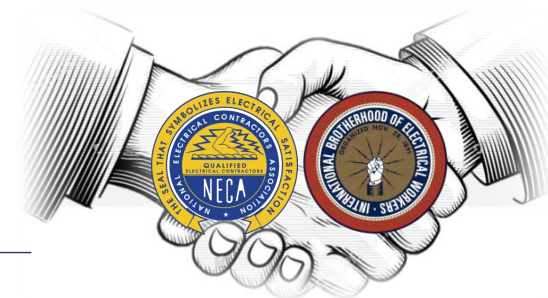


# Collective Bargaining Seminar Part 1 Preparations and Presentations

# Contact Information

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[www.necanet.org](http://www.necanet.org)

**MIDWESTERN REGION NECA**  
4100 Edison Lakes Pkwy  
#170  
Mishawaka, IN 46545

**DAVID WARD**  
Field Representative

309-689-0318 OFFICE  
309-360-1401 CELL  
[dw@necanet.org](mailto:dw@necanet.org)

**NATIONAL ELECTRICAL CONTRACTORS ASSOCIATION**

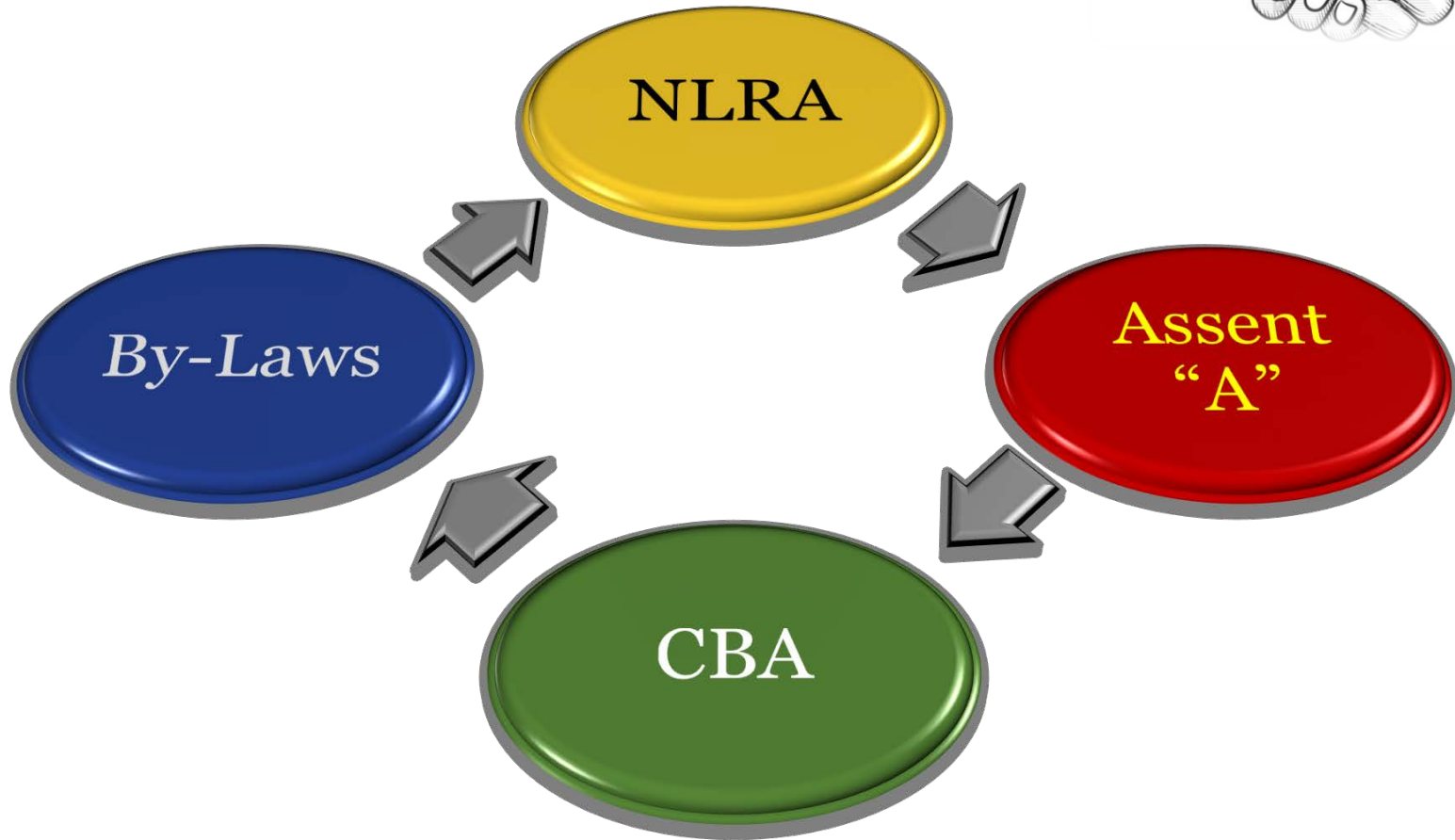
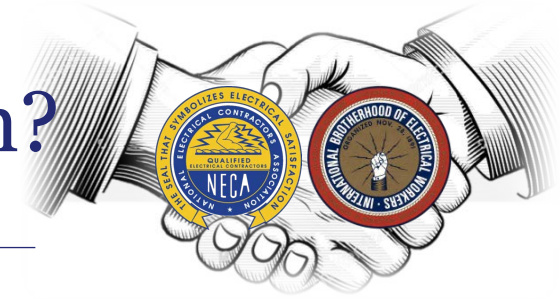


# Relationships are important

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# Why are we required to bargain?





# What is Collective Bargaining?



A process of negotiation between representatives of employers and employees to obtain an agreement on hours, wages and working conditions.

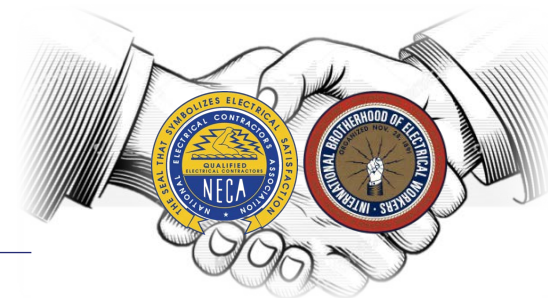


# Who are we representing?





# Authority to Represent Letter of Assent “A”



“In signing this letter of assent, the undersigned firm does hereby authorize the ... Chapter as its collective bargaining representative for all matters contained in or pertaining to the current and any subsequent approved (Insert Type) labor agreement between the (Insert Name) Chapter NECA and Local Union (Insert Local Union #), IBEW.”

**LETTER OF ASSENT - A**

In signing this letter of assent, the undersigned firm does hereby authorize \_\_\_\_\_ as its collective bargaining representative for all matters contained in or pertaining to the \_\_\_\_\_ current and any subsequent approved \_\_\_\_\_ labor agreement between the \_\_\_\_\_ and Local Union \_\_\_\_\_, IBEW.

In doing so, the undersigned firm agrees to comply with, and be bound by, all of the provisions contained in said current and subsequent approved labor agreements. This authorization, in compliance with the current approved labor agreement, shall become effective on the \_\_\_\_\_ day of \_\_\_\_\_, It shall remain in effect until terminated by the undersigned employer giving written notice to the \_\_\_\_\_ and to the Local Union at least one hundred fifty (150) days prior to the then current anniversary date of the applicable approved labor agreement.

The Employer agrees that if a majority of its employees authorize the Local Union to represent them in collective bargaining, the Employer will recognize the Local Union as the NECA Section 9(a) collective bargaining agent for all employees performing electrical construction work within the jurisdiction of the Local Union on all present and future jobsites.

In accordance with Orders issued by the United States District Court for the District of Maryland on October 10, 1980, in Civil Action HM-77-1302, if the undersigned employer is not a member of the National Electrical Contractors Association, this letter of assent shall not bind the parties to any provision in the above mentioned agreement requiring payment into the National Electrical Industry Fund, unless the above Orders of Court shall be stayed, reversed on appeal, or otherwise nullified.

