2017 Labor Relations Conference
I have 75 slides to discuss in ten minutes. Save your questions to the end.
Labor Relations Staff

**Geary Higgins**, Vice President, Labor Relations

**Charles Kelly**, Executive Director, Labor Relations

**Kevin Tighe**, Executive Director, Labor Relations and Workforce Development

**Germaine Wells**, Administrative Assistant

and

**Gary Lieber**, General Counsel
Labor Relations information on the Website

Click on “Contractor Resources”
Then click on “Labor Relations”

Contains information such as: chapter agreement database; pattern agreement guides; CIR info and meeting dates; surveys/reports; and guidance papers
Labor Relations Office

• A Resource to NECA’s
  – Field Staff
  – Chapter Staff
  – And Members

... covering all aspects of the association’s, chapter’s, and contractor’s relationship with the IBEW
• Supporting Executive Committee and Labor Relations Task Force in Discussions and Negotiations with the IBEW

• Direct interaction with IBEW International Staff addressing national, regional, and local issues

• Counseling and supporting chapter staff in resolving local issues

• Education to help prevent local issues
Labor Relations Activities

- Ads on Demand
- Agreement Review & Posting to Website
- Bylaws assistance
- CIR – Council on Industrial Relations
- National Agreements
- Davis-Bacon
- District 10
- Electrical Training ALLIANCE
- Electric TV/IBEW Hour Power Partnership
- Electronic Reciprocal Transfer System (ERTS)
- Employers Benefits Conference
- Family Medical Care Plan
- GPA
- IBEW
- Inside Construction Trends/Outside Construction Trends
- International Specialty Agreements
- Labor Management Cooperation Committees
- NEBF (National Electrical Benefit Funds)
- NLMCC/LMCC
- NJATC
- NMA
- OSHA Transmission and Distribution Partnership
- Oswego Creative Partnership Programs
- Pension Plan data
- Portability Agreement
- Powering America
- Quality Connection
- OSBEW
- Prevailing Wage Agreement
- Inside Construction Trends/Outside Construction Trends
- Specialty Agreements
- TQC (The Quality Connection)
- Workforce Development
- Labor Statistics
- Market Share Studies
- NECA Labor Relations Conference 2017

Et Cetera
It all starts with

Multiemployer Bargaining
What is Multiemployer Bargaining?
What is Multiemployer Bargaining?

– Voluntary group bargaining
– Other industries do it, also
  • NFL
  • Automotive

– But Construction is Unique
Multiemployer Bargaining

• Only in construction can employers choose the union that will represent their workers
  – Section 8(f)
    • Pre-hire agreements
    • Usually referred to as Letters of Assent
Multiemployer Bargaining

Other industries are subject to Section 9(a)

– Authorization cards
– Showing of Majority
– Voluntary Recognition
– Certification Elections
What’s the difference between Section 9(a) and Section 8(f) relationships?

• None, on a Day-to-Day Basis, but
  – Statutory Obligation to Continue to Bargain [9(a)]
  – No Statutory Obligation to Continue [8(f)]
  – Conversion
  – Contractual Obligation to Bargain
Multiemployer Bargaining

- The Chapter acts as the bargaining agent for the contractors

- The Chapter and Local Union are the Parties to the Agreement
Multiemployer Bargaining

• The Chapter, and therefore the contractors who serve on the negotiating committee, need to work in the best interests all signatory contractors, of the group as a whole
Structure of NECA/IBEW

<table>
<thead>
<tr>
<th>“Labor Relations Ladder”</th>
<th>NECA</th>
<th>IBEW</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>National Office</td>
<td>Int’l Office</td>
</tr>
<tr>
<td></td>
<td>Regional Director</td>
<td>Int’l Vice President</td>
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<tr>
<td></td>
<td>Field Rep</td>
<td>I.O. Rep</td>
</tr>
<tr>
<td></td>
<td>Chapter Manager</td>
<td>Business Manager</td>
</tr>
<tr>
<td></td>
<td>Employers</td>
<td>Employees</td>
</tr>
</tbody>
</table>
• Go up the ladder . . .
  . . . one rung at a time

  – Going to a “friend” in the IBEW can backfire

  – Going to “national” first may just delay things
What are some keys to successful negotiations with the union?
Negotiations

• Alex Willis presentation on leadership tomorrow morning
Negotiations

• Two-part negotiations break-out session tomorrow afternoon
Negotiations

• An intriguing and generous look at how Northern New Jersey bargains by Justin Wright of Habitus Incorporated
Negotiations

