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Electrical Work  
for Electrical Workers



## International Brotherhood of Electrical Workers

## Local Union No. 176 Joliet, Illinois

April 7, 2020

Brothers and Sisters,

We have received some questions regarding the Inside Contract settlement that we reached with NECA last month. We did a great deal of research to determine what would be a fair contract wage increase. All the studies and information we looked at was collected prior to the COVID-19 outbreak. Some of the information we gathered included the following. According to Mercer's US Compensation Planning Survey, the average salary increase is expected to be 3.0% in 2020. HR consultants Korn Ferry estimated that the average salary growth in 2020 would be 2.8%. Civilian Federal Employees received on average a 3.1% increase for 2020. The Social Security Administration in October announced a 1.6% cost-of-living adjustment for 2020. Basically, before the stock market downturn and the COVID-19 outbreak, we found wage increases nationally projected to be somewhere between 1.6% and 3.1%. We had negotiated a wage increase towards the top end of this range. We also researched, projected manhours, and looked at previous decisions from CIR to try and gauge what kind of outcome we would get if we could not come to an agreement locally. As of today, CIR has been moved from May to July. If we were to deadlock on a contract, July would be the earliest that they would be able to go to CIR. We were also aware that Local 134 had a \$2.55 wage increase coming this year. We also negotiated an opening to come back next year after this pandemic hopefully subsides to negotiate breaks and stronger steward language into our agreement. We did not give NECA any language changes that they wanted. We reached this settlement with NECA right at the beginning of this outbreak. Although there were several other items we would have liked to have seen in the agreement, we decided to not drag negotiations out any further in anticipation of what might happen as the coronavirus outbreak progressed. This outbreak is an unprecedented situation that has created contract negotiation issues throughout the country. As we anticipated, in speaking to the other locals in Northern Illinois, we have found that they are having difficulty negotiating at this time. Locals 117, 150, 461, and 701 were recently informed by NECA that the earliest that they are willing to negotiate is four months from now. NECA is proposing to those locals to just roll their current agreements over with no increases of any kind, even for health and welfare. Local 364 has also been unable to negotiate anything with NECA during this coronavirus outbreak and they have been told that NECA is only willing to roll their current agreement over with no increases of any kind as well. If we don't ratify the settlement agreement it will end up at CIR where we could possibly get less than what we have negotiated. NECA also has a list of language changes they would like to see that they might possibly get if we end up at CIR. This agreement gives us the opportunity to come back next year and negotiate breaks and strengthened steward language outside of the CIR process. Like everyone, we would always like to get more language changes or a larger increase in wages, but by looking at how things are going for the other locals in the area, the fact we are getting a larger increase than 134, and with the current coronavirus situation, we feel this is a good contract and that we made a wise decision settling it when we did. We are hopeful that we will be able to hold a ratification meeting sometime in early May. If not, we are making

contingency plans to hold a vote by other means, probably electronically or by mail. I just want to thank everyone for their patience and understanding in these unprecedented times. Please be kind to one another and stayed unified.

Thank you and stay safe.  
In Solidarity,

A handwritten signature in black ink that reads "Michael J. Clemmons". The signature is written in a cursive style with a large, prominent initial "M".

Michael J. Clemmons  
Business Manager