

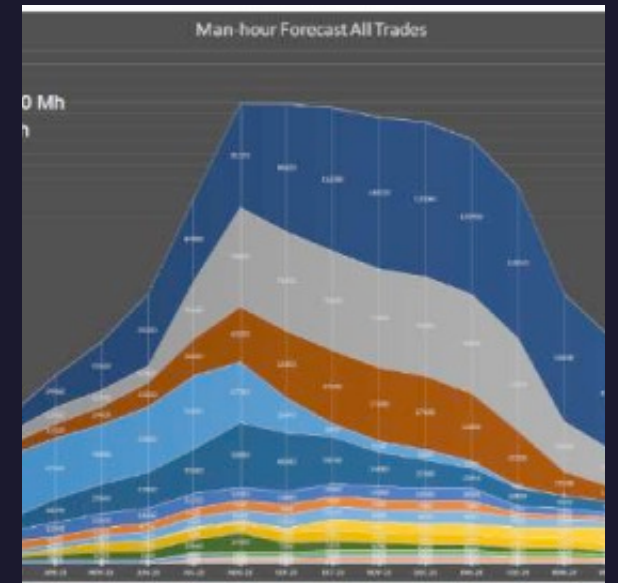
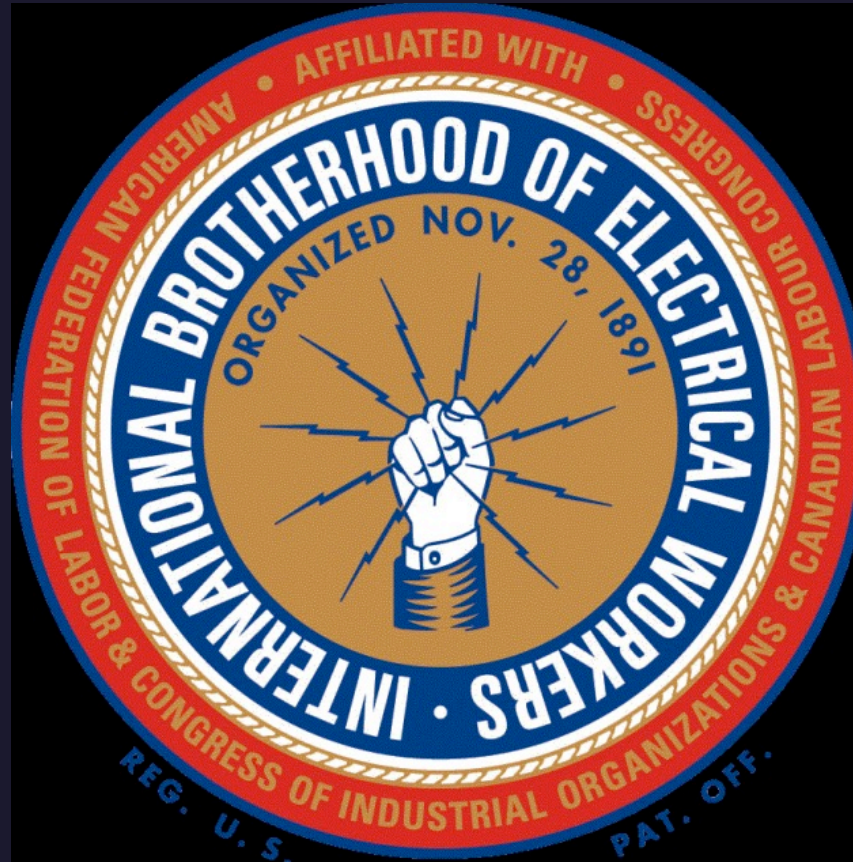


2023 NECA Business Development- IBEW Update

Ray Kasmark/Jon Rosenberger

Agenda

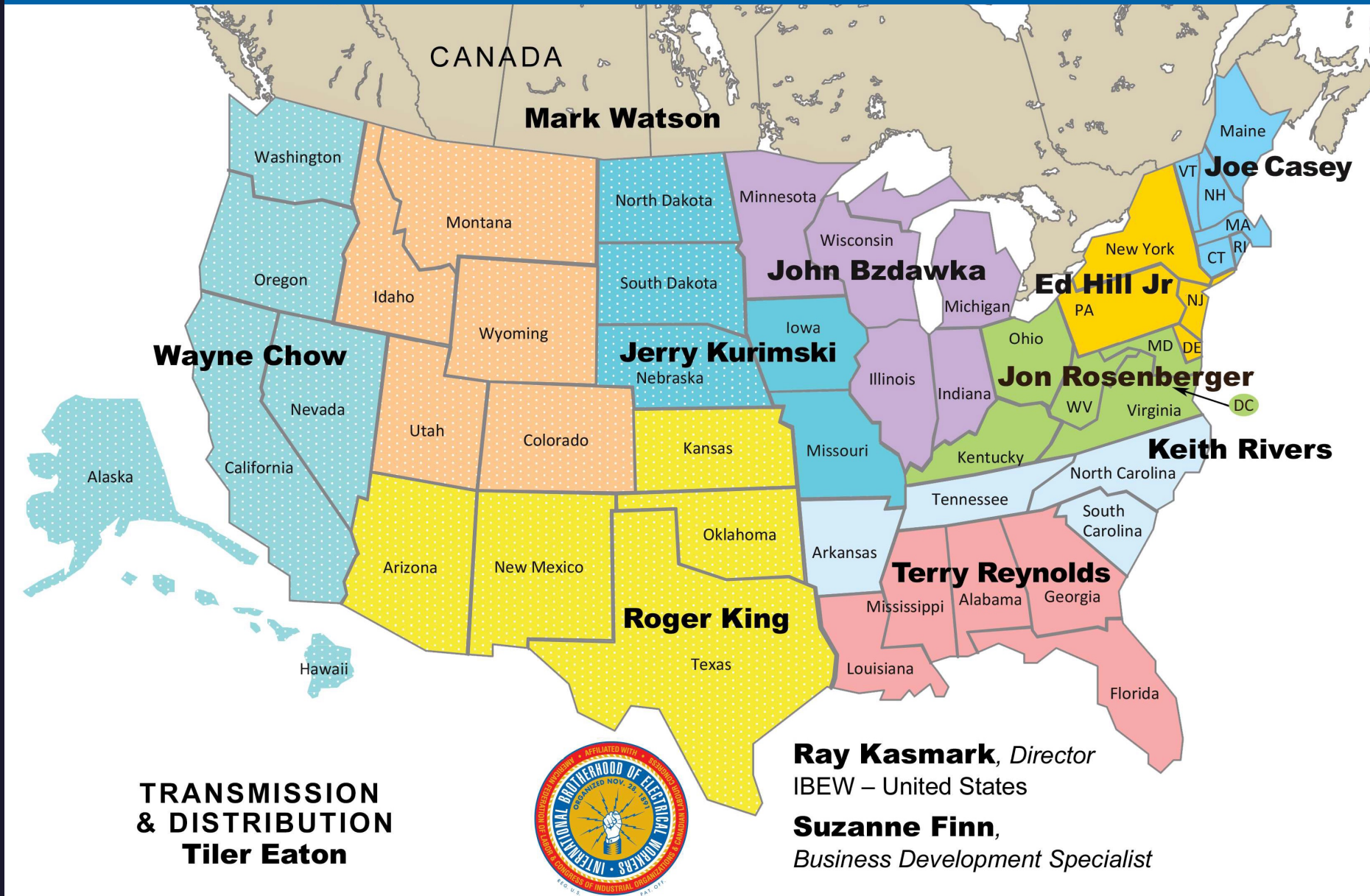
- Department overview
- Industry trends
- Federal legislation
- Expansion and growth
- Next BIG Thing(s)



