

# EXPANDING YOUR BUSINESS THROUGH IBEW AFFILIATION

VALUE PROPOSITION &  
BUSINESS OPPORTUNITY



## BENEFITS:

**Ready to take your business to the next level?**

Expanding your business requires better manpower, better standards and a better way to manage the HR needs of a thriving company.

**Ready to bid bigger jobs in new market segments or out of your home area?**

The extensive skilled labor pool and inter local agreements make working in new segments or new areas worry-free.

**Ready to spend more time going after jobs than running your HR department?**

Health insurance, retirement plans and all other paperwork is part of the normal payroll report you receive from IBEW...saving you time and money.

## LABOR

### **Access Skilled, Trained Electricians through our Large Labor Pool**

One of the most important reasons for being a union contractor is our large manpower pool. The growth of your business should not be limited by your access to qualified, trained electricians nor should constant workplace turnover.

The IBEW provides a consistent source of reliable, well-trained, and capable workers which reduces employer risk. Thanks to our extensive labor pool and inter local agreements, you won't have to worry about finding the skilled workers you need to complete a project.

Our hiring (referral) system is simple: whether you're looking for a licensed journeyman, low or high voltage technician, VDV, (Voice, Data Video) professional, controls expert or residential specialist, just request the workers you need, for as long as you need them.

IBEW means stability: approximately 80% of our members work for the same contractor for at least two years.

## TRAINING

### **Extensive Certified Apprenticeship Training**

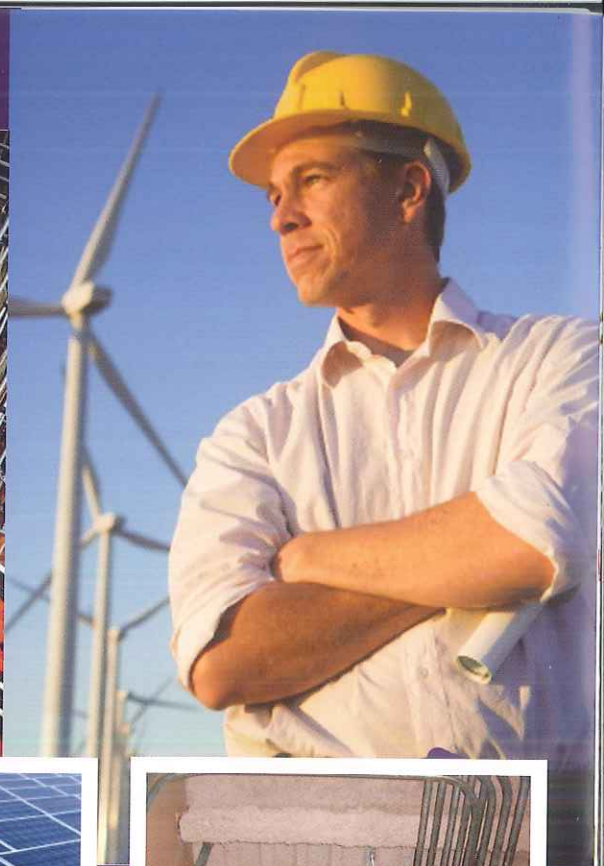
The comprehensive network of IBEW training centers throughout the State means that you don't have to spend your time and resources interviewing and selecting workers with the right qualifications and specialty certifications for your jobs.

Our federally-approved apprenticeship and continuing education training programs in residential, commercial, industrial and VDV provide you the foundation to build your business with a quality workforce. We work together with our affiliated contractors to create state-of-the-art training in all areas of the electrical construction industry. Programs include the latest safety training and specialty training in areas like renewable energy.

Apprentices are chosen from a large group of applicants to ensure a highly qualified workforce and improved productivity. Your existing Apprentices will move into our program at their appropriate skill level when you become affiliated with IBEW, and they will receive the same training as apprentices chosen in the standard selection procedure.

Our Joint Apprenticeship Training Committee offers Continuing professional training and education to any contractor or member. These courses, including Code update classes, programmable controller instrumentation, fiber optics, first aid and many others help keep you ahead of the latest technology and code requirements. Whatever your needs, the training is available at no extra cost to you.

