



“Procrastination is the art of keeping up with yesterday.”

Donald Marquis

GREATER CLEVELAND

MANAGER’S COMMENTS

Recently a number of issues have arisen surrounding what may be my second favorite topic, apprenticeship. Leadership is number one. Since this seems to be on more than just a few people’s radar screen right now, I’m going to take a little time to state some facts and impart some information that hopefully you’ll find interesting and at the very least, be information that you may not be aware of.

First of all, every Joint Apprenticeship Training Committee is comprised of equal numbers of IBEW representatives, appointed by their Local Union President and NECA representatives, appointed by the Chairman of the Division, hence the word “Joint.” In a perfect world, when the Committee meets they understand they are a “Joint” committee and they leave their respective IBEW/NECA hats in the car. That’s because their duty, responsibility and allegiance should be devoted to the apprentices. That’s who they are there to represent. That’s not to say that when doing so, they forget that making decisions that ultimately harm the industry, will ultimately harm the apprentice.

A fact that you may not be aware of is that the JATC is actually made up of two sets of people. One is the regular apprentice committee and the other, the trustees of the money (The Trust Fund.) In most cases these are the same people but they don’t have to be. Actually, every JATC meeting is two meetings. They have separate agendas and separate minutes taken for each.

Contrary to some people’s belief, JATC’s don’t have the luxury of just doing whatever they feel like doing. Besides common sense that should direct them to be consistent, they are bound by law through several documents. I’ll only mention a few here. The Trustees of the JATC Fund must adhere to the Federal Employee Retirement Income Security Act (ERISA.) That seems odd but it’s true. It’s the same law that governs our pension and health plans and basically its premise is that the money in the fund must be used to benefit the participants, in this case the apprentices. The Committee is governed, for the most part, by a document called the “Standards.” These Standards must be registered and approved, in our case, by the Ohio State Apprenticeship Council (OSAC.) Were the Trustees or Committee to violate the rules set forth in those documents the consequences could be catastrophic. It is obvious that the people who are Committee Members and Trustees shoulder an awesome responsibility and spend an inordinate amount of time administering their programs. They deserve the gratitude of everyone in this industry.

While on the subject of documents and rules, I want to mention, that in addition to the Standards and Trust Agreement, there are several other key documents that are required. I can’t list all of them, but a couple important ones that a JATC must have are the Selection Process, Affirmative Action Policy and the Plan Document.

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MANAGERS COMMENTS—CONTINUED

But that's not all. There are a plethora of policies and rules that a JATC are required to have and follow. Policies such as, Conflict of Interest, Sexual Harassment, Document Retention, Employee Policies, Apprentice Policies and more. It's the job of the Committee Members and Trustees to formulate and adopt these policies and rules but that's just half of it. As I said before, all these rules and policies have to be followed and monitored. Now that duty is given to the Training Director, the person hired by the Trustees to run the whole program. So in addition to having to manage the educational part of the program, which in and of itself is a load, that person gets to be responsible to implement the policies and oh yes, they get to be responsible for all the bookkeeping and record keeping too. Can they get an Amen. We are lucky to

have three very dedicated people as our Training Directors in this Chapter.

As you can see, there's a lot to running a JATC Program. It's complicated and a lot of work if you're doing it right. Even then, things can, lets just say, fall through the cracks and get misplaced. It happens all the time. So, I'm very happy to say each of the three JATC's in the Chapter have hired an attorney who is an expert in ERISA law and is familiar with what the JATC's need. Now we can get our houses in order, so as to keep the programs out of jeopardy. The risk of not doing this was not worth the consequences that could come from gambling that our programs were just fine. So I would like to say thanks to the JATC's for their forward thinking.

NORA FACTOID

The NORA JATC contribution rate is \$.76/hr. It is derived by averaging all the Inside JATC contribution rates in the NORA jurisdiction on November 1, 2013.

