

# Field Services Report

Steve Krieg

Vice President

Field Labor Relations and Services



# 2023 Initiatives

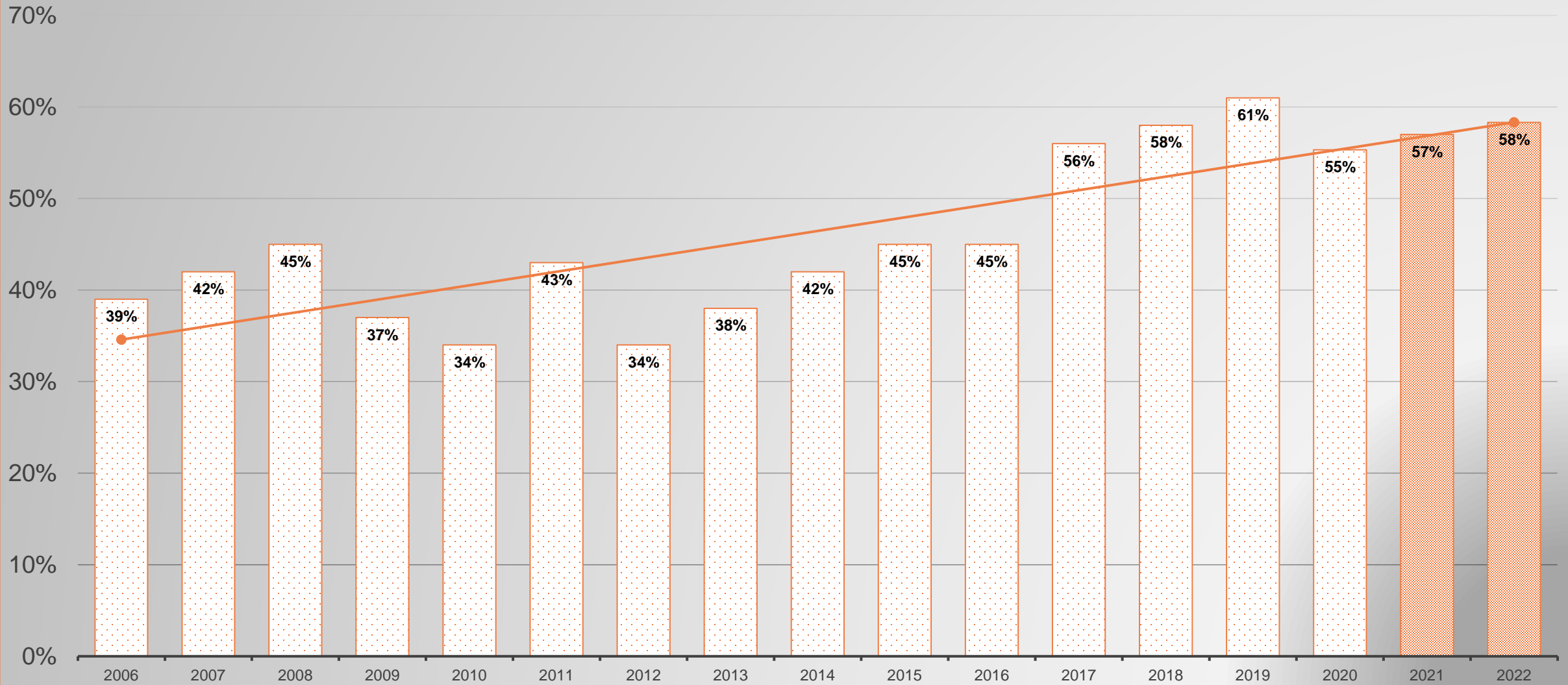
1. *Standardizing Field Service*
2. *Attrition presentations*
3. *Wage and Agreement database*
4. *Settlement Tracking*
5. *Workforce Recruitment Task Force (WRTF)*
6. *Adopting 2019 Standards*
7. *Advanced Bargaining Seminar*
8. *Staff realignments*

