



“You can pay me now or pay me later.”

Fram Oil Filter Commercial (1981)

## GREATER CLEVELAND

### MANAGER’S COMMENTS

I’ll bet many of you have no idea what a scholarship loan agreement is. If you are signatory to an IBEW/NECA collective bargaining agreement you probably are involved with one, either directly or indirectly. It’s language that the trustees of the local JATC’s trust fund utilize, in conjunction with other policies, to fulfill their obligation to protect the fund.

You see, the fund pays for every apprentices’ education. What the scholarship loan agreement does, is say the apprentice will repay the fund for that free education by remaining in the unionized electrical contracting industry for a period of time until the cost of that education is repaid. Let me be perfectly clear, **no money** is repaid to the fund unless the apprentice leaves the industry either before or after his apprenticeship is completed to pursue a career that utilizes the knowledge, skills and abilities he or she acquired during their apprenticeship. The **time** that has to be repaid is equal to the time spent in the program. For example, if an inside apprentice completes all five years of the program then only works one year as a Journeyman then takes a job in a factory as an electrician he or she would have to repay four years of costs.

You may be thinking that collecting that money could be very difficult. If your JATC is using the original scholarship loan agreement language that has been around for years or some variation of it, you’d be right. If the person leaving the trade chooses not to honor the agreement he or she signed then the JATC has to spend trust fund money to go through the legal process which might end in getting the monies owed to the fund. However, in many cases it just becomes more prudent to end the process when it gets too costly to continue.

But fear not, someone in our industry’s training community had a better idea how to skin this cat and went through the trouble to put his idea on paper. After that it was thoroughly vetted by a number of attorneys. And finally, someone exhibited the leadership to convince their Labor Management Committee to adopt the language into their agreement. By the way, that first agreement was on Outside Line Agreement.

The first I heard of this innovative loan scholarship loan agreement language was at the National Training Institute (NTI,) three years ago. Now is a great time to repeat a message I’ve been preaching for over 20 years. **If you are a member of a JATC, either as a committee member or trustee or both, you need to attend NTI regularly.**

I’ll explain the language in a minute but I want to make sure those of you associated with the Greater Cleveland Chapter know we have this new language in the following agreements: Lake Erie Division/Local #129 Inside (for 2 years), Northeast Ohio Division/Local #673 Inside (1 year,) Cleveland Division/Local #38 Teledata (for 1 year but just being implemented this school year.) I want to applaud the leadership of those Labor Management Committees.

Okay, here’s the nuts and bolts of this. The language reads as follows: *“The Employer agrees to deduct from the payroll of all apprentices who have completed and signed an Apprentice Authorization Payroll Deduction for Tuition form, provided by the local Joint Apprenticeship Committee, the amount set forth in the form and pay the same to the local JATC Scholarship Fund.”*

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## MANAGER COMMENTS CONTINUED

In effect, what that means is that the JATC holds the apprentice's money until he or she fulfills their obligation to repay the Trust through service time. The amount that is to be withheld is an estimate of the cost per year to train the apprentice divided by 2,000 (the number of hours that could be worked per year.) A good rule of thumb puts that figure at one dollar (\$1.00) per hour to be withheld. Now the JATC has the money and each apprentice's money is internally accounted for and for each year they work in our industry after graduating they get their money back proportionally. Is the beauty of this readily apparent or what? No more chasing the money and the Trustees fulfill their ERISA obligation to protect the Fund. Of course there are some who believe it's just too much of a burden on an apprentice to have one dollar per hour withheld. Well first of all, I'll go back to my comment last month about how easy it is to find excuses if you really don't want to do something or in some cases.....anything. In the two years we've been

doing this in Local #129, I haven't heard anyone complain about the withholding.

We have put this into effect by starting with the first year apprentices and are rolling it in each year so that eventually every apprentice will be party to this Scholarship Loan Agreement.

For you signatory contractors providing training assignments, you or your payroll department need to be aware of whether you should be withholding Scholarship Loan Agreement money for the apprentices on your payroll who should have signed the Apprentice Authorization Payroll Deduction for Tuition form provided by the JATC. Keep in mind that not all apprentices are under this program yet.

As always, please feel free to contact me at 216-802-9512 or [tshreves@gccneca.org](mailto:tshreves@gccneca.org) if you have any questions.

## ASSISTANT MANAGERS REPORT ON NTI

Last week marked the 26th annual National Training Institute. As a first timer at NTI, I was absolutely blown away by the content and presentation of the information. There were some very dynamic presenters, and big takeaways from every single class. My personal favorites were about technology and its role in the future of the industry, specifically how technology can advance our JATC's.

The most compelling speaker to me was a "video game expert" although I'm not sure if that was his actual job title. The point of his presentation was how video games can be used as a tool for educators. For instance, professional football players are moving away from learning their playbooks by simply memorizing stacks of paper. More and more what is happening is that they are uploading the plays into a custom Madden video game, and are learning the playbook through gaming. This lesson is being adopted by the Electrical Training Alliance in the shape of an online electrical "video game." This game allows apprentices to learn in a safe, simulated environment so when mistakes hap-

pen, they don't harm our apprentices and can save lots of time and money.

