



“Facts that are not frankly faced have a habit of stabbing us in the back.”

Sir Harold Bowden

GREATER CLEVELAND

MANAGER'S COMMENTS

In the beginning there was Adam & Eve and an Inside Journeyman Wireman who was working under the inside CBA. No, this is not the beginning of a joke. It means when we started with one classification and one collective bargaining agreement that's all there was. That's what we had to sell to the customers. For a long time nothing changed. During that period, technology changed very little and when it did we still were able to meet the customer's needs of providing a service at an affordable price.

Fast forward to today where there are the following working agreements and classifications:

Inside CBA & Classifications

Inside Journeyman Wireman
10 classifications of Inside Apprentices

Residential CBA & Classifications

Residential Wireman
Residential Apprentices

Local Teledata CBA

Installer Technician
Telecom Technician
Senior Telecom Technician
6 Apprentice Classification

Voice Data Video National Agreement

Uses existing classifications but has a clear scope of work and other language that differs from some local Teledata Agreements.

Northern Ohio Regional Agreement & Classifications

CW-1
CW-2
CW-3
CW-4
CE-1
CE-2
CE-3

National Maintenance Agreement

(An Agreement directly between the IBEW and a customer who doesn't want the terms and conditions of the Inside CBA.)

Lightning Protection Agreement

(An Agreement directly between the IBEW and contractors who sell lightning protection systems.)

General President's Agreement etc.

A whole host of Line Agreements and Classifications

Remember at one time everything was done by Inside Journeyman Wiremen, and then we added the apprentice classification.

For those of us who are seasoned veterans of the unionized electrical construction industry, who wouldn't like to return to those days. That's when most every customer was willing and able to pay the price of an Inside Journeyman Wireman.

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MANAGER'S COMMENTS CONTINUED

But those days are gone and are never coming back! I know, I know, I just shed a tear too.

So, these changes have been driven by the customer, not us. It reminds me of the old saying, "He who has the gold makes the rules." We have to respond to the customer just like every other industry. Without these changes we couldn't compete in most of the markets. We can always argue that we've not only been reactive but we've reacted slowly when the customer has shown us we needed to change. The proof is the decline in our share of specific markets. Granted, these changes were made, but right now, I worry that while we're fighting to get back what we've lost and keep what we have, we don't hear the customer's message that they are still looking for us to find new efficiencies so we will be the provider they choose going forward.

Think about all these responses to customer actions. The clock hasn't stopped. The customers and their requirements will continue to evolve. If we drag our feet, the customer will hire someone other than us and we'll slowly respond again then pound our chests with pride when we finally come up with a new response. And just like all the other responses listed above we'll be late to the game because we responded slowly.

Now, since I've brought up all these new and different classifications, it reminds me of a real pet peeve of mine. Once upon a time, during a conversation

with a Business Manager, he referred to some IBEW members as "shoppies" and "steady Eddies" and not in a nice way. His inference was that they weren't quite equal to say...him. My very first thought was you just disparaged a union member who satisfies the customer, and pays your wages. Unfortunately the same type of bigotry goes on now towards IBEW members who have a classification other than Inside Wireman. Maybe you haven't heard it but I sure as shoot have and it never ceases to disgust me.

Every classification that I listed above is held by a dues and benefit paying IBEW member. And the last time I checked, every one of their dues receipts is the same size.

If you, like most of our members, are or were an Inside Journeyman Wireman, the next time you talk to an employee with a classification other than Inside Journeyman Wireman don't call them a disparaging name or look down your nose at them, they get enough of that already. Rather, just say thank you for belonging to the IBEW and helping us service our customers who otherwise would find a non union employer.

I think it's fair to say no one wanted the changes that have been made up to this point. But we should be cognizant that we can do more to recognize we are being required to do more and the longer we want to hold on to the past, the harder it will be to catch up to today, let alone be prepared for the future.

DID YOU KNOW? - CBA STUFF

CBA means Collective Bargaining Agreement. That is the labor contract NECA has with the IBEW.

