



IBEW DATA CENTER PRINCIPLES



1. The IBEW is essential to a future of AI that works for working people.

- IBEW members build, maintain, and operate data centers.
- IBEW members build, maintain, and operate the generation, transmission, and distribution systems that power AI data centers.
- From microchips to transformers to the actual use of AI, IBEW members are trained to build, maintain, and operate all aspects of the technology that keep data centers and the power grid running efficiently and safely with minimal disruption.
- The IBEW negotiates the responsible use of AI in our workplaces.



2. Data centers and all associated infrastructure should be built and operated with high-road union jobs.

- Data centers are complex, energy-intensive facilities that demand the best-trained workforce to ensure they are constructed safely and with precision.
- Requiring prevailing wages, project labor agreements, union apprenticeship utilization, and safety standards ensures data centers are delivered on time and on budget, reducing costly rework, outages, and safety incidents.
- Policies that encourage labor standards today will shape this vital sector for decades, creating a stable pipeline of middle-class careers instead of a race to the bottom on wages and safety.
- Construction projects are temporary. Construction careers are not. Data centers sustain and expand multi-year family-supporting careers in the electrical construction industry.
- Data center projects can also create good-paying long-term local operations and maintenance jobs at the data center and in related energy generation, distribution and manufacturing.



3. Data centers should be powered with technology-agnostic, grid-connected energy generation.

- After decades of stagnant growth, the demand for electricity is soaring. Continuing to invest in an all-of-the-above approach to energy when it comes to AI is how to ensure data center construction is part of the solution for modernizing and expanding the power grid to meet historic demand growth.



4. Data centers should pay their fair share for energy, so residential customers are protected.

- Owners of data centers should also be required to invest in upgrading and modernizing the power grid to meet their load demand to help achieve more affordable and reliable power for the ratepayers where that data center is located.
- For example, many states have incorporated models that include new tariff rates, separate rate classes, or other protective pricing structures.





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5. Energy is a critical resource that requires consistent regulation to ensure safety, reliability, and affordability.

- Companies that bring their own power to a data center must be held to the same regulatory, permitting, siting, and legal standards for generation, distribution, and transmission as existing power providers.



6. Data centers should be engines of shared prosperity for the communities that host them.

- Public incentives should support projects that create local jobs, invest in pre-apprenticeships and union apprenticeships, strengthen public services and infrastructure, and deliver long-term economic value to the communities they operate in.
- Data center developers should be transparent and accountable to stakeholders, regulators, and the public.
- Proactive engagement with full information, above board negotiation, enforceable commitments to labor, and economic and community benefits are the cornerstones of smooth and effective deployment.



7. The data center boom should drive domestic innovation, competitiveness, and job growth in energy and emerging technology supply chains.

- The U.S. government should incentivize domestic manufacturing for data center supply chains, including data center equipment, the power infrastructure, and the raw materials needed to build, maintain, and operate them.
- Trade policy should be conducted as part of a broader strategy to support good union jobs and build resilient supply chains, not generate chaos and uncertainty that deters critical investments.
- Data centers built in the United States ensure that there is an opportunity to create and sustain high-road jobs, protect communities and the environment, and safeguard U.S. economic and national security.



8. AI should be regulated.

- The IBEW has always been pro-technology and pro-progress, so long as workers are protected.
- Just as essential electric services and infrastructure are regulated, lawmakers should enact guardrails on essential digital and computational technology.
- Regulation should guard against impacts of AI on workers, such as unchecked data mining, invasive surveillance, and job loss; regulation should also ensure worker retention, retraining, and redeployment.

