



EASTERN DIVISION MEETING  
TOSI'S RESTAURANT  
STEVENSVILLE, MICHIGAN  
SEPTEMBER 12, 2024

MINUTES

I. The meeting was called to order around 6:28 PM

Present:

Derrick Czarnecki	Roger Dosmann	Ryan Ganser	Chris Grove
Jim Hardy	Amy Hemphill	Matthew LaFree	Tony Maloney
Tim Noonan	Chris Schmidt	Troy Schwartz	Mike Taff

II. The minutes of the Eastern Division meeting held on April 11, 2024, were reviewed. A motion was made to approve the minutes as submitted. It was seconded and, with no further discussion, duly carried.

III. **Reports of Officers:**

A. Chairman Report:

- i. Out-of-work numbers were provided for Local 153:  
Inside: 30 Residential: 4 Telecommunications: 6 Apprentices: 0
- ii. There are 24 CW available with 80 working.
- iii. A recap of negotiations was provided including the May CIR decision along with a recap of August CIR.
- iv. It was reported that the JATC contribution increase is now in effect for most agreements along with the implementation of a temporary building fund.
- v. A recap of the Electri International summer council meeting was provided.
  - a. Members were encouraged to visit the research hub on the Electri website for information found from funded studies.
  - b. Two new studies were funded: Using predictive methods to predict absentee issues on job sites and How to maximize cash flow in business.
  - c. There was also a presentation on how to implement and use AI tools in the workplace.
- vi. A recap of the Labor Relations conference recap was provided.
  - a. There was a Mock CIR panel set up for attendees to observe
  - b. There were multiple breakout sessions that offered attendees a choice on what track or information would be most relevant to them.
- vii. A recap of the NECA District IV summer council meeting was provided.
  - a. It was reported that most of the District 4 jurisdiction is busy with work except Chicago / Cook County, IL.
  - b. It was announced that Sara Smith, Central IN Governor, was elected as District Vice President.
  - c. There was a discussion on the proposed dues increase from \$150 per year to \$ 450.
    1. There is concern with how much funding is dependent on Premier Partnerships.
    2. Updates to member service charges are still being evaluated and there is no proposal yet.
  - d. There was a discussion on the proposed update to the referral language.
    1. Would allow organized individuals with 12,000 hours experience to be referred as Book II Journeymen.
  - e. It was reported that the National Electrical Individual Benefit (NEIB) has been established as additional retirement option for members.

B. Chapter Report:

i. Contractor Report:	MAY 2024	LOCAL: 40	TRAVELING: 45
		COMPLIANT: 84	DELINQUENT: 1
	JUN 2024	LOCAL: 43	TRAVELING: 53
	COMPLIANT: 93	DELINQUENT: 3	
	JUL 2024	LOCAL: 3	TRAVELING: 48
		COMPLIANT: 84	DELINQUENT: 3

**EASTERN DIVISION MEETING  
TOSI'S RESTAURANT  
STEVENSVILLE, MICHIGAN  
SEPTEMBER 12, 2024**

- |      |   |          |                             |                      |
|------|---|----------|-----------------------------|----------------------|
| ii.  | Manhour/Manpower Report:  | MAY 2024 | HOURS: 172,228 (189,036)    | LABOR: 1,093 (1,162) |
|      |   | JUN 2024 | HOURS: 140,990 (153,848)    | LABOR: 1,096 (1,170) |
|      |   | JUL 2024 | HOURS: 162,320 (186,502)    | LABOR: 1,148 (1,201) |
| iii. | NECAPAC Contributions were reviewed:                              |          | 16 CONTRIBUTIONS // \$6,085 | GOAL 22 // \$11,900  |
| iv.  | The upcoming calendar of events was reviewed.                     |          |                             |                      |
| v.   | It was announced that the NECA office hired a new office manager. |          |                             |                      |

**IV. Reports of Committees:**

**A. JATC**

- i. It was reported that some Committee members are encouraging the rotation of apprentices; the vote for implementation has been tabled and will be discussed again at a future meeting.
  1. Members discussed the level of professionalism among current Journeymen
  2. Onus should be put on Journeymen and Foremen to ensure thorough training of Apprentices.
- ii. It was reported that Tawny Dowdy has been promoted to Assistant Director, search is underway to find new Administrative Assistant.
- iii. It was reported that GAN Human Resources will be contracted to review applicants, to begin November 2024.

