



“Occasionally worshippers of the past put obstructions in the way of progress by saying that we must be true to our fathers, but no church can long continue to live on in its past. There is only one way that we can be true to our fathers and that is to carry on to completion the work they have so nobly begun.”

John S. Bonnell, D.D.

GREATER CLEVELAND

MANAGER'S COMMENTS

Lately I've been hearing some of my friends and family ask when I'm going to slow down. I sincerely appreciate their honest concern for my well being, I really do; however, I have to say to them that it must not be time because I'm too busy to even consider it. But the question did get me to think about a couple related topics.

We all know that it's important to track a job's progress. If we're doing it right, that tracking process acts as an alarm clock to let us know whether we're on time and no changes need to be made or whether it's time to make adjustments. Sometimes it's very difficult to accept the tracking data when it indicates we have a problem on the horizon and we need to get off our butts and do something. But if we're any good at managing a job, we don't hesitate, we act before we get to the horizon. If we wait until we get to the horizon then we're just reacting to the situation rather than successfully managing the job. To me, this is the essence of good leadership...recognition that it's time to act then acting.

Individual job tracking is a relatively common activity in our industry. We even, either consciously or subconsciously, track the progress of nearly everything we do. Think about it. We do it everyday. We have a plan for our activities and we make adjustments throughout the day as we track our progress against the plan.

When we consider that job tracking and our individual progress are just pieces of our businesses, then it's apparent, as leaders we should step back and look at the whole picture of what we're leading. Substitute "assessment" for "tracking" and "progress." Doesn't the whole of what we're leading need to be assessed. Unfortunately, I hear all too often that we do what we do "cause that's the way it's always been done." If you believe you are successful and therefore "doing it the way it's always been done" is working and you've honestly made that assessment, then I guess all is well. But over forty years of experience has shown me that really successful entities are always assessing their position and know from that assessment what does work but aren't satisfied that that is the best they can do.

On the day a business is started it begins an evolution. The pace of evolution varies throughout its existence. It's natural that the pace will slow at times but it shouldn't be acceptable that the slowing is the result of becoming complacent; i.e., not doing the necessary assessment and acting on what that assessment reveals.

My conclusion... Good leadership isn't complacent. I've never heard someone I respect as a leader use the phrase "cause that's the way it's always been done" to describe why they didn't do what the assessment dictated.



TEST YOUR NORA KNOWLEDGE

- 1.) What's the effective date of the agreement?
 - 2.) What's the length of the agreement?
 - 3.) How are the wage rates established?
 - 4.) How many IBEW jurisdictions are included in the agreement?
 - 5.) What is the maximum bond dollar value required to use the agreement?
 - 6.) Are Job Reporting Requirements optional?
 - 7.) Once you start a job, who do you notify and how long do you have to get the Job Start Form "D" sent?
 - 8.) What's the minimum number of CW/CE's you can have on a job?
 - 9.) What is the shift premium for work performed between 4PM and midnight?
 - 10.) Once a job is completed, how long do you have to get a Job Tracking Form "E" completed and who do you send it to?
 - 11.) Who is the site local union for a job in Akron?
 - 12.) Who is responsible for testing and training CW/CE's?
 - 13.) When requesting a scope variance by completing a Recovery Agreement Variance Request Form, how many copies need to be sent and to whom do you have to send them?
 - 14.) Who's responsible for finding out the status of a variance request?
 - 15.) Is it the intent to use this agreement on projects where there is union only competition?
- (Answers on the last page)*

MISCELLANEOUS NEWS ITEMS

Reminder...The Chapter Holiday Party will be held this Saturday, December 7th at the Ritz Carlton Hotel in downtown Cleveland. It's not too late to make a reservation. In fact, there are a few rooms available if you would like to stay overnight and do some shopping on Sunday. Call the Chapter office for details.

We would like to make you all aware that effective Mid December Mr. Ted Williams, of D.E. Williams Electric will no longer be the NECA Accredited Representative. Mr. Donnie McMichael will be replacing Ted.

Chapter President, Mike Joyce has been appointed by NECA District II Vice President, Greg Stewart, to serve on the Council on Industrial Relations (CIR.)

The council exists to provide a forum for the peaceful resolution of labor disputes in the electrical contracting industry and by the mutual agreement and sponsorship of the International Brotherhood of Electrical Workers and the National Electrical Contractors Association.

