



“Don’t be afraid to go out on a limb, that’s where the fruit is.”

H. Jackson Brown Jr.

GREATER CLEVELAND

MANAGER’S COMMENTS

I’m hesitant to write, what I’m about to write. I already know it’s going to sound like BS to some and sappy to others but what the heck, I’m giving it a whirl.

It’s common knowledge that the number one service NECA members pay for and expect is labor relations. Since I’ve never seen a definitive definition of labor relations, now that’s not to say there isn’t one that I was supposed to read but didn’t, I’m going to talk about the aspects that I want to talk about.

First of all, it’s not a cliché to say labor relations occur 365 days a year. Relations between the Greater Cleveland Chapter and IBEW Local’s 38, 129 and 673 don’t end because we’re not in contract negotiations, settling a potential grievance or because it’s 5 P.M. Friday. Myself and the Business Managers know this. Just like any relationship, it can be a good one or it can be the one from hell. Good ones tend to occur because the parties want that and are willing to work at it. The ones from hell usually result from a lack of effort to communicate.

Good labor relations will lead to actions that benefit the industry. What I mean by that specifically and in simple terms, are actions that create a business environment where it’s more likely that signatory contractors will be able to provide jobs; i.e. be competitive. When the goal is achieved and maintained, labor wins, management wins. As we all should know, without having customers there’s no jobs, no money and it’s not fun for any of us.

Earlier I said good relationships come from wanting it and working at it. The “wanting it,” in my opinion, starts with having an industry first mindset. To me, it’s a lot more simple to justify a position, whether it be in contract negotiations, grievance settlements or how to best use the resources of the JATC, LMCC and benefit plans, if it satisfies the industry first mentality. You’re probably think this isn’t as easy as it seems, right? Actually, it can be. You see, that’s where the second part, the “working at it” part, comes in. There’s always more than one way to reach a goal no matter what it is. So obviously, labor and management don’t always start with identical ways to do what’s in the best interest of the industry. This is where the work starts. Remember, if everybody has the same mindset then it just becomes a problem solving exercise. No big deal, that’s what we humans do. We go to work to solve problems. It’s not always easy but being mature and secure enough to listen and be open to a solution that isn’t exactly the one you started with will definitely lead to good results. By the way, having strong leadership qualities is a prerequisite. That’s why right now the members of our Chapter and the IBEW members in this jurisdiction are fortunate. We have terrific labor relations for the reasons I’ve stated above.

I’ll go out on a limb and say we will continue to work towards taking the best actions we can to create the most competitive environment possible so everyone prospers.

Damn, I love this industry.



NORA FACTS

If you are signatory to the Northern Ohio Recovery Agreement or any of the IBEW 4th District Recovery Agreements, you should have received notification recently that new wage rates became effective on January 1, 2016.

Here’s an explanation of how these rates are established.

Attachment B of the Agreement is a spreadsheet that provides a detailed list of the wage rates, benefits and other costs that make up the total package for every CW/CE classification. In addition, at the top of the page there is a section for wage calculations. You see, these rates aren’t negotiated per se.

On December 1st of each year the Inside Journeyman wage packages of Locals #8, #38, #64, #129, #246, #306, #540, #573 and #673 are used to calculate the NORA rates that become effective on January 1st and remain in effect through December 31st.

The figures for each local’s journeyman wireman base pay, JATC contribution, national and local labor management cooperation committees, NECA administrative fund and NECA service charges are averaged. So, the average for the JATC, NLMCC, LMCC and NECA administrative and service charges are set as those contributions. The average base pay is then used to calcu-

late the hourly rate for each CW/CE classification depending on the percentage of base pay associate with each classification. For example, on December 1st of 2015 the average base pay was \$34.10 so for all of 2016 a CE-1’s hourly rate will be \$23.87 because he receives 70% of the \$34.10.

As a side note, this process makes it clear that the “R” in NORA stands for Regional, not local.

The pension contributions are a simple 3% of the hourly rate for the defined benefit plan (NEBF) and 3% for the defined contribution plan (NEAP.)

The health and welfare contribution is set by the Trustees of the NECA/IBEW Family Medical Care Plan-14. They are industry leaders from the parent bodies.

The only item left to explain is the Central Collection contribution. This figure is the amount paid to the firm that administers all the contributions with the exception of the NEBF which is administered by the NECA chapter office.

This accounts for all the line items on Attachment B. If anyone still has questions about how the NORA wage rates are arrived at please call the Greater Cleveland Chapter Office at 216-524-8444 or the Manager directly at 216-802-9512.

EASTERN REGION SPRING MEETING

In light of the recent tragedy in Paris, NECA has decided to make changes to the Spring Meeting that was scheduled for Paris this April. While considering the safety concerns as well as the financial obligations and logistics, the Eastern Region decided to change the location of this year’s Spring Meeting to Amelia Island, Florida.