**B. Health & Welfare / Plan 4**

- i. It was reported that \$.75 was shifted from Plan 4 to H&W to help the addition of eye and dental coverage.
- ii. Eye and dental benefits up to \$1000 will go into effect October 1, 2024 and will reset on January 1<sup>st</sup> each year.
- iii. It was noted that retirees can opt out of this coverage if they don't wish to pay the increase.
- iv. It was reported that governmental regulations specify non-bargaining unit employees (NBU) may not make up more than 10% of participants and the Plan is near that threshold.
  1. There will be new participation stipulations for non-bargaining unit employees forthcoming.

**C. Pension / Money Purchase**

- i. It was reported that an asset review of the total funds and account averages in MPP was performed
  1. The average return YTD across all accounts stands at ~5%.
- ii. It was reported that the pension is healthy but still behind compared to historical inflation.

**D. LMCC**

- i. There was general discussion among the members regarding advertising in the area.
- ii. It was reported that a library of advertisement videos will be made available for download if employers want for their own use.
- iii. The Committee will sponsor a contest and prize money for local schools to develop television advertisements.

**V. Unfinished Business:**

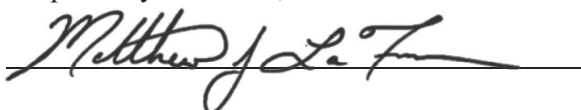
- A. None to discuss

**VI. New Business:**

- A. Information was provided regarding updates to reporting for VDVNA.
- B. There was general discussion among members regarding new Michigan legislation for employee paid leave.

VII. There being no further business the meeting adjourned around 8:38 PM.

Respectfully submitted,



Matthew J. LaFree, Executive Director

Next Meeting: **Thursday, October 10, 2024 at 6:00 PM Eastern Time**



**EASTERN DIVISION MEETING  
MORRIS PARK COUNTRY CLUB  
SOUTH BEND, INDIANA  
MAY 9, 2024**

D. LMCC

- i. There was general discussion among the members regarding advertising in the area.

V. **Unfinished Business:**

- A. There was continued discussion regarding recent negotiations.

VI. **New Business:**

- A. There was discussion regarding interest among members in a sales and maintenance two-day master class this fall.

VII. There being no further business the meeting adjourned around 6:53 PM.

Respectfully submitted,



Matthew J. LaFree, Executive Director

Next Meeting: **Thursday, September 12, 2024 at 6:00 PM Eastern Time**



**EASTERN DIVISION MEETING  
MAXI'S FOOD & SPIRITS BARN  
SOUTH BEND, INDIANA  
APRIL 11, 2024**

- C. Pension / Money Purchase
  - i. There was general discussion among the members.
- D. LMCC
  - i. There was general discussion among the members.
  
- V. **Unfinished Business:**
  - A. None to discuss.
  
- VI. **New Business:**
  - A. Members discussed the recent settlements of 531 negotiations along with other neighboring jurisdictions.
  
- VII. There being no further business the meeting adjourned around 7:25 PM.