SUBJECT TO THE APPROVAL OF THE INTERNATIONAL PRESIDENT, IBEW

Name of Firm \_\_\_\_\_  
Street Address/P.O. Box Number \_\_\_\_\_  
City, State (Abbr.) Zip Code \_\_\_\_\_  
Federal Employer Identification No.: \_\_\_\_\_  
SIGNED FOR THE EMPLOYER \_\_\_\_\_  
BY: \_\_\_\_\_ (original signature)  
NAME: \_\_\_\_\_  
TITLE/DATE \_\_\_\_\_

SIGNED FOR THE UNION \_\_\_\_\_, IBEW  
BY: \_\_\_\_\_ (original signature)  
NAME: \_\_\_\_\_  
TITLE/DATE \_\_\_\_\_

**INSTRUCTIONS (all items must be completed in order for assent to be processed)**

**\* NAME OF CHAPTER OR ASSOCIATION**  
Insert full name of NECA Chapter or Contractors Association involved.

**\* TYPE OF AGREEMENT**  
Insert type of agreement. Example: Inside, Outside Utility, Outside Commercial, Outside Telephone, Residential, Motor Shop, Sign, Tree Trimming, etc. The Local Union must obtain a separate assent to each agreement the employer is assenting to.

**\* LOCAL UNION**  
Insert Local Union Number.

**\* EFFECTIVE DATE**  
Insert date that the assent for this employer becomes effective. Do not use agreement date unless that is to be the effective date of this Assent.

**\* EMPLOYER'S NAME & ADDRESS**  
Print or type Company name & address.

**\* FEDERAL EMPLOYER IDENTIFICATION NO.**  
Insert the identification number which must appear on all forms filed by the employer with the Internal Revenue Service.

**\* SIGNATURES**  
**\* SIGNER'S NAME**  
Print or type the name of the person signing the Letter of Assent. International Office copy must contain actual signature-not reproduced of a Company representative as well as a Local Union officer.

A MINIMUM OF FIVE COPIES OF THE JOINT SIGNED ASSENTS MUST BE SENT TO THE INTERNATIONAL OFFICE FOR PROCESSING. AFTER APPROVAL, THE INTERNATIONAL OFFICE WILL RETAIN ONE COPY FOR OUR FILES, FORWARD ONE COPY TO THE IBEW DISTRICT VICE PRESIDENT AND RETURN THREE COPIES TO THE LOCAL UNION OFFICE. THE LOCAL UNION SHALL RETAIN ONE COPY FOR THEIR FILES AND PROVIDE ONE COPY TO THE SIGNATORY EMPLOYER AND ONE COPY TO THE LOCAL NECA CHAPTER.

IMPORTANT: These forms are printed on special paper and no carbon paper is required for duplicate copies. Remove from the pad enough copies of the form for a complete set and complete the form.

IBEW FORM 302 REV. 6/94

# Collective Bargaining is not...

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- It is not the venue for justice
- It is not the venue for individual interests
- It is not the venue for “winning”





# Types of contract language

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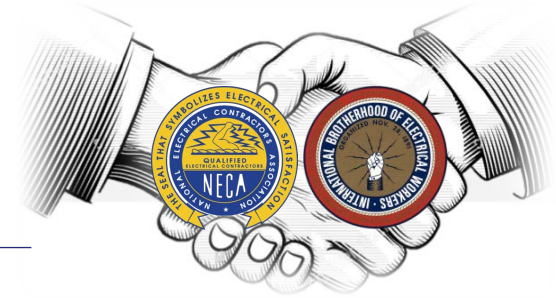


- **Mandatory** – Topics that must be bargained
- **Permissive** (*non-Mandatory*) – Topics that may be bargained
- **Illegal** – Topics that cannot be included in an agreement



# Mandatory Subjects

---



Sec. 204 (1) (*Co-equal obligations of employees, their representatives, and management*)... to exert every reasonable effort to make and maintain agreements concerning **rates of pay, hours, and working conditions**, including provision for adequate notice of any proposed change in the terms of such agreements...

# Which is it?

## Mandatory, Permissive or Illegal

---



When the number of applicants registered on the out-of-work list, in Group I, exceeds 240 and the top 60 applicants have been registered for eight weeks or more, the parties shall meet to institute a "work sharing period." A work sharing period will be two payroll months, approximately nine weeks. During a work sharing period, employees will be required to take off days equal to one day per week. The days off will be in whole week intervals or by individual days, as determined by the employer. The workweek will be thirty-seven and one half hours per week, during the work sharing period.



# Questionable proposals

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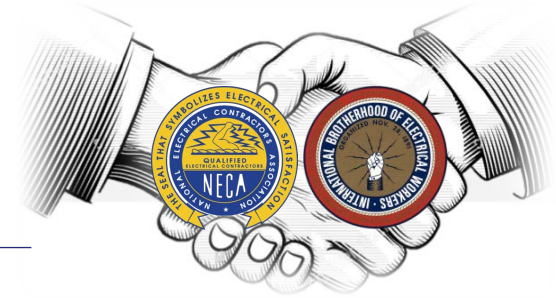


- Is it mandatory?
- Is it permissive?
- Is it illegal?
- All proposals should be considered and **taken under advisement**
- Questions of propriety should be reviewed by competent legal counsel



# Committee's responsibilities

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- Solve problems
- Prevent problems
- Find workable solutions
- Do no harm to the industry
- No personal agendas



# Committee characteristics

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- Persons who:
  - Work together
  - Respect the individual
  - Think for themselves
  - Make decisions
  - Communicate well
  - Grounded in reality





# Committee fundamentals

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- Some should be experienced negotiators
- Familiar with the CBA
- Long term commitment
- Bargaining strategy defined and maintained throughout the process
- Free thinkers!



# Committee's conduct

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- Establish a committee spokesperson
- No outside meetings—unity is paramount
- Handling threats
- Maintain ethical behavior

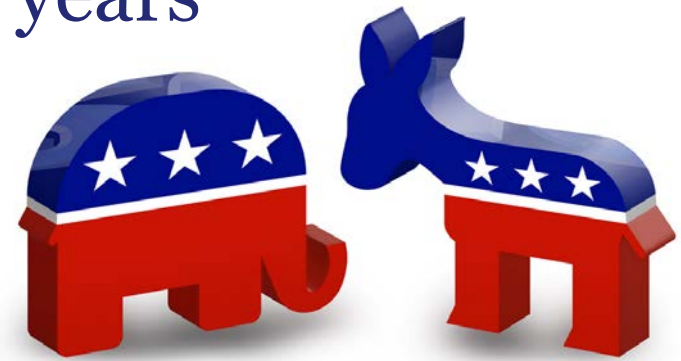


# Committee's realities

---



- Broad representation of the chapter membership (*usually*)
- Consider local and district politics
- Relationships with the union
- Willing to commit to several years
- Negotiating experience





# Committee's strategy

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- Have a well conceived approach that allows for adjustments for success
- Delegate certain issues for committee members' comments
- Arguments based on unassailable facts
- Focus on long-term goals



# What will the goal or goals be?

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The common denominator in all of our collective bargaining is the customer.

What will the goal or goals be?

