



MEMORANDUM

FROM: NECA CEO David Long
IBEW International President Kenneth Cooper

TO: All NECA Chapter Executives
All IBEW Business Managers

DATE: July 1, 2025

RE: NECA-IBEW Joint Hiring Initiatives

As NECA contractor members and IBEW Local Unions across the country continue to face unprecedented demand for electrical workers, it is critical that we have the electrical workforce necessary to fulfill these demands and ensure we do not lose valued clients.

To support this effort, as of July 1, 2025, IBEW International President Cooper and NECA CEO David Long have reinforced our commitment to partnership to fill unfilled calls through joint hiring initiatives.

In areas where there are unfilled calls, NECA members are encouraged to actively recruit electricians from the non-union ranks and send them to the local IBEW Union Hall for processing and referred back to that contractor. The contractor shall make a recommendation to the Local Union for their classification. In these instances, NECA Chapters, Contractors, and IBEW Local Organizers should continue collaborating to leverage all available resources to ensure a steady pipeline of electrical workers for local and statewide projects. The IBEW day-one membership organizing policy should be applied to these organized individuals. A mechanism to track the long-term employment of these newly organized electrical workers should be developed locally.

IBEW International President Cooper has assured NECA that IBEW Local Unions will process these individuals without issue when there are unfilled calls in the local jurisdiction. NECA has assured IBEW President Cooper that the referral process will be adhered to.

NECA Chapters are encouraged to request in writing for the list of names from the National Workforce Recruitment Task Force, Local Unions, and We Power America initiatives for contractors to contact and recruit individuals on those lists. IBEW Local Unions are directed to share this list with the NECA Chapter immediately upon request. Any issue receiving this list locally should be brought to the NECA Region office, IBEW District office, Paul Flynn, or Adrian Saucedo for assistance.

In areas with a strong work outlook with current electrical workers available for referral, the NECA Chapter and IBEW Local Union are encouraged to meet and strategize how to increase electrical workers placement proactively with 30-90-150-day workforce projections. The NECA Region offices and IBEW District offices are available to assist in this process.

All areas are encouraged to create a NECA-IBEW electrical workforce recruitment plan, increase the number of indentured apprentices, and establish and utilize a Local-Labor Management Cooperative Committee to enhance resources available for joint recruitment efforts if one does not exist already.

Paul Flynn, NECA's Director of Workforce Development and Adrian Saucedo, Director Inside Construction Organizing are both available to assist local efforts.



David Long
NECA CEO



Kenneth Cooper
IBEW International President