



**New York Electrical Contractors Association
Diversity and Inclusion Efforts
July 18, 2022**

During the 2019 Negotiations, a renewed effort was put forward by NYECA and Local Union #3, IBEW to promote diversity, and inclusion in the NYC unionized construction industry.

The following were agreed to during the 2019 negotiations:

1. Supervision Interest Form. Employers were required to reach out to all minority and women workers, in writing and in person, and ask them if they are interested in becoming a supervisor. The supervision form had to be included in the company's On-Boarding New Hire Packet for field personnel and must include a Supervision Interest Form. The Association provided a sample copy to all members.
2. When an individual is terminated, the employer is required to attach the original job ticket to the termination form before returning it to the Joint Industry Board Employment Department.
3. The industry developed an equal opportunity statement.

Directly after the 2019 Negotiations, NYECA circulated a document titled, "*ENCOURAGING WORKFORCE AND SUPERVISORY DIVERSITY IN YOUR COMPANY*" *A Summary of Requirements Under the 2019 Collective Bargaining Agreement Between NYECA and Local #3 IBEW and Recommended Best Practices*" which outlined the new requirements and encouraged NYECA members to go above and beyond to promote diversity.

NYECA established a Diversity and Inclusion subcommittee of executive committee members in April 2020. The subcommittee meets regularly, and the chairperson of the committee makes reports at the monthly Finance, Executive, and General Membership meetings of the Association. The President of NYECA also reports all activities at the monthly Joint Industry Board Meeting.

The Association office sends out quarterly reports to each member of the Association as to their diversity in supervision numbers and the percentage of their minority terminations. As a follow up, the Association Office also engages directly with phone calls and discussions encouraging them to effect change in their organizations.

In 2021, NYECA partnered with Cornell University and offered a Diversity and Inclusion course to members. The 12-hour course, administered over 6 sessions, was attended by 24 members of NYECA's executive committee and covered the following topic areas:

1. Navigating the Current State of Diversity, Equity, and Inclusion (DEI)
2. Identifying Unconscious Bias and its Impact
3. Understanding Racism and its Impact
4. Strengthening Team Dynamics.

Participants received a certificate of completion. NYECA will be offering the course again to 24 different members in 2022.

During the 2022 Negotiations, NYECA and Local Union #3, IBEW built on the framework that was agreed to in 2019, further promoting diversity and inclusion in the NYC unionized construction industry.

The following was agreed to during the 2022 negotiations:

1. Superintendents are required to sign all termination forms. If there is no superintendent, the owner or principal of the company must sign.
2. Employers are still required to attach the job ticket to the termination form before returning it to the Joint Industry Board Employment Department. (The job ticket from the Joint Industry Board Employment Department has the Race Code of the employee on it.)
3. The Supervision Interest Form, established in the 2019 contract, must be included in your company's onboarding New Hire Packet and all new hires must complete it. In addition, every Employer shall give each of their Employees the Supervision Interest Form at the beginning of the contract term, (i.e., now), and whenever requested by an employee.
4. Any time a Supervision Interest Form is filled out by an employee, it must also be submitted to the Joint Industry Board Employment Department.
5. The Education and Cultural Trust Fund of the Electrical Industry will establish a boot camp for aspiring forepersons.
6. Juneteenth is now a wage replacement day for any employee who chooses to observe it.
7. Humberto Restrepo, currently serving as the Executive Director of the Joint Industry Board, was named the Joint Industry Board's Chief Officer of Diversity and Inclusion. In this capacity, Mr. Restrepo has been tasked with making recommendations regarding the collective bargaining agreement's non-discrimination policies and diversity and inclusion provisions. The Chief Officer of Diversity will be working with the NYECA subcommittee on diversity.

The Association office is in the process of updating the "*ENCOURAGING WORKFORCE AND SUPERVISORY DIVERSITY IN YOUR COMPANY*" *A Summary of Requirements Under the 2019 Collective Bargaining Agreement Between NYECA and Local #3 IBEW and Recommended Best Practices*" brochure. The Association is also in the process of building out a Diversity and Inclusion section on our website.

The Association continues to support direct entry programs such as Edward J. Malloy Construction Skills 2000 Initiative, Helmets to Hardhats, and Nontraditional Employment for

Women. Edwin Lopez serves on the board of directors of the Edward J. Malloy Construction Skills 2000 Initiative and Helmets to Hard Hats.

In addition to what NYECA is doing to promote diversity, Local Union #3, IBEW is also undertaking initiatives.

1. Edward J. Molloy Construction Skills 2000 Initiative: Program tied to NYC School Construction \$12 Billion PLA. As a result, all work over \$1.5 million on Capital Project is secured Union. To date, over 2,400 students have entered the building trades apprentice programs. Over 95% of the students are people of color.
2. Local Union #3, IBEW has promoted many minorities and people of color to Union leadership positions.
3. Union has held many diversity and race related conferences with the membership.
4. The Local Union #3, IBEW / NYECA JATC has a 1,300-person class. 50% of the total apprentice class is minority and women.
5. Local Union #3, IBEW continues to organize MWBE-DBE contractors. Currently, there are 34 signatory Local Union #3, IBEW MWBE-DBE contractors, the most of any Building Trade Union in New York City.