



Jon Mandl, Executive Director, LR

- Public facing roles and internal operations
 - FMCP Trustee
 - Family of Funds advisor to CEO
 - CIR Functionary and alt. panel member
 - NLMCC administration
 - CURT advisory seat
 - CLRC advisory seat
 - Data driven efforts

Jon.Mandl@necanet.org

A decorative footer for the slide featuring the AEI 2026 logo on the left and a series of red, white, and blue geometric patterns and icons on the right.

Robbie Foxen, Executive Director, D10

- Public facing roles and internal operations
 - Secretary of District 10
 - Outside Advisory Committee
 - D10 strategy efforts
 - CIR alt. panel member
 - EICA board member and steering committee
 - etA and workforce development assistance
 - D10 efforts coordinated with the NECA field team

Robbie.Foxen@necanet.org

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Ian Andrews, VP Labor Relations and Large Contractors

- Public facing roles and internal operations
 - Large Contractors leadership
 - CIR functionary, alt. panel member
 - etA Trustee
 - PTSI Trustee
 - Workforce Development Committee secretary
 - CELI Task Force
 - Internal/External team communication strategy

Ian.Andrews@necanet.org



Steve Krieg, VP Field Labor Relations Services

- Public facing roles and internal operations
 - Responsible for NECA Field Team
 - CIR catbird and treasurer
 - NLMCC Trustee
 - Jurisdictional Dispute Board member

Steve.Krieg@necanet.org



Ted Uppole, VP Labor Relations

- Public facing roles and internal operations
 - CIR alt. panel member
 - LR Education and training initiatives
 - Family of Funds advisor to CEO
 - NLMCC administration assistance
 - etA and workforce development assistance
 - Support data driven initiatives

Ted.Uppole@necanet.org



Paul Flynn, Dir. Of Workforce Development

- Public facing roles and internal operations
 - Connected to IBEW DoD efforts
 - Primary point of contact for all matters related to workforce recruitment
 - Single employer and multi-employer job fairs
 - Workforce recruitment and job fair playbooks
 - Building bridges with State and District Organizing Coordinators

Paul.Flynn@necanet.org



Teamwork

- When requests come in, we tackle them as a team
- We're building to make NECA better for our members and our Chapters as a team
- Please remember protocol – Member to Chapter, Chapter to Field, Field to RD, RD to LR, LR to CEO
- Better integration to the NECA Field team – Each region has a representative aligned for Large Contractors, workforce recruitment, District 10, NECA education, and VDV/Limited Energy efforts



Industry Partner | Direct Alignment

- Construction Department
 - Matt Paules – Steve Krieg
 - George Arhos – Robbie Foxen
 - Josh Sapp + Chris Callahan – Ian Andrews, Jon Mandl
- CIR
 - Al Davis + Robert Bausch - Steve Krieg, Ian Andrews, Jon Mandl, Ted Uppole
- etA
 - Todd Stafford and the etA team – Ian Andrews
- Benefits Conference
 - Ryan O'Leary – Jon Mandl
- Workforce Recruitment
 - Jon Rosenberg, Adrian Saucedo – Paul Flynn



Understanding the IBEW landscape

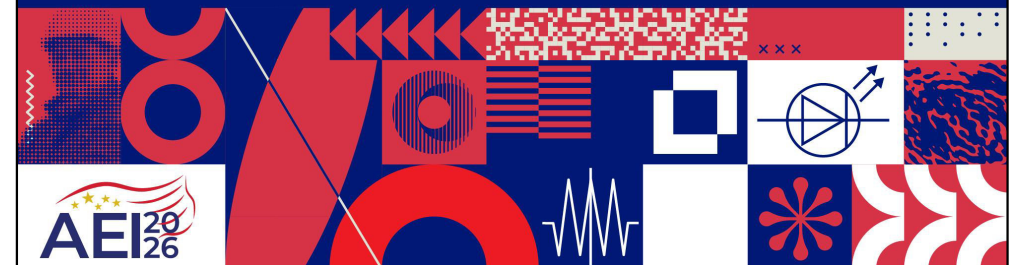
Future Meetings:

- IBEW Construction Conference | April 16-18, Washington, D.C.
- IBEW Membership Development | June 22-25, Atlanta, GA
- IBEW Convention | September 20-25, San Diego, CA



TV Timeout

Any questions or discussion so far?



