Date: August 14, 2015

Memo To: Members of the NECA Board of Governors

From: Traci M. Pickus
Secretary-Treasurer

Subject: Proposals for the Board of Governors Meeting

The attached proposals were properly submitted in accordance with Section 8.8 of the NECA Bylaws for review and action at the October 3, 2015 meeting of the Board of Governors. The meeting will be held at the Moscone Center South in San Francisco, CA.

There are 18 Ordinary Proposals. If adopted the proposed changes shall become effective immediately (unless otherwise indicated).

Additional information pertaining to the Board of Governors meeting can be found at: http://www.necanet.org/events/national-events/board-of-governors.
# Ordinary Proposals

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ORDINARY PROPOSAL #1 - Re: Online Training (Submitted by NECA Management Development Committee)

WHEREAS, the National Electrical Contractors Association is dedicated to member education; and,

WHEREAS, the members of the association are located throughout the United States and Internationally; and,

WHEREAS, many NECA members are small companies or located in areas where it is difficult to attend educational programs at a group location; and,

WHEREAS, the Electrical Training ALLIANCE adopted a blended learning program for the apprenticeship program, increasing the industry’s exposure to online training; and,

WHEREAS, the costs to develop an online training platform and create a critical mass of on-demand online courses would be difficult to include in NECA’s regular annual operating budget; and,

WHEREAS, transfers from the principal of the Association’s restricted reserve fund require authorization from the Board of Governors.

NOW, THEREFORE, be it resolved that in accordance with the NECA Bylaws, Section 9.3(b) and the Reserve Fund Policy adopted by the Board of Governors, the NECA Executive Committee is authorized to transfer, if needed, in the years 2015-2018 up to $1.8 million from the principal of the Association’s restricted reserve fund to the general fund for the purposes of funding the development of online courses and infrastructure.

NOW, THEREFORE, be it resolved that NECA through its management education services develop a significant, professional-quality, online training program with a wide breadth of courses, along with the supporting infrastructure.

Comment from NECA National Office:
This proposal is consistent with NECA’s Mission. Providing education to our members is one of our top priorities. Online training is an emerging area that is gaining in importance to our membership and this investment will allow NECA to remain as a leader in the industry.

This Proposal is recommended FOR adoption.
NECA’s long tradition of offering educational programs to our membership received a new mission with the adoption of the 2013 Ordinary Proposal on Distance Learning. Online training is becoming a necessity in many areas both due to time and geographic constraints. It is also desired by those who don’t have enough local demand for in-seat courses and a younger generation accustomed to using online resources. Our apprentices are being trained using an online training system. To best serve our membership, the Management Development Committee supports the recommendation that NECA make a substantial initial investment in both the content and delivery system for online training. This investment will create a critical mass of on-demand online courses. These courses should include high-quality content and be timely, relevant, and easily accessible.

For several years NECA has offered a small number of online courses. These courses were well received by the membership upon release but the limited number of courses does not encourage members to take additional courses. The key to NECA’s future success with online training will be the number and variety of courses available. An important component of this will be leveraging the content developed by ELECTRI research and adapting relevant material available from the Electrical Training ALLIANCE and NECA in-seat educational programs. In addition to developing original courses, NECA will license content from business, safety, and construction sources to further expand our catalog.

While the current demand for online training is relatively low, NECA’s proactive adoption of these resources is an investment in the future. In order to create relevant materials quickly and to offer the training at an affordable fee to the membership while encouraging adoption of online training by our members, the use of NECA’s reserve fund is a reasonable approach.

The Online Training Vision document, included as Appendix B in the Management Development Committee minutes, details the plan for development of this system. The assumptions regarding the expenditures are based on current market rates for the similar deliverables, however NECA does have flexibility in determining the number and length of the courses. The complexity, duration and subject matter of each course will determine the final cost. Although NECA’s reserve fund is healthy we do not support the funding level proposed. The withdrawal for this proposal should not exceed 1.8 million dollars. This amount will allow NECA to fulfill its vision and will only require a change from the development of longer courses to those that are shorter, still building a solid foundation in the online training NECA should offer.

NECA’s movement toward online training is meant to grow the educational offerings NECA provides, not eliminate or reduce the number of in-seat courses offered. There are many topics that remain best suited to classroom delivery and NECA is committed to keeping these courses intact. The goal of this online training expansion is to produce wider-reaching educational opportunities for NECA members through the creation of a professional-quality, online training program. And, to accomplish the purpose of the Ordinary Proposal adopted in 2013.
ORDINARY PROPOSAL #2 - Labor Relations Agenda (Submitted by the Executive Committee)

WHEREAS, NECA’s Executive Committee is responsible for Labor Relations activities of this Association; and,

WHEREAS, the President, subject to the approval of the Executive Committee, may establish a Task Force as may be deemed appropriate, and provide it with written charges and recommendations; and,

WHEREAS, NECA’s Labor Relations Task Force has been appointed and charged with identifying new approaches to improve the competitive position of NECA member contractors; and,

WHEREAS, the Task Force has developed a Labor Relations Agenda denoting specific changes the Task Force believes meets this charge (said Agenda being attached and hereby made a part of this proposal) and has reported this Agenda back to the Executive Committee; and,

WHEREAS, the Executive Committee, Task Force, and staff meet regularly with the IBEW leadership to discuss both broad ideas and these specific items; and,

WHEREAS, implementing some of the proposed items in the Labor Relations Agenda would require changes in NECA Labor Relations Policies or Category I language or both; and,

WHEREAS, giving the Executive Committee a clear direction to work with the IBEW directly, or through the Task Force and staff, to achieve the changes outlined in the Agenda can result in a more comprehensive, coordinated, and timely understanding between NECA and the IBEW.

NOW, THEREFORE, be it resolved that the Board of Governors affirm the items contained in the Agenda and authorize the Executive Committee to enter into specific discussions with the IBEW for the purpose of developing Category I or other language necessary to implement the Agenda items.

Comment from NECA National Office:
The Executive Committee is the official Labor Relations Committee of NECA and responsible for all of the Association’s labor relations activities with the IBEW; however, changes to specific Labor Relations Policies or Category I language require the concurrence and reaffirmation of the Board of Governors. The Bylaws also permit the Governors to give the Executive Committee specific directions in advance. While the Executive Committee can at any time engage the IBEW in discussions over the issues contained in the Agenda, explicit authority to reach final agreements on any or all of the Agenda items including necessary changes to Category I language would aid the Executive Committee and staff in achieving the Agenda items.

