



“Laziness is the secret ingredient that goes into failure. But it’s only kept a secret from the person who fails.”

Robert Half

GREATER CLEVELAND

MANAGER’S COMMENTS

“A body at rest tends to stay at rest; while a body in motion tends to stay in motion.” I’m pretty sure you have heard the TV commercial. For this article though, I had to look up what it is they are advertising. It’s some arthritis medication. The reason I had to look it up is because as soon as I hear the catch phrase, I don’t jump up out of my comfy recliner feeling a sense of guilt for being the “body at rest,” and worry about what I need to do about it. I immediately think my mind needs to be “in motion” and not “at rest.” You see, I can sit still and be productive if I ignore the TV and exercise my brain so it doesn’t freeze up.

I’m not suggesting you spend every waking minute thinking about work but I am suggesting, as I have in a few past newsletters, that unless you make a conscious effort to evaluate where your organization is, you run the risk of thinking there’s no need to do anything because, “hell I know everything and we’re just fine.” If you don’t think there’s something wrong with that, maybe you’re right but it’s been my experience, and just recently I might add, that’s how you get your posterior in a sling.

To be very clear, my comments today speak directly to complacency, a deficiency in leadership and arrogance. If you’re responsible for running an organization, run it or quit. If you want to lead an organization, lead it or quit. If you think you know it all, you don’t.

The people I’ve worked for and with for that matter, that I respect most, have all been people who are aware of what they don’t know and continue to seek the knowledge that will make themselves better. They aren’t too lazy to work at getting better, they are truly leaders and not just managers of a system someone else put into place and they aren’t above listening.

If you are a successor leader of a firm and you don’t do an audit of it’s structure; ie, it’s procedures and policies then you shouldn’t be surprised when, at the least, something slips through the crack, like lost time because of poor warehouse organization. However, not thinking about or auditing all the policies/procedures then making changes to the flaws you uncover, could lead to that posterior problem I mentioned. It’s not far fetched to believe a serious case of embezzlement by an employee could occur because of a flaw in procedure.

I know I’m sounding “preachy” but isn’t it better to be reminded to close the barn door BEFORE your horses get loose?

My advise for 2014... if you’re in charge of something and your mind is “in motion”, think about it, act to improve it and care about it. However, if your mind is “at rest” and it’s easier just to do things the way they’ve always been done, it’s time to go! You’ll need the time to round up the horses.



NORA FACTS

(A Must Read If You Use the Agreement)

1. The “Site Local Union” is referred to a number of times in the agreement.
 2. The “Site Local Union” is the jurisdiction where the work is being performed.
 3. The “Site Local Union” is not always where our office is located.
 4. The monthly payroll reporting is done through the NECA chapter in whose jurisdiction the Site Local Union is located. Example: The work is performed in Canton. The Site Local Union is #540. The NECA chapter where the monthly payroll report is filed is North Central Ohio.
 5. Even though NORA is a regional agreement, monthly payroll reporting must be done in a manner that distinguishes the local union where the work was performed. Each NECA chapter should be able to tell you how they need that to be done. Here in Greater Cleveland there is a separate NORA reporting form set up in ePR, our electronic monthly payroll reporting system, for each of our three locals.
 6. The reason for separate reporting can be found in Attachment “A” of the agreement. It is because the fund administrator that receives the contributions needs to know where to disperse the LMCC and JATC monies so the correct Site Local programs receive their share correctly.
 7. Those who are not aware of these facts or choose to ignore them put their firms at risk of facing penalties.
- As always, if you have any questions concerning the use of the NORA, please feel free to contact the Chapter Manager.

MISCELLANEOUS NEWS ITEMS

Former Chapter Governor, Ted Williams has turned over the reigns as D.E. Williams’ accredited representative to Donald McMichael, the firm’s new President. We would like to congratulate Mr. McMichael and welcome him to the NECA family.

The January Division meetings will be held on the 7th (Lake Erie) the 8th (Northeast Ohio) and the 9th (Cleveland). Election of Board Members will take place at each meeting. As always, these meetings are where you can hear firsthand what’s happening with the trust funds you make contributions to. You have an opportunity to give your input to your representatives on the various trust funds and the

labor management committees. And it’s an open forum to voice your opinion on any aspect of the industry.

On February 6th the Chapter will hold its General Membership Meeting at Progressive Field. We have reserved the Collection Auto Group Lounge. Since we’ll be at the home of the Cleveland Indians, the Board of Directors have scheduled Nick Camino, co host of the Sports Feed Show and Tribe reporter for WTAM 1100 radio to join us before he goes off to Goodyear, AZ for spring training camp. This will be a great chance to get some inside baseball information.

MANHOURS

Cleveland Division thru November :	2,737,327
Lake Erie Division thru November:	398,079
Northeast Ohio Division thru November:	328,254
Chapter Total:	3,463,660

ECONOMIC NEWS OF THE DAY

1. A budget bill was passed by the United States Congress. Hallelujah!
2. More legislation to increase spending is in our very near future. Damn!
3. The financial feasibility of Obamacare is and will be a question not soon answered.
4. Obamacare requires the Multiemployer Taft-Hartley Health Plans, into which we contribute, to write a check at the end of the year to the IRS to build a 25 billion dollar fund to subsidize private insurance companies. The Local #129 check will be approximately \$60,000 and the Local #38 check will be approximately \$400,000. Everyone needs to do their part.
5. The approximately 245 Ohio Utica Shale fracking wells have produced nearly \$1,000,000,000 worth of gas and oil.
6. According to the Annual Energy Outlook 2014, natural gas production in electricity generation is expected to increase from 8.5 trillion cubic feet per year in 2012 to 11 trillion cubic feet in 2040.
7. Chrysler's majority stock owner, Fiat has purchased the 41.5% of the company it didn't own, putting Chrysler under the full control of the Italian auto maker.
8. Virtually all the major auto makers are working on self driving car technologies.
9. Copper prices have been creeping up recently. Near the \$3.50/lb range.
10. LG Electronics will be introducing the largest curved OLED Ultra HD TV next Week. It's 77". OMG!

UPCOMING EVENTS

1. Lake Erie Division Meeting - January 7, 2014 - 6:00PM - Marconi's Italian Restaurant.
2. Northeast Ohio Division Meeting - January 8, 2014 - 12:00 Noon. - Red Hawk Grill.
3. Cleveland Division Meeting - January 9, 2014 - 6:00 PM - Morton's Steakhouse - Tower City.
4. General Membership Meeting - February 6, 2014 - 6:00PM - Collection Auto Group/Progressive Field.
5. Eastern Regional Spring Meeting - March 22-26, 2014 - Hyatt Gainey Resort, Scottsdale, AZ.
6. Code Class - April 12, 2014 - Crown Plaza, Independence, Ohio.
7. NECA Convention and Trade Show - September 26-October 1, 2014 - Chicago, IL.

LOOK FOR THE NEXT REVIEW IN FEBRUARY 2014!