CIR Update | Structure

- NECA staff structure
 - Catbird + Treasurer – Steve Krieg
 - Functionary / Alt Panel – Ian Andrews, Jon Mandl
 - Alt Panel – Ted Uppole, Robbie Foxen, Jack Savage, Frank Piatt, David Woodard, Nicole Hite
 - Administrative – Germaine Wells
- IBEW staff team structure
 - Secretary of CIR – Al Davis
 - Catbird – Robert Bausch

CIR Update | Structure

- NECA panel structure
 - DVP Co-Chair
 - NECA Catbird
 - Regional Executive
 - Two NECA contractor members
 - One NECA Chapter Executive
- D10 representatives for D10 cases
- VDV representation on VDV cases

CIR Update | Structure

- IBEW panel structure
 - IVP Co-Chair
 - Catbird
 - Four Business Managers

CIR Update | Structure

- Dedicated partnership efforts
 - Meeting twice before each session
 - Collaboration on interpretation requests
 - Annual full-day collaboration session each December. Review the past year, look ahead to the next year, everyone is empowered to bring ideas to improve how CIR operates
 - Culture where either group can call a meeting for process improvement at any time

CIR Update | Useful Information

- Grievances >>>> negotiation cases. This is a trend across the unionized construction industry
- 2025 stats: 127 cases filed. 54 cases heard. 57% settlement rate at home (thank you)
- 37 grievances (23 in 2024), 17 negotiations (26 in 2024)
- 2026 February: 19 cases filed. 10 heard (1 wage, 9 grievances)

CIR Update | Useful Information

- Reminder - Submission forms updated
 - More important – Fill them out completely and review before you sign
- New video!
- Website efforts have launched (more to come, goodbye 1984)



NLMCC Updates

- Grants – Process Review
 - <https://www.necanet.org/chapter-staff/labor-relations/nlmcc-resources>
 - Frequently Asked Questions
 - Advertising
 - Bounty & Incentive
 - Job Fair
 - Partnering
 - “Other” – Template Request Letter
- 2025 – Over \$1.2M in Grants disbursed across more than 50 Grant Programs

NLMCC Updates

- Trade Shows / Conferences / Sponsorships
 - American School Counselor’s Association
 - NECA Convention – Apprentice Day & Suicide Prevention
 - Hold the Line Leadership Conference (formerly Top Gun)
- Electric TV
 - 12 Feature stories
 - 4 Organizing/Recruitment Highlights
 - 2 NECA Student Chapter Highlights



TV Timeout

Any questions or discussion so far?



District 10 Update

- Outside Line / Telecom Standards
- D10 Task Force Assembled
- NECA Mental Health Page reconstructed and formatted on NECA Website
- NOCERA Storm Agreement making progress
- Market share trending up, and quickly
- EEI Studies show Utilities plan to invest 1.4 trillion in Outside Construction in the next 5 years. Private energy investment adds another trillion



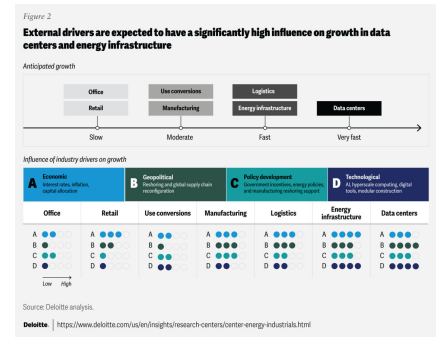
District 10 Update

- Expanded ratios and classifications could be needed to man the work
- 1,200 new apprentices added to our area wide AJATCs compared to this time last year
- Monthly Chapter Executive calls are ongoing
- D10 Council Quarterly meeting being executed
- 1st D10 political fly in being done this year in DC
- Expanded footprint and presence at the NECA Convention High Voltage Village



Crystal Ballin'

- Construction value grew just .5-1% in 2025. Actual output declined .6% while spending declined by 3.3%.
- Construction spending is expected to increase by 7% in 2026 and 2027, Data centers by 8.9%.
- Unfilled positions (439,000) cost \$124 billion in lost construction output in 2025.
- We are projected to have 449,000 unfilled positions in 2026.
- Despite tariffs, fragile supply chains, disruptive geopolitical climate and economic uncertainty, labor remains the single greatest bottleneck on growth.