This Proposal is recommended FOR adoption.
NECA Labor Relations Agenda 2015

1) Expand the use of CW/CE in all appropriate agreements by 50%
   • Scope expansion in existing CW/CE memoranda or agreements
   • Increased utilization by contractors where CW/CE memoranda exist
   • Implementation of additional viable CW/CE memoranda
   • Implementation of Standard Addendum in Inside agreements
   • NECA must educate its members on the use of CW/CEs

2) Expand portability opportunities
   • Increase number of workers that can be moved
     o Expand Category I approach
       ▪ Increase allowance from 4 to 8 or 10
       ▪ Allow minimum and then a percentage or ratio for larger jobs (20%)
       ▪ Allow unlimited transfers for Foremen
       ▪ Allow unlimited transfers for special skills (similar to NETA)
     o Expand the Project Agreement or Recovery Agreement approach
     o Allow portability between all Recovery Agreements

3) National Alternative Energy/Emerging Markets Agreement
   • Expand footprint in emerging markets
   • Similar to VDVNA
   • Expanded Portability and Classifications to employ better composite crews/rates
   • Stand-alone or include this work in scope of all Market Recovery Agreements

4) Control Pension Liabilities
   • Explore concrete methods to reduce and eliminate employers’ trailing liabilities to defined benefit pension plans
   • Maintain healthy plans/Fix broken plans to preserve benefits without negative consequences to employers/competitiveness
   • Continue studies such as the Horizon analysis
   • Continue legislative/regulatory approaches
5) Workforce Development through increased Apprenticeship Utilization
   - Indenture more apprentices
   - Increase the number of contractors that employ apprentices and the number of apprentices employed, particularly with smaller employers
   - Increase the number of journeymen in upgrade training
   - Educate our contractors on value of employing apprentices

6) Improve the referral procedure to expand Workforce Development
   - Expand the “temporary employees” provision by granting “permanent” status to those hired under this provision
   - Do not require recruited workers to go to the union hall
   - Workers that are recruited by a particular employer will remain with that employer until laid off/terminated
   - Examine potential changes to the referral that will encourage its use, such as: establishing an electronic referral; adopt “call one/take one” or “call-by-name” provisions

7) Create Category I Language that allows for the “direct deposit” of pay checks at the employer’s option
ORDINARY PROPOSAL #3 - Apprenticeship Category One Language (Submitted by the Central Ohio Chapter, NECA)

WHEREAS, since November 4, 2005, the National Offices of NECA and the International Offices IBEW have been encouraging local parties to embrace the Construction Wireman and Construction Electrician Classifications; and,

WHEREAS, some of the NECA Chapters and IBEW Local Unions have embraced the 2005 CW/CE Addendum, some have embraced CW/CE Regional Agreements and some have embraced both; and,

WHEREAS, found in the Category One apprenticeship language “Section ___” which reads as follows:

“An apprentice is to be under the supervision of a Journeyman Wireman at all times. This does not imply that the apprentice must always be in sight of a Journeyman Wireman. Journeymen are not required to constantly watch the apprentice. Supervision will not be of a nature that prevents the development of responsibility and initiative. Work may be laid out by the employer’s designated supervisor or journeyman based on the evaluation of the apprentice’s skills and ability to perform the job tasks. Apprentices shall be permitted to perform job tasks in order to develop job skills and trade competencies. Journeymen are permitted to leave the immediate work area without being accompanied by the apprentice.

Apprentices, who have satisfactorily completed the first four years of related classroom training using the NJATC curriculum and accumulated a minimum of 6,500 hours of OJT with satisfactory performance, shall be permitted to work alone on any job site and receive work assignments in the same manner as a Journeyman Wireman.

An apprentice shall not be the first person assigned to a jobsite and apprentices shall not supervise the work of others.”; and,

WHEREAS, those areas that have embraced the CW/CE classifications are having success in attracting new experienced people to our industry and whereas additional flexibility is needed to integrate them into the workforce,

NOW, THEREFORE, BE IT RESOLVED that NECA meet with the IBEW to amend the Apprenticeship Category One Language found above to permit an individual who is recruited into the IBEW, has worked as a construction electrician, and is slotted as a 5th period apprentice (4th year) or higher, to be eligible to be the first person assigned to the jobsite and supervise the work of others, if so directed by the Employer.

* As indicated in various respective Inside Agreements
Comment from NECA National Office:
Recruiting and slotting nonunion workers into our apprenticeship programs is vital to having a properly skilled workforce to meet our replacement and growth needs. In slotting these individuals into apprenticeship, their relevant experience, including time worked as a construction electrician, needs to be balanced against the theory and practical education they have not received to determine their placement. If after careful consideration, the committee believes these individuals should be slotted in the 4th year, the fact that they worked as a construction electrician has already been given full weight. The current apprenticeship classifications and standards which allow 5th year apprentices to work alone have been well researched and proven to benefit both contractor and apprentice. Allowing some but not all apprentices in the 4th year to work alone solely because those particular apprentices spent some unspecified amount of time as a construction electrician is not in the best interest of those workers or the program. In addition, this proposal would allow these particular apprentices to supervise the work of others, but apprentices are not permitted to supervise the work of others in any case.

This Proposal is recommended AGAINST adoption.
ORDINARY PROPOSAL #4 - Employee Portability (Submitted by the Central Ohio Chapter, NECA)

WHEREAS, the current AGREEMENT on EMPLOYEE PORTABILITY between the National Electrical Contractors Association and the International Brotherhood of Electrical Workers was signed on the 20th day of December, 1996 and became effective January 1, 1997; and

WHEREAS, as not mentioned in the Agreement on Employee Portability, but in No. 2 of the accompanying QUESTIONS AND ANSWERS ON IBEW-NECA AGREEMENT ON EMPLOYEE PORTABILITY, we learn that Apprentices are not to be moved under this agreement.

2. Do the employees have to be Journeyman, Foremen, or General foremen, or can the employer bring in apprentices?

The agreement speaks for itself. The contractor may bring up to a maximum of four (4) bargaining unit employees for a job. This includes bargaining unit employees acting as Foremen and/or General Foremen. It the contractor had four (4) jobs in the jurisdiction of the receiving local union, he or she could have only one (1) bargaining unit employee from the sending local on each job. Apprentices are placed on jobs in their jurisdiction by their own JATC. They are not to be moved under this agreement.