• Ed Brodow closing keynote Wednesday morning
What happens if negotiations aren’t successful?
Negotiations

If you have CIR

- Binding Arbitration, no economic action
- Council weighs the arguments from both sides and renders a unanimous decision
- Did you reach a committee settlement?
  Did the union committee “recommend” it?
  Can you document that?
Negotiations

If you don’t have CIR

• Strike or Lockout
• When may union strike?
• Preparing for Economic Action
How do I file for CIR?
To start the process, you must request a new submission form for each case and for each session using the “Request Submission Form” button on the CIR’s website.

www.thecir.org
To start the process, you must request a new submission form for each case and for each session using the “Request Submission Form” button on the CIR’s website.

www.thecir.org
Only one Submission Form signed in blue ink is to be mailed; no copies necessary.
Four *PAPER* copies of briefs (if filed) and CBAs must be mailed in.
Submission Form must be mailed in a separate envelope from the briefs and CBAs!
Briefs and CBAs should be sent in the same package, but only a total of four CBAs are needed so please coordinate with the other party on sending CBAs.
Paper copies may be sent using services like FedEx and UPS as well as the Postal Service.
In all cases use a priority, trackable, guaranteed delivery product like “Priority” or “Second Day.”
Do not use Certified Mail

It takes too long
Electronic copies are uploaded through “thecir.org” using the “case management” button.
UserID (your email) and Password will be provided by the Secretary of the CIR
UserID (your email) and Password will be provided by the Secretary of the CIR
Select “Files” to upload your brief.
Files are uploaded directly from your computer to the CIR website using the upload function here.
The deadline for submitting case documents remains the “first day of the month in which the hearing is scheduled.”
The deadline for submitting case documents remains the “first day of the month in which the hearing is scheduled.”

If the first is a Sunday or Holiday, such as in May 2016, you must still mail on or before the first.

Monday, May 2\textsuperscript{nd} is too late.

The website will not accept uploads after midnight (Eastern Time) on the first.
You must still physically exchange a paper copy of your brief with the other party.
Electronic filing should be ONE document in WORD or PDF.

Bear in mind everything will be read on screen on a laptop, tablet or even a phone.

Multiple documents will make reading and following oral presentation very difficult.

No audio, video, or animations.
You wouldn’t send paper documents like this.

Don’t send the electronic equivalent either.
It is YOUR responsibility to assure that the files you intended to send made it to the website!
It is YOUR responsibility to check the other party’s uploaded documents to assure they are the same as the paper ones given to you

• Panel members see only the electronic version
• No one at CIR, NECA, or the IBEW will cross check the documents
Fun Facts

CIR’s first decision involved the Detroit Chapter and Local 58 and was issued February 17, 1921

<table>
<thead>
<tr>
<th>Period</th>
<th>Cases</th>
</tr>
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<tbody>
<tr>
<td>1921 – 1945</td>
<td>36 cases</td>
</tr>
<tr>
<td>1946 – 1965</td>
<td>1,068</td>
</tr>
<tr>
<td>1966 – 1985</td>
<td>3,943</td>
</tr>
<tr>
<td>1986 – present</td>
<td>3,527</td>
</tr>
<tr>
<td>Total case load</td>
<td>8,574</td>
</tr>
</tbody>
</table>
Fun Facts

Geary Higgins first case:

May 13, 1985 #4880

There have been 3,694 cases since – that’s over 43% of all CIR cases heard!
How do I get a good decision?
How do I get a good decision?

Settle at home

If you come to Council, you may well be disappointed

Don’t bring a “loser” – bad facts can lead to bad decisions
How do I get a good decision?

Emphasize the important issues.

Make it clear what you want.

Make it clear what you don’t want.

Connect the dots.

Don’t overwhelm the panel with redundant or unnecessary information.
How do I get a good decision?

Workshop tomorrow afternoon at 1:00

CIR Preparation and Presentation
What is “Category I Language”; where did it come from; why do I have to use it?
What is “Category I Language”; where did it come from; why do I have to use it?
What is “Category I Language”; where did it come from; why do I have to use it?
What is “Category I Language”; where did it come from; why do I have to use it?