CIR is made up of six IBEW representatives and six NECA representatives who meet four times a year in Washington, D.C. each for four or five very long days. So as you can see, this takes a big commitment of time and energy. The Chapter is proud to have someone like Mike who is willing and able to answer the call.

January will be here before you know it so please take a minute to check the schedule at the end of this newsletter for your quarterly division meetings and mark your calendars. Today that means put it in your mobile device and check the alert box for an audio reminder.

November ended on a sad note with the news that Jennifer Rae Heffernan, the wife of Mike Heffernan passed away. Mike is our Benefit Fund Counselor and friend. Jennifer battled brain cancer for the last year and a half. She was only 42 years old.

Her funeral was held on December 2nd, the same day that we got the terrible news that our Governor, David Haines' brother, Tom passed away unexpectedly at the age of 52. We pray that they both have found peace.

MANHOURS

Cleveland Division thru October:	2,509,734
Lake Erie Division thru October:	357,516
Northeast Ohio Division thru October :	300,804
Chapter Total:	3,168,054



ECONOMIC NEWS OF THE DAY

- 1.) Holiday spending is expected to be down from last year.
- 2.) Amazon is working on a package delivery system that uses drones. Meet George Jetson!
- 3.) Gold drops over 2% - lowest since July.
- 4.) U.S. construction spending was up in October after falling in September. Pretty much a wash.
- 5.) Healthcare.gov is the best example of the Federal Procurement System....a billion dollars for a website. That was the best and lowest price?
- 6.) Apple buys real-time access to twitter feed with the purchase of data analytical firm, Topsy Labs Inc.
- 7.) The average cost of assisted living is \$36K/year according to Assisted Living Federation of America.
- 8.) Fast food workers in about 100 U.S. cities will walk off the job on December 5th. The likely result will be that the caloric intake of Americans will drop that day.
- 9.) E-Bay out performed Amazon on Cyber Monday.
- 10.) The only website that couldn't handle the Cyber Monday volume was...you guessed it, Healthcare.gov.

NORA ANSWERS

- 1.) December 1st.
- 2.) One year.
- 3.) By averaging the inside Journeyman wage rates of the IBEW jurisdictions covered by the Agreement on November 1st prior to the effective date.
- 4.) Nine.
- 5.) \$12,000 (However; if you want to use all four of the IBEW Fourth District Recovery Agreements, you just post one \$20,000 bond.)
- 6.) No.
- 7.) The site local union in 24 hours.
- 8.) Zero.
- 9.) There is no shift premium. In fact, all work is paid at the straight time rate of pay until after 40 hours are worked in a workweek or 10 hours in a workday.
- 10.) 30 days, to the site local union AND the IBEW Fourth District Office.
- 11.) IBEW Local Union #306.
- 12.) The local JATC.
- 13.) Four copies need to be sent (another should be saved), they need to be sent to the site local Chapter

Manager, the site local Business Manager, the NECA Eastern Region Director and the IBEW Fourth District Vice President.

- 14.) Every employer who is interested in the project.
- 15.) No.

If you got these answers correctly by looking them up in the agreement...CONGRATULATIONS. It's much better to look up the right answer than to get it wrong because you thought you knew it. There's no penalty for getting the wrong answer here but in the field the penalty may be costly.

Tip of the Day:

If you're not sure about something to do with NORA, check the Agreement or call the site Chapter Manager.

UPCOMING EVENTS

- 1.) NECA Holiday Party-December 7, 2013, Ritz Carlton Hotel.
- 2.) Lake Erie Division Meeting-January 7, 2014-6:00 PM -location TBD.
- 3.) Northeast Ohio Division Meeting-January 8, 2014-Noon-location TBD.
- 4.) Cleveland Division Meeting-January 9, 2014-6:00 PM-Morton's—Tower City.
- 5.) Eastern Regional Spring Meeting-March 22-26, 2014 -Hyatt Gainey Resort, Scottsdale, Arizona.
- 6.) Code Class-April 12, 2014 Crown Plaza, Independence, Ohio.
- 7.) NECA Convention and Trade Show-September 26-October 1, 2014—Chicago, Illinois.

We wish everyone a Merry Christmas, a Happy Hanukkah and most of all that you are blessed with family and friends. "Happy New Year."

LOOK FOR THE NEXT REVIEW IN JANUARY 2014!