WHEREAS, found in the NJATC Apprenticeship Standards Section XVIII titled Temporary Training Opportunities we learned the following:

“Apprentices may be permitted to receive OJT and related training on a temporary basis with another IBEW/NECA/JATC, provided the two JATC’s, their respective parent organizations and the apprentice agree on such assignment. Before apprentices are given a temporary OJT assignment, they must supply the host JATC with an official copy of their apprenticeship agreement – clearly indicating that it has been properly registered with the applicable Registration Agency. Apprentices shall remain subject to reassignment by the JATC with whom they are indentured. Failure to immediately comply with such instruction to return to the JATC with whom they are indentured may result in the termination of the apprentice’s apprenticeship agreement; in which case, they would no longer be employable under the CBA in the jurisdiction.”

WHEREAS, the IBEW/NECA Employer faces stiff competition from the marketplace, industry rules and procedures need to be realistic to have compliance from current signatory employers and to attract new employers to the NECA/IBEW business model.

NOW, THEREFORE, be it resolved that NECA meet with the IBEW and revise Answer No. 2 of the QUESTION AND ANSWERS ON IBEW-NECA AGREEMENT ON EMPLOYEE PORTABILITY which clarifies the AGREEMENT on EMPLOYEE PORTABILITY between the National Electrical
Contractors Association and the International Brotherhood of Electrical Workers so as to permit apprentices to be included in the “no more than four bargaining unit employees” provided they do not miss their apprenticeship classes.

Comment from NECA National Office:
While NECA understands the need for greater flexibility and broadened portability, we do not believe that this proposal will accomplish that. Answer No. 2 was not intended as a restraint on portability in regard to the apprentices, but is a recognition that apprentice work assignments are by agreement and standards a function reserved to the local JATC to which the apprentice is indentured. Traveling Apprentices cannot displace local apprentices as the Committee has contracted with the local (indentured) apprentices wherein it is clear that traveling apprentices cannot displace or continue to displace local apprentices. The Committee is charged to make every attempt to provide apprentices with whom it is contracted, reasonable continuous employment. Merely changing the language on a “Q&A Sheet” will not change that situation. In addition, the current practice is to allow an employer to move up to four journeymen or other classifications and, when possible and agreed to by the appropriate JATCs, a number of apprentices in addition to the workers moved under portability. This proposal would limit the total number of all classifications moved to a total of four.

This Proposal is recommended AGAINST adoption.
ORDINARY PROPOSAL #5 - Re: To Require Safety Training and Continuing Education (Submitted by the Albany Chapter, NECA)

WHEREAS, under Standing Policy Statements 13 and 19 (Labor Relations and Safety Programs and Safe Workers, respectively) NECA supports efforts to promote labor stability and improve the economic and financial interests of the industry, and subscribes to and endorses the continued development of safety programs in the interest of the individual workers and the employer; and,

WHEREAS, NECA endorses and seeks to develop on the local and national level, programs and procedures for improving safety, and training apprentices and journeymen for the benefit of the industry and the general public; and,

WHEREAS, The goal of NECA members is to maintain a safe and healthy workplace for all employees and to foster efficient operations, thereby offering the best possible product and services to the construction customer; and,

WHEREAS, NECA members understand jobsite safety is an important responsibility shared between employers, and employees and their union, and affirms that implementing safe work practices is not optional; and,

WHEREAS, NECA Chapters have received limited cooperation from Local Unions regarding creation, implementation, and requirements for electrical employees to access safety programs and continuing education.

NOW, THEREFORE be it resolved that NECA work with the IBEW to differentiate NECA Contractors and IBEW electrical workers from non-signatory contractors to maintain trade superiority in safety and in new technologies by aggressively pursuing the implementation of standard contract language requiring training and continuing education of electrical workers, including a requirement that all electrical workers must have arc flash training, provided and funded through the JATC, or proof of training with certification through the JATC.

NOW, THEREFORE be it further resolved that NECA work with the IBEW to seek uniform implementation by its Local Unions of the Joint IBEW-NECA Labor Relations Task Force recommendations included in the “Mission 2004 Summary” specifically the Electrical Industry Smart Card, which would provide a record of an electrical worker’s participation safety training and continuing education as a means of proof to customers of superior credentials and certification.

Comment from NECA National Office:
NECA strongly supports training for all electrical workers and discusses this regularly with the IBEW. One of the points of the NECA Labor Relations Agenda for 2015 is to continue discussions with the IBEW to “Increase the number of journeymen in upgrade training” which would include safety training as well. Institutionalizing mandatory training as a part of standard
contract language (Category I) with the level of detail contained in this proposal, however, presents many challenges. For example, arc flash training is currently a very high priority, but if that priority changes, or a new priority arises, it would take formal negotiations with the IBEW and reaffirmations by the Board of Governors to respond to those changes and amend the standard language. Providing for and paying for the training of all workers in an area could also prove onerous to many local JATCs that today are struggling just keeping up with the demands of providing apprentice and/or CW/CE training. The concept of a training Smart Card has been looked at several times between NECA and the IBEW and also on a Building Trades wide basis and found unworkable. Most recently, NECA’s outside chapters looked into developing this type of system to track safety training in the line industry, and although several of the line chapters are participating in a computer based tracking system, the system does not use a card. NECA will continue to press this issue with the IBEW and investigate ways to make training information readily accessible to employers.

This Proposal is recommended AGAINST adoption.
ORDINARY PROPOSAL #6 - Re: Expanding the Scope of Projects Falling Under the CW/CE Contract Addendum (Submitted by the Albany Chapter, NECA)

WHEREAS, under Standing Policy Statement 13 (Labor Relations) NECA values and credits immeasurable savings brought to the industry and to the general public by diligent efforts to promote and maintain full and uninterrupted productivity while striving for economically-realistic terms of employment; and,

WHEREAS, NECA has endorsed and sought to work with the IBEW to develop programs to promote labor stability and improve the economic and financial interests of the industry; and,

WHEREAS, NECA and the IBEW have worked to recapture market share by implementing a Construction Wireman/Construction Electrician Addendum (CW/CE Addendum) to Inside agreements negotiated between NECA Chapters Local Unions; and,

WHEREAS, NECA subscribes to and endorses the adoption and full implementation of the Construction Wireman/Construction Electrician and Construction Lineman classification in all appropriate areas and construction agreements; and,

WHEREAS, the effectiveness of the CW/CE Addendum as a vehicle for market recovery has been compromised due to the limited scope of projects eligible for application of the addendum, and at times the capriciousness of local leadership in applying the addendum.

NOW, THEREFORE be it resolved that NECA aggressively pursue contract language with the IBEW that will increase the ability of NECA Contractors and the IBEW to enhance the opportunities of market recovery by broadening the scope of work allowed under the Construction Wireman/Construction Electrician Inside Agreement Contract Addendum.

