

# Labor Relations Update





# Changes at the IBEW

- Sam Chilia IBEW Secretary Treasurer retired 5/1/2017
- Ken Cooper appointed Secretary Treasurer
- Brian Milloy was appointed 4<sup>th</sup> District IVP.
- Larry Reidenbach Assistant to the Secretary Treasurer retired
- Darrin Golden appointed Assistant to the Secretary Treasurer
- Mike Kwashnik appointed Secretary of the CIR.
- Don Siegel 3<sup>rd</sup> District IVP retired 6/1/2017
- Mike Welsh appointed 3<sup>rd</sup> District IVP



# Labor Relations Task Force Meeting with the IBEW

April 18, 2017

- NECA: David Hardt, John Grau, David Long, Skip Perley, Tom Halpin and Geary Higgins
- IBEW: Lonnie Stephenson, Don Siegel, Ken Cooper, Steve Speer, John O'Rourke and Jerry Westerholm.



# Labor Relations Task Force Meeting with the IBEW

Focused on three main issues:

- Increased portability (particularly on the large jobs),
- Workforce development (including our need for apprentices, CL's and CW/CE's)
- Pension liabilities and the NEBF

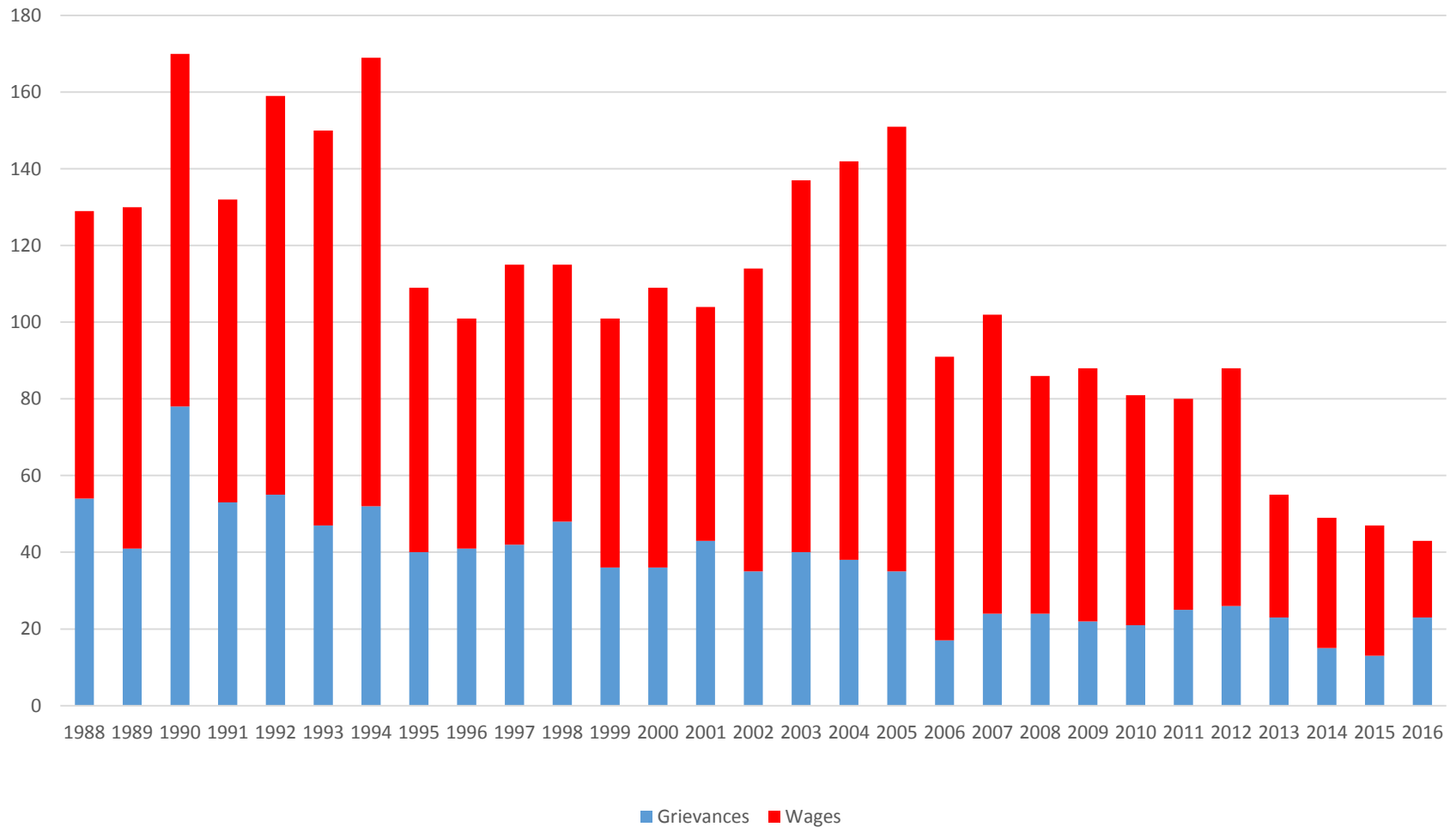


# The Good news and the Bad news



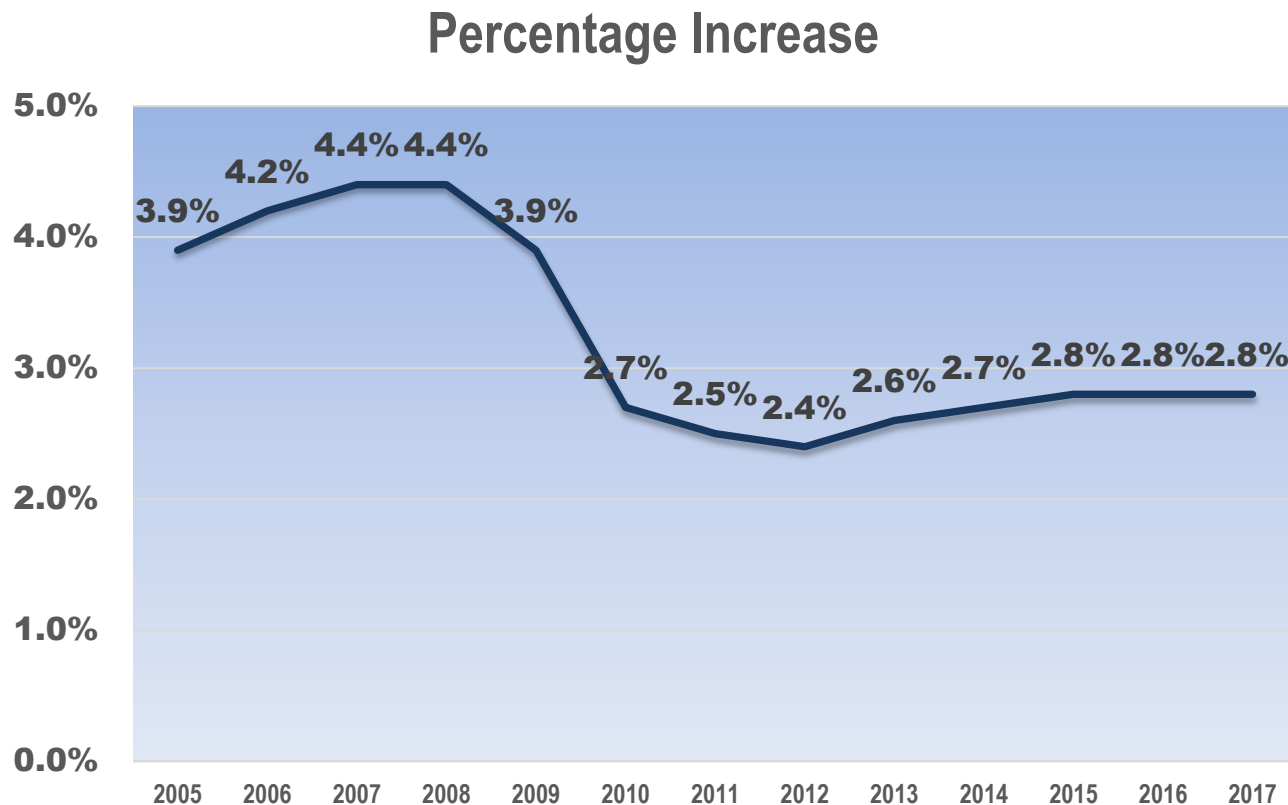
**The Good news.**

# CIR Caseload 1988 - 2016



# Wage and Fringe Benefit Percentage Increases 2005 - 2017

From 2010 to 2015, the average percent increase fluctuated in a narrow range between 2.4 and 2.8 percent compared to 3.9 to 4.4 percent during the 2005 – 2009 period. Increases are expected to continue at about 2.8 percent through 2017.



# Wage and Fringe Benefit Dollar Increases 2005 - 2017

The dollar increase from 2005 to 2006 was \$1.72, with the increases over the next three years surpassing that amount. Since 2010, the dollar increase has been below those numbers, just expected to reach \$1.62 in 2017 – still well below the \$1.85 average in the four years prior to 2010.