---



# Improve Efficiency Improve Service

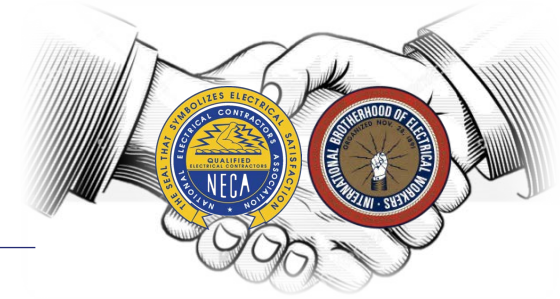


# FOCUS!

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“Our greatest weakness lies in giving up.” *Thomas Edison*



# The target is the CBA

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## Collective Bargaining Agreement



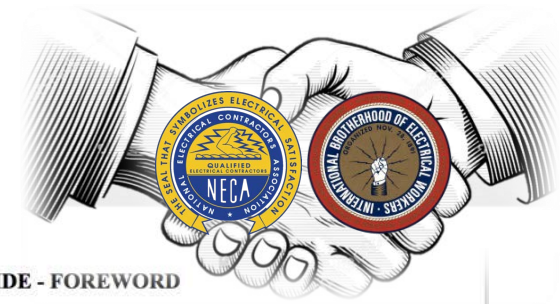
# Agreement language – Orders from headquarters

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# The Pattern Agreement Guide



## Preface

In this file, you will find the revised version of three different pattern agreement guides and the Construction Wireman/Construction Electrician Addendum:

- (1) Inside Agreement;
- (2) Outside Agreement; and
- (3) Residential Agreement.

This revision replaces the 2008 version of the Pattern Agreement Guides. This year, as in the past the documents are provided in both PDF and Word formats. The PDF file is a secure document that cannot be changed; it can serve as a permanent reference. The Word files can be easily used in developing your local agreements.

The revisions include additional language to the explanation of Category I and II language located in the Foreword of the Guide, and minor typographical corrections.

All language changes are indicated by the insertion of a black bar to the left of those lines that have been changed both in the table of contents and affected article.

The Pattern Agreement Guides have been generally well-received and have led to the submission of better local agreements and more rapid internal analysis. Each guide includes a foreword consisting of definitions for Category I language, Category II language, Optional Language and common provisions, as well as information regarding the submission of agreements.

Inside Revision December 2008

## INSIDE - FOREWORD

**Category I provisions, as identified in red in the Table of Contents and in the body of this Guide, are considered Standard Agreement Language by the IBEW International Office and NECA National. By joint recommendation and in written agreement, all Inside Construction Agreements between IBEW Local Unions and NECA Chapters must contain all Category I Language verbatim, i.e., no deviations or changes to these clauses are permitted. Likewise, the agreement may not contain language that is contrary to the intent of the Category I language or circumvents provisions contained in the Category I Language. Additional language that pertains to but does not conflict with the Category I language may follow the language, but is not to be inserted within the language. (This would also apply to Category II and any other verbatim language.)** There are also several places where Alternate Language is provided. This Alternate Language is to be used in lieu of, and not in conjunction with, Standard Language.

**Category II Language, as identified in blue, reflects provisions which the IBEW International Office recommends but which NECA National has not endorsed. These provisions need to be negotiated locally. If adopted, this language must be inserted verbatim into the collective bargaining agreement.**

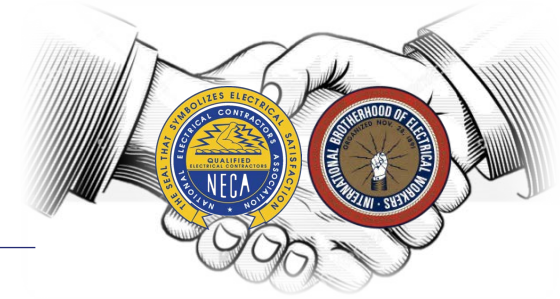
**Optional Language, as identified in purple, is language that is acceptable to the IBEW International and NECA National, is approvable, and may be included in the agreement if the local parties agree. In some cases, language other than the particular language illustrated may be used; however, some of these clauses must be used verbatim.**

Sections identified in **black text** are common provisions listed for local labor management consideration. They must be locally negotiated and agreed upon and may be used as provided or modified as determined by the parties.

Inside Revision December 2008

# Category One language

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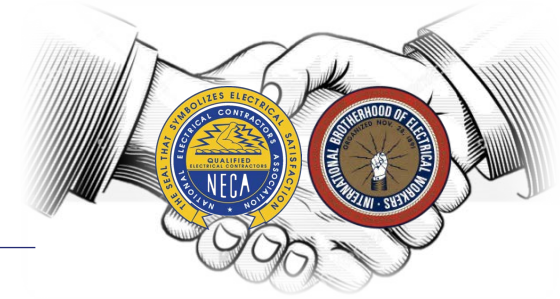


- *First Clause*
- *CIR Language*
- *Management Rights*
- *Non-resident Employees*
- *Favored Nations*
- *Annulment*
- *Subcontracting*
- *Classification*
- *Shift Work (4 options)*
- *Referral Procedure*
- *Group 1 (Alternative)*
- *Repeated Discharge*
- *Apprenticeship*
- *NEBF & NEIF*
- *NLMCC & LLMCC*
- *Substance Abuse \**
- *Code of Excellence \**
- *Separability Clause*

(\* Enabling Language)

# Category One language

---



- *First Clause*
- *CIR Language*
- *Management Rights*
- *Non-resident Employees*
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- *NLMCC & LLMCC*
- *Substance Abuse \**
- *Code of Excellence \**
- *Separability Clause*

(\* Enabling Language)

# Management Rights' clause

---



Section 2.02. The Union understands the Employer is responsible to perform the work required by the owner. The Employer shall, therefore, have no restrictions except those specifically provided for in the collective bargaining agreement, in planning, directing and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Union's geographical jurisdiction, in determining the need and number as well as the person who will act as Foreman, in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations, and in discharging employees for proper cause.



# Management Rights' clause

---



**Section 2.02.** The Union understands the Employer is responsible to perform the work required by the owner. **The Employer shall, therefore, have no restrictions except those specifically provided for in the collective bargaining agreement, in planning, directing and controlling the operation of all his work, in deciding the number and kind of employees to properly perform the work, in hiring and laying off employees, in transferring employees from job to job within the Local Union's geographical jurisdiction, in determining the need and number as well as the person who will act as Foreman, in requiring all employees to observe the Employer's and/or owner's rules and regulations not inconsistent with this Agreement, in requiring all employees to observe all safety regulations, and in discharging employees for proper cause.**

# Category One **Does Not...**

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- ...establish start/quit times
- ...set wages
- ...establish overtime premiums
- ...require holidays or vacations
- ...establish crew structure
- ...prevent expansion of JATC ratios

# Category One **Does Not...**

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...require funding for LLMCC

...establish start/stop times, or premium time

...bar the parties from modifying shift premiums

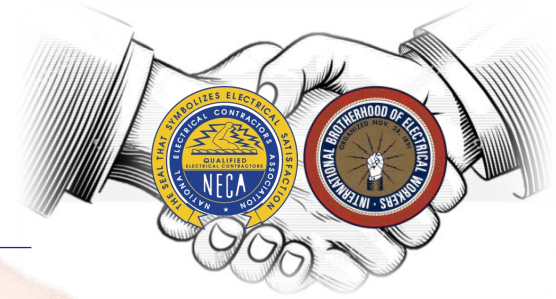
Except for NEBF, it **does not** establish medical, pension, annuity or other fringes

# Category Two\* language

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- Work Preservation Clause
- Age Ratio Clause
- Union Dues Deduction
- Re-Registration Language
- Reverse Layoff Language
- Employer Responsibility (Safety) Language

\* NECA does not endorse any of the above language.





# Optional language

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- Foreman Call-out Language
- National Electrical Annuity Plan (NEAP)
- Four-tens Language
- Direct Deposit
- Worker Recall
- National 4.01 (k) Plan
- Alternative classifications

# Negotiation Rules

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1. Know what you can live with.
2. Know the decision makers and build a relationship of trust.
3. Understand the need for an explanation.
4. Know how to listen.
5. Be truthful.