Comment from NECA National Office:  
The original, standard CW/CE Addendum contains no scope of work limitations and was intended to be appended to and made a part of the chapter’s regular Inside agreement with CW/CEs permitted to work on any and all types of work that journeymen electricians perform. Many areas have by necessity adopted more limited addenda, memoranda of understanding, or market recovery agreements that contain limitations on the types of work that CW/CEs can perform. NECA has been aggressively discussing the need to make the original, standard CW/CE Addendum a part of the Category I language and the first item on NECA’s Labor Relations Agenda for 2015 is to “expand the use of CW/CE in all appropriate agreements.”

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #7 - Amend NECA Standing Policy Statement #2, National Legislation, Federal Regulation and Political Action (Submitted by the NECA Government Affairs Committee)

Proposed Language
(strikeover indicates deleted language; underline indicates new language)

The National Electrical Contractors Association (NECA) affirms its belief in the American system of free enterprise and the growth of the United States economy and the advancement of the electrical construction industry.

The Government Affairs Committee is responsible for reviewing legislative and regulatory positions at its annual meeting and throughout the year; the Committee reports any new positions or recommended changes on legislative positions to the Executive Committee. The Executive Committee affirms, rejects, or revises the Government Affairs Committee recommendation and includes these positions along with the other existing position in the annual report to the Board of Governors for review at the annual convention. While the Board of Governors and Executive Committee will exercise oversight over all policy and legislative matters, the Government Affairs Committee will advise staff on the tactics and response strategies employed to support, defeat, or amend legislation and regulatory policy.

To the extent that legislative or regulatory action could impact the industry, NECA will:

(a) bring such matters to the attention of the membership for it to take action for the protection of its rights and interests;

(b) take an active part by informing the respective branches of the government as to the views and interests of the industry;

(c) assess collaborating with other elements of the construction industry and business community;

Proposed Final Language

The National Electrical Contractors Association (NECA) affirms its belief in the growth of the American system of free enterprise and the United States economy and the advancement of the electrical construction industry.

The Government Affairs Committee is responsible for reviewing legislative and regulatory positions at its annual meeting and throughout the year; the Committee reports any new positions or recommended changes on legislative positions to the Executive Committee. The Executive Committee affirms, rejects, or revises the Government Affairs Committee recommendation and includes these positions along with the other existing position in the annual report to the Board of Governors for review at the annual convention. While the Board of Governors and Executive Committee will exercise oversight over all policy and legislative matters, the Government Affairs Committee will advise staff on the tactics and response strategies employed to support, defeat, or amend legislation and regulatory policy.

To the extent that legislative or regulatory action could impact the industry, NECA will:

(a) bring such matters to the attention of the membership for it to take action for the protection of its rights and interests;

(b) take an active part by informing the respective branches of the government as to the views and interests of the industry;

(c) assess collaborating with other elements of the construction industry and business community;
(d) keep the industry and the public informed of the effect of the actions and attitudes of the legislators and executive officials with respect to such legislation or the administration thereof; and,

(e) encourage membership involvement in developing and supporting qualified candidates for federal elective office in order to maintain a favorable legislative and regulatory environment.

The Government Affairs Committee is responsible for reviewing legislative and regulatory positions at its annual meeting and throughout the year; the Committee reports any new positions or recommended changes on legislative positions to the Executive Committee. The Executive Committee affirms, rejects, or revises the Government Affairs Committee recommendation and includes these positions along with the other existing position in the annual report to the Board of Governors for review at the annual convention. While the Board of Governors and Executive Committee will exercise oversight over all policy and legislative matters, the Government Affairs Committee will be responsible for the tactics and response strategies employed to support, defeat, or amend legislation and regulatory policy. (Adopted Jan. 4, 1955) (Revised Oct. 23, 1965; Oct. 6, 1979; Sept. 30, 1989; Oct. 7, 1995; Oct. 23, 1999; Oct. 2, 2010)

Comment from NECA National Office:
This proposal is consistent with NECA’s Mission. This amendment reiterates the critical role NECA plays in advancing the electrical construction industry as well as the role the Government Affairs Committee has in helping achieve NECA’s advocacy goals. The amendment also reinforces the need for NECA to focus on regulatory policy as well as legislative policy.

This Proposal is recommended FOR adoption.
**ORDINARY PROPOSAL #8** - Amend NECA Standing Policy Statement #3, Local and State Legislation
(Submitted by the NECA Government Affairs Committee and the NECA Codes & Standards Committee)

**Proposed Language**

*strikeover* indicates deleted language;  
*underline* indicates new language

**Proposed Final Language**

The National Electrical Contractors Association is a National Association devoted to the interests of the electrical contracting industry in the nation as a whole. The determination of the desirability of any State or local legislation or the form thereof is left for the decision of the electrical contractors in each locality or State acting individually or through their autonomous Chapters. NECA should have prepared and on file, however, model drafts of State or local legislation for licensing, inspection, separation of contracts or fair bidding procedures, and should be prepared to furnish model drafts of such types of legislation to NECA Chapters or members upon their request.

NECA believes that it is in the public interest and the interest of the electrical contracting industry throughout the United States as a whole that there be adopted local codes providing safety standards for electrical installations, and believes that the requirements of the most recently published edition of the National Electrical Code® together with provisions for proper inspection represents the minimum necessary in the interests of the public and the industry. It recognizes, however, that any political subdivision may adopt higher standards where local conditions warrant and a greater degree of public safety from hazards is deemed desirable.

*(Adopted Jan. 4, 1955)*

*(Revised Nov. 6, 1959, Oct. 6, 1979)*
Comment from NECA National Office:
This proposal is consistent with the charge of the Government Affairs Committee per NECA’s Bylaws (12.1.a). The Committee wanted to reinforce that NECA’s primary Advocacy mission is focused on National legislation at the Federal level. NECA stands ready to provide assistance to NECA Chapters on State or Local issues. There are numerous organizations NECA partners with on key issues and NECA stands ready to work with those partners to provide such legislation to NECA Chapters or members upon their request.