Our training centers are showplaces for the latest technology in our industry and are great places to illustrate to your customers, expertise, knowledge and the value proposition that a high level of training brings to your relationship with that customer. We encourage our affiliated contractors to bring customers to our training centers for a tour to reinforce the level of quality they are receiving on the job site.



## BENEFITS

### No hassle benefits administration

As your business grows, so does the amount of resources you must allocate to the management of benefits plans and payroll. With IBEW affiliation, all paperwork associated with retirement plans and health insurance is part of the normal payroll report. You won't have any additional administrative costs associated with establishing or maintaining our retirement and health insurance plans. You'll be able to streamline your administrative efforts and focus on developing new customers and managing existing projects.

Our health insurance plan is well-established and stable, you won't be receiving "Notice of Increase" letters from your insurance carrier. As part of your contract with IBEW, insurance costs are negotiated and you and your staff may be eligible for these benefits.

## NETWORKING & SUPPORT

### Professional affiliation with National Electrical Contractors Association (NECA)

NECA affiliation provides services directly linked to the electrical construction industry; it's like having an extra employee working for you. NECA is there to help you develop and run your business through management development and training in NECA's Management Education Institute (MEI).

Whether it's follow-up on contract compliance, inspection procedures, OSHA regulations, Davis-Bacon, or representing you in your own community with trade groups, architects, engineers, government agencies, and public relations or business development, NECA is there to help you.

Membership in NECA is not mandatory; it's your choice, and our contractors tell us it's a smart one.



## NO FEES

### No-cost union affiliation

Fact: You pay no fees of any kind to become a union contractor.

As a union contractor, you agree to a contract, the terms of which are the result of negotiations between your regional union local and representatives of the area electrical contractors association. There are no costs involved for you.

## NO STRIKES

### Mediation, not confrontation-no strikes or lockouts

It's true: IBEW has been called the "strikeless" union.

The Council of Industrial Relations (CIR), made up of both NECA and IBEW representatives, serves as a mediation body for disputes and negotiations that aren't settled at the local level. Both parties are bound by the decision of the CIR. We are one of the few industries that have this way of addressing issues, and history has proven it works very well. It's a constructive process for dispute resolution with both sides fairly represented.





## SAFETY

We take safety very seriously. On average, 50 construction electricians are killed every year in the U.S. by electrocution with many more injured. Over half of the deaths are from working on energized circuits without proper protection – often when it was not necessary. At least one-third of the electrocutions occur at low voltage, under 600 volts.

Safety training is instilled into every IBEW apprentice and journeyman and promoted as a culture from the first day they become members, through classroom and on-the-job training. Apprenticeship training includes the theory and practical hands-on experience necessary to stay aware and conscious of working safely at the worksite. This allows workers to be more productive, saves lost time injuries and keeps costs low for the contractors.

When we send our journeymen for skills upgrading training, we assure that safety is part of their studies. We join with many end-users in the belief that our safety training programs are the best vehicle available to create a safe and skilled work force, a workforce that will continue to maintain and upgrade the necessary knowledge among our journeymen, and contractors as well.

Safety and Training activities include topics as varied as fall protection, the National Electrical Code, personal protective equipment, grounding, lockout/tagout and the proper use of tools. Another critical area of study is the National Fire Protection Association 70E standard for electrical safety in the workplace as more and more customers demand this certification from their electricians and contractors.

We take great pride in providing our contractors with the best trained and the most drug free electricians in the industry to insure the job is completed safely, and correctly, the first time every time!

# WORKING TOGETHER TO BUILD THE FUTURE.

As an IBEW contractor, we'll work with you to provide an extensive pool of trained, skilled, professional electricians. It's our mission to create a productive and efficient work force to help you build and grow your business.

We understand that without the contractors, there is no work for our members.

As an IBEW contractor, you'll tap in to a national organization, with all of the strengths that come with a well-established national association including no additional administrative costs.

Helping you grow is important to us. We're willing to roll up our sleeves to help you get the job done. Let's work together to reach your goals.

