

East Tennessee Chapter News



It's Not too Late!

The NECA Southern Convention is taking registrations until May 15 for the June meeting in Curacao. Call the NECA office if you want assistance registering. Don't forget each shop gets a \$2000 delegate allowance and this trip qualifies!



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2012 NECA Convention - Las Vegas

Save - the - Date! September 29 - October 2

- ◆ Meet & Network with your peers
- ◆ Discover thousands of product and service solutions
- ◆ Explore and prepare for new markets
- ◆ Grow your company's business
- ◆ Boost Productivity

Visit NECAConvention.org for more info



Save the Date!

The 2012 Annual NECA
Golf Tournament

Friday
October 26, 2012
Rarity Bay

Registration will begin
soon!



PLEASE NOTE:
**OCTOBER NECA
LUNCHEON
DATE CHANGES
KNOX—OCT 9
CHATT—OCT 10
NASH—OCT 17**

ECPAC Contributions Remain Steady

Thanks to the generosity of The East Tennessee chapter, ECPAC ended 2011 with \$850,347 and a record setting 1,400 gifts. In 2011, the East Tennessee Chapter contributed 14 gifts for a total of \$5,135. Though participation is much better than in the past, it can always improve.

By the end of December, NECA had distributed more than \$775,000 to Congressional candidates. 2012 is a key election year and support for the best candidates who understand NECA members' business issues will be more important than ever.

Congrats to Jerry Sims & Richard Hall. Winners of our ECPAC raffle prizes at our Annual Christmas Meeting.

Did You Know?

All Construction projects covered by the Tennessee State Wide recovery Agreement allows 100% portability across IBEW jurisdictional lines. To review the Tennessee recover Agreement log into the members only section of the East Tennessee Chapter website.

www.etnecanet.com

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Are You Paying Properly?

Navigating through the different Union benefit funds can be a confusing and complex job. Each month your payroll departments have to determine which rate to pay on which classification. Then to make things even more complex, they have to submit payments and reports for the labor force in the field as well as a separate report for non-bargaining employees which qualify under a different set of rules. To help clear the fog of this confusion we have put together a few helpful reminders for you to pass on to your payroll departments.

National Electrical Benefit Fund (NEBF):

Collective Bargaining Agreements that contain the NEBF have standard uniform language that states the following: *The individual Employer will forward monthly to the NEBF's designated local collection agent an amount equal to 3% of the gross monthly labor payroll paid to, or accrued by, the employees in this bargaining unit.* A bargaining unit employee is any classification recognized by the Collective Bargaining Agreement i.e. Journeyman, Foreman, Apprentice, Construction Wireman, etc.....NEBF rule for seasonal or part-time employees: *Effective April 1, 2007, the NEBF will require contributions on behalf of all seasonal and part-time employees. The NEBF believes that when such employees work alongside regular apprentices and journeymen, the employees are part of the IBEW collective bargaining unit. To ensure consistency and appropriate reporting in the future, the NEBF believes that these individuals must be covered.*

The non-bargaining employee is treated differently. If your business has executed a non-bargaining participation agreement with NEBF then here a few crucial rules that should be followed:

- All applicable employees, including each and every temporary and part-time employee, must be reported.
- Actual gross earnings for the reporting period must be reported for each non-bargaining unit employee, including holiday, sick, and vacation hours.
- When an individual earns more than a full time journeyman in any reporting period, the gross earnings on which the NEBF contribution is made for that reporting period will be 'capped'. The monthly Reportable Earnings Cap is calculated by using the journeyman's wage rate (JWR), as outlined in the appropriate collective bargaining agreement (CBA), multiplied by the hours specified in the CBA. Please note that each time the JWR changes, the Reportable Earnings Cap will also change. An example of how to determine the Reportable Earnings Cap follows: JWR = \$25.00 CBA Hours = 40 per week. The monthly Reportable Earnings Cap is \$4,333.00. ($\$25.00 \times 40 \text{ hours} \times 52 \text{ weeks} \div 12 \text{ months}$) This information and more can be obtained at nebf.com

Southern Electrical Retirement Fund (SERF) All Employees of an Employer that is a corporation and who are employed in a like job classification, who work on a permanent basis, are not included in the bargaining unit, and on behalf of all of whom said Employer agrees to make and the Trustees agree to accept contributions. The contribution will be in the amount required for Journeyman in the Collective Bargaining Agreement applicable in the Wage Area. In other words, if you choose to contribute to the fund on behalf of your non-bargaining employees, you must contribute on behalf of all of your permanent employees who are employed in a like job classification, and the contributions must be in the same amount required for Journeyman as stipulated in the Collective Bargaining Agreement in effect for your applicable Wage Area.

NECA-IBEW Family Medical Care Plan (FMCP)- If a Employer elects to cover his Non-Bargaining Employees in the FMCP, then the Employer is required to cover **all** of his full-time Non-Bargaining employees (full-time is 30 hours or more hours per week.) No full-time non-bargaining employees are allowed to opt out of the FMCP coverage. However, the employer does not have to cover the part-time employees - those that work less than 30 hours per week.

For questions or concerns please contact Chase Pendergraft at the NECA office- 423-894-4357.

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We are on the web!
etnecanet.org

NATIONAL LABOR RELATIONS BOARD (NLRB)

On April 30 of this year, most private sector employees must have posted a notice of employee rights. Employers must also provide a link to the notice from their internal or external website if they routinely use the site to inform employees of personnel rules or policies.

The 11x17 inch NLRB notice is free and can be downloaded and printed from www.nlrb.gov/poster or ordered by mail by filling out a form at the web address or by calling 202-273-0064.

You are encouraged to visit the website prior to the April 30 implementation date so that you can be alerted to any new developments regarding this posting requirement. Questions can be directed to then at poster@nlrb.gov

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Don't Forget—Delegate Allowance Renewed

East Tennessee Chapter Contractor Members shall be entitled to a delegate meeting allowance of **\$2,000**. The delegate allowance be used for expenses incurred for either the Southern Region NECA Convention or National NECA Convention and Trade Show.

Contractor members that attend one of the meetings listed above shall be reimbursed up to \$2,000 for expenses. Each member firm shall be allowed one delegate allowance. Members may elect to send more than one representative from his/her firm at their own expense. Unused delegate allowance shall not roll over to the following year.

Local Contractor is Recognized in Chattanooga Magazine for their work on the Chattanooga Metropolitan Airport Solar Panel Project.

Congratulations to Mike and Robin Young of Young Electric!



Welcome!

NECA is proud to welcome our new members and associate members that have joined us in 2012:

Alliance Electrical— Bryan Mozingo

Mountain View Ford—Kay Hawkins

Fleetmatic—Chelsey Carlson

Announcements

- ◆ Bobby Emery was recently hired by the Nashville JATC to serve as the Training Director. Bobby has replaced Elbert Carter who has retired.
- ◆ Gerald Grant was appointed as the new Business Manager for Local Union 429. Gerald will serve out the remaining term of former Business Manager, Bobby Emery.