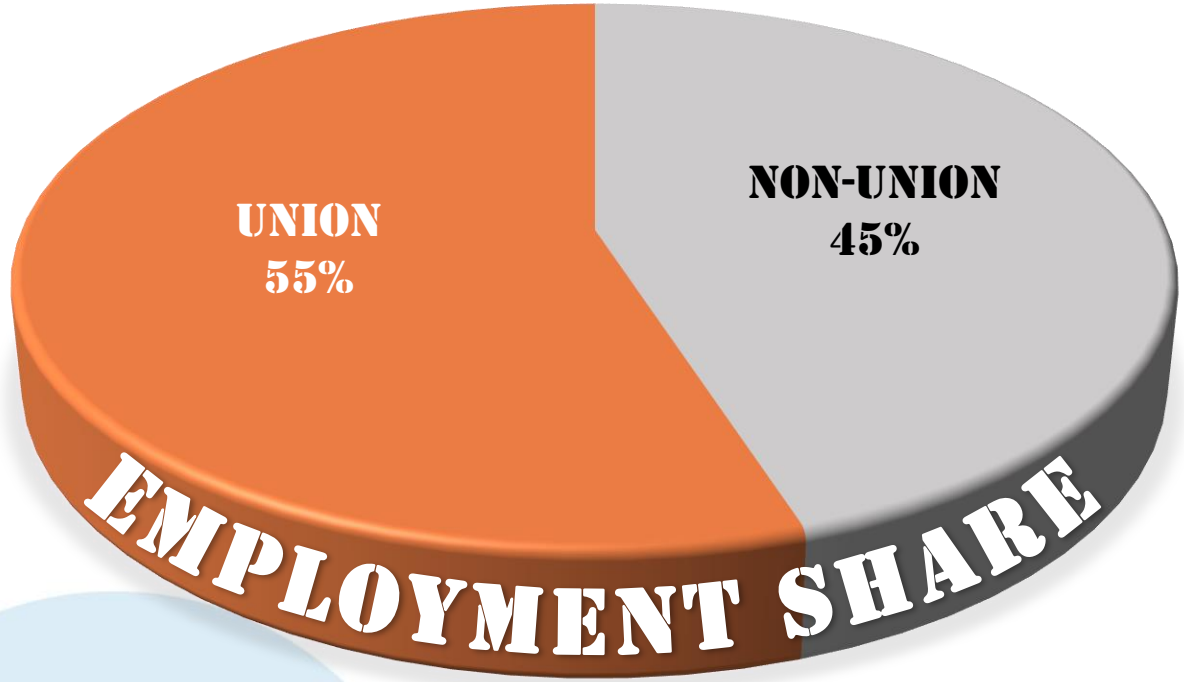
# *Attrition summaries for Inside & Outside*

- ✓ *Identify imminent retirements and retirement trends*
- ✓ *Determine total indentured apprentices*
- ✓ *Identify percentage of workers 50 years of age and older*
- ✓ *Compare Imminent JW Retirees and their replacements*
- ✓ *Determine total non-union workforce as a source of workers*



# Local 0000





**UNION WORKFORCE – 1,907**

**INDUSTRY WORKFORCE – 3,467**

**NON-UNION WORKFORCE – 1,560**



Local Union Workforce Totals

# 2022 Workforce Summary

Local Union	Workforce Totals	Journeyman	Apprentices	Others	Apprentice Ratio
0000	1,907	1,667	118	122	16:1

Journeymen	60 and Over Years of Age	Over 55 & Under 60 Years of Age	Over 50 & Under 55 Years of Age	Total Over 50 Years of Age
1,667	153 / 9%	225 / 14%	210 / 13%	588 / 31%

Ages 64 & Over	Ages 63 & 62	Ages 61 & 60	Ages 59 & 58	Ages 57 & 56	Imminent Retirees
27	40	52	78	44	342

5 <sup>th</sup> Period Apprentices	4 <sup>th</sup> Period Apprentices	3 <sup>rd</sup> Period Apprentices	2 <sup>nd</sup> Period Apprentices	1 <sup>st</sup> Period Apprentices	Total Apprentices
40	18	26	21	25	118

Local Union Workforce Data

NECA District	Employment Share	JW's	APPs	Ratio	CW-CE & Others	JW's Over 50	Percent Over 50	Imminent Retirees	Imminent Percentage
District 1	37%	28,620	6,253	5:1	2,616	14,278	50%	8,311	29%
District 2	40%	29,588	6,634	4:1	5,041	6,615	22%	6,615	22%
District 3	15%	16,662	6,452	3:1	2,347	4,903	29%	2,983	18%
District 4	51%	26,547	6,513	4:1	1,825	13,066	49%	7,862	30%
District 5	12%	9,454	3,626	3:1	2,720	3,677	39%	2,254	24%
District 6	50%	10,521	3,407	3:1	762	4,347	41%	2,456	23%
District 7	44%	12,576	3,361	4:1	1,083	5,453	43%	3,135	25%
District 8	14%	3,882	1,543	3:1	653	1,382	36%	812	21%
District 9	35%	22,738	6,092	4:1	1,009	9,220	41%	5,039	22%
<b>District Totals &amp; Averages</b>	<b>30%</b>	<b>160,588</b>	<b>43,881</b>	<b>4:1</b>	<b>18,056</b>	<b>62,941</b>	<b>39%</b>	<b>39,467</b>	<b>25%</b>

