



Resolving Conflicts

In the summer of 1944, the managers of Portland's KGW and KEX met with Local 48 radio station employees to work out the details for their union contract. One of the participants was IBEW Local 48 member L.J. Erwin. He wrote the following in The Journal of Electrical Workers and Operators:

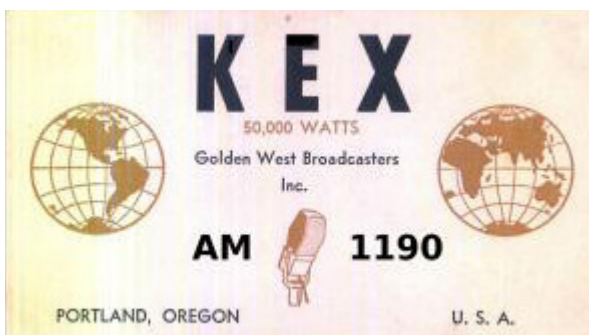
"During the meetings innumerable aspects of operations, big and little, were bounced around, until all concerned had a clearer view of the other fellow's side. With an announced theme of mutual interest, is easy to keep on the beam, everything was 'laid on the table, in the open' and the meetings were the most harmonious, constructive and downright enjoyable that this guy ever attended. Actual results are yet to be consummated; however, one outcome was a monthly meeting of management, announcers and techs at which time operational procedure and problems are worked over. The group hopes to eventually establish a labor-management committee, which will meet as required with the business manager and management. Try it, you guys, it may work for you if your bosses are also human."

Conflict-free negotiations are a cornerstone of the NECA/IBEW Local 48 partnership. Since the 1920's NECA/IBEW Local 48 included a "Council on Industrial Relations" and "No-strike" clauses in their collective bargaining agreements.

Over the course of 90 years, the CIR has settled more than 8,000 disputes without a labor strike, earning NECA/IBEW, in North America, the title "strike-less industry."

The strong partnership between NECA contractors and the electricians in Local 48 along with the CIR has proven to strengthen the strong market share that the partnership has earned compared to the national market share well below 50 percent.

As of January 1, 2017 Gary Young has been appointed as a CIR member, joining Ed Barnes as the only other Local 48 Business Manager to have served on CIR.



NECA/IBEW Rebuilds Apprenticeship Enrollment

In 1945 World War II ended, abruptly reducing the membership in IBEW Local 48, as tens of thousands of workers leave the Portland shipyards and head home.

The attendance of the apprentice school, previously hosting classes around the clock, dropped to 25 students. NECA/IBEW Local 48 labor and management started the process of rebuilding the program.



By December that year, attendance had increased to 52 students, including 34 military service veterans. The number would nearly double to 102 within a year, including 86 veterans. Enrollment for Trade extension also increased during this period too.

School instructors from IBEW Local 48 would attend electronics courses at Marquette University and return in 1946 to teach 102 apprentices, 23 journeymen, together with 760 other electricians taking continuing education and other courses.

Currently, the Training Center has 651 apprentices, including 87 women, 104 minorities, and 34 veterans. The instructors attend courses at the University of Michigan and teach three different programs: Inside Electricians, Limited Energy, and Limited Residential Electrician.

Over the years, economic rises and falls have always impacted the training center and the number of students enrolled. NECA/IBEW Local 48 have worked to ensure that the training center not only has a robust roster of students but also offers the most up-to-date classes, no matter what the country's economy is doing.

The partnership has even produced two videos that outline why being a NECA/IBEW Local 48 apprentice is a great career choice:

Safety: <https://www.youtube.com/watch?v=JtGmovWQ8Ps>

Training: https://www.youtube.com/watch?v=m12z_SEX_ml