# *Good Faith* Bargaining

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- You don't have to be fair
- Intent is to reach an accord
- There is no requirement to agree
- Neither party has to compromise
- Must bargain in “good faith”



# *Bad Faith* Bargaining

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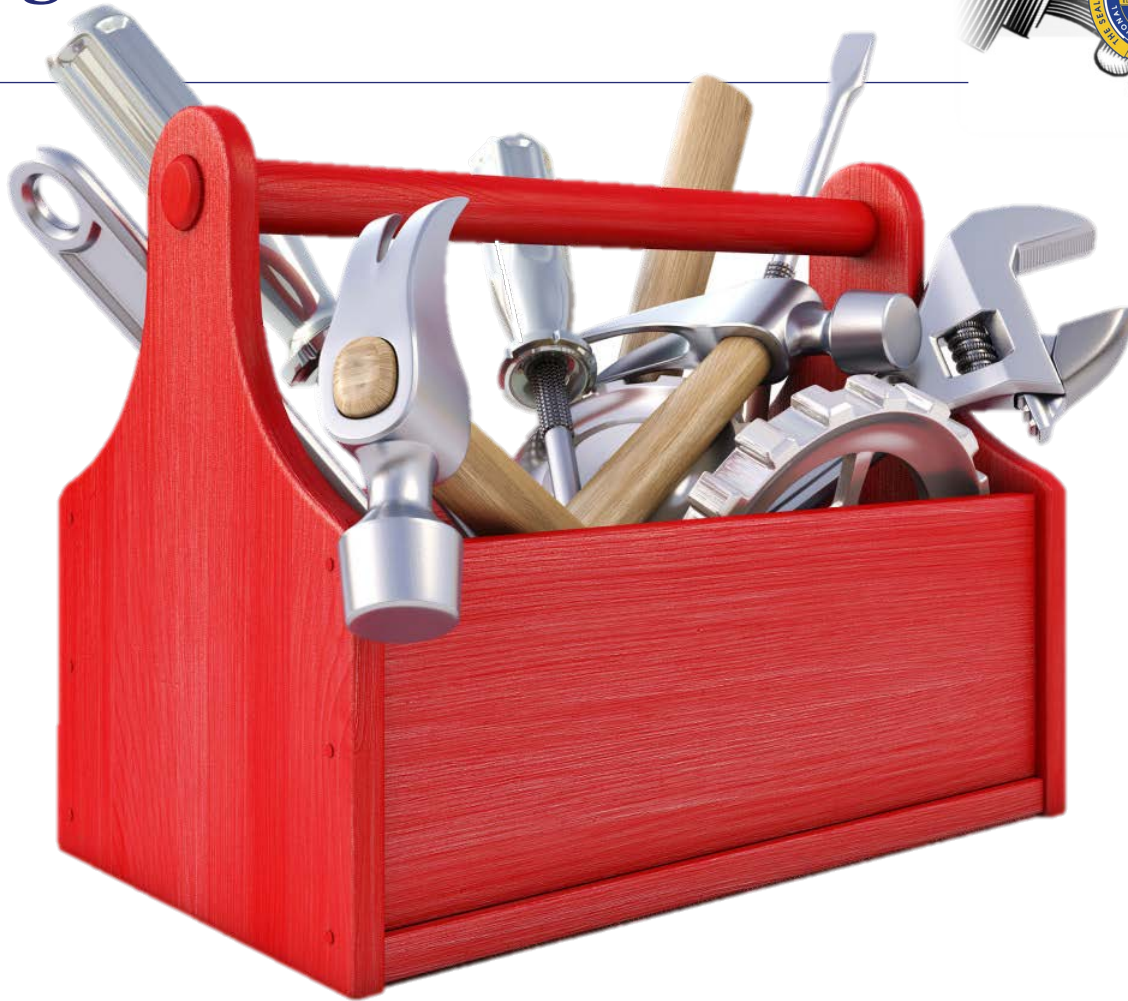
- Tactics aimed at:
  - Delaying settlement
  - Denying rights
  - Derailing negotiations
- No real intent to negotiate
- Demonstrated by a *totality* of actions, importance of issue





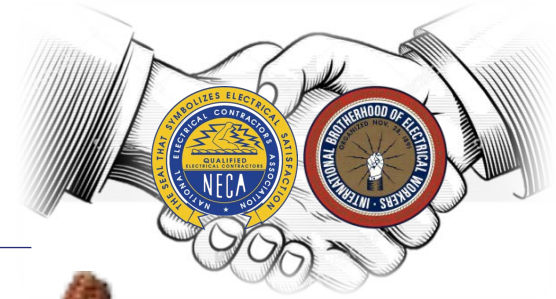
# The negotiator's tools

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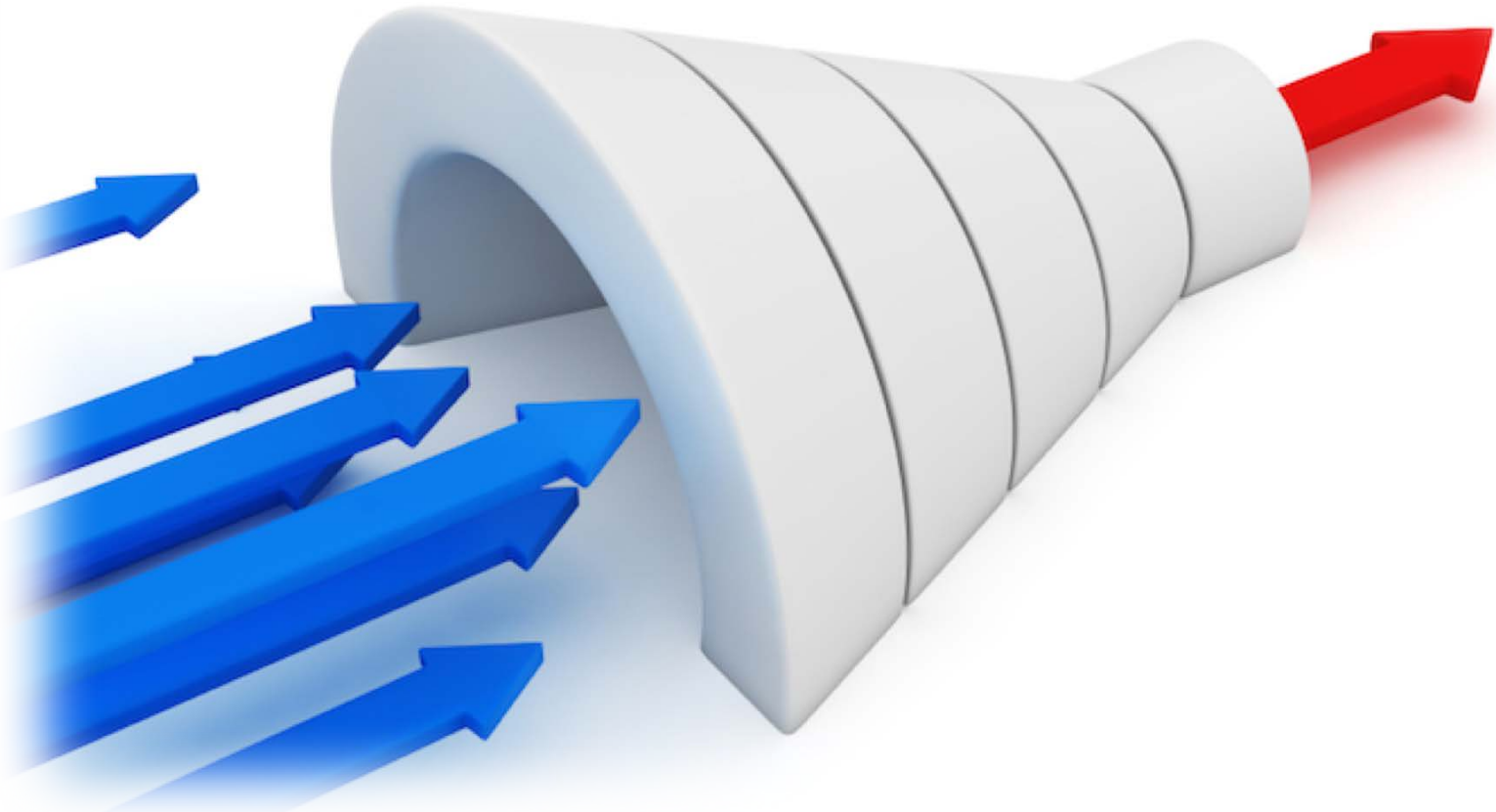
# Opening the process