Because the Board of Governors says so.
Standard Language

NEBF – 1947
Separability – 1951
Favored Nations - 1956
Referral – 1958 (Mountain Pacific)
Portability – 1959
First Clause – 1960
Classifications – 1966
Apprenticeship – 1968
CIR – 1968/1974
Annulment/Subcontracting - 1970
National Agreement – December 1976
National Agreement

- NEBF from 1% to 3%
- Increment Pension Plan (since discontinued)
- Shift Clause
- Managements Rights
- 1 to 3 Apprentice Ratio
- National Electrical Industry Fund (since discontinued)
Category I

First use of terms “Category I” and “Category II” – April 1981

NECA and IBEW published language separately until 2001

Joint “Pattern Agreement Guide”
For Inside, Outside, and Residential only
Pattern Agreement Guide

PAG contains standard forms of required or recommended language.

Available on the NECA Website

- Language in **RED** is Category I
- Language in **BLUE** is Category II
- Language in **PURPLE** is Recommended or Optional
- Language in **BLACK** comprises common provisions covering a range of issues
# TABLE OF CONTENTS – INSIDE CONSTRUCTION

**COLOR KEY:**
- **RED** = CATEGORY I
- **BLUE** = CATEGORY II
- **PURPLE** = OPTIONAL LANGUAGE
- **BLACK** = COMMON PROVISIONS

*Article and Section numbers are for illustrative purposes only.*

<table>
<thead>
<tr>
<th>Section</th>
<th>Pages</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Clause</td>
<td>8</td>
<td>I</td>
</tr>
<tr>
<td>Basic Principles</td>
<td>8</td>
<td></td>
</tr>
</tbody>
</table>

**Article I: Effective Date/Changes/Grievances/Disputes**

- Standard CIR Language | 1.01-1.09 | 9-11 | I |
- Modified CIR Language *(Alternate - Verbatim)* | 1.01-1.09 | 11-14 | I |

**Article II: Employer Rights / Union Rights**

- Management Rights | 2.02 | 15 | I |
- Foreman Call–Out By Name *(Optional)* | 2.03 | 15-16 |
- Workers’ Comp Insurance | 2.04 | 16 |
- Surety Bond | 2.05(a) | 16 |
- Joint Venture | 2.06 | 16 |
- Union Recognition | 2.07(a) | 16-17 |
- Work Preservation | 2.08 | 17-18 | II |
- Non-resident Employees - *(Portability)* | 2.09 | 18 | I |
- Favored Nations | 2.10 | 18 | I |
- Union Right to Discipline Members | 2.15 | 19 |
- Appointment of Stewards | 2.16 | 19 |
- Union Job Access | 2.17 | 19 |
- Picket Language | 2.18 | 19-20 |
- Tool List | 2.20 | 20 |
- Union Security | 2.23 | 20-21 |
- Age-Ratio | 2.24 | 21 | II |
- Annulment/Subcontracting | 2.25 | 21 | I |
ARTICLE II
EMPLOYER RIGHTS/UNION RIGHTS

Section 2.01. Certain qualifications, knowledge, experience and proof of financial responsibility are required of everyone desiring to be an Employer in the Electrical Industry. Therefore, an Employer who contracts for electrical work is a person, firm, or corporation having these qualifications and maintaining a place of business, a suitable financial status to meet payroll requirements, and employing at least one Journeyman Wireman.

MANAGEMENT RIGHTS:

Section 2.02. The Union understands the Employer is responsible to perform the work required by the owner. The Employer shall, therefore, have no restrictions except those specifically provided for in the collective bargaining agreement, in planning, directing and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Union's geographical jurisdiction, in determining the need and number as well as the person who will act as Foreman, in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations, and in discharging employees for proper cause.

FOREMAN CALL-OUT BY NAME: (Optional Language)

Note: This is Optional Language approved by the IBEW International and NECA National which may be utilized when an Employer wishes to call out a Foreman by name. This is current CIR pattern language. It is approvable, but alternate language may be negotiated and agreed upon at the local level.

Section 2.03. The employer shall have the right to call a Foreman by name provided:

A) The employee has not quit his previous employer within the past two weeks.
B) The employer shall notify the business manager in writing of the name of the individual who is to be requested for employment as a Foreman. Upon such request, the business manager shall refer said Foreman provided the name appears on the highest priority
Category I Definition

• By joint recommendation and in written agreement, all Construction Agreements between IBEW Local Unions and NECA Chapters must contain all Category I Language verbatim, i.e., no deviations or changes to these clauses are permitted. There are also several places where Alternate Language is provided. This Alternate Language is to be used in lieu of, and not in conjunction with, Standard Language.
Category II Definition