## Dollar Increase



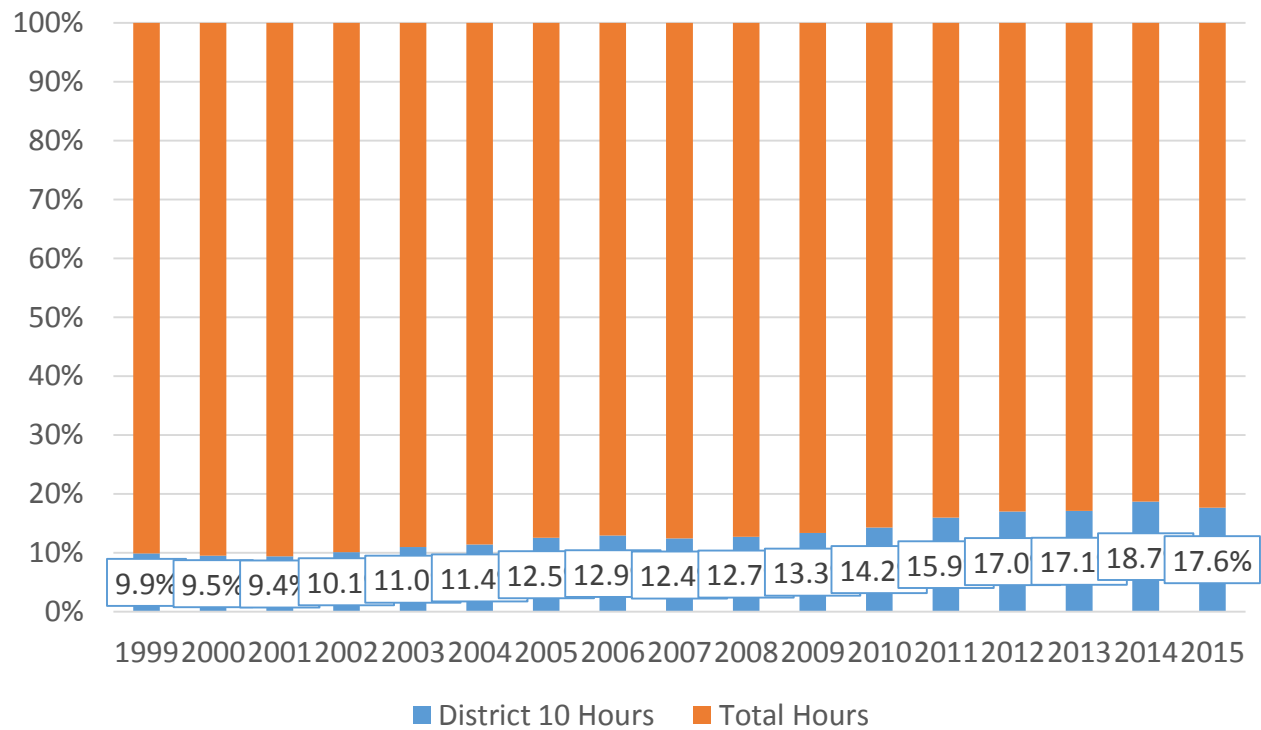


# NEBF Total Hours

The work picture is good

- 471,766,528 hours for 2008
- 460,498,192 hours for 2015
- Outside Man-hour growth **5%** per year 2006 – 2015, 56 mil. to 81 mil: 25 mil. or 5% per year
- Almost 18% of the total