NECA supports the adoption of the most recent edition of the National Electrical Code to address the installation safety of the latest systems and technologies. This revision aligns with NECA’s support of the Electrical Code Coalition national efforts to promote NEC adoption. Additionally, the revision more clearly addresses adoption of local code requirements or amendments that may exceed the minimum for justified reasons.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #9 - Amend NECA Standing Policy Statement #4, Contract Procedure (Submitted by the NECA Government Affairs Committee)

Proposed Language
{strikeover indicates deleted language; underline indicates new language}

(a) INSTALLATION ONLY. The best and most economical installation policy is when the electrical contractor provides labor and materials for complete installation. Electrical work is highly specialized and technical in character. Its speedy and economical performance requires experienced selection, purchase and delivery of the right kinds of electrical apparatus, appliances, equipment and materials, including their correct assembly and proper installation. The electrical contractor is the only one capable of furnishing such performance with responsibility. Any other methods or procedure in performing electrical work result in waste of materials and skilled labor. The responsibility of the electrical contractor for the successful functioning of every electrical installation which he makes requires his control of the selection and scheduling of delivery of all material and equipment required for each job.

Therefore, NECA believes that the practice of certain owners or prime contractors of purchasing material and equipment direct from manufacturers or other suppliers, and then soliciting bids from electrical contractors for the labor necessary to accomplish the work only for their installation, undermines the electrical contractors responsibility, lessens his efficiency, increases the cost of the project, and is not in the best interests of the owner.

(b) BID SHOPPING. The best interests of the electrical contracting industry and the public are served where there is active, open, above-board competition for electrical contracting work. Therefore, NECA opposes the

Proposed Final Language

(a) INSTALLATION ONLY. The best and most economical installation policy is when the electrical contractor provides labor and materials for complete installation.

(b) BID SHOPPING. NECA opposes the unethical practice of bid-shopping by general contractors and bid-peddling by electrical contractors.
unethical practice of bid-shopping by general contractors and bid-peddling by electrical contractors. These practices obviously are making it increasingly difficult for both the ethical contractor and the ethical subcontractor to compete against those members of the industry who shop or peddle bids. The end result of this evil practice is to restrict the number of qualified subcontractors who are willing to participate on a competitive bid basis and tends to force those who do to put in their sub-bids at the last minute to the distress of the general contractors and the loss of the owner. Again, these practices result in many general contractors submitting their bids without any clear idea of what their principal subcontract costs will be and render their business and that of the subcontractor unduly speculative and construction uneconomic.

(c) AWARDING METHODS. Long experience and logical analysis indicate that generally owners and the public benefit when the electrical and mechanical portions of most construction projects are separately bid to awarding authorities by electrical and mechanical specialty contractors. This procedure usually results in: (a) lower cost; (b) selection of better-qualified electrical and mechanical contractors to perform the highly specialized functions involved in these phases of work; (c) placement of direct responsibility for performance in each major phase of the project on the contractor technically capable of accepting that responsibility; and (d) elimination of the unfair trade practices of bid-shopping, bid-peddling, failure to make timely progress payments to subcontractors, and economic coercion of subcontractors with the use of owners’ and subcontractors’ money.

Therefore, NECA will actively supports continuation and extension of the policy of separate bidding or letting of electrical contracts by public and private owners through public relations, inter-industry and legislative action wherever its chapters favor this system.
NECA recognizes that there are substantial differences between electrical and mechanical work and work which may be subcontracted by the general contractor or performed by his own forces. Therefore, it is advocated that prime contractors or bids be segregated into only major divisions of related portions of normal construction projects; namely, the electrical contract, incorporating lighting, wiring, electrical heating, energy efficient electrical and electronic controls, renewable energy technologies, including wind, hydrokinetic, photovoltaic, biomass, geothermal, energy storage cells; other types of electronic systems, communications systems, security systems, data lines, wireless systems, and preparatory work connected with such electrical work, as well as work related to smart grid construction and power line transmission and distribution; the mechanical contracts, including plumbing, non-electric heating, ventilating, air-conditioning, sprinkling systems, drainage systems, and pneumatic systems; the elevator contract if appropriate; and the structural and architectural contract, including all remaining phases of construction to the completion of the building or facility. NECA disapproves of breaking down the work into many small separate contracts involving functions that are often performed by various crafts employed by a single general structural contractor.

(d) PROMPT PAYMENTS. When payment to the prime contractor is withheld due to his own default or that of any person other than the electrical contractor, the electrical contractor should be paid for his work promptly by the prime contractor and not penalized, by delayed payment, for the defaults of others, and the prime contractor should be willing so to provide in the subcontract documents.

(e) RETAINAGE. When a percentage is retained under terms of the prime contract to assure proper completion of the work, the retention applied to the subcontract should be in just proportion to subcontractors and supplies and any changes in retained percentage likewise should be passed along to the electrical

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Comment from NECA National Office:
This proposal is consistent with NECA’s Mission. The Government Affairs Committee believes it is necessary to shorten and clarify and keep the intent of this existing policy as much of the content of this Standing Policy is narrative and does not clearly focus on stating the policy of the Association on this issue. The long description of electrical, mechanical, and structural work should not be specified in the standing policy for three reasons: 1) the industry is continually growing and changing; 2) these are issues that should be defined in the construction contracts for each individual project; and, 3) these types of work are also jurisdictional in nature and should be left to NECA Chapters to define. This also adds a section (e) to clearly delineate NECA’s policy on Retainage.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #10 - Amend NECA Standing Policy Statement #5, Honoring the Specifications (Submitted by the NECA Government Affairs Committee)

**Proposed Language**

National Electrical Contractors Association has historically supported a policy of honoring the specifications of awarding authorities in proposals submitted by members. This policy has earned the respect of customers and suppliers alike.

Another policy ardently supported by NECA is free competitive enterprise. The Association holds this to be basic to the principles of American Business Relationship and essential to the welfare of the public.

NECA members recognize that in some situations only one particular product will properly serve the buyer's purpose. In such cases the naming of one product to the exclusion of other manufacturers is proper.

NECA members also recognize that in essentially all materials used in electrical installations, there are many highly competent manufacturers of quality products of equal serviceability and utility.

Therefore the Association recommends that in the specifications for private construction, designers use descriptive and performance specifications as is required by law, in public work; or name a minimum of three products which may be used at the contractor's option.

The Association firmly believes that the recommended policy above stated is in the best interest of the purchasers of construction services, the public generally, competent designers, and of Qualified Electrical Contractors.

The Association reaffirms the principles of Honoring the Specifications and free competition between products of proven quality.

*(Adopted Oct. 9, 1961)*

**Proposed Final Language**

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The Association reaffirms the principles of Honoring the Specifications and free competition between products of proven quality.

*(Adopted Oct. 9, 1961)*
Comment from NECA National Office:
The reference, however, to the paragraph stating “Another policy ardently supported by NECA is free competitive enterprise...” That issue is addressed in NECA Standing Policy #10 and does not need to be referenced in this NECA Standing Policy.