The meeting will be held at the beautiful Amelia Island Plantation Resort from April 17-20, 2016, with room rates at \$279 per night,

Information will be released soon regarding refunds/credits for registrants that had already booked a room at the Paris Intercontinental Hotel or previously booked the meeting registration online.

MANHOURS

Cleveland Division thru November:	2,580,814
Lake Erie Division thru November:	498,086
Northeast Ohio Division thru November:	<u>361,856</u>
Chapter Total:	3,440,756



ECONOMIC NEWS OF THE DAY

- 1.) The Cleveland Browns fired head coach Mike Pettine and General Manager Ray Farmer after a dismal 3-13 season. The average salary of a head coach is \$4.6 million per year and the average salary of a General Manager is estimated at \$2 million per year.
- 2.) Saudi Arabia has cut diplomatic ties with Iran after the Saudi government executed an Iranian cleric. This has caused large volatility in the prices of oil but it appears that both nations will continue to produce oil at a high rate further contributing to the excess surplus and overall low prices.
- 3.) China sell off sparks gloomy 2016 start for stocks
- 4.) Comparatively, most developed nations such as the USA, Canada, Germany, United Kingdom, etc. will see average raises between 1.5-3%. After accounting for inflation the real wage increases will be around 0.5-1%.
- 5.) With just one month left until the first Republican primary ballot are cast, Donald Trump commands a strong lead with 35% of the vote, with his closest competitor, Ted Cruz polling at 19%. The rest of the top 5 is rounded out with Marco Rubio at 11%, Ben Carson at 9% and Chris Christie at 5%.
- 6.) On the Democratic side, Hillary Clinton has 54 of the vote, Bernie Sanders 31% and Martin O'Malley at 5%.
- 7.) Airbus has created a new airplane that works to combat jet lag as you fly. A person's body releases hormones to make them sleepy when it is dark out, thus this new plane will contain LED lights that will adjust within the flight to ease passengers into the new sleep-wake cycle of their destination city,
- 8.) A recent poll by the Plain Dealer regarding the top business news in Cleveland in 2015 ranked the announcement of a 54 story tower downtown as the most important news. Followed by the Heinens downtown store opening, and the Los Angeles times putting Cleveland on a list of top places to visit in the world.
- 9.) Copper is priced at \$2.08.
- 10.) The one year change for the S & P 500 was -3.29% and the Dow Jones one year difference was -4.87%.

UPCOMING EVENTS

- 1.) **Lake Erie Division** - January 5, 2016 - Marconi's, Huron, Ohio.
- 2.) **Northeast Ohio Division** - January 6, 2016 - Red Hawk Grille, Painesville, Ohio.
- 3.) **Cleveland Division Meeting** - January 7, 2016 Morton's, Cleveland, Ohio.
- 4.) **General Membership Meeting - February 2016.** Date and location TBD.
- 5.) **2016 Eastern Region Spring Meeting-** April 17-20, 2016 Amelia Island Resort, Amelia Island Florida.
- 6.) **Chapter Golf Outing** -June 27, 2016 at the Chagrin Valley Country Club.
- 7.) **Chapter Holiday Party** -December 3, 2016 -6:00 P.M.-at the Hilton Convention Center Hotel.

CHAPTER ASSOCIATE MEMBERS

1-888-Ohiocomp	Graybar Electric Co.
BMA Media Group	Leff Electric
Ciuni and Panichi, Inc.	Mars Electric
CompManagement, Inc.	Milwaukee Tool
Eaton Corporation	PEPCO
Ericson Manufacturing	Riffle and Associates
G.E. Energy Management	United Rentals

NECA PREMIER PARTNERS

Federated Insurance	Schneider Electric
Graybar	Southwire Company
Milwaukee Tool	Thomas and Betts Corporation
Philips Lighting	Westex by Milliken

ELECTRICAL TRAINING ALLIANCE PARTNERS

PLATIUM LEVEL	GOLD LEVEL
Milwaukee Electric Tool Corporation	Buckingham Manufacturing Company, Inc.
Klein Tools, Inc.	Alexander Publications
Thomas and Betts Corporation	E2E Summit
3M Company Electrical Markets Division	SILVER LEVEL
Salisbury by Honeywell	Ann Arbor Area Convention & Visitors Bureau
Harger Lightning and Grounding	Rubin Brothers, Inc.
Fluke Corporation	American Technical Publishers, Inc.
Lutron Electronics, Inc.	Ypsilanti Area Convention & Visitors Bureau
Eaton's Bussman Business	Legrand, North America
Schneider Electric	BRONZE LEVEL
Southwire Company	TE Connectivity
Prysmian Power Cables and Systems	MOSAIC
Westex by Milliken	Stark Safety Consultants
Graybar	Coyne First Aid
Greenslee, A Textron Company	Ripley

LOOK FOR THE NEXT REVIEW IN FEBRUARY 2016!!

