



Date: August 10, 2018

Memo To: Members of the NECA Board of Governors

From: Traci M. Walker  
Secretary-Treasurer

Subject: Proposals for the Board of Governors Meeting

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The following proposals were properly submitted in accordance with Section 8.8 of the NECA Bylaws for review and action at the September 29, 2018 meeting of the Board of Governors to be held in the Terrace Ballroom at the Pennsylvania Convention Center in Philadelphia, PA.

There are 2 **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:  
<https://www.necanet.org/about-us/calendar/national-events/board-of-governors>.

**Ordinary Proposals**  
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**ORDINARY PROPOSAL #1** - Re: New Standing Policy on Diversity and Inclusion  
(Submitted by the Government Affairs Committee)

WHEREAS, our country and our places of work consist of many cultural, racial, and ethnic groups, and

WHEREAS, a commitment to diversity and inclusionary practices fosters equal opportunity for all, and

WHEREAS, recruiting from a diverse pool of candidates means access to a larger talent pool for our industry, and

WHEREAS, achieving the goals of the NECA 1025 initiative will require an increase in the number of trained workers available, and

WHEREAS, collaboration and cooperation in the workplace can contribute to a better understanding of each other, and

WHEREAS, a diverse and inclusive workforce can foster creativity and innovative solutions in the workplace, thereby helping electrical contractors avoid employee turnover costs, and

WHEREAS, fostering policies to ensure diversity and inclusivity in a company's workforce can help capture greater market share for NECA contractors,

**Therefore, be it RESOLVED** that the National Electrical Contractors Association promotes and endorses adoption of this new Standing Policy (Diversity and Inclusion):

**Policy 7**  
**Diversity and Inclusion**

As the nation's leading specialty contractor organization, the National Electrical Contractors Association (NECA) is committed to facilitating growth in the electrical construction industry. In doing so, NECA encourages an environment that embraces diversity as an integral factor for ensuring our industry's viability. NECA believes that by supporting business development, capacity building, career advancement, and involvement opportunities for people from all backgrounds, races, nationalities, genders, sexual orientations and disabilities, we make our industry more dynamic and better prepared to tackle the challenges of the future.

**Comment from NECA National Office:**

Overall, this policy demonstrates NECA's strong commitment toward diversity and inclusion and the Policy is recommended **FOR** adoption.

**ORDINARY PROPOSAL #2** - Re: Changes to the Rules of the Academy of Electrical Contracting  
(Submitted by the Board of Directors of the Academy of Electrical Contracting)

WHEREAS, Article XIII of the NECA Bylaws was adopted by the board of Governors on October 12, 1968 to establish the Academy of Electrical Contracting to recognize individuals for their exceptional and outstanding services rendered in promoting and advancing the interests of the electrical contracting industry;

WHEREAS, Article XIII of the NECA Bylaws requires approval by the Board of Governors for adoption of the Academy's operating rules and procedures;

WHEREAS, David Hardt, Chairman of the Academy of Electrical Contracting submitted recommendations for change to the Board of Directors of the Academy on May 21, 2018, in accordance with Article VIII of the Academy Rules;

WHEREAS, the Board of Directors of the Academy met on June 8, 2018 and unanimously approved, by ballot vote, to revise Article II, Section 1(e) of the Rules of the Academy for submission to, and approval by, the NECA Board of Governors,

**Therefore, be it RESOLVED**, the revised Rules of the Academy, as adopted by the Academy Board of Directors on June 8, 2018, and distributed as part of this ordinary proposal, be approved and adopted.

**Rules of the Academy of Electrical Contracting**

Article II Fellowship in the Academy

Sec. 1 Requirements for Fellowship

Existing Language

(e) Any person who is an officer or honorary member of the Association, or a recipient of the McGraw Award, the Coggeshall Award or the Comstock Award, shall be deemed to meet the requirement in (d) and be entitled to Fellowship in the Academy if also meeting the requirements specified in subsections (a) through (c) hereof.

Proposed Language

(e) Any person who is an officer or honorary member of the Association, or a recipient of the McGraw Award, the Coggeshall Award, ~~or~~ the Comstock Award, the Robert L Higgins Association Executive Distinguished Service Award or the Abraham Lincoln Leadership Award, shall be deemed to meet the requirement in (d) and be entitled to Fellowship in the Academy if also meeting the requirements specified in subsections (a) through (c) hereof.

**Comment from NECA National Office:**

The Academy Board believes that recipients of these two national awards have demonstrated service to the industry above and beyond the call of duty. Therefore, the recipient is entitled to Fellowship in the Academy if they also meet all other requirements. It is understood that this will only apply to individuals earning an award from the date of adoption of this amendment forward.

This proposal is recommended **FOR** adoption.