





## MEMORANDUM

FROM: David Long, NECA CEO   
Kenneth W. Cooper, IBEW International President 

TO: NECA Chapter Executives  
IBEW Business Managers

DATE: May 15, 2024

RE: Agreement on Employee Portability Update

The International Brotherhood of Electrical Workers (IBEW) and the National Electrical Contractors Association (NECA) have partnered together to modernize the Agreement on Employee Portability, also known as the National Portability Agreement.

Last updated in 1997, this agreement has been instrumental in maintaining a skilled electrical workforce by allowing qualified workers to move between different IBEW Local Union jurisdictions under the circumstances set forth in the agreement. To keep pace with the industry's rapid advancements and support the Electrification of America initiative, the agreement has been updated in the following ways:

- Recognizing the rapidly growing EV charging market, modifications have been made for additional exemptions to allow contractors to pursue this specific scope of work.
- Recognizing Employers continue to expand the number of physical locations through new locations and acquisitions, modifications have been made to enhance a contractor's ability to grow.
- Recognizing the complicated structure of many NECA-IBEW benefit plans and occasionally contradicting Collective Bargaining Agreement language, modifications have been made to better alleviate disputes and confusion.

The electrical construction industry is the foundation of our Nation's progress. Adapting to change is not just advantageous, it is essential. NECA and the IBEW are proud to present these advancements, paving the way for a bright future built by the skilled members of the IBEW and professional contractors of NECA.

The updated Agreement on Employee Portability and questions and answers is attached hereto. If you have any questions or concerns, please contact IBEW Construction and Maintenance Department Director Matt Paules at [Construction@ibew.org](mailto:Construction@ibew.org) or NECA Vice President of Labor Relations & Services Steve Krieg at [steve.krieg@necanet.org](mailto:steve.krieg@necanet.org).