This Proposal is recommended FOR adoption.
(a) ORGANIZATION, PROCEDURE AND REVIEW. The National Electrical Contractors Association believes that the grants of authority to Government agencies should be clearly defined and should be subject to safeguards with regard to organization and procedure adequate to protect individuals against arbitrary administrative action and to insure that administrative procedures (including contracting procedures) are in the public interest. NECA further believes persons adversely affected by the action of such agencies should be permitted the widest possible court review and that such court review should be supplemented by the restraining and beneficial influence of fair-minded Congressional (legislative) investigation where appropriate.

(b) PROPAGANDA. The NECA believes that the Government agencies should not use public funds for propaganda with respect to their activities and with consequent unfairness to private enterprise, but should confine themselves to faithful execution of their duties as fixed by the legislature, addressing themselves to Congress with respect to policies they recommend.

(c) COMPETITION WITH PRIVATE INDUSTRY. NECA believes that the Government should not compete with private enterprise. Where it is necessary for the Government to undertake business activities which cannot effectively be handled by private enterprise, the cost of Government activities that compete with private business should be determined according to standard business accounting practices and so that the public may have accurate information by which it may test the efficiency of such activities.
Where Government agencies control products for sale or distribution, they should use established channels of private trade which provide practical and economic distribution. Where Government agencies require products or services, the Government's needs should be met by contracting with the lowest responsible bidder after the widest possible competition. Except where clearly necessary for the National Defense or other compelling reasons, Government agencies should not contract upon a force account basis nor should Government agencies procure construction materials separately and contract for construction services only. These practices are not only unfair to independent business and to labor but are uneconomical and wasteful.

NECA believes that it is in the best interest of both the public and the Government contracting authorities to utilize prequalification of bidders on Government construction projects. Such prequalification of bidders would help insure that Government construction would be performed by those contracting firms with the necessary experience and responsibility.

(c) CONTRACTING PROCEDURES. NECA believes that Federal Government and all State and local governments should adopt those contracting procedures which afford the widest possible qualified competition and which NECA believes prudent private owners should adopt in their own self-interest as expressed in Standing Policy Statement 4 IV (c).

(d) OPEN COMPETITION. The Government should always leave open opportunity to all citizens for the development of all legitimate forms of business enterprise. It should not cut off opportunity of any qualified contractor to serve the Government in open competition, provided the Government is entitled as any owner to take into consideration the qualifications of potential contractors and should do so especially in those few cases where cost-plus-fixed-fee contracts are necessary.

(Adopted Jan. 4, 1955)
(Revised Nov. 6, 1959; Oct. 8, 1963)

(Adopted Jan. 4, 1955)
(Revised Nov. 6, 1959; Oct. 8, 1963)
Comment from NECA National Office:
The reference to “Propaganda” is too limiting in today’s terminology. There is a role for the government to promote construction projects that NECA contractors may bid or may be performing. This change clarifies that NECA believes that the Government should not compete with private enterprise.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #12 - Amend NECA Standing Policy Statement #7, Public Policy on Public Works
(Submitted by the NECA Government Affairs Committee)

Proposed Language

NECA endorses the following principles with respect to public works construction:

1. That all public works should be undertaken in a manner which assures full, fair and ethical competition by qualified, responsible construction contractors.

2. That plans and specifications for essential public works should be placed in the blueprint stage in advance so as to be ready for quick action when needed, this would include advanced energy efficiency performance specifications and technical criteria necessary for design-build projects.

3. That plans and specifications for private work should also be prepared in advance as far as practicable in order that private construction, which normally constitutes two-thirds of construction volume in peacetime, may have first call on the industry's resources.

(Adopted Jan. 4, 1955)
(Revised Oct. 6, 1979; Oct. 23, 1999; Sept. 23, 2000; Sept. 12, 2009)

Proposed Final Language

Comment from NECA National Office:
The Government Affairs Committee, upon careful review of the policy, finds that this Standing Policy is duplicative and the content of this standing policy statement is included in nearly all other existing standing policies. In addition, much of the content of this policy is included in Standing Policies #4 and #6.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #13 - Amend NECA Standing Policy Statement #9, Electrical Inspections
(Submitted by the NECA Codes & Standards Committee)

Proposed Language

NECA supports the inspection of electrical construction work by qualified inspectors, in order to protect the public against potential hazards due to incorrectly installed electrical products and systems, and to improve the reliability and performance of installed electrical systems, thus increasing their value to owners. NECA endorses the following principles with respect to electrical inspections:

1. In order to protect public safety, most states and localities require electrical installations to comply with the National Electrical Code®, and electrical products to be “listed” by nationally recognized safety testing organizations. Electrical inspections help confirm that electrical wiring and systems are installed “according to Code,” using only properly listed products meeting U.S. safety standards.

2. The benefits of electrical inspections are not limited to power or line-voltage wiring systems, including alternative energy systems and energy storage systems. In order to insure safety, all installations of wiring and equipment covered by the National Electrical Code® should be required to have permits and electrical inspections. This includes, but is not limited to, such low-voltage and limited-energy systems as telecommunications, security, nurse call, computer networks, audio and video distribution, optical fiber, emergency voice/alarm signaling systems, and cable television.

3. In addition to their public safety benefits, electrical inspections confirm that qualified electrical contractors are on the job and help protect the public against untrained or unprofessional contractors and electricians.

Proposed Final Language

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3. In addition to their public safety benefits, electrical inspections confirm that qualified electrical contractors are on the job and help protect the public against untrained or unprofessional contractors and electricians.
Too often, unqualified installers perform improper electrical installations out of ignorance, cut corners in order to reduce costs, and use products that don’t meet national safety requirements or local laws and codes. The result can be unsafe installations that pose shock and fire hazards to users, and which also brings the entire electrical contracting profession into disrepute.

4. The cost of electrical inspections should be supported by permit and inspection fees paid directly by builders and electrical contractors. The cost of this vital public safety function should not be paid indirectly out of general funds, because this makes it vulnerable to fiscal cycles experienced by state and local governments. By the same token, revenues from electrical permit and inspection fees should be used only to provide and maintain a strong, professional electrical inspection function that protects public safety. They should not be regarded as a source of general public revenue.

5. NECA believes that electrical inspectors should be trained electricians with at least five years practical field experience in electrical construction, and that they should be certified by a nationally recognized organization such as the International Association of Electrical Inspectors (IAEI) and the International Code Council (ICC). NECA also believes that such certification or equivalent credentials should include mandatory continuing education for renewal processes as new NEC editions are published. Only persons with substantial National Electrical Code® knowledge and experience, which has been verified by an independent agency, should be entrusted with performing this important public safety function.