• Provisions which the IBEW International Office recommends but which National **NECA has not endorsed**. These provisions need to be negotiated locally. If adopted, **this language must be inserted verbatim** into the collective bargaining agreement.
Recommended/Optional

• Language that is acceptable to the IBEW International and NECA National, is **approvable**, and may be included in the agreement if the local parties agree. In some cases, language other than the particular language illustrated may be used; however, the CW/CE Addendum and the NEAP language must be used verbatim.
Common Provisions

• Common provisions are listed for consideration by the local parties. They must be locally negotiated and agreed upon or modified as determined by the local parties.
Category I Provisions

- First Clause
- CIR Language (Standard or Modified)
- Managements Rights
- Non-resident Employee (Portability)
- Favored Nations
- Annulment/Subcontracting
Category I (cont’d)

- Classifications/Wages
- Apprenticeship (6 or 10 Periods)
- Shift Clause (Standard or 3 Alternates)
- Referral including Repeated Discharge
- JATC Language
- National Electrical Benefit Fund
Category I (cont’d)

- National Electrical Industry Fund
- National Labor Management Cooperation Committee
- Local LMCC
- Substance Abuse (Enabling Language)
- Code of Excellence (Enabling Language)
- Separability
Category I (cont’d)

• Does not set wages
• Does not establish start/quit times
• Does not establish overtime premiums
• Does not require holidays or vacations
• Except for NEBF (3%) and NLMCC (1 cent per hour), does not set medical, pension, annuity or other fringe benefit rates or even require such funds
Category I (cont’d)

- Does not establish crew structure
- Does not prevent expansion of JATC ratios
- Does not require funding for Local LMCCs
- Does not prevent the parties from modifying or even eliminating the shift premiums
- Does not prevent expanded portability
Category II Provisions

- Work Preservation
- Age Ratio
- Union Dues Deduction
- Re-registration (Referral)
- Reverse Layoff
- Safety/Employer Responsibility
Recommended/Optional
Alternatives Allowed

• Foreman Call-By-Name
• Four-Tens
• Direct Deposit
• Journeyman Recall
Recommended/Optional
Verbatim

• National Electrical Annuity Plan
• National Electrical 401(k) Plan
• CW/CE Addendum
Common Provisions

• All the stuff in **BLACK** is there as an illustration of potential language
• It mostly comes from the IBEW and is acceptable to/approvable by the IBEW
• You can put it in; leave it out; change it
• It is subject to normal IBEW approval if changed
Common Provisions

• Starting and Quitting Time
• Work Hours
• Workday/Workweek
• Payday and Waiting Time
• Wage Rates
• Fringe Benefits
  – Type ◊ Contribution Rate ◊ Percentage or Hours Worked or Hours Paid ◊ Bonding ◊ Remedies
Common Provisions

- Overtime/Premium Time
- Holidays
- Foremen/Crew Ratios
- Show-Up Pay
- Travel pay
- Per Diem
Common Provisions

- Continuing Education
- Bonding
- Tool List
- COPE
- Vacation
- Administrative Maintenance Funds
- Safety Language
Common Provisions

- Stewards
- Joint Venture
- Union Recognition
- Union Right to Discipline Members
- Union Job Access
- Union Security
- Picket Language
Common Provisions

- Workers Compensation Insurance
- Default on Required Payments
- Supplemental Unemployment
- Sunset Provisions
- ETC
Authority/Enforcement

• Category I Language Affirmed by Board of Governors
• Condition of Charter and/or Membership
• CIR
• IBEW Approval
Approval and Review

• IBEW Approves
  – Category I
  – Policy

• NECA Reviews
  – Category I
  – Legal tenability
Approval and Review

- Chapter receives
  - Review letter from NECA
  - Summary of approval letter from IBEW

- Chapter required to
  - Send in copy for review (electronic okay)
  - Post agreement to database on website
Speaking of “review,” what’s up with chapter bylaws?
Bylaws Review and Approval

• To be “legal”, Chapter Bylaws must be approved by National Association
  – IRS tax qualification
  – Department of Labor implications
  – Governance issues
Bylaws Review and Approval

• Submit to Secretary-Treasurer
  – Electronic okay

• Reviewed by staff
  – Model bylaws available online

• Approval and/or comments sent to Chapter
What does “Mandatory Subjects of Bargaining” mean?
What does “Mandatory Subjects of Bargaining” mean?