It's not an excess of demand...it's a shortage of supply.

- Total construction employment in 2025 was 8.3 million.
- By 2031, 41% of all current construction employees will be retired while only 10% of all current employees are under the age of 25.
- Only 7% of all job seekers have expressed interest in construction despite total job growth of only 181k in 2025 (down from 1.46 million in 2024).
- There were 6.54 million job openings available in 2025, but the average corporate position had over 250 applicants per role resulting in more than 2 million working age adults in "long term unemployment" status.
- We have an anticipated shortfall of 2 million skilled craft persons by 2028 not counting additional strain from immigration policy with, as of December 2025, just under 10% of all construction professionals being foreign born.
- Net effect: Average Construction **Base** Wage Growth of 4.7%



...but also demand.

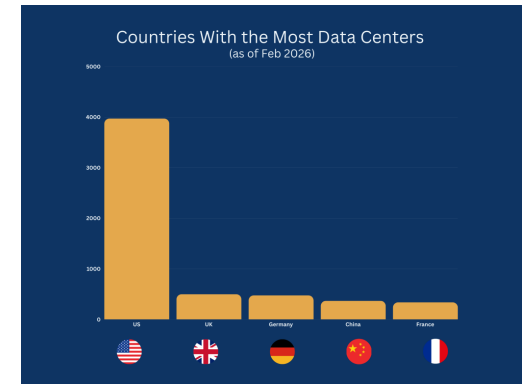
As of February 2026, the US has 577 operating data centers totaling 14,187 MW of capacity with 666 approved projects which would add an additional 184,419 MW of capacity.

We used a record 4,195 TWh in 2025 despite a 1 year increase in cost of 13%

We are anticipated to use 4,268 TWh in 2026 and 4,372 TWh in 2027 (Data center usage approx. 125 TWh)

We increased production capacity by 53 GW in 2025 (largest since 2002) and we will be adding 86 GW of new utility scale capacity in 2026 (43.4 Solar, 11.8 Wind, 6.3 Gas, 24.3 BESS) A potential increase of 464 TWh per year.

This growth isn't without headwinds. Besides labor, power, chip, and gear shortages, NIMBY has entered the chat.



Data – Inside CBAs

- CBAs settled in 2025, year 1 (2025): There were 65, JW increase was an avg. 4.86%
- CBAs settled in 2024, year 2 (2025): There were 113, JW increase was an avg. 4.75%
- CBAs settled in 2023, year 3 (2025): There were 45, JW increase was an avg. 3.57%

Thank you for sharing your settlement data with your Field Rep. We have ~114 Agreements expiring in 2026 and you can access a full report from your Field Rep.

Outside – working on collecting



Data – What do you want to see?



Labor Relations Conference | Discussion

What can we do to make this an event worth you and your members attendance to make you better in a LR environment at home?



etA Matters | Google.Org Grant

- Grant tangible efforts (\$7.5M): AI driven training assistant, AI Essentials for all apprentices, Spanish Curriculum Year 1, AR/VR content and hardware, workforce forecasting tool
- Sub-grant incentivization (\$7.5M): \$1.2M awarded to Google targeted market JATCs so far, 1,533 new first year apprentices beyond 2024 first year class reported in those areas alone.



etA Matters | Other

- Hybrid Standards
 - Launched subcommittee to develop competency training
 - One meeting on 1/8/26
 - Updates will be provided – Please send feedback via email to Ian Andrews
- Growth – We understand capacity is real and cash flow lags actual work. Our collective brains can create solutions, let's keep working at it.



Large Contractor Matters

- New VP at Large – Steve Stone, ArchKey Solutions
- Working to improve engagement across NECA
- Working to bring our members to NECA first when issues arise
- Understanding the landscape – many leaders are not Accredited Reps and we're working to connect them better
- Temporary Membership – Outreach and invites to Chapter events



TV Timeout

Any questions or discussion so far?