(Adopted Oct. 25, 1997)

Comment from NECA National Office:
NECA supports the revisions to Standing Policy 3 that incorporate language that applies to alternative energy systems, energy storage, fiber optics, and voice/alarm signaling systems. These systems are clearly within the construction specification scope of electrical contracting and current industry trends.

This Proposal is recommended FOR adoption.
**ORDINARY PROPOSAL #14** - Amend NECA Standing Policy Statement #10, Free Enterprise (Submitted by the NECA Government Affairs Committee)

**Proposed Language**

{strikeover indicates deleted language; underline indicates new language}

National Electrical Contractors Association believes that independent businessmen should always strive to solve their own problems by voluntary action within the limits of our free competitive system and avoid invitation for Government intervention in business or bureaucratic control. The American system of competitive private enterprise protects our rights as individuals and has made possible in the United States a higher standard of living than ever before obtained in any country. NECA accordingly deplores any effort, direct or indirect, to substitute for our proven system any other economic system regardless of the source of the effort or its Utopian objective.

NECA believes that the greatest contribution the Government can make to a sound peacetime construction industry and a healthy economic condition lies in giving maximum encouragement to the system of competitive private enterprise and affording an opportunity for independent businesses to prosper through its own initiative self-reliance and resourcefulness.

In accordance with these principles, NECA believes that any rights of individuals, minorities or States temporarily surrendered to the National Government during a time of emergency should always be restored as speedily as may be consistent with the needs of the economy.

(Adopted Jan. 4, 1955)

**Proposed Final Language**

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In accordance with these principles, NECA believes that any rights of individuals, minorities or States temporarily surrendered to the National Government during a time of emergency should always be restored as speedily as may be consistent with the needs of the economy.

(Adopted Jan. 4, 1955)

**Comment from NECA National Office:**

This proposal is consistent with NECA’s Mission. The Government Affairs Committee recommends amending this Standing Policy to clarify that NECA opposes any effort, direct or indirect, to substitute our proven free market economic system with any other economic system.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #15 - Amend NECA Standing Policy Statement #12, Ethical Contracting Practices
(Submitted by the NECA Executive Committee)

Proposed Language
{strikeover indicates deleted language; underline indicates new language}

NECA, historically, has supported and continues to support the highest legal and ethical standards in construction for the benefit of its members, the industry and the consuming public. Illegal and unethical practices distort the fair and level playing field needed for entrepreneurial competition. Attempts to gain unfair competitive advantage are ethically abhorrent and often cross the boundary into overt illegality.

The position of the Association continues to include NECA supports for full and fair enforcement of Federal antitrust statutes. For many years NECA has taken an active role in attempting to prevent such practices as complimentary bidding, bid shopping, bid peddling, blacklisting of selected contractors, product boycotting, operation of exclusive bid depositories or activities of a like nature by individuals, groups or entire chapters. In addition to comprising unethical standards of construction contracting, such activities often violate Federal antitrust laws.

While it is not the role of the Association to act in place of duly constituted authorities at federal, state and local levels in policing and enforcing the law, it is a policy of NECA and its chapters to develop and promote programs which educate the electrical construction industry in the highest standards of legal and ethical business practice and in the value of maintaining those standards. NECA also encourages each of its member firms to adopt, promote and enforce its own code of ethical conduct.
(Adopted Oct. 20, 1990)

Proposed Final Language

NECA supports the highest legal and ethical standards in construction for the benefit of its members, the industry and the consuming public. Illegal and unethical practices distort the fair and level playing field needed for entrepreneurial competition. Attempts to gain unfair competitive advantage are ethically abhorrent.

NECA supports full and fair enforcement of Federal antitrust statutes.

While it is not the role of the Association to act in place of duly constituted authorities at federal, state and local levels in policing and enforcing the law, it is a policy of NECA and its chapters to develop and promote programs which educate the electrical construction industry in the highest standards of legal and ethical business practice and in the value of maintaining those standards. NECA also encourages each of its member firms to adopt, promote and enforce its own code of ethical conduct.
(Adopted Oct. 20, 1990)
Comment from NECA National Office:
The Executive Committee recommends amending Standing Policy 12 to remove language specifying particular contracting practices, but retain core support for full and fair enforcement of Federal antitrust statutes. Specifying particular issues of concern could limit the types of unethical practices NECA would oppose. The Standing Policy Statement should be as broad and flexible as possible.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #16 - Amend NECA Standing Policy Statement #13, Labor Relations (Submitted by the NECA Government Affairs Committee)

**Proposed Language**

*strikeover* indicates deleted language; *underline* indicates new language

NECA values highly the long record of constructive and responsible labor relations as it has been practiced throughout the years by the National Association, its chapters, and its members. Much credit and immeasurable savings have been brought to the industry and to the general public by diligent efforts to promote and maintain full and uninterrupted productivity while striving for economically-realistic terms of employment. NECA believes that every effort should be made on the part of all parties concerned, including the National Association, its chapters, its members, supervisory personnel, the IBEW, and local unions to provide the maximum possible productivity per manhour of labor in order to meet competition and also to promote consumer use of the services of trained and skilled electrical workers employed by qualified electrical contractors.

In order to implement this basic policy, NECA endorses and seeks to develop, on the local and national level, programs and procedures for rational and peaceful approaches to the settlement of disputes and the avoidance of strikes, work stoppages, and jurisdictional disputes, and programs and procedures for improving safety, training of apprentices and journeymen, employment and benefit programs, and other programs for the benefit of the industry and the general public.

Among existing programs which NECA has sponsored and participated in and which NECA endorses are the Council on Industrial Relations, the National Joint Apprenticeship and Training Committee, the Electrical Training Alliance, the Employees Benefit Agreement (NEBF), the National Labor-Management Cooperation Committee, the Plan for the Settlement of

**Proposed Final Language**

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Among existing programs which NECA has sponsored and participated in and which NECA endorses are the Council on Industrial Relations, the Electrical Training Alliance, the Employees Benefit Agreement (NEBF), the National Labor-Management Cooperation Committee, the Plan for the Settlement of Jurisdictional Disputes
Jurisdictional Disputes in the Construction Industry, and the many national agreements between and among NECA, the IBEW, and the Building Trades Unions. NECA will continue, in cooperation with the constituent chapters, to study and develop programs in the interests of the industry and the public.

NECA's Labor Relations policy provides for a coordinated and cooperative effort between constituent chapters and the National Association. This policy features a high degree of local responsibility, while at the same time providing for methods by which the National Association can promote and safeguard the labor relations and business interests and goals of the industry.