Respectfully submitted,



Matthew J. LaFree, Executive Director

Next Meeting: **Thursday, May 9, 2024 at 6:00 PM Eastern Time**



EASTERN DIVISION MEETING  
UNION PIER SOCIAL  
UNION PIER, MICHIGAN  
MARCH 21, 2024

MINUTES

I. The meeting was called to order around 6:25 PM

Present:

Derrick Czarnecki	Jim Hardy	Amy Hemphill	Matthew LaFree
Tony Maloney	Tim Noonan	Chris Schmidt	Troy Schwartz
Kevin Stewart			

II. The minutes of the Eastern Division meeting held on February 8, 2024, were reviewed. A motion was made to approve the minutes as submitted. It was seconded and, with no further discussion, duly carried.

III. **Reports of Officers:**

A. Chairman Report:

- i. Out-of-work numbers were provided for Local 153:  
Inside: 34 Residential: 3 VDV: 5 Apprentices: 0
- ii. It was noted there is 60 CW available // 30 working and 5 EH working.
- iii. It was noted that many of the available CW are laid-off EH who are being encouraged to change classification.
- iv. It was reported that Labor-Management Committee will meet to exchange initial Inside proposals this week.
- v. The Midwest Region Conference and presentations were reviewed. Chapters are encouraged to push for alternate classifications to help with labor shortages. It was noted that CIR wage settlements are less than 5%.
- vi. It was reported that NECA Now in 2025 will be at the Diplomat Beach Resort in Hollywood, FL.
- vii. It was reported that the Health & Welfare trustees are evaluating the possibility of increasing the contribution rate for non-bargaining unit employees, currently based on 130 hours, to 150 hours.
- viii. The Apprenticeship Board voted to start day school and there are concerns with how that affects the recently-provided budget. The Labor-management Committee will require updated numbers before making final decision regarding the request in increase contribution rate.
- ix. It was reported the Electrical Training Alliance will move the core program to a 720-hour minimum. Local Apprenticeships may make their own programs in addition to that.
- x. Members were encouraged to RSVP for the Chapter 80<sup>th</sup> anniversary as soon as possible.
- xi. It was noted that the Chapter has purchased a table for IBEW 153 110<sup>th</sup> Anniversary and members are invited to join.

B. Chapter Report:

- i. Contractor Report: Jan 2024 Local: 15 Traveling: 61  
Compliant: 72 Delinquent: 4
- ii. Manhour/Manpower Report: Jan 2024 Hours: 75,949 (54,271) Labor: 615 (450)
- iii. NECAPAC Contributions were reviewed: 3 = \$835 Goal: 22 = \$11,900
- iv. The upcoming calendar of events was reviewed.

IV. **Reports of Committees:**

A. JATC

- i. There was discussion regarding hiring GAN Human Resources for reviewing and selecting applicants
- ii. It was reported there were elections recently for a new chair and secretary.
- iii. It was reported there were elections recently for a new chair and secretary.

**EASTERN DIVISION MEETING  
UNION PIER SOCIAL  
UNION PIER, MICHIGAN  
MARCH 21, 2024**

- B. Health & Welfare
    - i. There was a meeting recently to review programs that encourage wellness. It was reported the Committee adopted several and members will be notified how to participate shortly. The Committee will seek additional information regarding life coaching.
  - C. Pension / Money Purchase
    - i. There was discussion on the health of the plans. The Pension plan is currently funded over 87%.
  - D. LMCC
    - i. There was general discussion.
- V. **Unfinished Business:**
- A. There was discussion on bargaining proposals for upcoming negotiations.
- VI. **New Business:**
- A. Members discussed penalties for late payment of monthly payroll reports.
- VII. There being no further business the meeting adjourned around 8:18 PM.

Respectfully submitted,



Matthew J. LaFree, Executive Director

Next Meeting: **Thursday, April 11, 2024 at 6:00 PM Eastern Time**





## EASTERN DIVISION MEETING

VILLA MACRI

GRANGER, INDIANA

FEBRUARY 8, 2024

### MINUTES

I. The meeting was called to order around 4:59 PM

Present:

Derrick Czarnecki	Chris Grove	Jim Hardy	Matthew LaFree
Tony Maloney	Mike Michaud	Tim Noonan	Chris Schmidt
Troy Schwartz	Cassidy Shaum	Kevin Stewart	

II. The minutes of the Eastern Division meeting held on January 4, 2024, were reviewed. A motion was made to approve the minutes as submitted. It was seconded and, with no further discussion, duly carried.

