



“A man’s judgment is best when he can forget himself and any reputation he may have acquired and can concentrate wholly on making the right decisions.”

Admiral Raymond Ames Spruance

## MANAGER’S COMMENTS

Once again, it’s that time when the age old topic of size mattering, apprenticeship class size that is, must be decided upon around the country as well as here in the Greater Cleveland Chapter.

I think all of you know that decision is the responsibility of the Joint Apprenticeship Training Committees. Having been on a number of JATC’s, I can tell you that the factors that go into those decisions and the varying importance those factors are given vary as you can imagine, from committee to committee.

First of all, the committees should be true to their mission That is, providing the best trained workforce to the organized electrical industry. This is a good time to re-read this month’s quote. In my humble opinion, everyone who has the responsibility of making decisions for an organization should reflect on Admiral Spruance’s words. Anyway, those committee members who interject their selfish biases into the decision need to be replaced. Now, don’t misunderstand or read more into that statement than is there. It’s expected there will be honest differences of opinions. However, when obvious selfish biases are expressed, bad decisions can be the result.

The reason I’m commenting on this topic is because some people I talk to don’t seem to be aware that this process is even going on while others make too big a deal of it. Neither group puts this decision into perspective. I want to take a few minutes here to touch on the factors that the JATC’s should consider, during this time.

If you’re a regular reader of “The Review”,

you know that providing the industry with the best trained electricians is largely dependent upon the availability of on-the-job training assignments. That’s why an honest assessment of the future work picture is paramount. Think about the degree of difficulty there. We’re talking about the whole work picture, not any one contractors piece of that picture and not just the present situation, but what it will be sometime into the future. Also assessing the union’s future attrition rate enters into this discussion and that’s not as easy as you may think. Retirement ages are constantly changing.

Another discussion topic that may become a determining factor is the quality of people on the application ratings list. And if those three things aren’t enough to try to get right, throw in external expectations to meet certain governmental residence requirements, minority requirements etc. and the personal recommendations every committee member receives.

This decision is best described as an art and not a science. It may be a number but it’s arrived at artfully.

Everyone could probably point to a mistake that was made in the past where the number was too high or too low but was it fatal? They’ll be mistakes made in the future (hopefully not the same ones by the same people) and we’ll survive. It comes back to, this is art. There is no absolute correct number but there are mechanisms in place that will allow for adjustments as needed to make the number more correct. Supporting actions to make the future decisions better is helpful, dwelling on the past...not so much.

## MANAGER'S COMMENTS—CONTINUED

What I see here and now in this Chapter is a good working atmosphere in the JATC's. This will lead to good defensible decisions being made. If every industry leader I've heard speak at the National Training Institute is right and apprenticeship is truly our lifeblood, then it's imperative that these JATC's are making decisions the way Admiral Spruance suggests.

Ok, in conclusion I know not everybody will be satisfied by the size you got but of the three JATC's decisions made for this chapter, I can assure everyone that the committees worked collaboratively to find the "right" class size for your industry.

## DIVISION NEWS

The Northeast Ohio Division recently reached a three year agreement with IBEW Local Union #673 on changes to the Inside Collective Bargaining Agreement. A \$.66 Health & Welfare contribution increase, imposed by the Trustees of the NECA/IBEW Family Medical Care Plan, effective January 1, 2015 was dealt with, leaving no one at the bargaining table happy, especially after having to open the agreement last November to find a way to pay for a \$.53 FMCP increase that had been miscommunicated by the Plan. Complete details of the agreement have been sent to all the signatory contractors.

The Lake Erie Division is pleased to report that the drawings for the new JATC Training Center have been approved and they are one step closer to the start of construction. Anyone wishing to make a monetary

donation to the building fund or a donation of material or in kind services are encouraged to contact the Chapter Manager, Tom Shreves (216-802-9512) or the Training Director, Andy Kasubienski (440-213-5938.) All donations will be greatly appreciated and everyone who can help will receive recognition.

In Cleveland, several large projects downtown will be wrapping up soon. However, work on the new 600 room hotel next to the convention center, and phase two of the East Bank of the Flats will begin to ramp up as various school projects and others get started. Also, look for the relocation of the IBEW Local #38 Fringe Benefit Fund office from its present location in Valley View to downtown early this fall as a cost saving measure to the Plans.

## OHIO STATEHOUSE HAPPENINGS

The Ohio General Assembly is very active at this time, in large part, due to the process of conducting what is referred to as the Midyear Biennial Review, the MBR. This MBR spawned a large amount of proposed legislative activity. That's a nice way to say there's a heck of a lot of bills that are going through the process of potentially becoming new laws. Our Lobbyist, Aaron Ockerman, who many of you know, has been tracking the bills that are meaningful to our industry and providing our testimony either in support of or opposition to those bills.

Without getting too deep into the weeds, there are approximately ten pieces of legislation that are

relevant right now. They range from favorable changes to the workers compensation law, municipal tax reform, contractor licensing and civil immunity when doing volunteer work, to bills with language that would be detrimental to our industry, dealing with pre-apprenticeship and prevailing wage. All of these bills are in varying stages of the legislative process and we're cautiously optimistic, so far, that our efforts have been mostly successful. We continue to work with Mr. Ockerman to monitor and be proactive with respect to current Legislative proposals while being vigilant by keeping our eyes open for what's coming next.

## ECONOMIC NEWS OF THE DAY

- 1.) The U.S. Economy (GDP) actually shrank by 1% for the first quarter.
- 2.) Weekly jobless claims fall to 300,000 a drop of 27,000.
- 3.) Tyson Foods makes an offer of \$50/share (\$6.8 million) to buy Hillshire Farms. Can you say chicken-sausage?
- 4.) Streaming video companies like VIMEO are worth watching, no pun intended.
- 5.) Driverless cars are on the horizon. The technology is here and now is being refined. It raises a myriad of questions. Like, will there be no more DUI's?
- 6.) Nationally, pending home sales failed to meet the expectations of a 2.2% increase by posting a dismal .4% increase.
- 7.) Dividend payouts this year are expected to be in the 10% range.
- 8.) The Federal Government is poised to make housing loans easier to get. Now, can you speak French? "Déjà vu."
- 9.) The Federal Reserve is considering options to end QE and raise interest rates.
- 10.) Copper prices have been around \$3.10 to \$3.15 for the past month.

## MANHOURS

Cleveland Division thru April :	857,736
Lake Erie Division thru April:	146,622
Northeast Ohio Division thru April:	94,361
<b>Chapter Total:</b>	<b>1,098,719</b>

## UPCOMING EVENTS

- 1.) Chapter Annual Golf Outing-June 23, 2014 at the Chagrin Valley Country Club.
- 2.) Lake Erie Division Meeting-July 8, 2014-6:00 P.M. at the Elyria Country Club.
- 3.) Northeast Ohio Division Meeting-July 9, 2014-12:00 Noon at Red Hawk Grille.
- 4.) Cleveland Division Meeting –July 10, 2014-6:00 P.M. at Fahrenheit Cleveland.
- 5.) NECA Convention & Trade Show-September 27-30, 2014 in Chicago, Illinois.

**LOOK FOR THE NEXT REVIEW IN JULY 2014!**