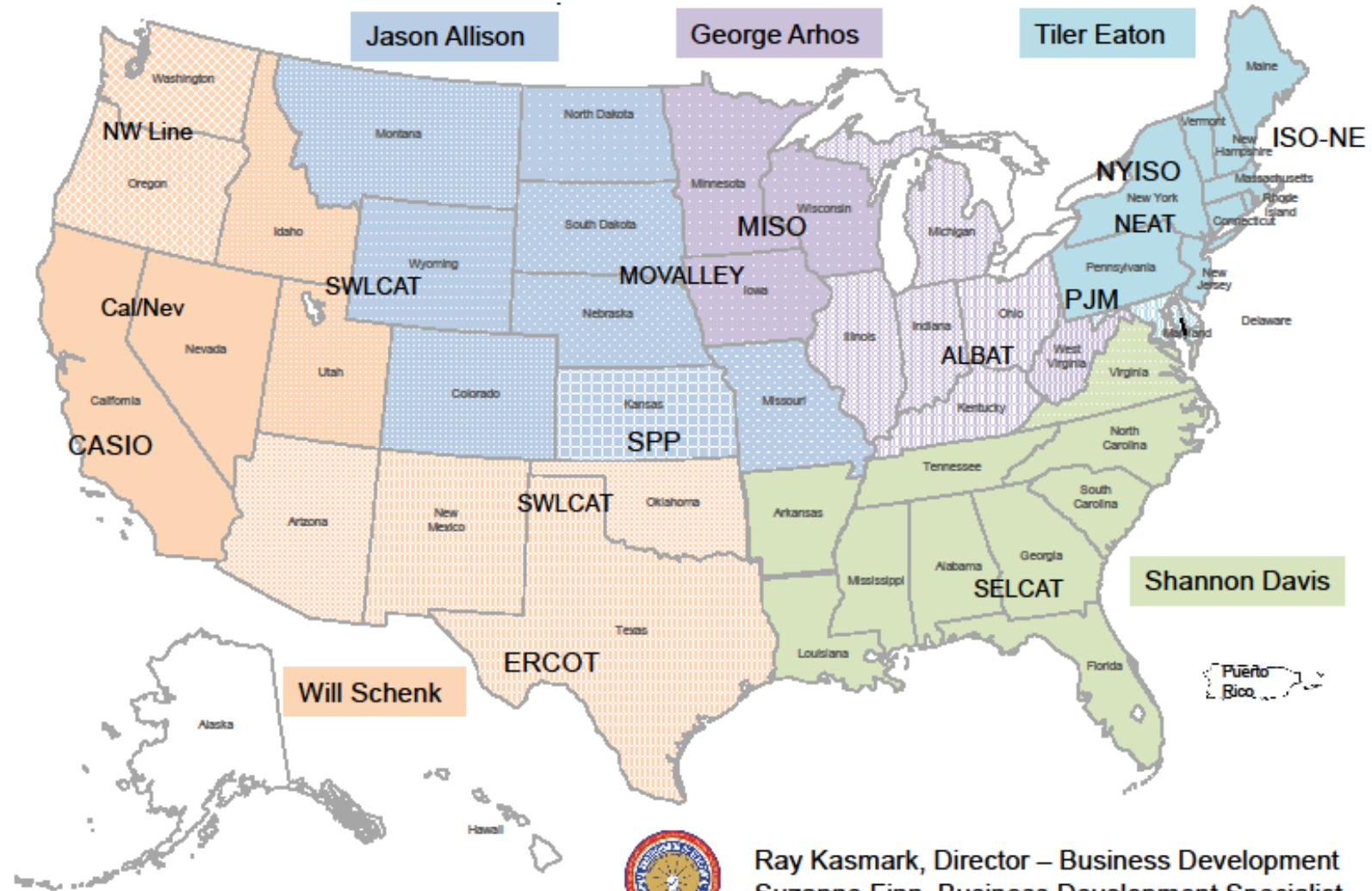
Our Team Today

- 10- Inside Reps
- 5- Outside Reps
- 3- Admin
- 1-Director
- Canada
- Puerto Rico