- Mandatory
- Permissive (non-mandatory)
- Illegal
Mandatory Subjects

Obligation to bargain in good faith over wages, hours, and other terms and conditions of employment

- Wages, benefits, profit sharing
- Work hours, overtime, holidays, vacations
- Safety
- Drug testing for current employees
- Hiring halls
- Grievance arbitration
Mandatory Subjects

Mandatory subjects must be discussed; they do not have to be agreed to.

Can go to “impasse” or “strike” over mandatory subjects.
Permissive Subjects

Items that the parties are permitted, but not required to bargain over – no duty to bargain in good faith

- Performance bonds
- Size of negotiating committee
- Ratifying the settlement by the union membership
- Inclusion of supervisory personnel in bargaining unit
- Binding interest arbitration (CIR)
- Administrative Maintenance Funds
Permissive Subjects

Items that the parties are permitted, but not required to bargain over – no duty to bargain in good faith

- Performance bonds
- Size of negotiating committee
- Ratifying the settlement by the union membership
- Inclusion of supervisory personnel in bargaining unit
- Binding interest arbitration (CIR)
- Administrative Maintenance Funds
Permissive Subjects

Cannot go to “impasse” or “strike” over including permissive subjects in the agreement – whether you seek to add or maintain the item
Illegal Subjects

Items that it is unlawful to discuss or agree to even if both parties want them

- Bargaining on issues beyond the bargaining unit
- Bargaining with one union to change the jurisdiction of another union
- “Closed shop” provision, as opposed to “union shop”
- “Hot cargo” or “secondary boycott” provisions not protected by the construction industry proviso
- Clauses that violate federal and/or state laws
Illegal Subjects

Illegal subjects are not to be discussed – they are illegal.
What is an Unfair Labor Practice?
What is an Unfair Labor Practice?

An Unfair Labor Practice (ULP) is

- An Unlawful Act, not just an “Unfair” act
- Enforced by NLRB
  • Not everything that upsets the union is a ULP; however...
What is an Unfair Labor Practice?

• Employers must not interfere with employees exercise of their right to organize contained in Section 7 of the National Labor Relations Act

• Employers must bargain in good faith over mandatory subjects of bargaining
What is an Unfair Labor Practice?

• Employers must not interfere with employees exercise of their right to organize contained in Section 7 of the National Labor Relations Act

  – Can’t have policies that improperly restrict, or cause the termination or discipline of, workers for engaging in protected concerted activities
What is an Unfair Labor Practice?

– Can’t have policies that improperly restrict, or cause the termination or discipline of, workers for engaging in protected concerted activities

Gary Lieber will be addressing this in detail Wednesday morning
What is an Unfair Labor Practice?

- Employers must bargain in good faith over mandatory subjects of bargaining
  - Don’t have to reach a settlement, but you must at least intend to
  - Cannot take actions designed to prevent settlement
  - Cannot unilaterally change the terms of the agreement – company policies
  - Must provide information to union
ULP Charges

• Procedural Review
  – Charging
  – Investigating
  – Deciding
  – Trying
  – Appealing
  – Enforcing
ULP Deferral

Also known as Collyerizing

Old rules, NLRB usually deferred to the grievance provisions in the agreement

New rules [Babcock & Wilcox] deferral will be much more difficult to attain in alleged interference claims
ULP Deferral

New rules also apply to settlement agreements
  Just paying them something to make them go away may not settle the case
Not-So-Related Issue

• Not-So-Related Issue
  – FLSA Issues
    • Travel time
    • Training time
    • Tramp time (per diem)
Labor Relations Activities

• NLMCC Administrative Office
• NLMCC Payments and Supporting Report on Hours per Contractor should be sent to:
  • NLMCC
  • P.O. Box 758796
  • Baltimore, MD 21275
  • 8796

NECA • IBEW
POWERING AMERICA
NLMCC Purposes

• Improve communications
• Achieve operational efficiencies
• Address problems outside collective bargaining
• Eliminate problems that reduce competitiveness
• Sponsor programs to improve job security and enhance development
NLMCC Purposes

• Encourage & support local LMCCs
• Engage in research and development
• Engage in public education
• Involve workers in making decisions that affect their working lives
  – and
• Engage in any other lawful activity related to these goals
Local LMCCs

• Pretty much the same purposes as National LMCC

• Chapter Manager is the local collection agent for the NLMCC
Local LMCCs

• Standard language requires a trust, though not required by law

• It must conform to certain IRS requirements (Form 990)
  – Visit with your chapter auditors and attorneys for compliance information
NLMCC Programs