## Outside Hours as a Percentage of Total Hours

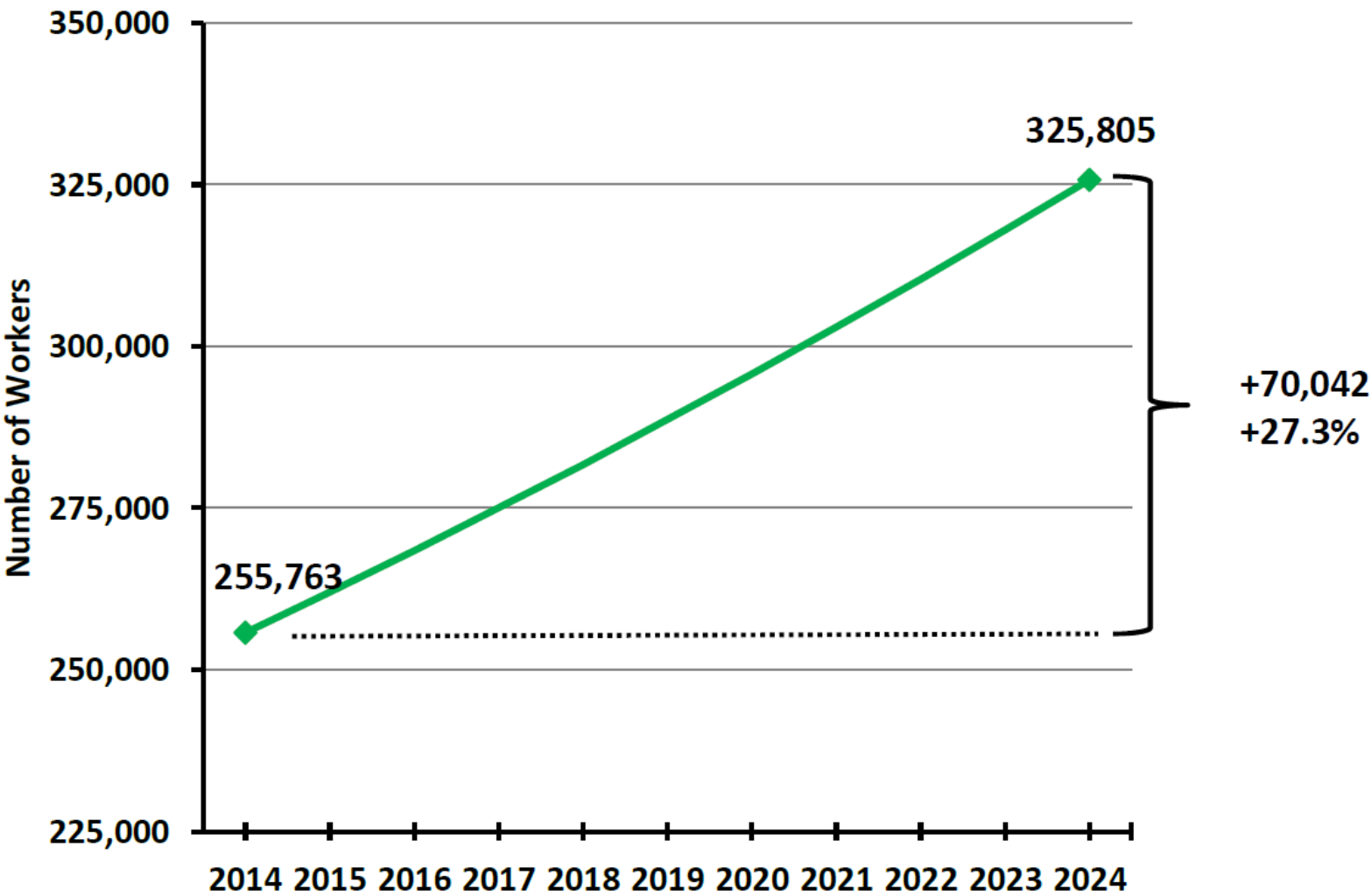




**The Bad news.**

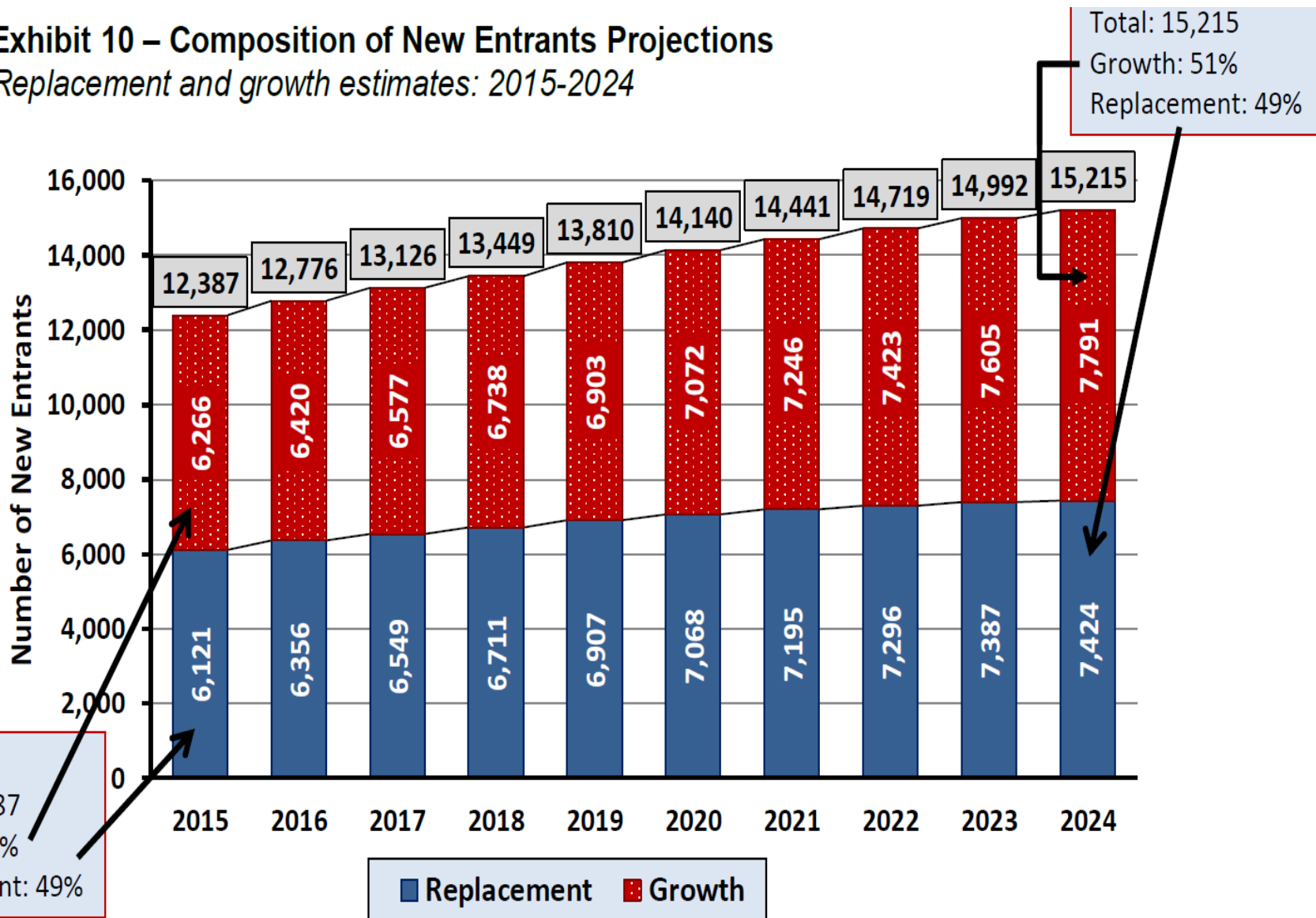
**Exhibit 9 – Employment Projections**

*Estimated employment count for IBEW: 2014-2024*



## Exhibit 10 – Composition of New Entrants Projections

*Replacement and growth estimates: 2015-2024*