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# Focusing the process

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# The minutes

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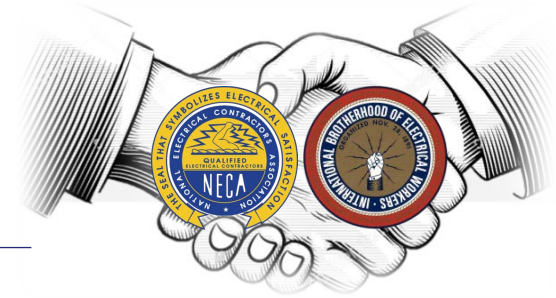
- Who should be Secretary?
- What should be included?
  - Summaries of all sessions
  - On-the-Record proposals and positions of the parties
  - Resolution or Deadlock declared
  - Final minutes signed





# The Agenda

---



## NECA – IBEW Negotiations May 17, 2017

- Attendance
- Approval of minutes
- Review all actions
- Open discussion of remaining issues
- Proposals & Counters
- Sign-off agreed & withdrawn items
- Next meeting date, time, & location
- Sign unofficial minutes
- Motion to adjourn



# Recognize Union goals



- Maximum advantage for the employee
- Maximum wages and benefits for members
- Best working conditions

*When George Meany was asked what unions wanted, he responded... “More!”*



# Check body language

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- Look for non-verbal clues
- Designate an observer
- Listen, don't talk
- Try to understand the other party



# Use caucuses

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- A caucus can serve to cool tempers
- Controlled participation is encouraged
- Discussion of new ideas or confusing statements occurs only in caucuses
- Timing is important





# Utilize sidebars

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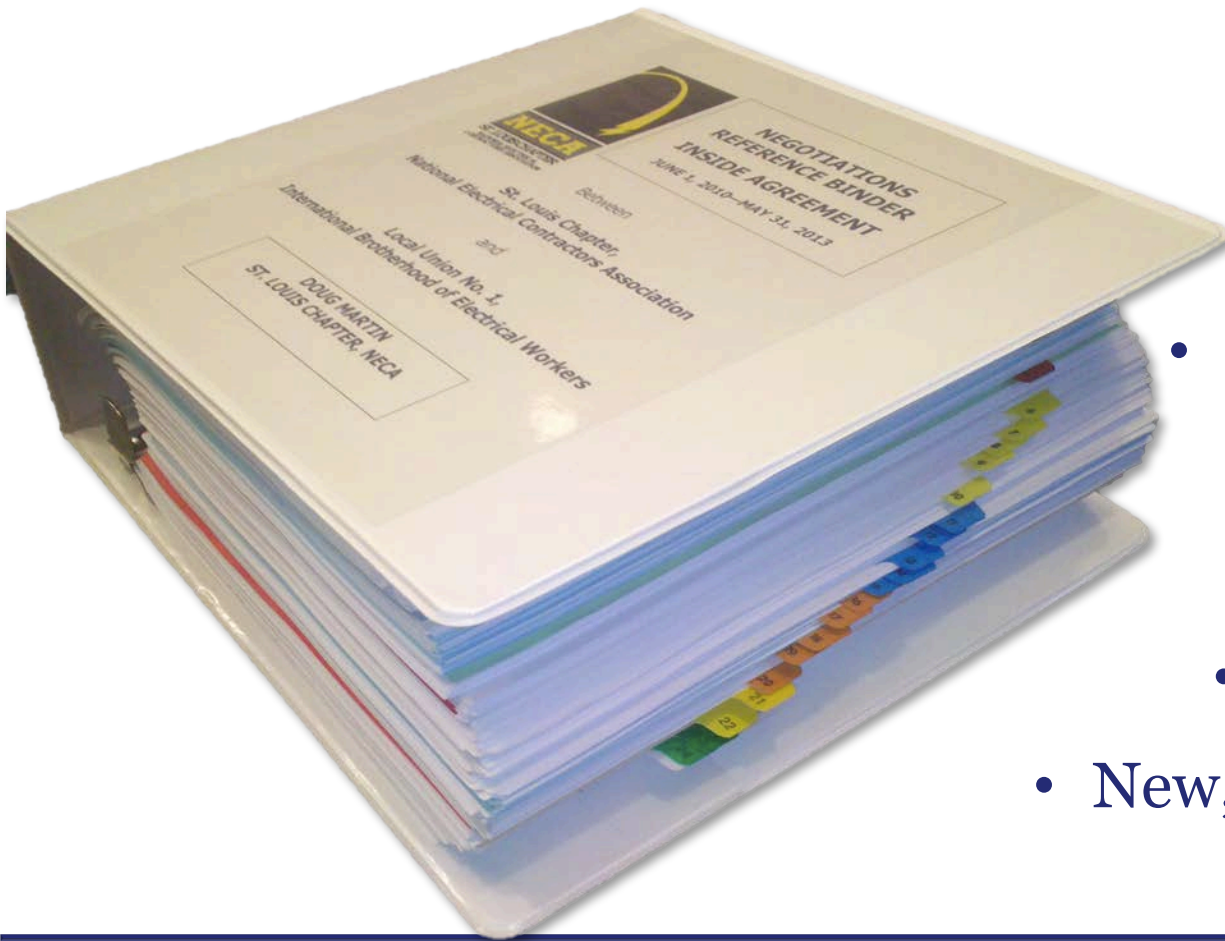
A term used to describe any conversation where some participants in a proceeding or meeting may step aside to discuss information not shared with the group.

- Why are they important?
- How to use them?
- When should they be used?



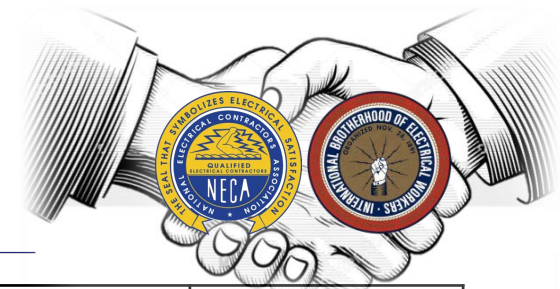
# The Bargaining Book

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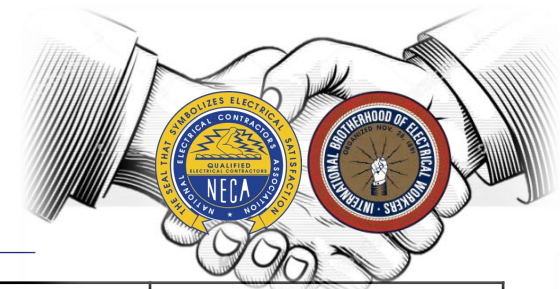
- Opening letters
- Agenda
- Issue tracking forms
- Proposal forms
- Notes forms
- Minutes & exhibits
- New, deleted, or changed language

# The Issues Form



Item #	Section	Issue	Resolution	Sponsor
1	1.01	Term	Active	Both
2	2.17	Foreman Call-Out	Agreed 3-15-12	NECA
3	3.01 a	Workday – 2 Hr Flex	Agreed 3-15-12	NECA
4	3.04	Wage Rate	Active	Both
5	3.10	Crew Size	WD 3-7-12	NECA
6	3.16	Steward Language	WD 3-7-12	IBEW
7	3.17	Age Ratio	Active	NECA
8	3.38	Recall – CIR#7332	Active	NECA
9	6.01	Health & Welfare	Agreed 3-15-12	IBEW
10	8.01	Annuity	Agreed 3-15-12	IBEW
11	MOU	Light Commercial	Active	NECA