2014 CHAPTER EDUCATIONAL OFFERINGS

In addition to the announced April 12th five hour Code Class being held at the Crown Plaza Hotel in Independence the Board of Directors have chosen two eight hour NECA, Management Education Institute courses to present this year. While the dates, times and venues haven't been chosen yet, it's safe to say that the first MEI class will be "The Future is Now-BIM" and will be held on a Wednesday in the Spring.

The second will be "Leveraging BIM to Drive Scalable Prefabrication." That class will be held on a Wednesday in the Fall. Also, a late fall five hour Code Class will be offered on a Saturday morning.

Please remember that the Chapter's Training Policy states the Chapter will reimburse the cost of these classes for up to two people per member firm providing they complete the entire course. This does not limit the number of people per firm who may register.

Keep in mind if you attend the Eastern Region Spring Meeting on March 22—26 in Scottsdale, Arizona and/or the NECA Convention & Trade Show this September 27- October 1 in Chicago, you will receive five hours of Ohio Construction Industry Licensing Board continuing education credits for each.

MANHOURS

Cleveland Division thru December :	2,953,379
Lake Erie Division thru December:	428,475
Northeast Ohio Division thru December:	355,910
Chapter Total:	3,737,764

EASTERN REGION SPRING MEETING

The Board of Directors have approved a rebate for the registration fee of any member and spouse attending this year's Eastern Region Spring Meeting next month in Scottsdale, Arizona at the Hyatt Gainey Ranch Resort.

In addition to the social events that are available in and around the Scottsdale area, NECA has planned an outstanding education program that includes three very timely and informative seminars. They are "Maximize Productivity Utilizing a Best-in-Class Prefab System,"

"Managing the Life Blood of Contracting—Cash Flow" and "Lean Construction." As you can see, NECA is offering an opportunity to learn while you relax. This is a great chance to meet new friends and make new business contacts as well as renew old acquaintances. The time to register for this event is now. Go to www.necanet.org to register on line. If you need assistance, please contact the Chapter Office.

ECONOMIC NEWS OF THE DAY

- 1.) Cleveland Hopkins Airport will no longer be a United Airlines hub.
- 2.) Janet Yellen is sworn in as the Federal Reserve Chairwoman.
- 3.) At \$4,000,000 for a thirty second Super Bowl ad that's only about \$.04 per viewer. That's pretty much the industry norm.
- 4.) Fed tapering of QE3 has begun. It went from the long time \$85 billion/mo. down to \$75 billion in January then to \$65 billion in February.
- 5.) The Queen of England is taking a Royal Reduction in her Royal Allowance.
- 6.) The two richest legislators in the U.S. Congress are Darrell Issa (Republican House Member) and Mark Warner (Democrat Senate Member.) Issa made his

money by starting an electronics company and Warner by investing in cell phones.

- 7.) The number one lowest stress/high pay job is an Electrical Contractor...no wait, my mistake, it's an Optometrist. Number two is a NECA Chapter Manager...NOT!
- 8.) Natural gas prices rise. Now is that really news? It's winter for Pete's sake.
- 9.) The National Debt issue. Now that's not really news either, is it? But we're going to be hearing a lot about it in the months to come.
- 10.) A decision on the Keystone Pipeline. Now that will be news, if any of us live long enough.

UPCOMING EVENTS

- 1.) General Membership Meeting - February 6, 2014 - 6:00PM - Collection Auto Group/Progressive Field.
- 2.) Eastern Regional Spring Meeting - March 22-26, 2014 - Hyatt Gainey Resort, Scottsdale, AZ.
- 3.) Lake Erie Division Meeting- April 8, 2014-6:00 PM TBD
- 4.) Northeast Ohio Division Meeting -April 9, 2014 - Noon -Red Hawke Grill
- 5.) Cleveland Division Meeting- April 10, 2014- 6:00 PM TBD
- 6.) Code Class - April 12, 2014 - 8:00AM-1:00pm Crown Plaza, Independence, Ohio.
- 7.) NECA Convention and Trade Show - September 26 - October 1, 2014 - Chicago, IL.

LOOK FOR THE NEXT REVIEW IN MARCH 2014!