Milwaukee Chapter - Local 494 Inside

Chapter Contact Info

Chapter		Local Union		NECA Region	
Organization	Milwaukee Chapter NECA	Organization	Local 494	NECA Region	Midwestern Region
Manager	Robert Rayburn	Manager		Chapter Division	Milwaukee Division - 494
Street Address	11001 W Plank Ct Suite 120	Street Address		Type of Agreement	Inside
City	Wauwatosa	City		Contract Start Date	05/29/2022
State	WI	State		Contract End Date	05/31/2027
ZIP	53226-3668	ZIP		Wage Package Start Date	05/29/2022
Phone	(414) 778-0305	Phone		Wage Package Stop Date	05/27/2023
Fax	(414) 778-0224	Fax		Training Director	
Email	rayburn@neca-milw.org	Email		Training Director's Phone	
Website	www.neca-milw.org	Website		Training Director's Email	

Term – Start & Stop

Wage and Benefits

Wage Sheets

	Wage & Benefits	Amount	Benefits Legend	JW	FRM	GENFRM
BW	Base Wage	\$46.38	HW	\$46.38	\$51.02	\$53.34
DC	Annuity	\$3.00	HW	\$3.00	\$3.00	\$3.00
H&W	H&W	\$9.20	HW	\$9.20	\$9.20	\$9.20
DB	Local pension	\$6.70	HW	\$6.70	\$6.70	\$6.70
VAC	Vacation/ Holiday	10.0000%	PG	\$4.64	\$5.10	\$5.33
DB	NEBP	3.0000%	PG	\$1.39	\$1.53	\$1.60
LMC	LMCC	\$0.15	HW	\$0.15	\$0.15	\$0.15
JAT	JATC	2.0000%	PG	\$0.93	\$1.02	\$1.07
SVC	NECA SC	0.4750%	PG	\$0.22	\$0.24	\$0.25
AMF	AMF	0.8000%	PG	\$0.37	\$0.41	\$0.43
<b>Totals</b>				<b>\$72.98</b>	<b>\$78.37</b>	<b>\$81.07</b>

Classifications

Shift & Other Data

Shift	Hours	Premium	Contractual Start		Contractual Stop		Other Items of Note	
2nd Shift	8 for 8	5%, 10% industrial		6:00 AM			Bonding or Letter of Credit Required	No
3rd Shift	8 for 8	10%, 15% industrial		4:30 PM			Special Skills Premium	Yes
							Foreman Call Out by Name	No
							CW/CE or Alternative Classifications	Yes
							Per Diem or Travel Pay	No
							Memoranda or Letters of Understanding	Yes
							Four Tens Workdays	Yes
							Flexible Start	Yes
							Flexible Stop	No

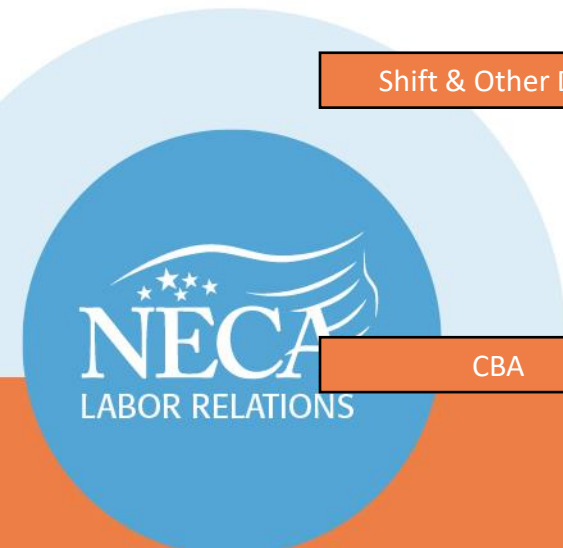
Other Items of Note

CBA

Attached Documents

- 2022-2027 MKE INSIDE WIREMEN Final.pdf
- Wage-Fringe Data Sheets Milwaukee Inside 5.29.22-5.27.23.xls