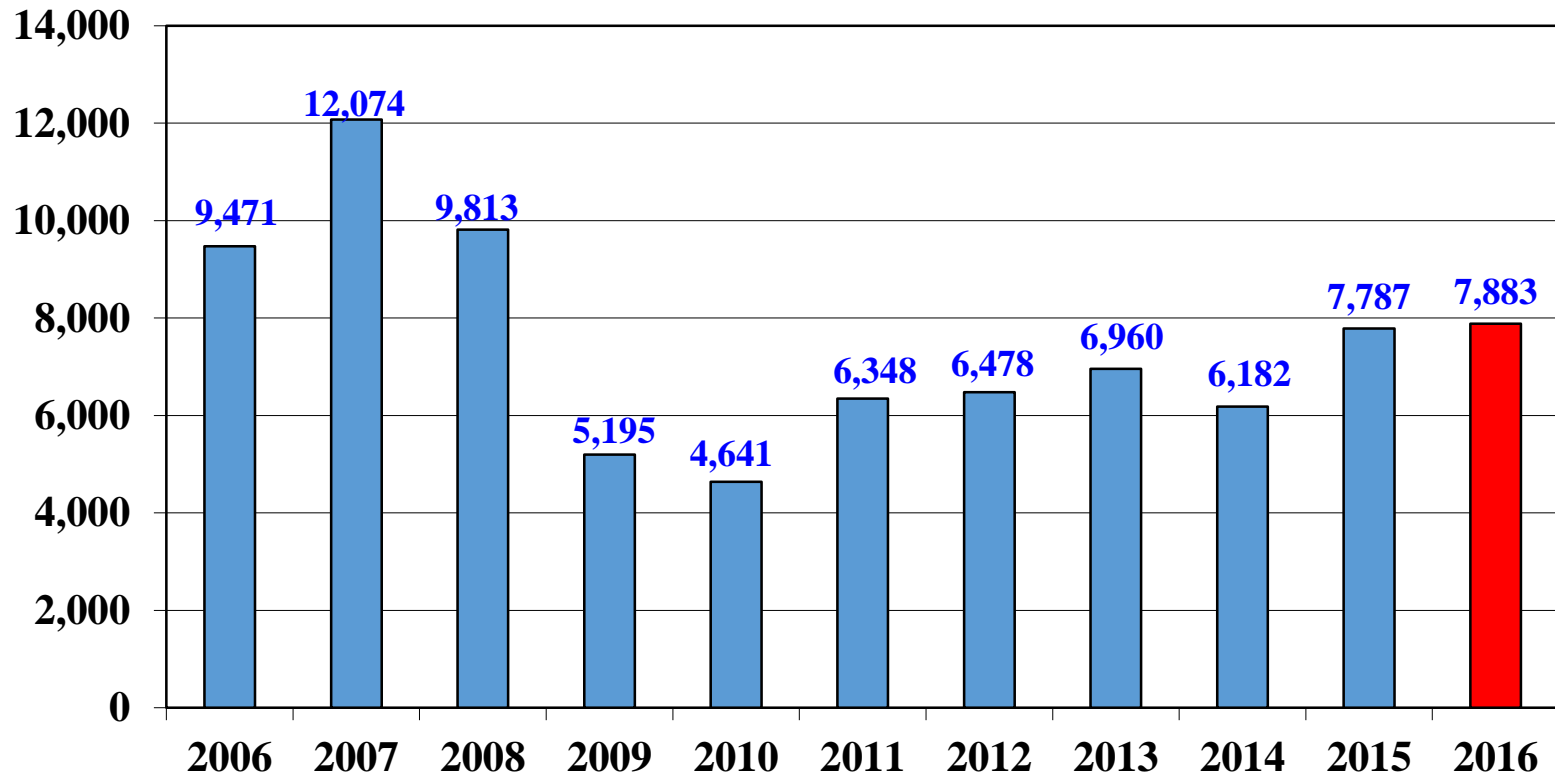
# Total Industry Growth 2014-2024

- **Growth** at 2.5% or **7,004** per year (avg.)
- **Attrition** at 2.4% or **6,902** per year (avg.)
- 51/49 split
- Total workforce needs: **13,906** per year (avg.)
- Total workers needed is **139,056** from 2014-2024.