### III. **Reports of Officers:**

#### A. Chairman Report:

- i. Out-of-work numbers were provided for Local 153:  
Inside: 79 Residential: 3 VDV: 5 Apprentices: 0
- ii. It was noted there is 1 CW available // 30 working, 1 CE available // 2 working, and 27 EH available // 52 working.
- iii. A recap of recent Labor-Management Committee meeting was provided. There was discussion regarding rotation of apprentices. It was reported there is a member working without a referral. It was also discussed that employers shall not ask for a post-accident drug screening unless an overnight stay or \$10,000 in damages were incurred.
- iv. Members were reminded of upcoming negotiations and encouraged to provide suggestions.
- v. It was reported that the NECA Executive Committee voted down the request of the Ft. Wayne Division from Central Indiana NECA to Northern Indiana.
- vi. A recap of the Electric Council meeting was provided. It was reported that six projects are to be funded: One on how AI will affect the industry right now. One on where AI will be in 5 years. Two mega project studies including incentive pay impact on jobsites (how to start, how do you stop once it's started), how it affects safety & attendance, how it affects the CBA and future negotiations, and long-term impact on market share. The second will study the impact on surrounding areas, impact on non-mega customers, labor availability, and labor performance. There will be a study on early electrical contractor involvement in a project, specifically on efficiency & profitability. The last study is CMMC 2.0 - cybersecurity education. The Council also heard a presentation from an economist who noted they saw no recession on the horizon. There was discussion among members regarding the Project Management apprenticeship program.
- vii. A recap was provided from the District IV Council meeting. Mr. Washebek provided an update on the state of the industry. It was reported that a committee has been assembled to review service charge thresholds. Mr. Woodard provided an update as the new Midwest Director. Average negotiation settlements were provided. It was noted that contract settlements around the District averaged 3 years and included year-by-year package increases ~4.8%, ~4.4%, and ~4.0%. It was reported that the NECA Executive Committee voted down the request of the Ft. Wayne Division from Central Indiana NECA to Northern Indiana. It was reported that the IEC has been involved with the National Electric Code update and wants to replace language referencing other sections with actual language from those sections. There was discussion regarding the IBEW's new organizing policy including required use of alternate classifications. It was reported there are massive projects in the area for the next 7-10 years.
- viii. It was noted the JATC is in need of one more member to for the Management side.



**EASTERN DIVISION MEETING**

**VILLA MACRI**

**GRANGER, INDIANA**

**FEBRUARY 8, 2024**

**V. Unfinished Business:**

A. There was discussion regarding negotiations.

**VI. New Business:**

A. It was reported that Grossbauer Group may be reaching out for a contractor spotlight feature.

B. It was reported that Indiana Plan received a grant to host a class in Valparaiso. Members were encouraged to share with interested individuals.

VII. There being no further business the meeting adjourned around 7:53 PM.

Respectfully submitted,

A handwritten signature in blue ink, reading "Matthew J. LaFree", is written over a horizontal line.

Matthew J. LaFree, Executive Director

Next Meeting: **Thursday, March 21, 2024 at 6:00 PM Eastern Time**



EASTERN DIVISION MEETING  
CAFÉ NAVARRE  
SOUTH BEND, INDIANA  
JANUARY 4, 2024

MINUTES

I. The meeting was called to order around 6:05 PM

Present:

Jim Hardy	Amy Hemphill	Shawn Kelley	Matthew LaFree
Tony Maloney	Chris Schmidt	Troy Schwartz	Kevin Stewart
Heather Thomas			

II. The minutes of the Eastern Division meeting held on November 9, 2023, were reviewed. A motion was made to approve the minutes as submitted. It was seconded and, with no further discussion, duly carried.