Basic labor relations policies which NECA has subscribed to and will continue to endorse are:

- NECA supports and endorses the continued development of union responsibility at the local and national levels toward minimizing and eliminating wildcat strikes, jurisdictional strikes, and work stoppages over contract and other disputes. Accordingly, NECA subscribes to the continuation of the Council on Industrial Relations and its establishment in all areas to avoid work stoppages which are detrimental to employer, employee and the Public. NECA subscribes to and recognizes the right of workers to organize and bargain collectively.

- NECA will continue to develop harmonious relationships with the International Union and its constituent locals to promote labor stability and improve the economic and financial interests of the industry.

- NECA endorses legislation which advances the legitimate interests of the employer or his employee and opposes legislation which seeks to impose unfair restrictions upon the employer or his employees, or which seeks to impose undue and harmful burdens on the industry. NECA supports and endorses the continued organization and strengthening of employer groups through local chapters in the interest of

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NECA subscribes to and endorses the principle of non-discrimination in employment, and subscribes to a policy of employment without regard to any status protected by federal law. NECA subscribes to and endorses a continuing policy to have its Chapters and the IBEW, both locally and nationally, undertake programs to provide all qualified individuals with an opportunity to become qualified craft workers within the Industry.

NECA subscribes to and endorses the principle of managerial responsibility and freedom to manage and oppose any restrictions which hamper and impede the exercise of managerial judgment and increase the cost of doing business. This includes the right to select qualified workers and to maintain fair and reasonable work rules in the interest of greater industry solidarity and responsibility in creating responsible labor relations.

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Comment from NECA National office:
This change recognizes the new name for our craft industry training organization.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #17 - Amend NECA Standing Policy Statement #18, Energy Independence
(Submitted by the NECA Government Affairs Committee)

Proposed Language
{strikeover indicates deleted language; underline indicates new language}

The U.S. economy and national security depend on affordable, reliable electricity. The electrical industry advances economic growth and productivity, promotes business development and expansion, and provides solid employment opportunities to American workers—both directly and indirectly. Since electricity is the fuel that runs our homes and businesses, growth in the use of electricity has coincided with growth in the nation’s Gross Domestic Product ever since the end of World War II.

Our nation’s access to affordable, reliable electricity depends on the smooth performance of a complex system. That system includes the generation of power, transmission, distribution and the installation and maintenance of the systems within buildings. Each of these elements is interconnected. Then, too, electricity, in its origin and delivery, is connected to other sources of energy. Any breakdown in these connections could have disastrous impacts on both the economy and the security of our nation.

The National Electrical Contractors Association (NECA) supports a multi-faceted approach to making the United States energy independent and commits its active participation in helping implement an energy policy premised on independence. Our association’s efforts include working within the legislative and regulatory arenas and with other relevant entities to help improve electric reliability and infrastructure investment, maintain the diversity of all available fuel resources including, but not limited to, nuclear energy, coal, clean coal, oil, natural gas, solar, wind, bioenergy, renewables, geothermal, hydropower, and increase energy efficiency. NECA also encourages traditional producers of energy to embrace new methods that would create jobs, increase resource yield, and...
increase resource yield, and promote environmental and economic sustainability.

Electrical contractors who construct and maintain the infrastructure to generate, transmit, and distribute electrical power play a key role in the move towards domestic energy independence. The electrical contractors of the United States will be vital in ensuring the independence, security, and prosperity of America’s economy.

(Adopted Oct. 4, 2008)

Comment from NECA National Office:
This proposal is consistent with NECA’s Mission. The Government Affairs Committee believes the content of the opening statement of Standing Policy #18 is narrative and does not aid in the description of the Standing Policy. On a more substantial matter, the Committee chose to add broader types of energy work to the Standing Policy to truly reflect the size and scope of work NECA contractors perform on a daily basis.

This Proposal is recommended FOR adoption.
ORDINARY PROPOSAL #18 - Amend NECA Standing Policy Statement #19, Safety Programs and Safe Workers (Submitted by the NECA Codes & Standards Committee)

Proposed Language

{strikeover indicates deleted language; underline indicates new language}

NECA believes that safety is an integral part of achieving excellence in the electrical contracting business by maintaining the highest productivity, quality, and safety standards in a proactive, practical, and cost effective approach to manage organizational loss control. NECA members demonstrate safety professionalism and responsibility through every aspect of work and services they provide including designing, planning, construction, service work, and implementing operations with a minimum of disruption to customers. NECA’s commitment to jobsite safety is reinforced by placing special emphasis in quality safety training programs that integrate safety into project pre-planning and project management.

NECA, historically, has supported and continues to support the highest safety standards in construction for the benefit of its members, the industry and the consuming public. NECA actively advocates maintaining the safest and most productive workplace possible. NECA members appreciate the benefits of a workplace free from injuries, the advantage of a productive workforce, and the responsibility of offering a safe working environment. To that end, NECA believes that to achieve zero injuries in the workplace, contractors must strive for zero energized work environments as the normal and best practice, whenever achievable.

NECA members understand jobsite safety is an important responsibility shared between employers and employees and affirms that implementing safe work practices is not optional. The association believes that a trained and qualified workforce has responsibility to recognize and avoid workplace hazards and, where necessary, employers provide

Proposed Final Language

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NECA members understand jobsite safety is an important responsibility shared between employers and employees and affirms that implementing safe work practices is not optional. The association believes that a trained and qualified workforce has responsibility to recognize and avoid workplace hazards and, where necessary, employers provide
appropriate the required personal protective equipment for workers exposed to workplace hazards.

The goal of NECA members is to maintain a safe and healthy workplace for all employees and to foster efficient operations, thereby offering the best possible product and services to the construction customer. Effective safety-related work practices and principles must be integrated into the planning and installation of electrical work as well as into design.

NECA members recognize that implementing effective safety programs and safe work practices is often challenging. And they are dedicated to solving these problems. NECA members are dedicated to addressing these challenges while establishing and maintaining safety in the workplace. Safety Excellence results from safe work practices that continuously strive for Zero Injuries. NECA’s commitment to safety excellence and safe work environments remains active, focused and constant.

(Adopted Sept. 12, 2009)

Comment from NECA National Office:
NECA supports the editorial revisions to Standing Policy 19 addressing clarity relative to justified energized work. The revisions also clarify the employer responsibility to provide required PPE and that the association is dedicated to resolving cultural challenges related to electrical safety in the workplace.

This Proposal is recommended FOR adoption.