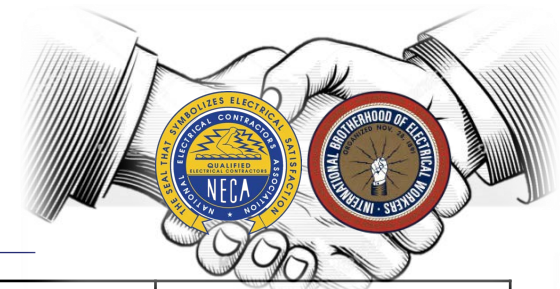
# The Proposal Form



<u>Final Item #</u>	<u>Sponsor</u>	<u>Section</u>	<u>Action</u>	<u>Date</u>
3	NECA	3.01 a	Agreed	3-15-12
Existing Language:	Eight hours work between the hours of <b>8:00 A.M. and 4:30 P.M.</b> with not more than thirty minutes for lunch period, shall constitute a workday. (The rest of Section 3.01 (a) remains intact.)			
Proposed Language:	Eight hours work between the hours of <b>6:00 A.M. and 6:30 P.M.</b> with not more than thirty minutes for lunch period, shall constitute a workday. (The rest of Section 3.01 (a) remains intact.)			
Current IBEW Counter:	Eight hours work between the hours of <b>7:00 A.M. and 6:30 P.M.</b> with not more than thirty minutes for lunch period, shall constitute a workday. (The rest of Section 3.01 (a) remains intact.)			
Agreed Language:	Eight hours work between the hours of <b>6:00 A.M. and 4:30 P.M.</b> with not more than thirty minutes for lunch period, shall constitute a workday. (The rest of Section 3.01 (a) remains intact.)			
For NECA: _____ 3-15-12		For IBEW: _____ 3-15-12		



# The Notes Form



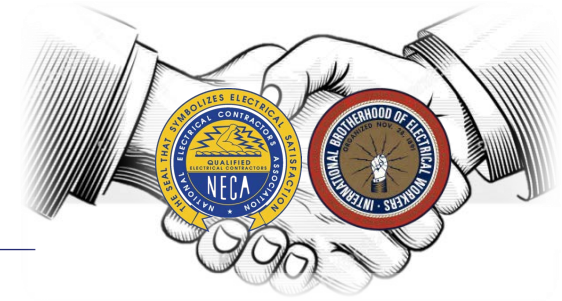
<u>Final Item #</u>	<u>Sponsor</u>	<u>Section</u>	<u>Action</u>	<u>Date</u>
3	NECA	3.01 a	Agreed	3-15-12
Agreed Language:	Eight hours work between the hours of <b>6:00 A.M. and 4:30 P.M.</b> with not more than thirty minutes for lunch period, shall constitute a work. (The rest of Section 3.01 (a) remains intact.)			
Intent of Parties:	The parties negotiated this language to permit signatory Employers the ability to work alongside other trades who have similar start language. (However, it is not the intent only to use the “flex start” with other trades, it may be used by itself for single or multiple electrical crews.) The language does not prohibit NECA from requesting approval of extending the end of the day (i.e.: 4:30 PM to a later time) based of industry needs or customer requests. Approval of the “end of day” extension is required by the IBEW Business Manager.			
For NECA: _____ 3-15-12		For IBEW: _____ 3-15-12		

# Documenting your positions

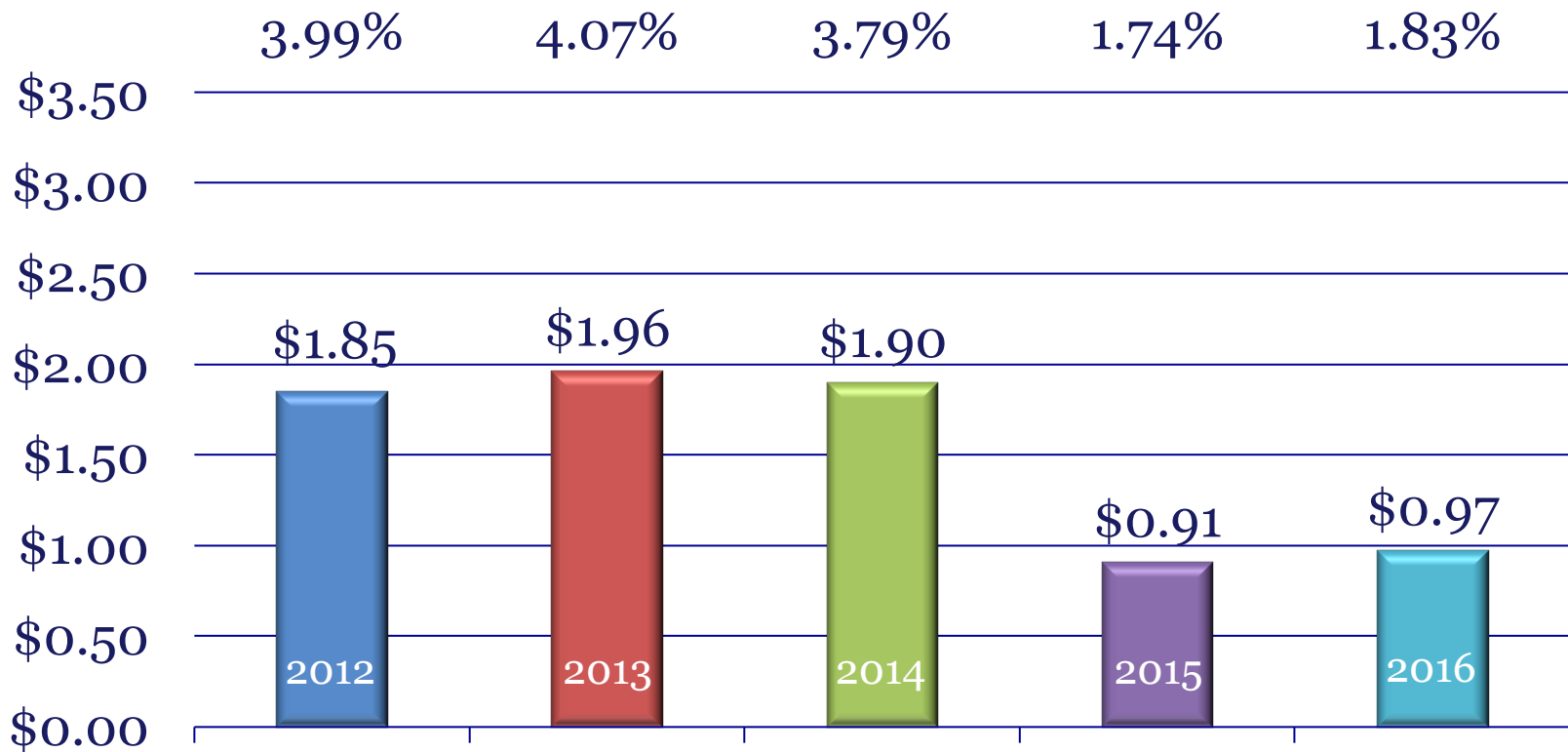
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# Using charts – wage history