In addition to discussion policies that could be implemented, NTI also offered extremely valuable legal advice for JATC and Trust meetings. Accountants and lawyers answered a lot of specific questions. I really appreciated that they, for the most part, gave straightforward, to the point answers.

While the formal education at NTI was phenomenal, the learning also transcended the classes. I would say that the majority of the information that I took back with me, came from speaking with some of the best and brightest from around the country. It is incredible how similar, yet different our training programs can be from region to region. Some of the challenges and ideas in other areas were very thought provoking and could be valuable in our jurisdiction as well.

I would highly recommend that anyone involved with the JATC consider attending next year.

## THANK YOU

The Greater Cleveland Chapter would like to extend our sincere appreciation to Ranger Electric for 10 years of service to NECA and the Chapter. Ranger will be

closing its doors and suspending operations. We wish Mr. Dean Scerbin and everyone at Ranger the best.

## 2015 GOLF OUTING

The Annual Chapter Golf Outing was held on July 13th. We were lucky to have some great weather and it was a beautiful day for golf. Thank you to everyone who sponsored this year's outing and to John Benevento and Lakewood Country Club for their hospitality. Thanks to all who attending this year's event, we look forward to the next one!

Our list of contest winners from the Golf Outing include:

Team Winners:

1st Place: Rick Alspach, Al Bristo, Larry Griggs & Andy Hirko.

2nd Place: John Benevento, Mike Gallagher, Brian Goldfarb & Nick Jones.

3rd Place: Andrew Leskin, Alex Buskey, Dan Neubert & Gary Sauer.

Closest to the Pin:

#3 Bill Madar

#5 Andrew Leskin

#12 Larry Griggs

# 16 Al Wageneheim

Longest Drive;

# 6 (Men ) Alex Buskey

# 11 (Women) Mary Bianco

Congratulation to all of the winners!!!

## ECONOMIC FACTS OF THE DAY

1.) Chevron's profits are down 90% since last year, falling from 5.7 billion to just 571 million. Exxon Mobile didn't fare much better losing over 50% of its profits since last year. Last year's second quarter profit was 8.8 billion, this year was a mere 4.2 billion.

2.) There are still no plans to finalize the Keystone XL pipeline. Maybe the oil industry would be faring a bit better if some action was taken here,

3.) T-Mobile just took the number 3 spot from Sprint in the mobile phone field.

4.) The first Presidential debate will take place this week at the Quicken Loans Arena, with a field of the top 10 GOP candidates.

5.) Copper prices continue to fall to \$2.34.

6.) School is starting up again soon. The average

family with a K-12th grader will spend \$630 on back to school supplies this year, down from \$661 last year.

7.) US GDP is up 2.3% from the second quarter last year. Experts are optimistic that this growth will continue at a faster rate for the second half of the year.

8.) NFL training camps opened this week. The Browns have 115-1 odds of winning the Super Bowl. Making them Vegas' 29th most likely team to win it all.

9.) Democratic Presidential candidate, Hillary Clinton has proposed a plan to have a half a billion solar panels installed throughout the nation, which would be enough renewable energy to power every home in America.

## MANHOURS

Cleveland Division thru June : 1,342,056

Lake Erie Division thru June: 257,720

Northeast Ohio Division thru June: 223,978

**Chapter Total: 1,823,754**

## UPCOMING EVENTS

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| <p>1.) <b>2015 NECA Convention &amp; Trade Show</b> - October 3-6, in San Francisco, California.</p> <p>2.) <b>Lake Erie Division Meeting</b> -October 13, 2015<br/>6:00 P.M.—TBD.</p> | <p>3.) <b>Northeast Ohio Division Meeting</b> - October 14, 2015—Noon—Red Hawk Grille.</p> <p>4.) <b>Cleveland Division Meeting</b>—October 15, 2015—6:00 P.M.—TBD.</p> |
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## ELECTRICAL TRAINING ALLIANCE AND NECA PREMIER PARTNERS

### ELECTRICAL TRAINING ALLIANCE PARTNERS

#### **PLATINUM LEVEL:**

Milwaukee Electric Tool Corporation  
Klein Tools, Inc.  
Thomas & Betts Corporation  
3M Company Electrical Markets Division  
Ideal Industries, Inc.  
Salisbury by Honeywell  
Harger Lightning and Grounding  
Fluke Corporation  
Lutron Electronics, Inc.  
Eaton's Bussman Business  
Schneider Electric  
Southwire Company  
Prysmian Power Cables and Systems  
Westex, Inc.  
Graybar  
Greenslee, A Textron Company

#### **GOLD LEVEL:**

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Alexander Publications  
E2E Summit

#### **SILVER LEVEL:**

Ann Arbor Area Convention & Visitors Bureau  
Rubin Brothers, Inc.  
American Technical Publishers, Inc.  
Ypsilanti Area Convention & Visitors Bureau  
E2E Summit  
Legrand, North America

#### **BRONZE LEVEL:**

TE Connectivity  
MOSAIC  
Stark Safety Consultants  
Coyne First Aid  
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Federated Insurance  
Graybar  
Milwaukee Electric Tool Corporation  
Phillips Lighting  
Schneider Electric  
Thomas & Betts Corporation  
Trimble  
Westex by *Milliken*

**LOOK FOR THE NEXT REVIEW IN SEPTEMBER!**