Other Items

- Bylaw Approval – We can review before your members vote
- LR and Regulatory Alerts distribution
- Reporting after 150K hours worked
- LR training initiatives for Chapter
- NCA, NMA, GPPMA, pick your favorite acronym discussion

NMAPC

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

National Maintenance Agreement

- Designed to be limited to maintenance, repair, replacement and renovation. The NMA is intended for work of less than a year's duration.
- Initiated in 1971 for petro-chemical, utility, steel and automotive plants.
- Between Contractor and International (not local) Union, but designed by the NMAPC for owners.
- Self contained and complete dispute resolution procedure.
- Wages and benefits set by Inside Agreement
- All other funds set in local agreements are deemed optional.
- Many terms and conditions favorable to employers...always good to review before negotiations.
- While Industry Funds aren't contractually mandated, NECA Service Charges are a requirement of membership irrespective of contractual provisions.

NABTU

General Presidents Project Maintenance Agreement

- Supposed to be limited to 'work performed for the repair, renovation, replacement and upkeep of property, machinery and equipment within the limits of the plant property; or other locations related directly thereto.'
- Initiated in the 2010's with mega projects in mind.
- Between Contractor and Building Trade Unions for a specific project.
- Contractor does not need to be signatory to any union to use.
- Employees under agreement constitute a separate bargaining unit apart from any other.
- EXTENSIVE Management Rights Clause.
- Self contained and complete dispute resolution procedure.
- Wages set by Schedule A...can be less than Inside CBA
- Only funds accruing benefit to the employee (Schedule A) and those specifically agreed to locally in (Bulletin 2) are mandatory. All other funds set in local agreements are deemed optional.
- Many terms and conditions favorable to employers...always good to review before negotiations.
- While Industry Funds aren't contractually mandated, NECA Service Charges are a requirement of membership irrespective of contractual provisions.



National Construction Agreement

- Created to promote efficiency of all construction operations; provide for a peaceful settlement of craft labor disputes without strikes or lockouts; and promote the timely and economical completion of the project.
- Between Contractor and Building Trade Unions for construction of a specific project.
- Contractor does not need to be signatory to any union to use.
- Employees under agreement constitute a separate bargaining unit apart from any other.
- EXTENSIVE Management Rights Clause.
- Self contained and complete dispute resolution procedure.
- Wages set by Schedule A...can be less than Inside CBA
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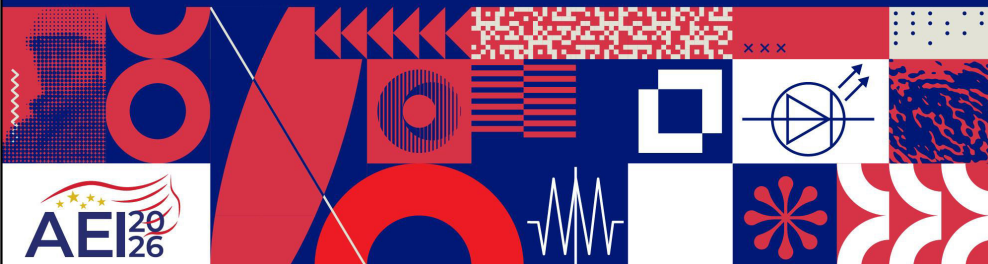

Project Labor Agreement

- Designed as a pre-hire collective bargaining agreement establishing the terms and conditions of employment on one or more construction projects.
- Focused at CM or GC's rather than owners, but can be used effectively with owners. Usually requires all contractors to sign PLA.
- Terms and Conditions of PLA are negotiable (template is just 8 pages long) but always contain provisions to prevent work stoppages, expedited dispute resolution, guarantees for necessary workforce, allows for non-union contractors to use union employees without becoming signatory outside of the PLA.
- 3 step grievance procedure with AAA backstop.
- Often used to gain work in the public sector.



Final TV Timeout

Open Floor

Thank you

We appreciate your continued partnership and daily efforts to advance the electrical industry together for NECA members