– Studies, Advertising, Support for Local Programs, Leadership Retreats, Partnering, Job Fairs

– JATC Media Kit (NEW!)
– Business Development
– Special Budget Item to assist in recruiting

NECANet NLMCC page has:

Background Information ◊ Implementing Documents and Agreement Language ◊ Current Programs ◊ Frequently Asked Questions ◊ Annual Reports for the NLMCC ◊ Mailing Address for Contributions and Contact Information
Job Fairs

**2015**
- $500,000
- 25 Events
- 1500 Attendees
- 174 Direct Hires

**2016**
- $766,000
- 35 Events
- 3000 Attendees
- 500 Direct Hires
2017

• $750,000 Budgeted
• $450,000 Committed/Spent
• 22 Events
• 2,100 Attendees
• 350 Direct Hires
JATC Media Kit

• Problem:
  – Promoting the NECA/IBEW training program to local communities has been a challenge for decades. For far too long, the career opportunities available to industry newcomers (even non-union workers) has been casually referred to as “our best kept secret.”
JATC Media Kit

• Three Primary Reasons

  – 1. Local people don’t recognize the outreach as part of their job
  – 2. Lack of knowledge, or tools, to successfully promote
  – 3. “that’s just the way it is” has become an accepted mantra
JATC Media Kit

• The Solution
  – Provide a “Tool Kit”
  – Invite Local Media
  – Provide outreach content
  – Provide structure and information needed to tell the story
  – A “fill in the blanks” package
  – Tip Sheet
  – Q & A Talking Points
JATC Media Kit

• Video Content
• Apprentices in Action
• Apprentice Testimonials
• Unveiled at 2017 NTI
Discrimination Issues

- Hiring and Termination decisions are also affected by the various equal opportunity and anti-discrimination laws

- With more direct hire opportunities – job fairs, CW/CEs, employers must take care in the hiring process

- Presentation on “Hiring and EEO Issues” by Attorney Anessa Abrams
  - Tuesday afternoon @ 1:00
  - Will be repeated @ 2:30
NLMCC Service Requests

– Joint request from both parties with details
  • Objective, program, how this fits overall goals of NLMCC, financials

– Sent to IBEW Vice President and NECA Regional Director

– If they approve, sent to NLMCC Trustees through NECA
NLMCC Service Requests

– Must have funded Local LMCC
  • Or at least mechanisms to fund project

– Must be approved in advance
  • No retroactive requests

– Grants for activities/structures
  • Not for giveaways/trinkets
Labor Relations Activities

NLMCC Administrative Office

NLMCC Payments and Supporting Report on Hours per Contractor should be sent to:

NLMCC
P.O. Box 758796
Baltimore, MD 21275 - 8796
LMCC Cautions

• Not many rules, not much case law, you don’t want to be the one to establish them

• If your local LMCC has employees, it is an employer
  – LM10 obligations?
Do I have to file an LM-10 Form?
Do I have to file an LM-10 Form?

• Did you give a union, union employee, or union official cash, gifts, or other things of value of $250 or more?
  – Not including wages, fringe benefits, withheld dues, legal judgments, etc.
  – But including golf outings, appreciation banquets, etc.

If yes, then YES!
Labor Relations Activities

• Employee Benefits Conference
  – Next to be held January 25 & 26, 2018
  – Naples Beach Florida
  – Registration and hotel information will be on Meetings and Events Page on the website with a link to the IBEW registration site

• ERTS: Employee Reciprocal Transfer System
  Chapter has little interaction with this, but if you need access, call Chuck Kelly for Password info
Trust Fund Issues

• Every Trustee, Chapter Manager, or Staff Person who Administers Trust Funds or Benefit Plans Should Attend Educational Programs

• Joint Conference or International Foundation of Employee Benefit Plans
  • For new trustees, IFEBP programs are essential
    www.ifebp.org/education/schedule
Trust Fund Issues

• Laws are strict, complex, and sometimes seem backwards

• Penalties are SEVERE!
  • Even for well-meaning mistakes

• Presentation by Attorney Jim Cole
  – Tuesday afternoon @ 1:00
  – Will be repeated @ 2:30
Labor Relations Activities

• Collective Bargaining Seminar Series
  – Five modules
    • Labor Relations Basics ◊ Selecting the Negotiating Team ◊ Negotiations ◊ Grievance Handling ◊ Preparation and Presentation at CIR ◊ Strike Seminar

Delivered by the field staff through Education and Training office
Questions