, and NECA supports these efforts.

As this policy begins its implementation, NECA has become aware of some practices of Local Unions which may be contradictory to local and national agreements and the spirit of this new organizing policy. NECA does not support any action by a Local Union or Chapter which unilaterally changes terms and conditions set forth in local collective bargaining agreements or directly harms our Joint Apprenticeship Training Committees.

NECA encourages our Chapters to support the organizing efforts of the IBEW and maintain the integrity of their collective bargaining relationship with their respective Local Unions. If a Chapter becomes aware of a policy or practice which violates a local collective bargaining agreement or directly harms their local Joint Apprenticeship Training Committee, they should:

- Notify their NECA Field Representative of the violation.
- Notify their Local Union Business Manager, in writing, of the violation.
 - ◆ Advise the Local Union that this practice/policy is a unilateral change to the collective bargaining agreement.
 - » Request Labor-Management Meeting to discuss proposed changes which do not conflict with NECA-IBEW Category I Language.
 - » Advise that the Chapter stands ready to collaboratively work to organize all qualified individuals for signatory employers.

NECA strongly supports the organization of the electrical industry, and it is only through working together NECA and the IBEW can solve these workforce shortages and give every qualified individual their chance to earn their ticket to the middle class.

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