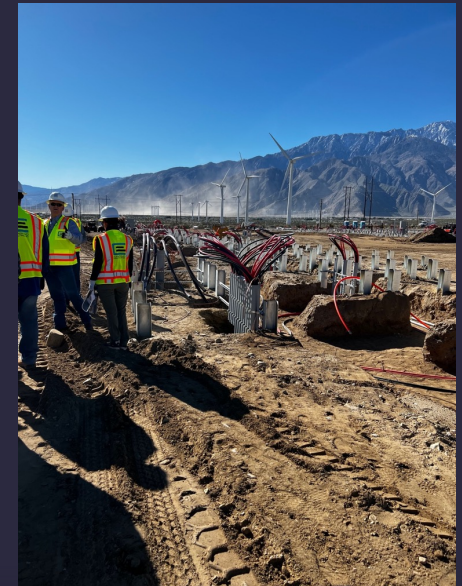


IBEW OUTSIDE BUSINESS DEVELOPMENT



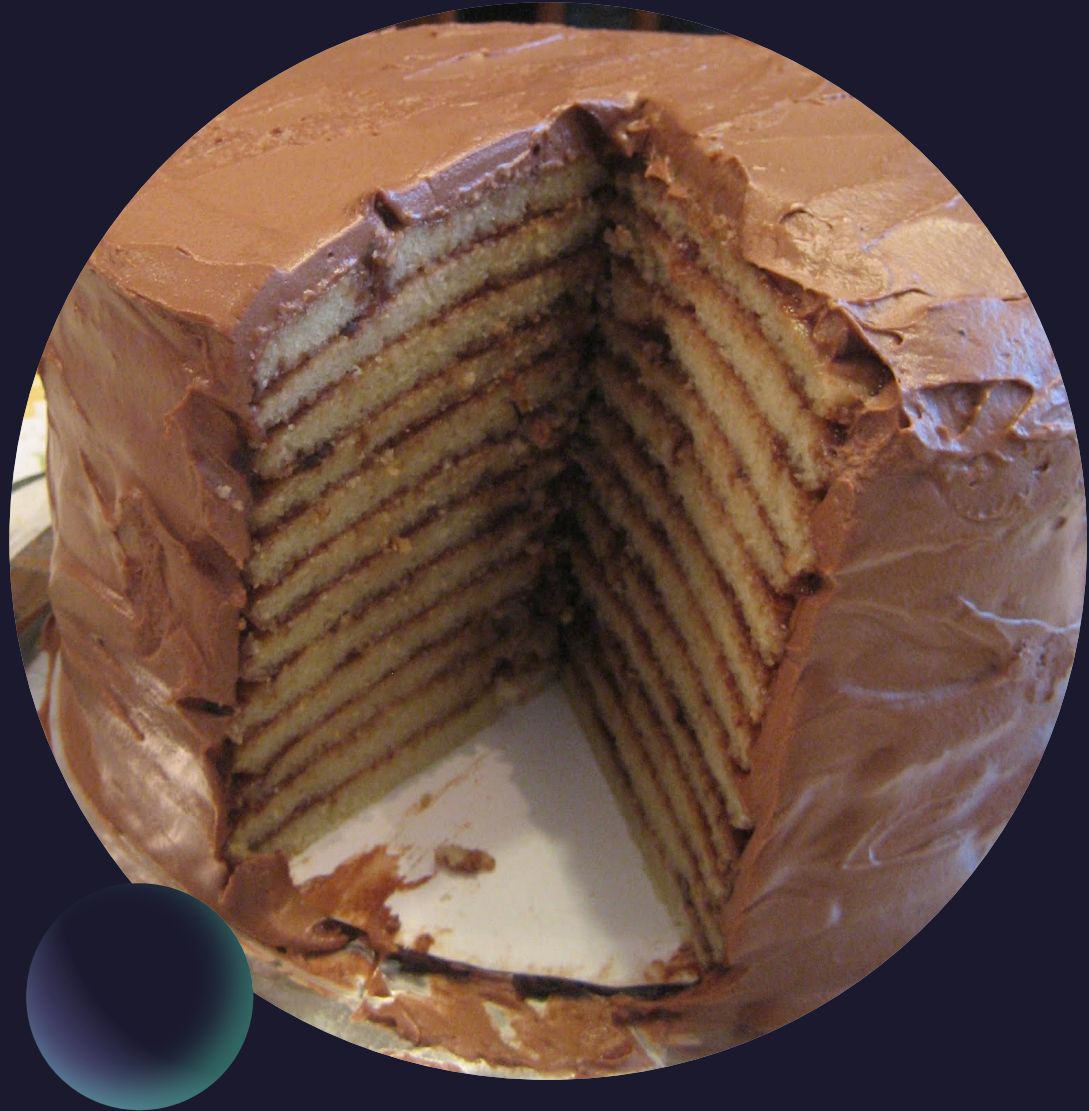
Ray Kasmark, Director – Business Development
Suzanne Finn, Business Development Specialist

The Roaring Twenties

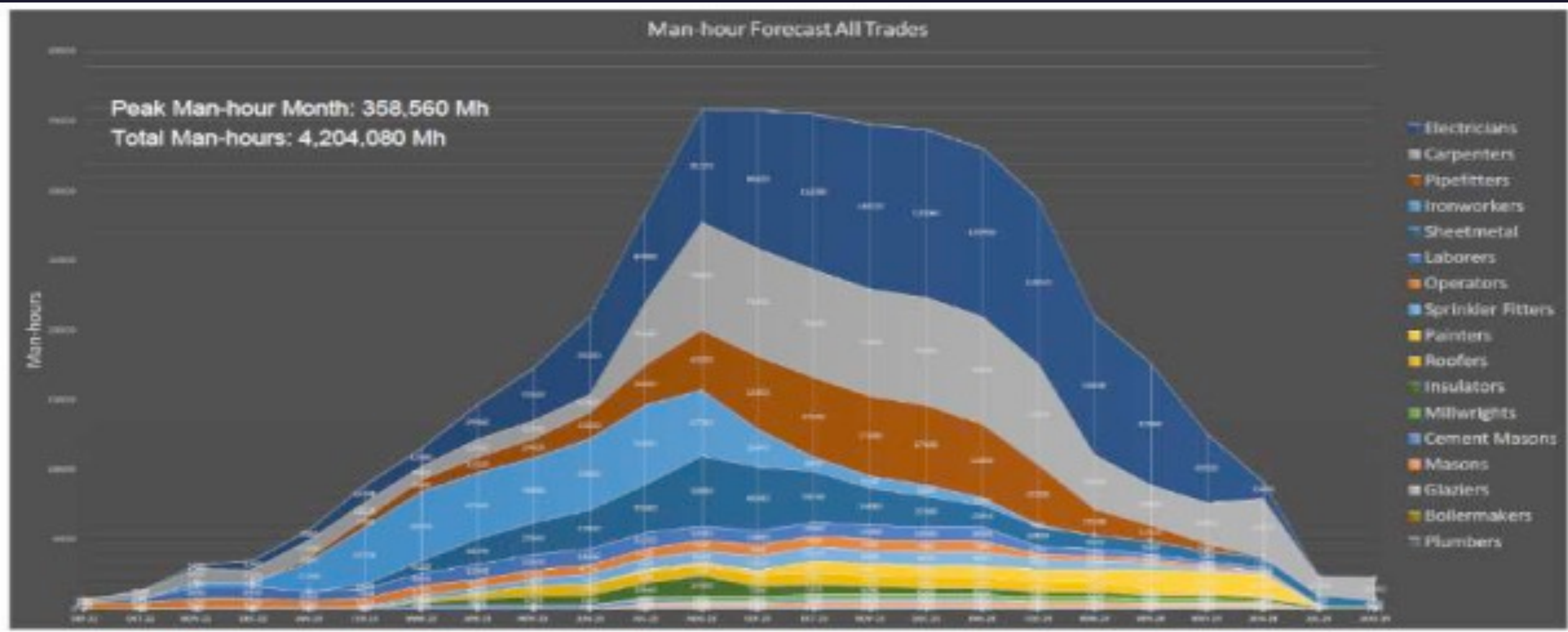


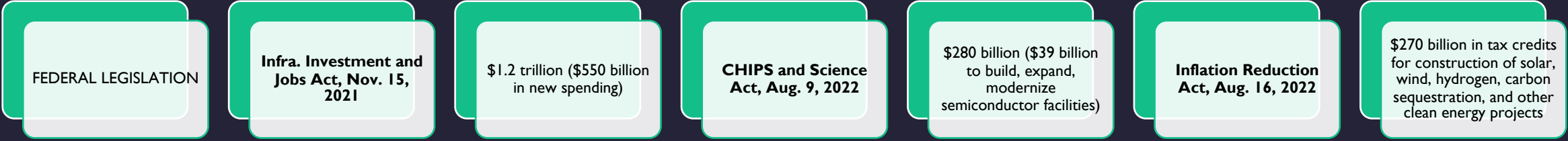
Data & Distribution Renewables EVSE/BESS Advanced Manufacturing IRA/IIJA

- Opportunities have risen by at least 50% already
- Market share will only decrease if we do not grow with our industry
- Growth continues to accelerate
- IBEW Currently 700,000 members
- IP sets goal of 1,000,000 members



Typical manpower loading for advanced manufacturing project







LABOR STANDARDS IN THE INFLATION REDUCTION ACT



IRA Basics

Prevailing Wage (PW) & Apprentice Utilization (AU) requirements apply only where owner/developer seeks bonus credit

PW & AU apply only to projects that began construction on or after Jan. 29, 2023

Owner/developer is responsible for ensuring contractor and subcontractor compliance

Projects w/output of less than 1 MW are exempt under PTC, ITC, CEPTC, CEITC

**IRA programs subject to
prevailing wage and
apprenticeship provisions:**

**Alternative Fuel Refueling
Property Credit, 30C
Production Tax Credit, 45**

**Credit for Carbon Oxide
Sequestration, 45Q Credit for
Production of Clean Hydrogen,
45V Credit for Clean Electricity
Production, 45Y Clean Fuel
Production Credit, 45Z
Investment Tax Credit, 48**

**Advanced Energy Project
Credit, 48C Credit for Clean
Electricity Investment, 48E**

**Energy Efficient Commercial
Bldgs Deduction, 179D**

**IRA programs subject only to
prevailing wage:**

Investment Tax Credit (ITC), Sec. 48

Corporate tax credit for expenses invested in clean energy projects, including wind, solar, energy storage, microgrid controllers, geothermal.