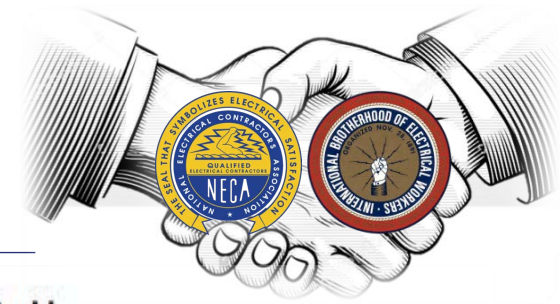


## Total Package Increases

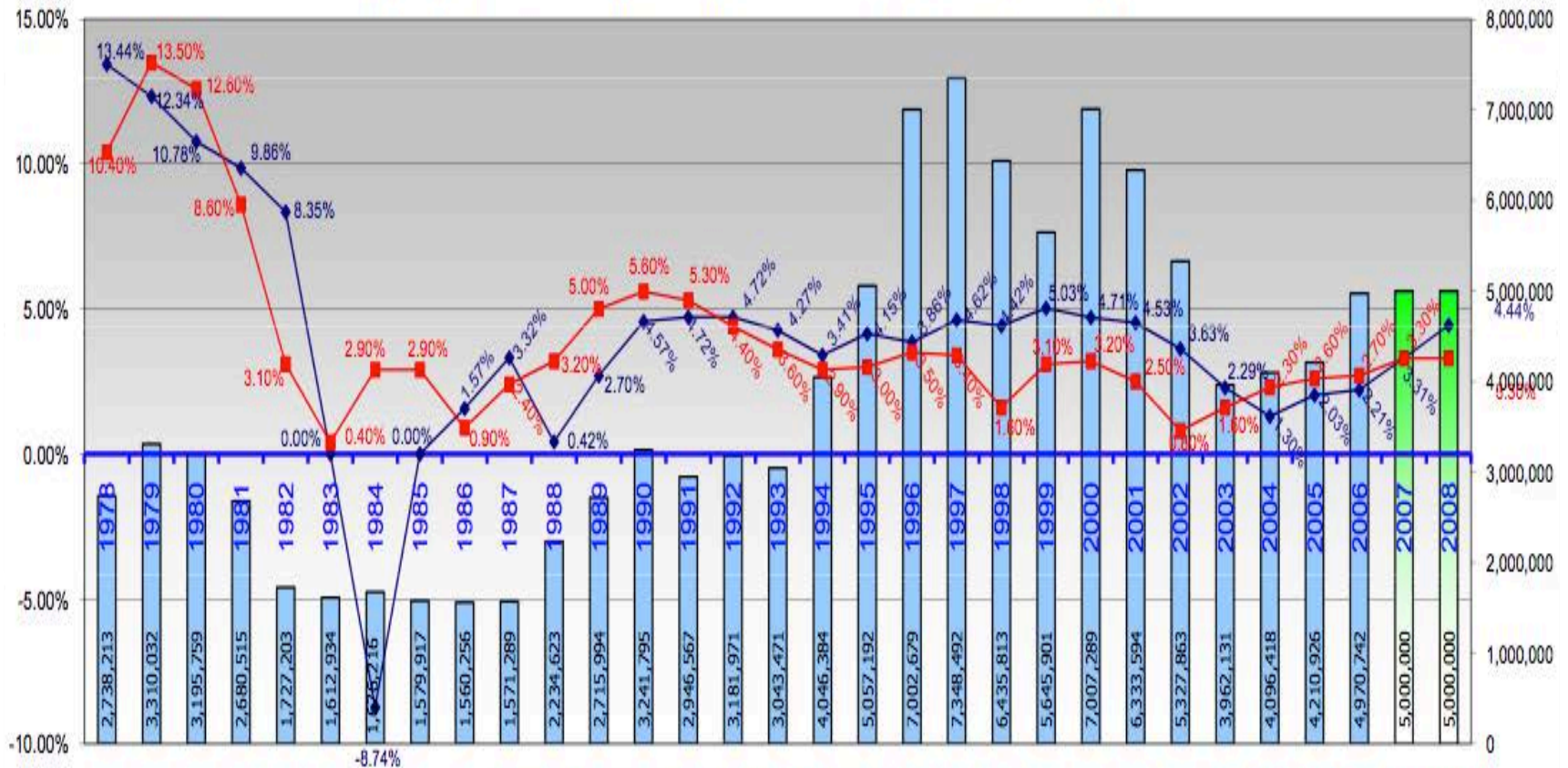




# Using charts – industry data

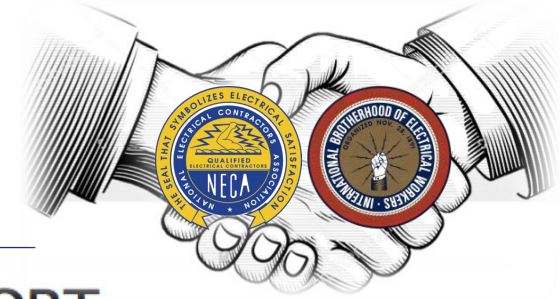


CPI & Wage Percentages Compared to Actual Manhours - LU48 Inside





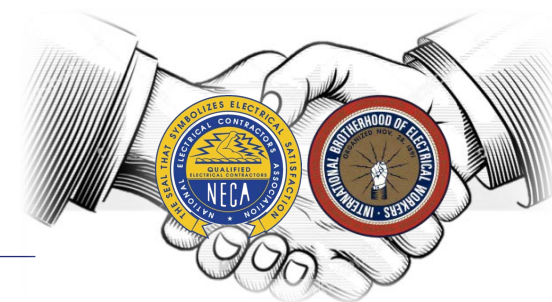
# Using spreadsheets



## Local Union 48 MANPOWER REPORT

YEAR	#EMPLOYER	#EMPLOYEE	MANHOURS	INCREASE	LU48 Wage Package	Portland CPI
1978	180	1711	2,738,213	\$1.50	13.44%	10.40%
1979	182	2135	3,310,032	\$2.06	12.34%	13.50%
1980	177	2176	3,195,759	\$2.05	10.78%	12.60%
1981	177	1691	2,680,515	\$2.04	9.68%	8.60%
1982	172	1262	1,727,203	\$1.93	8.35%	3.10%
1983	147	1055	1,612,934	\$0.00	0.00%	0.40%
1984	151	1308	1,676,216	(\$2.19)	-8.74%	2.90%
1985	135	1080	1,579,917	\$0.00	0.00%	2.90%
1986	129	1020	1,560,256	\$0.36	1.57%	0.90%
1987	118	903	1,571,289	\$0.77	3.32%	2.40%

# Using NLMCC data



NLMCC Annual Inside Market Share Summaries						
Local Union	Employment			Wages		
	IBEW	Total Industry	Share	IBEW	Total Industry	Share
NECA District: 4						
Illinois Chapter						
Illinois Chapter						
2004	2,929	4,586	64%	\$129,846,006	\$187,937,329	69%
2005	2,924	4,311	68%	\$132,990,283	\$189,491,436	70%
2006	2,904	4,483	65%	\$138,099,299	\$206,472,239	67%
2007	3,189	4,807	66%	\$161,346,919	\$232,479,265	69%
2008	3,588	4,848	74%	\$198,165,368	\$265,399,557	75%
2009	3,360	4,441	76%	\$197,652,488	\$247,349,999	80%
2010	3,299	4,482	74%	\$208,378,515	\$268,104,936	78%
2011	3,459	4,355	79%	\$232,332,406	\$276,738,254	84%
2012	2,974	3,784	79%	\$165,570,835	\$213,137,562	78%
2013	2,748	3,687	75%	\$149,401,519	\$195,971,511	76%