As you should already know, there is an Inside CBA along with numerous others but, for now we'll look at just the Inside, Article IV, Section 4.14 (b) (It may be numbered a little differently in some locals but Article IV covers the Referral Procedure) deals with IBEW members who have been discharged for cause two times within a twelve month period. This is commonly but mistakenly named the "Three Strikes Rule."

If you go to the Chapter's webpage, www.gccneca.org and check out the archived NECA Reviews from September 2012 and September 2013 you'll find that the Manager's Comments delved

deeply into this contract clause. One of the points made is, it's the Employer's responsibility to discharge for cause those employees who should be discharged for cause. It's not the Business Manager's responsibility.

This clause has been exercised successfully on a number of occasions in Cleveland, first because Employers have taken the time to discharge an employee for cause when that was the appropriate action to take instead of laying that person off, and second because the Business Manager then convened a meeting of the Appeals Committee (See Sections 4.16 & 17 for details of the committee) to talk to the discharged Employee and impose a course of corrective action so he or she can return to their appropriate place on the referral list. Two can't come before one.

NORA NEWS

It should be noted that there has been a good response to the calls for contractors who are using the Northern Ohio Regional Agreements to comply with the agree-

ments requirements to submit Job Start Forms. Thanks.

2016 NECA LEGISLATIVE CONFERENCE

Chapter representatives Mike Joyce, David Haines, Buddy Ferdinando and Tom Shreves attended this year's NECA Legislative Conference in Washington, D.C. on May 17-19th.

The first day was spent receiving briefings on key legislative issues and an update on the national political environment from Marco Giamberardino, NECA'S Executive Director of Government Affairs. Also on the first day, they listened to an informational and entertaining keynote address by Amy Walter, the National Editor of the Cook Political Report. Ms. Walter was quick to point out the unusually high unfavorable ratings of the two presumptive presidential candidates and shared the feelings of a large majority of the audience that this year's election has shaped up to be the most unusual one anybody can remember.

Political Leadership Council members, Mr. Joyce and Mr. Shreves attended the Council's dinner meeting which was held at the President Abraham Lincoln's cottage located a few miles outside of D.C. on the grounds of the Soldier's Home, known today as the

Armed Forces Retirement Home.

Day two started with an early morning breakfast meeting with a number of key legislators. The remainder of the day was spent visiting our local Congressmen and women as well as our Senators.

During those meetings the main topic was the Multi-Employer Pension Reform Act. NECA is asking for support of the third part of the Act, alternative plan designs which was not included when the act was originally passed. Another important request that NECA was making was for members of the House of Representatives to become involved in the newly formed Congressional Building Trades Caucus. While numerous other issues were discussed, emphasis was placed on NECA's desire to see the permanent repeal of the "Cadillac Tax" provision of Obamacare.

As a reminder, NECA's Government Affairs staff works year round lobbying these issues on our behalf. It has been and continues to be, just one of the important services NECA provides to our members.

ECONOMIC NEWS

- 1.) Cleveland Hopkins airfare has been cut dramatically over the last two years. Down 20% since 2013. The biggest airfare cut out of any airport in the nation.
- 2.) American Airlines announced that 70,000 of its customers have missed their flights this year due to excessive security lines.
- 3.) The Department of Energy awarded \$40 million to the Lake Erie Energy Development Corp., for a wind turbine pilot program on the lake. The fabrication and construction of the six (6) turbine farm is expected to create 500 jobs.
- 4.) The University of Akron President Scott Scarborough resigned on May 31st, after a tumultuous two year reign and pressure from the UA Board of Trustees.
- 5.) Time Magazine published an index, using housing and job data to determine the best cities for recent college grads to live. Cleveland ranked #13.

- 6.) The Cleveland Cavaliers and Golden State Warriors are heading back to the NBA finals for the second year in a row. ESPN's BPI system gives Cleveland a 25% chance of winning the finals. Golden State is a 5.5 point favorite in game 1.
- 7.) Copper price is \$2.09 per pound, dropping close to the 5 year low prices that it reached in January.
- 8.) India's economy grew 7.6% this year, retaining its spot as the fastest growing major economy in the world.
- 9.) The US Consumer Confidence Index measured a drop from 94.7 to 92.6 in May.
- 10.) The Chair of the Federal Reserve Janet Yellen announced that she believes "it's appropriate" to raise the Fed's interest rates within the coming months, the coming months, the coming months. "Whoops this records broken."