One-time credit earned when facility placed in service

Base credit: 6% of eligible project costs

Bonus credit: +24% = **30% total**

Production Tax Credit (PTC), Sec. 45

Per kilowatt-hour (kWh) corporate tax credit for electricity generated by certain renewable energy sources – e.g., wind, solar, hydropower, landfill gas, geothermal.

Credit applies to first 10 yrs of operation

Base credit: 0.5¢/kWh

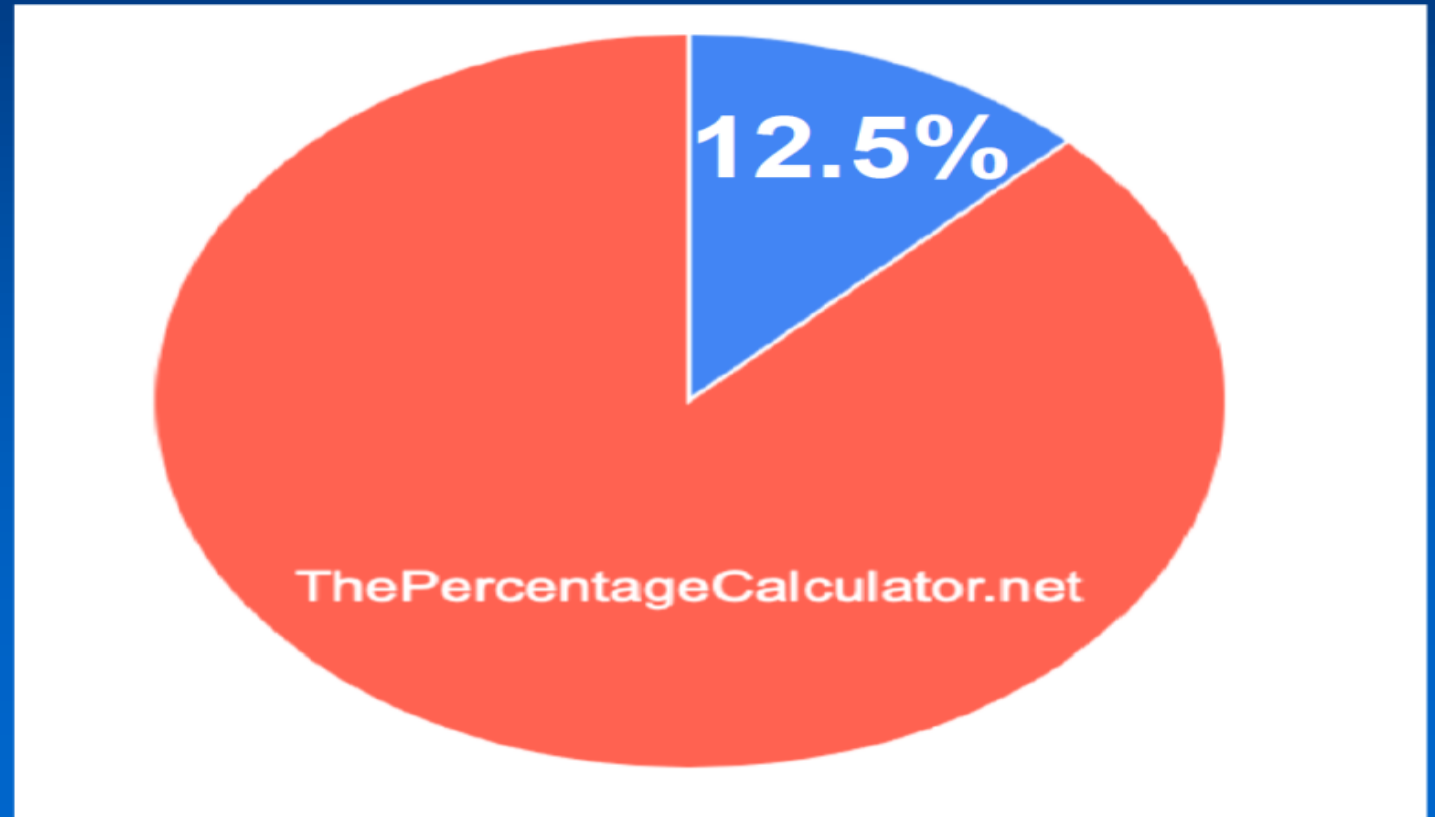
Bonus credit: +2.25¢/kWh = **2.75¢/kWh total**

	Traditional Davis-Bacon Projects (IIJA, CHIPs Act)	IRA Projects
U.S. DOL has enforcement authority	✓	✗
U.S. DOL establishes the prev. rate (see sam.gov)	✓	✓
Weekly CPRs	✓	✗
Records retention	✓ (3yrs)	✓
EEs of contractors/subs <u>and</u> indep. contractors are entitled to prev. wage	✓	✓

	Traditional Davis-Bacon Projects (IIJA, CHIPs Act)	IRA Projects
Registered apprentices exempt from prev. wage reqs.	✓	✓
Apprentice-to-journeyworker ratio requirements must be observed	✓	✓
Conformance process for requesting that DOL add missing job classifications to Wage Determinations	✓	✓ (form SF1444 not req'd)
Penalties	✗	✓ (\$5k or \$10k)