NLMCC Annual Inside Market Share Results, 2004 through 2013

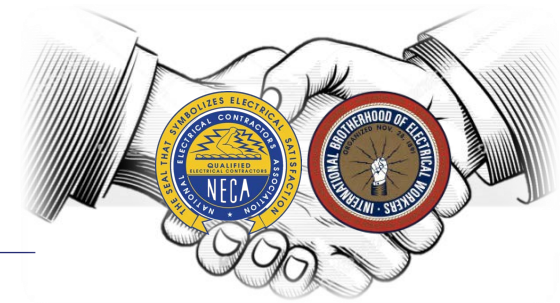
Friday, November 21, 2014

NLMCC Annual Inside Market Share Summaries						
Local Union	Employment			Wages		
	IBEW	Total Industry	Share	IBEW	Total Industry	Share
NECA District: 4						
Illinois Chapter						
146 Decatur, IL						
2004	441	659	67%	\$21,467,118	\$27,136,122	79%
2005	421	667	63%	\$20,631,572	\$28,490,143	72%
2006	399	697	57%	\$20,264,035	\$30,395,310	67%
2007	478	779	61%	\$24,881,639	\$31,965,275	78%
2008	530	730	73%	\$29,545,474	\$35,343,046	84%
2009	491	660	74%	\$28,660,185	\$29,723,882	96%
2010	326	565	58%	\$17,815,044	\$27,606,894	65%
2011	387	561	69%	\$21,772,982	\$29,344,270	74%
2012	398	550	72%	\$21,557,715	\$28,134,563	77%
2013	407	520	78%	\$23,865,845	\$28,053,085	85%
193 Springfield, IL						
2004	351	590	59%	\$14,556,838	\$23,845,794	61%
2005	328	557	59%	\$14,759,070	\$23,747,091	62%
2006	344	672	51%	\$15,577,717	\$29,636,630	53%
2007	348	598	58%	\$16,467,902	\$28,187,994	58%
2008	444	630	70%	\$23,694,766	\$33,014,192	72%
2009	337	479	70%	\$17,434,876	\$23,882,306	73%
2010	294	411	72%	\$14,766,898	\$18,903,301	78%
2011	320	427	75%	\$16,752,565	\$21,268,625	79%
2012	330	482	68%	\$16,388,411	\$23,516,482	70%
2013	361	584	62%	\$19,156,007	\$30,011,598	64%

NLMCC Annual Inside Market Share Results, 2004 through 2013

Friday, November 21, 2014

# NLMCC Services



**CLRC** Construction Labor Research Council

**Market Share Analysis**

**Wage & Fringe Comparison**

**Contract Costing**

**Wage & Fringe Benchmark**

**Custom Reporting**

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## CLRC Custom Reports

These Reports are available upon request. Please contact CLRC at 202-347-8440 or [clrc@clrcconsulting.org](mailto:clrc@clrcconsulting.org)

Report	Description	Benefit
<b>Market Share Analysis</b>	Shows what percent of a given industry (e.g., plumbers/pipefitters, carpenters) is worked by union contractors.	Allows management and labor to more precisely define their share of the market, and more importantly, the trend over time. Also, can document the impact of specific programs (e.g., market recovery, new classifications).
<b>Union – Nonunion Wage and Fringe Benefits Comparison</b>	Compares a specific local's wage and fringe benefits package to nonunion data for that craft in the same geographic region.	Tangibly shows the difference in both dollars and percents between union and nonunion pay and fringe benefits.
<b>Contract Costing</b>	Provides a detailed cost analysis of 8–12 categories in a contract (e.g., 2 <sup>nd</sup> shift, foreman ratio, clean-up time) on a per employee per hour and total contract cost basis.	Helps the parties in collective bargaining better understand the real costs associated with contract language clauses.
<b>Wage and Fringe Benchmark Comparison</b>	Graphs actual wage and fringe benefits rates compared to indexes (e.g., CPI, nonunion) over time to show the trend.	Compares actual pay to what it would have been using an index.
<b>Custom</b>	Tell us what you are looking for, we can probably help you.	Offers you greater understanding and useful data to use during collective bargaining or internal business decisions.

The member cost for each report is \$1,950 (\$2,950 for non NECA members). If an order is placed at least four months before it is needed, CLRC will offer the discounts shown below.

- Pre-order any two reports and save \$500
- Pre-order any three reports and save \$1,000
- Pre-order all four reports and save \$1,500



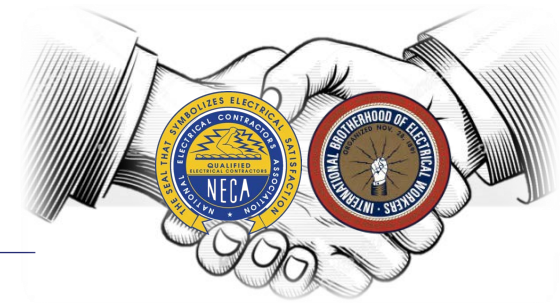
# Using O\*net



The screenshot shows the O\*NET OnLine website. At the top left is the O\*NET logo and the text "O\*NET OnLine" with the tagline "A proud partner of the americanjobcenter® network". To the right is an "Occupation Quick Search" bar. Below the header is a navigation bar with links: Help, Find Occupations, Advanced Search, Crosswalks, Share, and O\*NET Sites. The main content area features a large banner with the text "Build your future with O\*NET OnLine." and a description of the tool. To the right of the banner are three boxes: "What's New?" with a "Learn More" button, "I want to be a..." with a "Find It Now" button, and "ATTN: VETERANS" with a "Get Started" button. Below the banner is an "Occupation Search" section with a search bar. To the left of the search bar are three columns: "Find Occupations" with a "Browse" button, "Advanced Search" with a "Browse by O\*NET Data" button, and "Crosswalks" with an "Apprenticeship" button. At the bottom right is a "Green Economy" box with "Learn More" and "Search" buttons.



# Using PAS Merit Shop Survey



## MERIT SHOP WAGE & BENEFIT SURVEY

**PAS, INC.**

Personnel Administration Services  
75 East Henry Street  
Saline, Michigan 48176  
(734) 429-1199  
<http://www.pas1.com>

### PAS Merit Shop Survey

### PAS Publications

#### ELECTRICIANS

National Overtime Pay Practices						
Apprentice	Over 8 Hrs	8.56%	Paid Time And One Half		100.00%	
	Over 40 Hrs	91.44%	Paid Double Time		0.00%	
Anticipated Annual Wage Increases For 2014						
All Firms Responding—including 0% Increases					3.25%	
All Firms Responding—Excluding 0% Increases					3.32%	
Actual Annual Wage Increases For 2013						
All Firms Responding—including 0% Increases					3.09%	
All Firms Responding—Excluding 0% Increases					3.29%	
	Number Of Incumbents	25th Percentile	Average Rate	50th Percentile	75th Percentile	Average Fringe
Total Data Base For Craft						
1st Year	964	\$12.83	\$13.83	\$13.53	\$14.62	20.31%
3rd Year	836	\$16.63	\$18.37	\$18.71	\$19.93	20.31%
1st Year By Type Construction						
Commercial	518	\$12.21	\$13.22	\$13.53	\$14.25	20.43%
Industrial	773	\$13.53	\$14.14	\$13.99	\$15.00	20.11%
Institutional	204	\$12.86	\$13.39	\$14.13	\$14.25	19.47%
Residential -1	187	\$12.61	\$13.00	\$13.53	\$13.89	24.11%
Residential -2	225	\$12.44	\$12.91	\$13.45	\$13.93	23.50%
Heavy	50	***	\$12.62	***	***	28.67%
Highway	140	\$14.25	\$14.21	\$14.25	\$15.13	19.80%
Municipal	187	\$14.05	\$13.90	\$14.25	\$14.88	18.67%
3rd Year By Type Construction						
Commercial	373	\$15.85	\$17.88	\$17.47	\$21.54	20.43%
Industrial	711	\$17.00	\$18.99	\$18.71	\$21.54	20.11%
Institutional	170	\$16.54	\$18.82	\$19.01	\$22.66	19.47%
Residential-1	125	\$16.22	\$16.96	\$17.60	\$18.71	24.11%
Residential-2	169	\$16.33	\$16.92	\$17.00	\$18.71	23.50%
Heavy	7	***	\$15.69	***	***	28.67%
Highway	94	\$21.58	\$21.48	\$22.66	\$22.66	19.80%
Municipal	131	\$18.02	\$20.25	\$22.12	\$22.66	18.67%

# Using lost jobs history

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I can't  
afford it!

“Every battle is won  
**BEFORE**  
it is fought.”

Sun Tzu



# Seminars on demand!

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## Contact the Regional Director

- Bargaining seminars
- Grievance handling
- Management Rights
- Preparing for CIR
- Committee structure