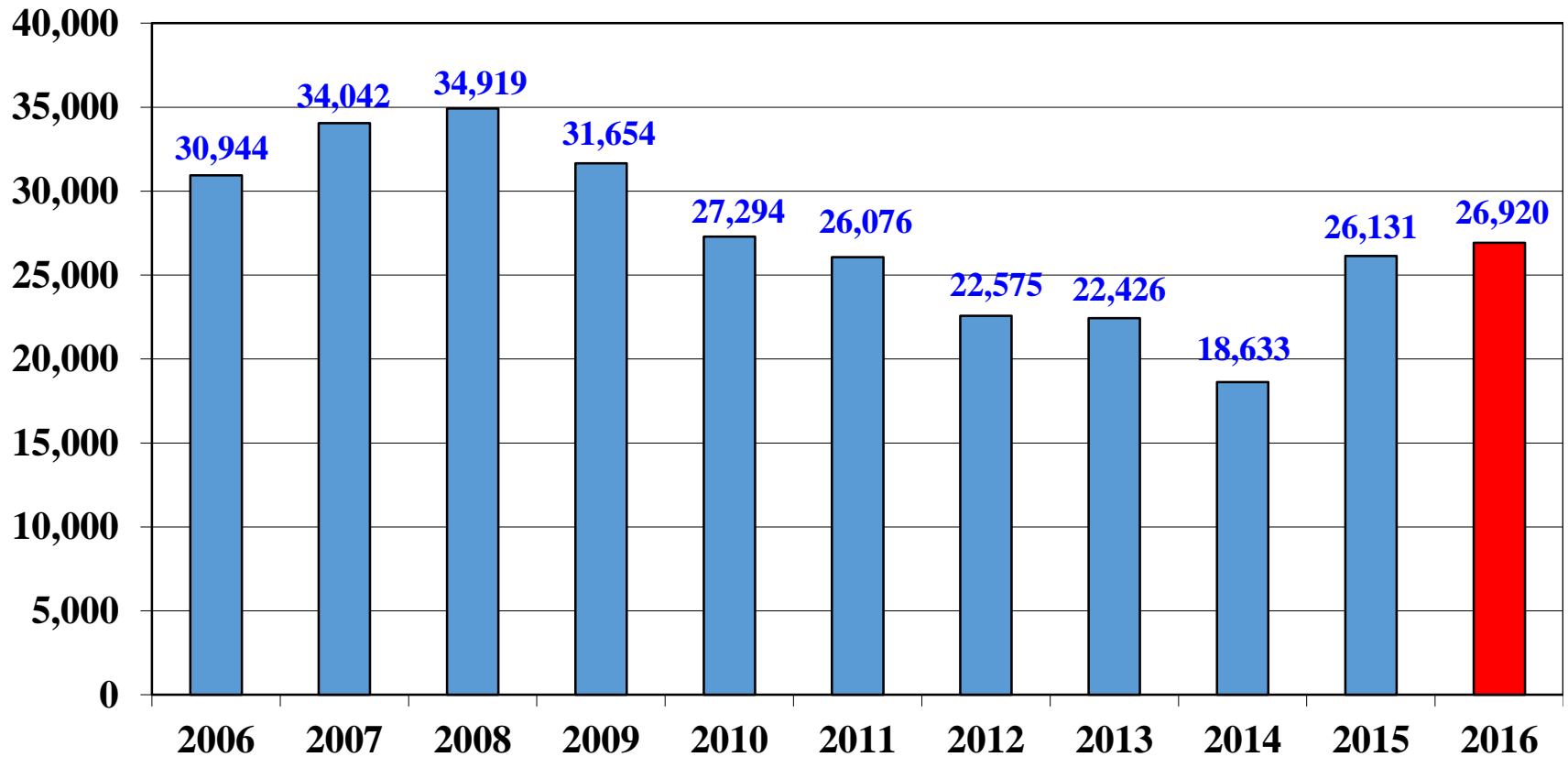


# 2016 Annual Apprentice Survey

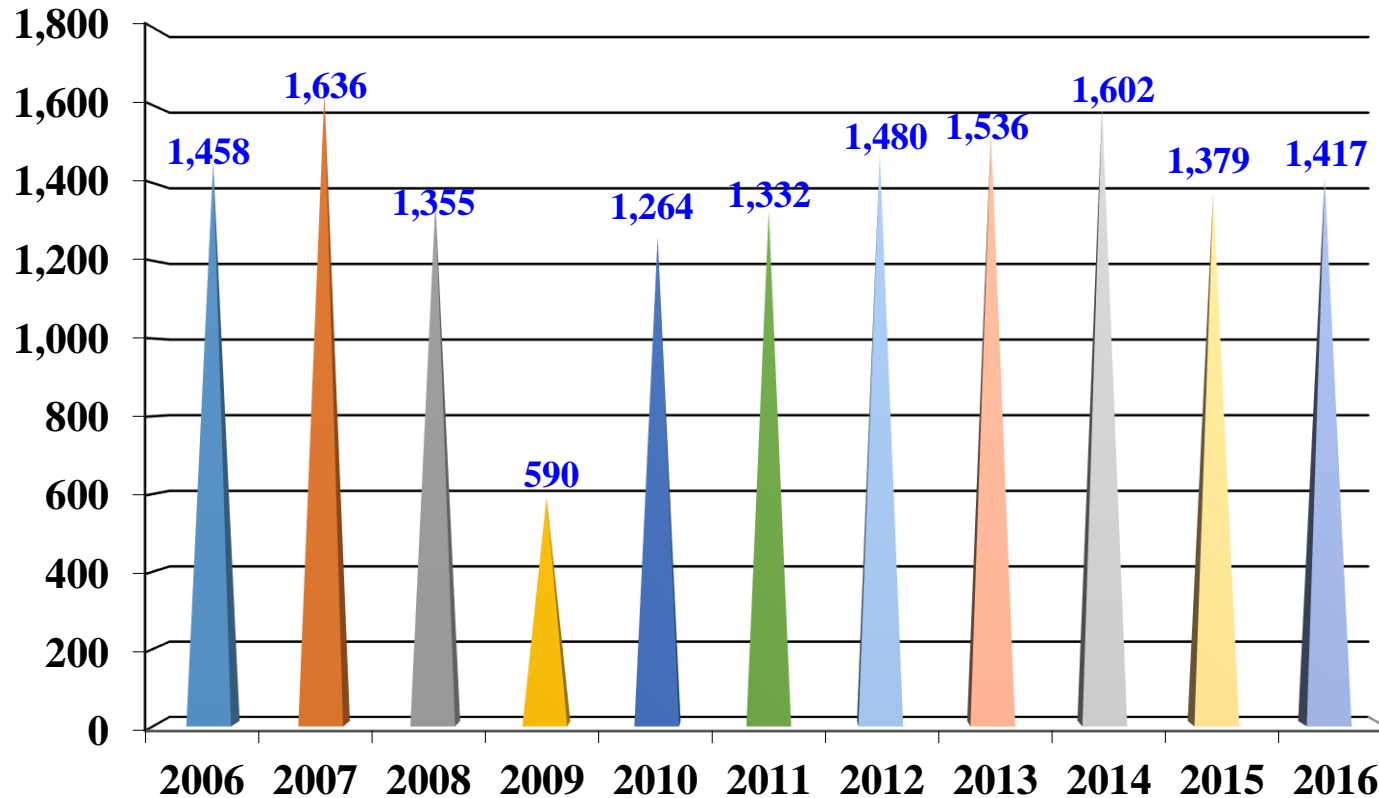
## Inside Apprentices Indentured



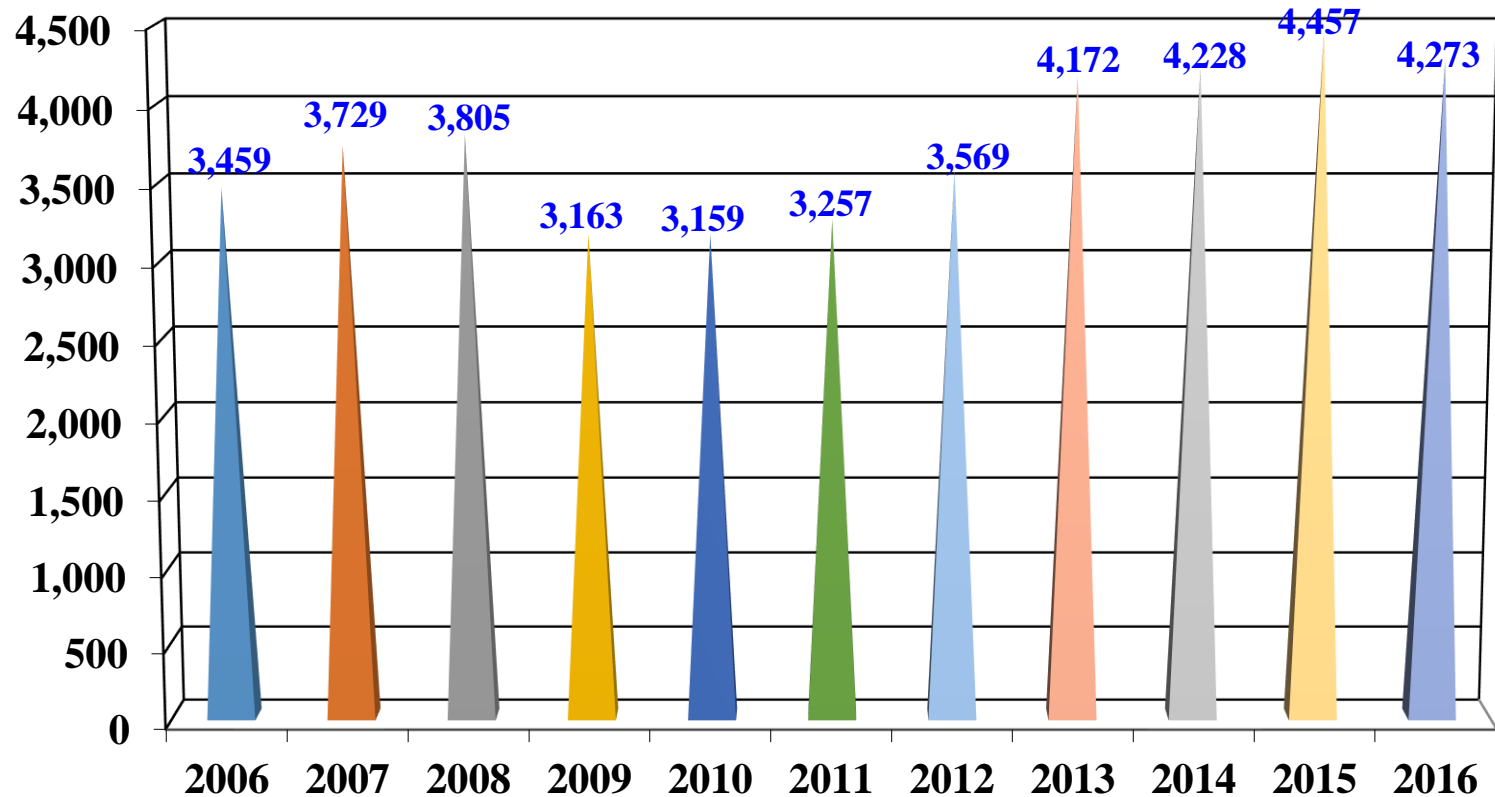
## Total Active Inside Apprentices



## Total Indentured Outside



## Total Active Outside





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# Inside and Outside Apprentices currently in the program

- Total Inside Apprentices:  $26,920/5 = 5,384$
- Total Outside Apprentices:  $4,273/4 = 1,068$
- Total available 6,452 apprentices
- $13,906 - 6,452 = 7,454$
- 54% shortfall across the industry



# Outside Growth

- **Workforce** growth **4.8%** per year 2006 - 2014  
25,954 to 35,977: 10,023 or 4.8% per year
- **Man-hour** growth **5%** per year 2006 – 2015  
56 mil. to 81 mil: 25 mil. or 5% per year
- **Average hours** worked 2251 per person



# Labor Relations Update

## Questions?



# Labor Relations Update

Thank you.



# Fitness For Duty Testing History

- Star Tribune Case
- Past CIR Cases
- NLRB Cases
- Where we are now
- Moving Forward



# Fitness For Duty Testing Requirements

- Post-offer, pre-hire (conditional job offer)
- Check local area conditions
- Testing of applicants not current employers
- Use a third party vender/provider for testing
- Test must represents job requirements (ETA)
- Don't share private medical data
- Results: "fit", "unfit" of "fit w/accommodation"



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## Questions?



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Thank you.