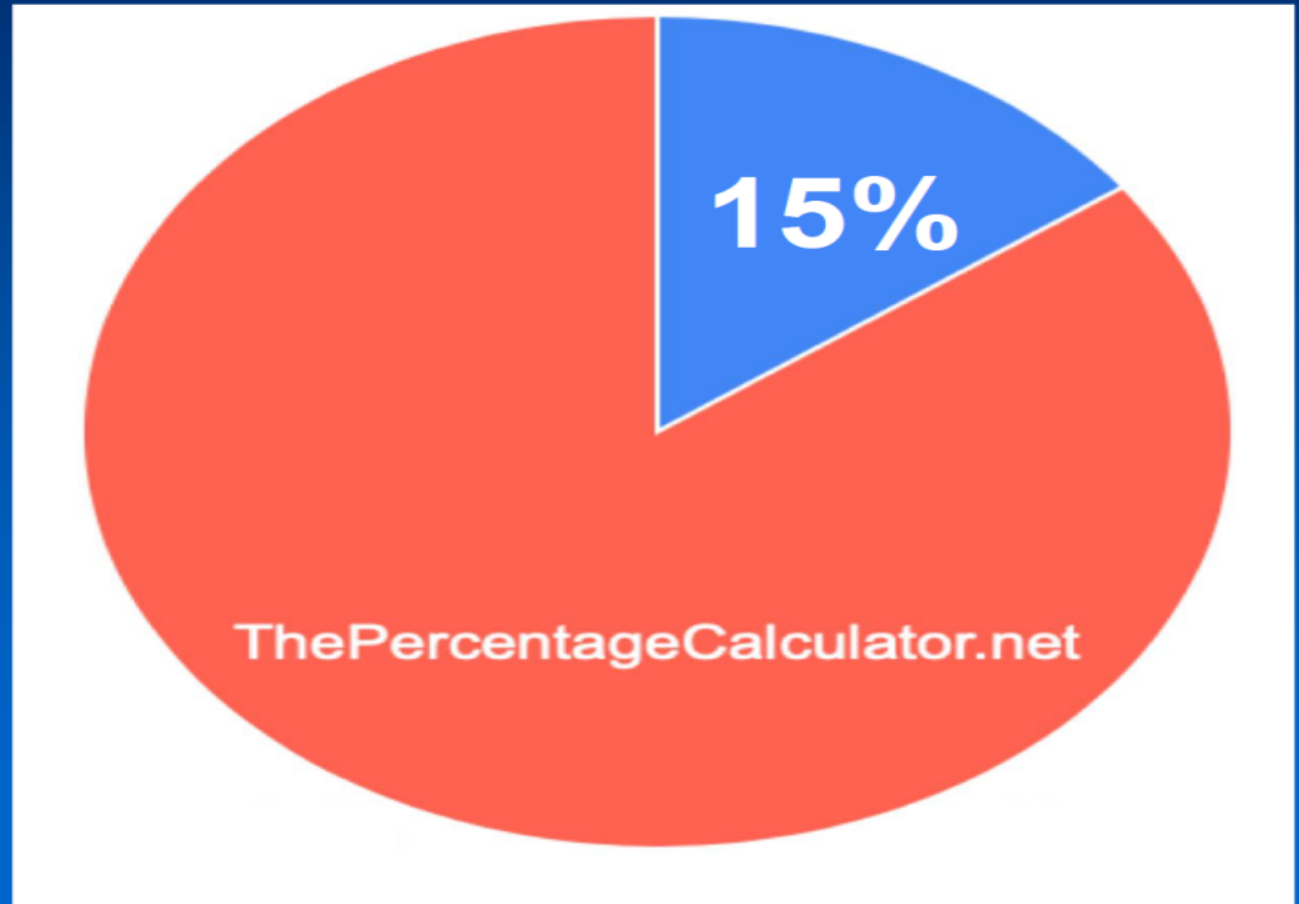
IRA Apprenticeship Utilization

- If constr. begins on or after **Jan. 29, 2023**, 12.5% of total labor hours on project must be performed by RAs
- Must be apprentices in Registered Programs - CW/CEs and trainees don't count.
- Contractors/subs with 4 or more EEs must hire at least 1 RA

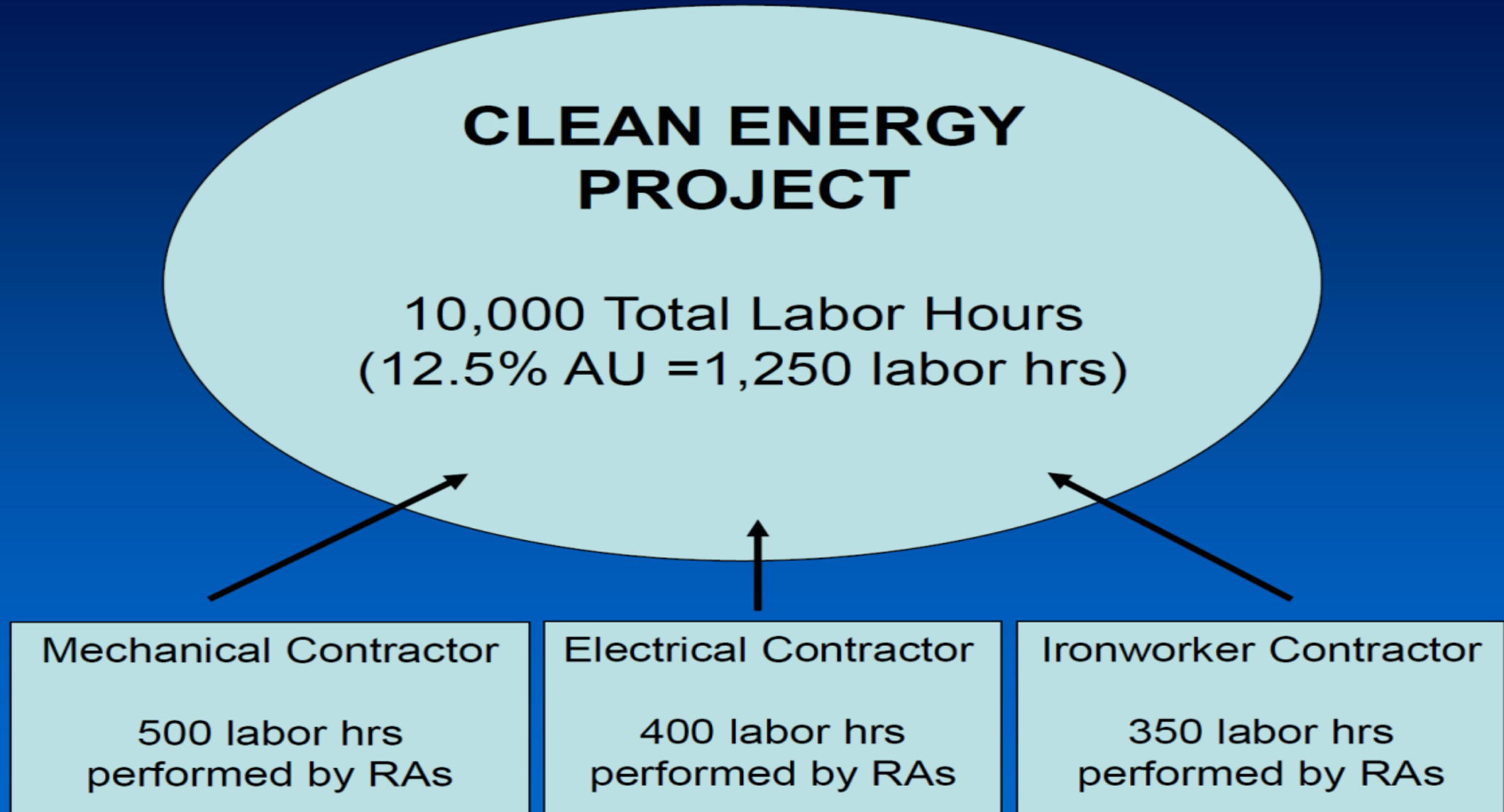


IRA Apprenticeship Utilization

- If constr. begins on or after **Dec. 31, 2023**, 15% of total labor hours on project must be performed by RAs
- Must be apprentices in Registered Programs - CW/CEs and trainees don't count.
- Contractors/subs with 4 or more EEs must hire at least 1 RA



IRA Apprenticeship Utilization



IRA Apprenticeship Utilization

Two Good Faith Exceptions:

1. RAP fails to respond w/in 5 business days

OR

2. RAP denies request **BUT** taxpayer/contractor **CANNOT** claim this exception if denial is based on taxpayer/contractor's refusal to play by RAP rules ("established standards and requirements").