ADVANCED LAW CLASS

On Wednesday, May 25th, Gerald Katz an attorney specializing in construction law, presented a class titled “Advanced Construction Law.” This course was free for the first two registered individuals that attended the class per member firm.

Gerald Katz is a dynamic speaker who was able to relate to the attendees by using actual cases that he represented to convey his points. The course was not a broad philosophical overview of construction law,

but was rather emphasized practical and straightforward advice. Mr. Katz educated attendees about common clauses that appear in contracts between prime contractors and their subs. He then used case studies of how experts had changed them by using examples from clients he represented. The topics covered ranged from bonds, to liquidated damages, to “pay when paid” clauses and much more.

FUTURE LEADERS

A few months back the Chapter began talking about a “Future Leaders Program.” This summer the Greater Cleveland Chapter will be putting on the first meeting in the program.

The goal of this meeting is to bring together the up-and-coming employees or individuals who are likely to be the next accredited representative of each member firm to teach them about what NECA does for the industry and for each company. We also aim to create

stimulating discussion amongst the newer generation of employees about the changing face of the electrical construction industry.

If there are any individuals that you think would be a good participant in this program, please send Jeremy Ryan their name and contact information at ryan@gccneca.org. The first meeting will be a one hour lunch meeting during the end of June, or beginning of July.

INDUSTRY SPORTS CHALLENGE

The Electrical League of Ohio is hosting a sports tournament and day of entertainment at Victory Park in North Ridgeville, Ohio from Noon until 11:00 PM on Friday, September 9, 2016. There will be tournament games for softball, basketball, volleyball, bocce, corn hole and horseshoes. There will also be live music, food and beverages. The Electrical League of Ohio’s Industry Sports Challenge will be a fun way to net-

work with people from across the board ranging from manufacturers to suppliers to power companies to electrical engineers.

If you or any of your employees are interested in taking part, NECA will be sponsoring a team. Please email Jeremy Ryan at ryan@gccneca.org before the August 31st deadline.

MANHOURS

Cleveland Division thru April :	1,015,064
Lake Erie Division thru April:	220,104
Northeast Ohio Division thru April:	91,007
Chapter Total:	1,326,175

UPCOMING EVENTS

- 1.) **Chapter Golf Outing** -June 27, 2016 at the Chagrin Valley Country Club
- 2.) **Lake Erie Division Meeting** -July 5, 2016 at 6PM- Location TBD.
- 3.) **Northeast Ohio Division Meeting** -July 6, 2016 at Noon –Red Hawke Grill.
- 4.) **Cleveland Division Meeting** -July 7, 2016 at 6PM- Location TBD.
- 5.) **Chapter Holiday Party** - December 3, 2016 - 6:00 P.M.-at the Hilton Convention Center Hotel.

GO CAVS!!! GO TRIBE!!!



CHAPTER ASSOCIATE MEMBERS

1-888-Ohio Comp	Graybar Electric Co.
BMA Media Group	Leff Electric
Ciuni & Panichi, Inc.	Mars Electric
CompManagement, Inc.	Milwaukee Tool
Eaton Corporation	NES Rentals
Ericson Manufacturing	PEPCO
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3M Company Electrical Markets Division
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Harger Lighting and Grounding
Fluke Corporation
Lutron Electronics, Inc.
Eaton's Bussman Business
Schneider Electric
Southwire Company
Prysmian Power Cables and Systems
Graybar
Greenslee by Textron Corporation

GOLD LEVEL:

Buckingham Manufacturing Company, Inc.
Alexander Publications
E2E Summit

SILVER LEVEL:

Ann Arbor Area Convention & Visitors Bureau
Rubin Brothers, Inc.
American Technical Publishers, Inc.
Ypsilanti Area Convention & Visitors Bureau
Legrand, North America

BRONZE LEVEL:

TE Connectivity
MOSAIC
Stark Safety Consultants
Coyne First Aid
Ripley

LOOK FOR THE NEXT REVIEW IN JULY 2016!