III. **Reports of Officers:**

A. Chairman Report:

- i. Out-of-work numbers were provided for Local 153:  
Inside: 73 Residential: 4 VDV: 4 Apprentices: 1 CW: 0 CE: 4 EH: 30
- ii. It was noted there are 30 CW, 2 CE, and 58 EH working.
- iii. A recap of recent Labor-Management Committee meeting was provided. Notably, the Committee will address a request from the JATC to increase the contribution rate. The two Committees will meet together to discuss.
- iv. The JATC is in need of one more member to complete the Management side.
- v. Mr. Maloney and Mr. LaFree continue to meet with Union leadership to discuss merging the Market Recovery and Expansion Addenda back together.
- vi. Members who plan to attend the NECA Regional Conference in Bahamas were reminded to get passports as soon as possible.
- vii. It was noted that the NECA Executive Committee will meet next week to make a decision regarding the Fort Wayne division's move from Central Indiana to Northern Indiana.
- viii. It was reported that there have been several changes to National NECA leadership. Notably, Ian Andrews has moved from Regional Director to the National Labor Relations office. David Woodard will move from the District V Regional Director to the Midwest to replace Mr. Andrews. Southern Region districts will have one Director now: Frank Piatt.

B. Chapter Report:

- |                              |   |                          |                      |
|------------------------------|---|--------------------------|----------------------|
| i. Contractor Report:        | Oct 2023                                      | Local: 42                | Traveling: 49        |
|                              |   | Compliant: 81            | Delinquent: 10       |
|                              | Nov 2023                                      | Local: 41                | Traveling: 51        |
|                              |   | Compliant: 85            | Delinquent: 7        |
| ii. Manhour/Manpower Report: | Oct 2023                                      | Hours: 177,822 (192,756) | Labor: 1,232 (1,196) |
|                              | Nov 2023                                      | Hours: 171,915 (161,766) | Labor: 1,232 (1,182) |
| iii.                         | The upcoming calendar of events was reviewed. |                          |                      |

IV. **Reports of Committees:**

A. JATC

- i. It was noted there are currently 6 open calls for apprentices
- ii. There has been discussion on implementing a point system for apprentices
- iii. It was reported the Residential Committee is in need of 2 members on the Labor side

**EASTERN DIVISION MEETING  
CAFÉ NAVARRE  
SOUTH BEND, INDIANA  
JANUARY 4, 2024**

- B. Health & Welfare
  - i. An update on the shift to Aetna was provided.
  - ii. It was reported that Apprentices working in 697 are not receiving full credits in reciprocation.
- C. Pension / Money Purchase
  - i. It was reported the Pension is 87% funded and projected to be 100% funded in 8 years at a 6.5% assumption rate
  - ii. Money Purchase Plan has 837 active accounts; average balance around \$88,000
- D. LMCC
  - i. Members discussed recent advertising
- V. **Unfinished Business:**
  - A. There was continued discussion regarding GAN Human Resources for apprentice candidate interviews.
  - B. There was continued discussion regarding the addition of the Fort Wayne division to the Chapter.
- VI. **New Business:**
  - A. The Chapter's bylaws must be updated to account for the Fort Wayne division joining the Northern Indiana Chapter. Notice was given to all members in a memo sent on November 22, 2023 that this meeting would include a vote to approve the bylaws change, pending recommendation by the NECA Executive Committee. Ballots were given to all in attendance and collected before the meeting adjourned. Votes will be counted along with member votes from the other divisions following their respective member meetings.
  - B. There was general discussion regarding upcoming negotiations.
- VII. There being no further business the meeting adjourned around 8:05 PM.

Respectfully submitted,



Matthew J. LaFree, Executive Director

Next Meeting: **Thursday, February 8, 2024 at 6:00 PM Eastern Time**