Challenges and Implications

GROWTH



ADD TO
MEMBERSHIP
THROUGH
ACCELERATED
ORGANIZING
ACTIVITIES



EXPAND
APPRENTICESHIP
NUMBERS AND
CAPACITY WITH
RECRUITING ALL
SOURCES



CREATE FUNDED
CONTRACTOR
“INCUBATOR”
PROGRAM



EXPAND VEEP
PROGRAM

STATUS QUO

- Maintain current levels of members, contractors
- Forego emerging market opportunities
- Face decreased industry market share
- Miss a once in a generation opportunity
- Potential death spiral

The next *BIG* things

BESS/SAT



HYDROGEN HUBS

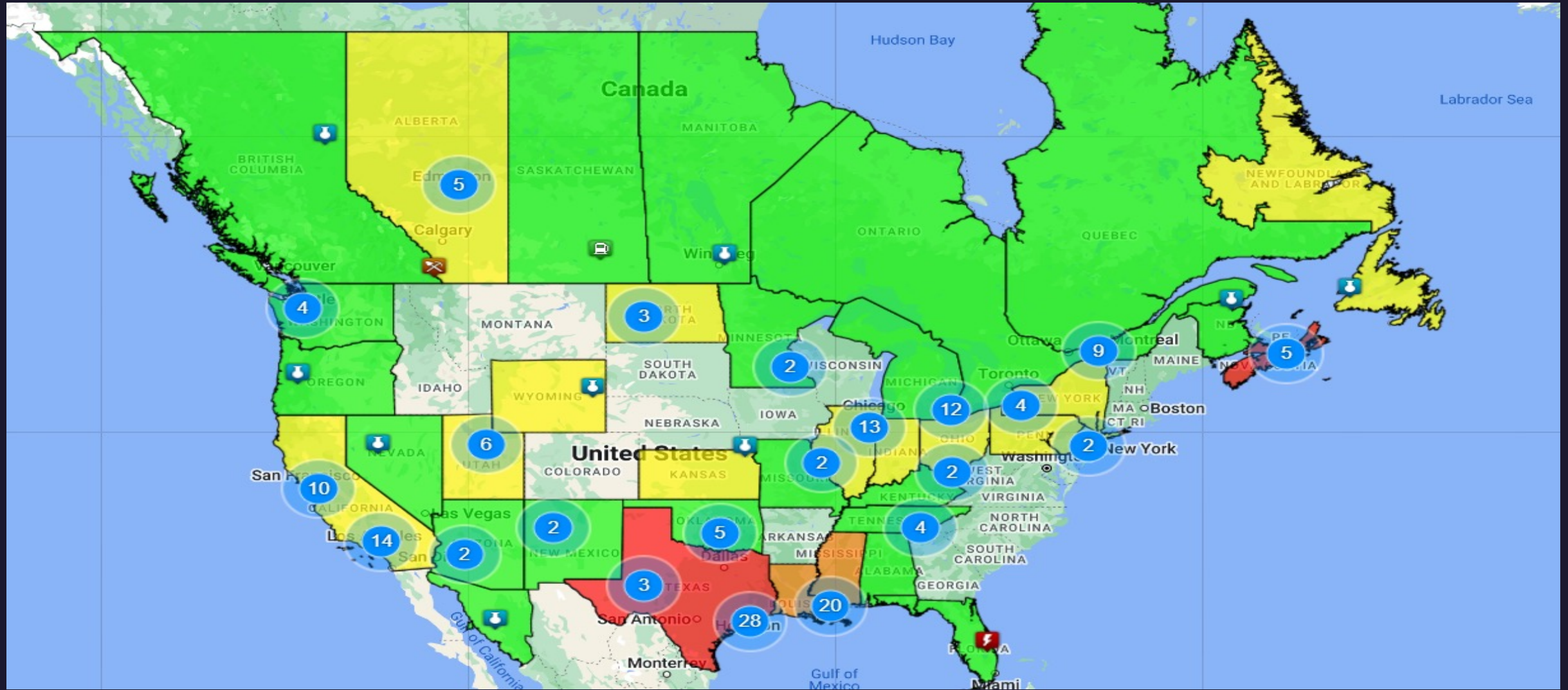


ADVANCED NUCLEAR

Micro-SMRs (< 10 MW)	Grid-Scale SMRs (50 MW+)			
	Gen III+	Gen IV (aSMR)		
	Water Cooled	Sodium Cooled Fast Reactors	High Temperature Gas Reactors	Molten Salt
OKLO 1.5 MW ULTRA SAFE NUCLEAR 5 MW Westinghouse InVinci 5 MW	NUSCALE 77 MW Rolls-Royce 470 MW HITACHI 300 MW MOLET 160 MW	arc CLEAN TECHNOLOGY 100 MW TerraPower (Molten Salt) 345 MW	energy 80 MW framatome 272 MW GENERAL ATOMICS 265 MW	TERRESTRIAL ENERGY 195 MW molten salt 300 MW Kairos Power 140 MW TerraPower



Hydrogen Manufacturing Projects



Small Modular Reactor Footprint





Challenge Accepted?