Chapter Wage Sheet





## Milwaukee Chapter - Local 494 Inside

### Chapter

---

<b>Organization</b>	Milwaukee Chapter NECA
<b>Manager</b>	Robert Rayburn
<b>Street Address</b>	11001 W Plank Ct Suite 120
<b>City</b>	Wauwatosa
<b>State</b>	WI
<b>ZIP</b>	53226-3668
<b>Phone</b>	(414) 778-0305
<b>Fax</b>	(414) 778-0224
<b>Email</b>	rayburn@neca-milw.org
<b>Website</b>	www.neca-milw.org

### Local Union

---

<b>Organization</b>	Local 494
<b>Manager</b>	
<b>Street Address</b>	
<b>City</b>	
<b>State</b>	
<b>ZIP</b>	
<b>Phone</b>	
<b>Fax</b>	
<b>Email</b>	
<b>Website</b>	

---

<b>NECA Region</b>	Midwestern Region
<b>Chapter Division</b>	Milwaukee Division - 494
<b>Type of Agreement</b>	Inside
<b>Contract Start Date</b>	05/29/2022
<b>Contract End Date</b>	05/31/2027
<b>Wage Package Start Date</b>	05/29/2022
<b>Wage Package Stop Date</b>	05/27/2023
<b>Training Director</b>	
<b>Training Director's Phone</b>	
<b>Training Director's Email</b>	

	Wage & Benefits	Amount	Benefits Legend	JW	FRM	GENFRM
BW	Base Wage	\$46.38	HW	\$46.38	\$51.02	\$53.34
DC	Annuity	\$3.00	HW	\$3.00	\$3.00	\$3.00
H&W	H&W	\$9.20	HW	\$9.20	\$9.20	\$9.20
DB	Local pension	\$6.70	HW	\$6.70	\$6.70	\$6.70
VAC	Vacation/ Holiday	10.0000%	PG	\$4.64	\$5.10	\$5.33
DB	NEBF	3.0000%	PG	\$1.39	\$1.53	\$1.60
LMC	LMCC	\$0.15	HW	\$0.15	\$0.15	\$0.15
JAT	JATC	2.0000%	PG	\$0.93	\$1.02	\$1.07
SVC	NECA SC	0.4750%	PG	\$0.22	\$0.24	\$0.25
AMF	AMF	0.8000%	PG	\$0.37	\$0.41	\$0.43
<b>Totals</b>				<b>\$72.98</b>	<b>\$78.37</b>	<b>\$81.07</b>





Shift	Hours	Premium
2nd Shift	8 for 8	5%, 10% industrial
3rd Shift	8 for 8	10%, 15% industrial

<b>Contractual Start</b>	6:00 AM
<b>Contractual Stop</b>	4:30 PM

Other Items of Note	
<b>Bonding or Letter of Credit Required</b>	No
<b>Special Skills Premium</b>	Yes
<b>Foreman Call Out by Name</b>	No
<b>CW/CE or Alternative Classifications</b>	Yes
<b>Per Diem or Travel Pay</b>	No
<b>Memoranda or Letters of Understanding</b>	Yes
<b>Four Tens Workdays</b>	Yes
<b>Flexible Start</b>	Yes
<b>Flexible Stop</b>	No

Attached Documents

 "2022- 2027 MKE INSIDE WIREMEN Final.pdf"

 "Wage-Fringe Data Sheets Milwaukee Inside 5.29.22-5.27.23.xls"



# WRTF



- *NECA-IBEW collaborate recruitment of manpower*
- *Originally focused on specific areas of manpower shortages*
- *Transitioned to locating manpower nationwide*
- *IBEW and NECA leadership approved nationwide advertising and recruitment*
- *In the 4th quarter of 2022 WRTF sourced over 18,000 applicants*
- *Less than 10% of applicants have indicated not having any experience*
- *Applicants averaged 9.3 years in the industry*
- *Over 5,800 applicants had over 10 years experience*