A generational opportunity is at our door

There may not be another chance

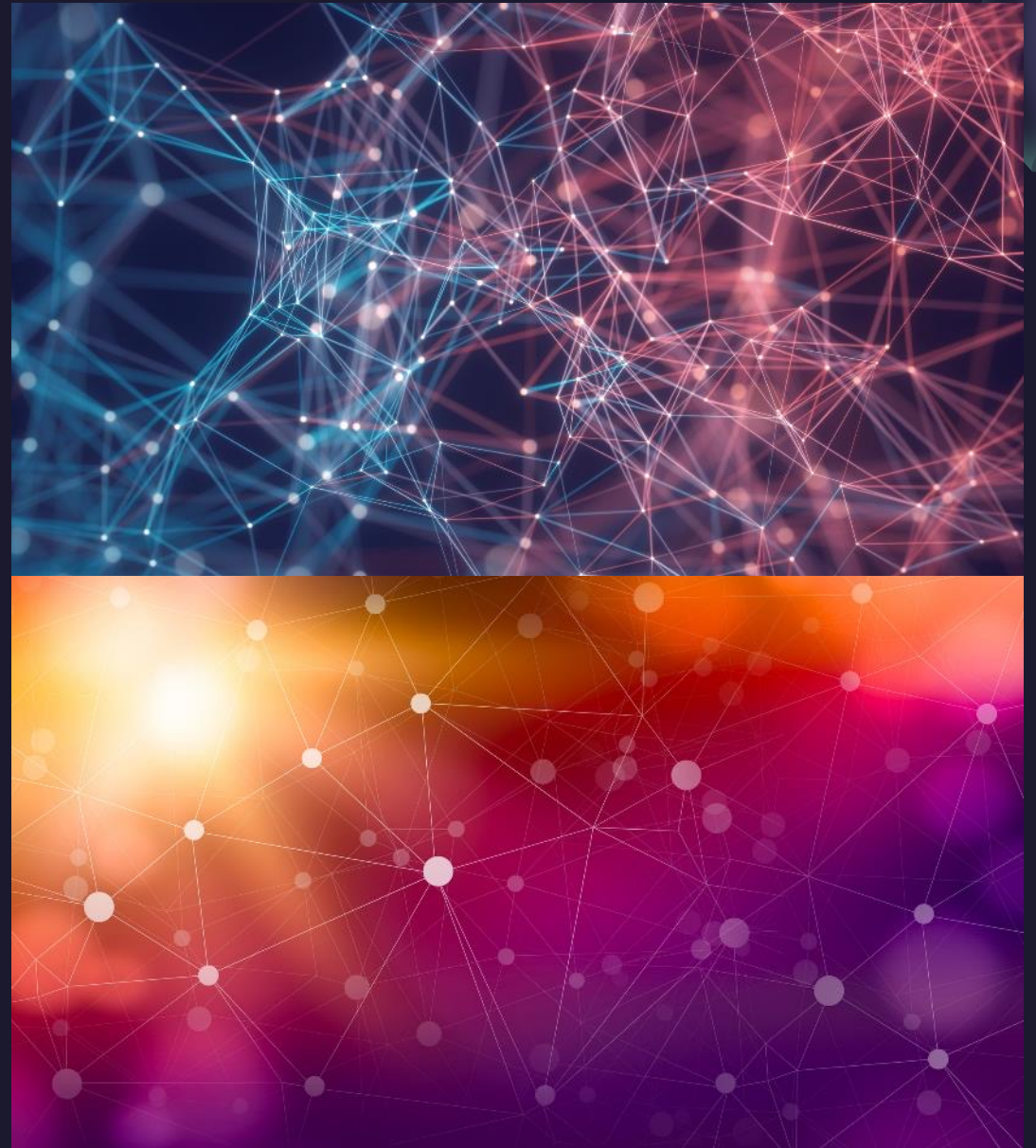
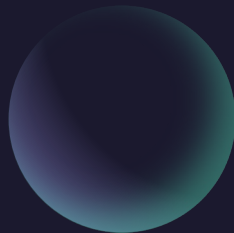
Are you ready to answer the call?

Thank You

Ray Kasmak

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ibew.org



IBEW: Renewable Ready

Ready to meet legal and industry demands

IBEW 4th District 2023



Agenda

Introduction

About the IBEW

About the IBEW's Fourth District

The Electrical Training ALLIANCE

IRA Requirements

IBEW meets IRA Requirements

Contact Information

IBEW

775,000 Strong.

United States and Canada

11 Districts

6 Branches

- Construction
- Government Employees
- Manufacturing
- Railroad
- Telecommunication and Broadcasting
- Utility



IBEW

Fourth District

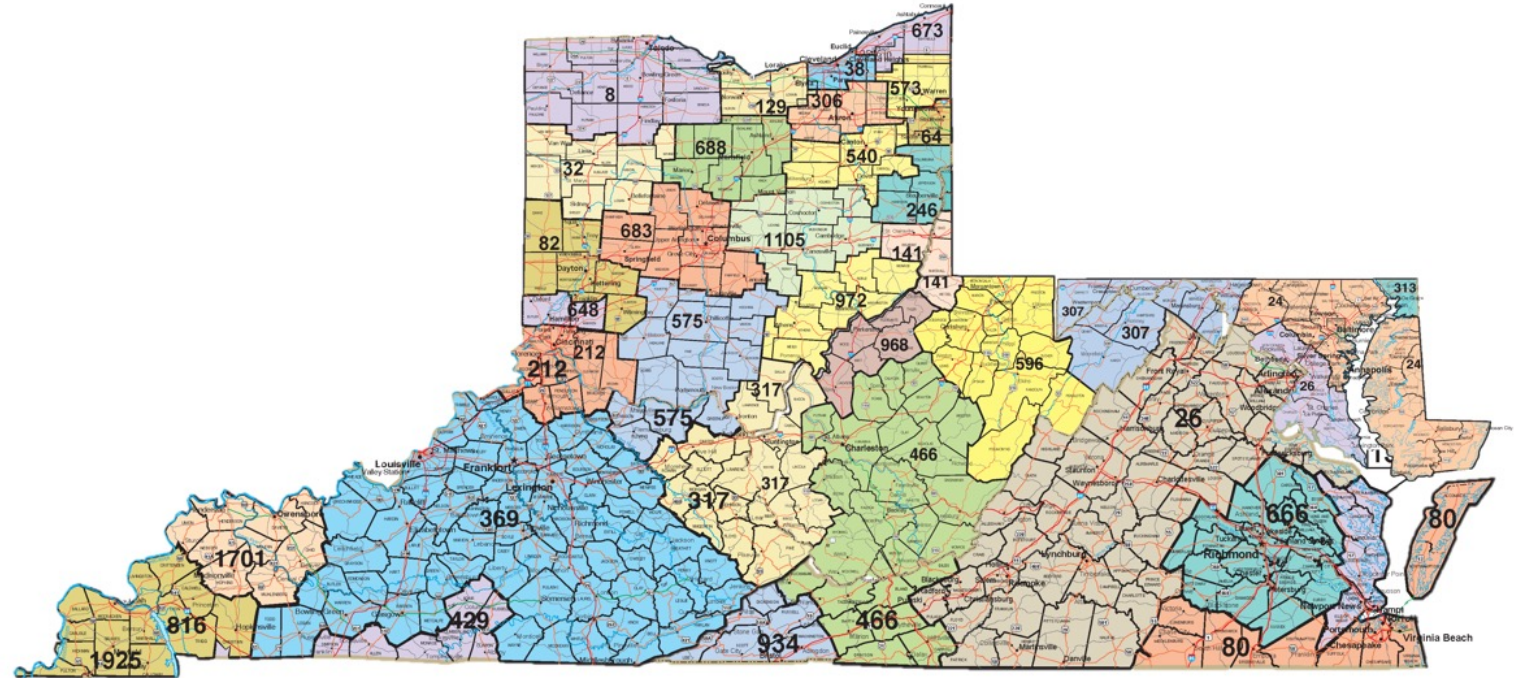
55,000 Strong.

5 states and the District of Columbia:

- Kentucky, Maryland, Ohio, Virginia, West Virginia, and the District of Columbia

91 Local Unions, many industries:

- Construction
- Utility
- Telecommunications/Broadcast
- Government
- Rail



What We Do

Training.

Registered training program. Over 80 years old. 43 primary locations throughout the district. Almost 100% independently funded. Able to scale up and down to meet industry demands. Proven track record of excellence.

Advocacy.

Local Unions representing members in every corner of the United States. Within the Fourth District we have members in each county. We are active in our communities and engaged in the political process from the local level all the way through the federal level.

Diversity.

The IBEW is proud of it's diversity and inclusion efforts. Through programs like IBEW Strong, affinity groups, and community partnerships, there is a place within the IBEW for everyone. The Fourth District has established district wide affinity groups to ensure all workers are welcomed and feel a sense of belonging.

Apprenticeships

North America's Building Trades Statistics

2 billion spent annually

If it was a . . .

- School District, 5th Largest
- University System, 3rd Largest

Only the United States Military trains more people than the Building Trades apprenticeships



HOW MUCH MONEY COULD YOUR APPRENTICESHIP EARN?

 **\$60,000 Per Year**
average wage for a fully-proficient worker who has completed an apprenticeship.

\$300,000 More
over life of your career compared to non-apprenticeship participants. 

With a high graduation rate, apprentices earn competitive wages, a paycheck from day one, and incremental raises as skill levels increase.

The Electrical Training ALLIANCE

Train the best. Use the best.



Top 5.

Funded by employer contributions

Trained over 350,000 apprentices to journeyman status

Curriculum based on industry and geographic needs

Blended learning, earn while you learn

Many programs offer a pathway to an Associate's Degree



ETA is Everywhere

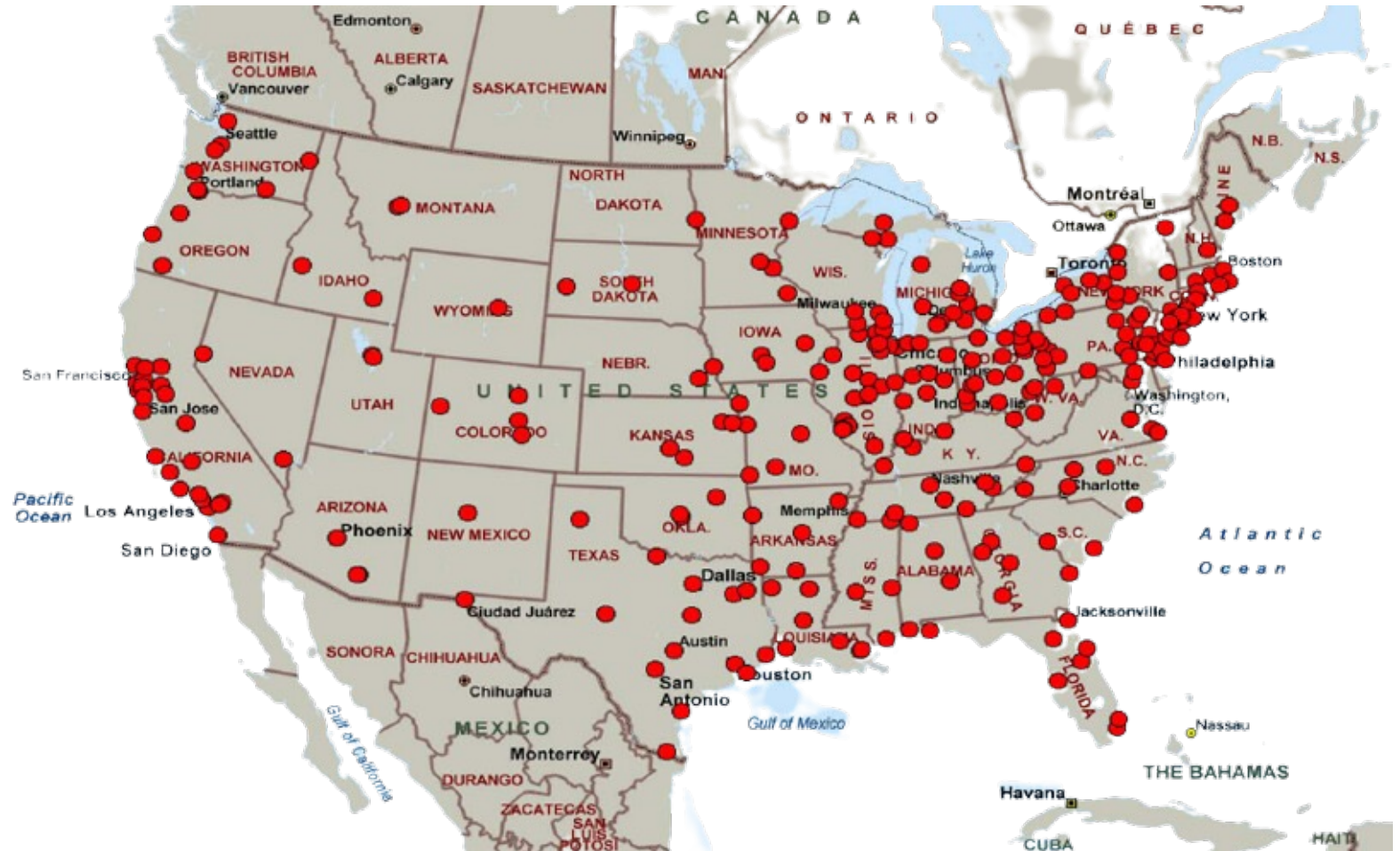
285 Facilities.

Every local program has the same organizational structure

Every local program is structured to move apprentices up and out, into life-long, family sustaining careers

Almost 46,000 apprentices nation-wide

Over 7,500 of these apprentices are in programs within the Fourth District



This Benefits You

Proven results.

We've been in the business over 80 years. We've been through every industry innovation and milestone. We were even the first to create the training curriculum for most of these milestones.

IRA Compliant.

Our registered apprenticeship program, its students, and our pay structure, meet the requirements of the Inflation Reduction Act (IRA). Utilizing IBEW-provided labor takes the guess work out of qualifying for the maximum tax credits under the IRA.

No-cost training.

The Electrical Training ALLIANCE funded by the IBEW and its partner contractors. There are no additional training fees or costs associated with utilizing IBEW-provided labor. There are no fees or costs to sit down with an IBEW local union to discuss your project's needs: education, workforce, etc.

Inflation Reduction Act (IRA)

Renewable Energy Tax Credits

Investment Tax Credit (ITC)

Base Credit: 6% for most projects

BONUS CREDIT: 30% (5 times the base credit)

Buy America:

10% bonus credit if the taxpayer can guarantee the project is composed of steel, iron, or products manufactured in the United States

Types of Projects:

Solar, Geothermal, Offshore Wind, Fiber-Optic Solar Equipment, Fuel Cell Property, Microturbine Property, Combined Heat and Power Property, Small Wind Energy Property, Biogas Property, Waste Energy Recovery Property, Energy Storage Property, and Linear Generator

Where we fit in with you and the IRA

Are you performing construction,
alteration, or repair work on a clean
energy project?



IBEW-supplied workers are paid at least the Davis-Bacon or prevailing wage



The Electrical Training ALLIANCE apprenticeship programs are DOL Office of Apprenticeship-Registered. IBEW-supplied apprentices meet IRA criteria



The IBEW is engaged in the legislative and rulemaking process

Let's stay in touch.

Fourth District Contacts

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District-Wide, Advocacy: Breana Malloy, Breana_Malloy@ibew.org