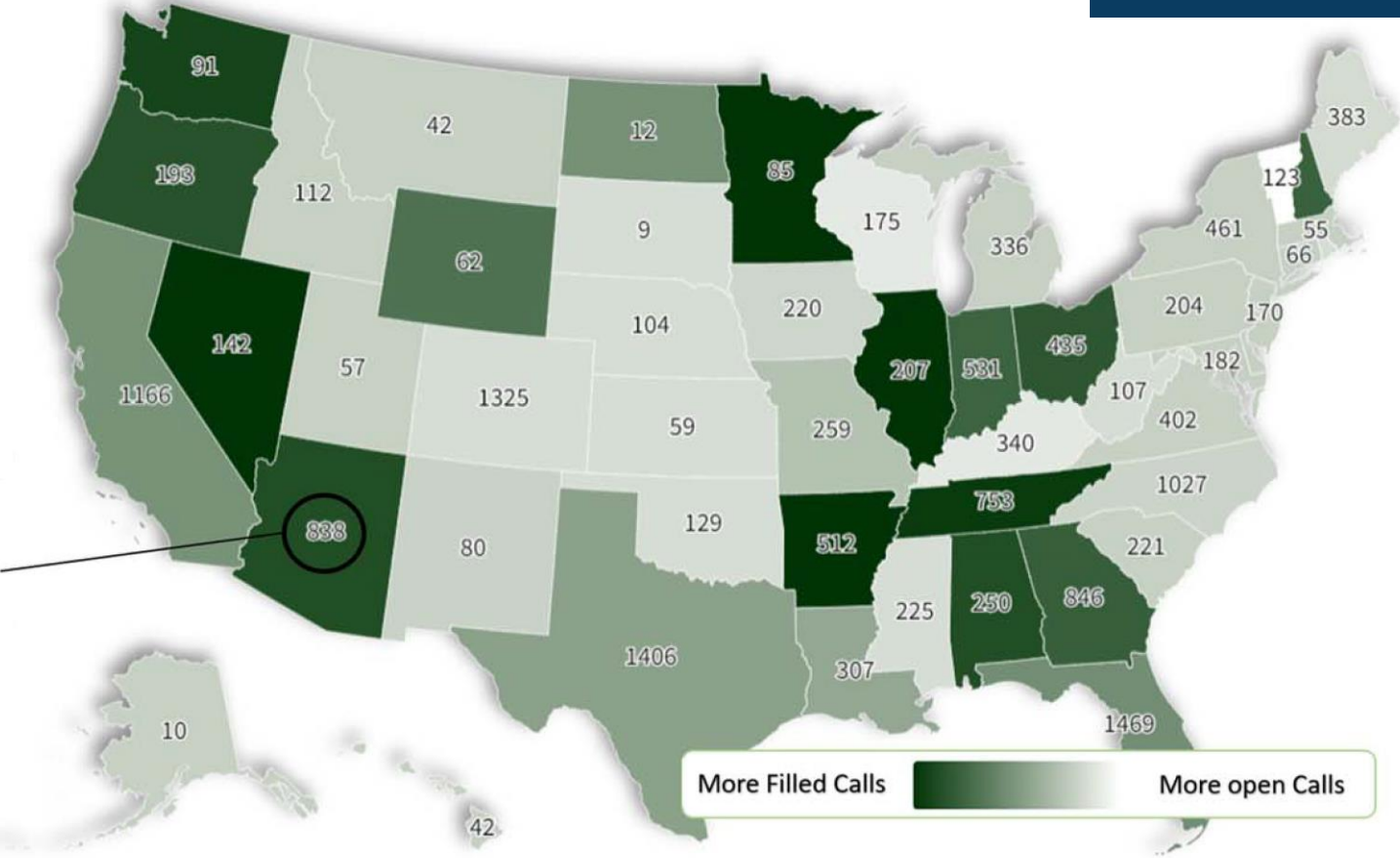


# Q4 Changes in Filled Calls

The darker green states represent a larger change, or more calls filled by the end of the quarter.

The lighter green states represent a smaller change, or more open calls by the end of the quarter.

The number of sourced WRTF applicants can be found in each state.



# Adopting 2019 Apprenticeship Standards

✓ *Why adopt these standards?*

- *Establishes minimum qualifications*
- *Provides Direct Interview Qualifications*
- *Provides Direct Entry Qualifications*

**NATIONAL REQUIREMENTS FOR  
LOCAL APPRENTICESHIP STANDARDS  
with Selection Procedures and  
EEO/AA Plan**

for  
Electrical Joint Apprenticeship and Training Committees  
Representing

National Electrical Contractors Association, Inc.

and

International Brotherhood of Electrical Workers

**38%**

Revised January 2019

Approved and Certified by the

electrical training ALLIANCE  
and

U.S. Department of Labor  
Office of Apprenticeship

**NECA**  
LABOR RELATIONS

# *Advance bargaining seminar*

- ✓ Basic Bargaining seminar is available from all Field Staff
- ✓ Advanced Bargaining designed for the seasoned negotiator
  - ✓ Problem solving
  - ✓ Tactics
  - ✓ Social and psychological factors
  - ✓ Proposal writing
  - ✓ And much more

