



“A smile is a facelift that’s in everyone’s price range.”

Tom Wilson

## MANAGER’S COMMENTS

# GREATER CLEVELAND

When an IBEW Local Union and a NECA Chapter meet to negotiate a continuation of a collective bargaining agreement just what are they doing? I don’t know what you think but it’s probably not what I think, at least not yet.

First let me begin talking about what I’ve heard and observed over my many years in this industry, then I’ll tell you what I believe are the facts and what is reality. You may or may not agree but give me a chance. My perspective has evolved and yours may too.

You see, when you’re in a situation, you have a personal perspective of what’s happening. When you’re watching that situation you see it differently. And if you hear about the situation you may get another perspective. However, in this case, there’s another perspective and I believe it’s the one that matters and I’ll get to that in a minute.

NECA/IBEW contract negotiations vary greatly from local to local, division to division. The common factor in nearly all negotiations is that they are broken down into two parts, language and wage package.

I think nearly everybody who hasn’t been directly involved in one of these negotiations and actually quite a few who have, believes that each side is out to get the “best deal for their side.” That does happen in some cases. How many? Too many. Before you freak out, keep in mind, I’m reflecting on 40 years and countless labor management committees, not necessarily the one you are thinking about or the last one in which I participated.

Something else that happens is proposed changes to the existing contract are presented. These are often characterized as the “wish lists” or “Christmas Lists”. That always makes me crazy

because it trivializes what should be going on. As an aside, I’ve seen a proposal with 42 items. Trust me, it wasn’t just the sheer number of items that made that list trivial. Anyway, it’s within these proposals that the two parts of the negotiation are spelled out. As for the language part, each side explains why they believe some sections need to be added, deleted or modified. Then negotiating begins on the language. As for the wage package, typically, the union asked for an increase and management asks for something less. Then negotiating begins on the wage package. Everyone knows negotiating is about compromise, give and take, and trading etc. Sometimes money gets traded for words and sometimes words get traded for money and a deal gets done.

That’s probably what you think is going on in negotiations and actually that’s what I see when I’m in there. But there’s more to the story.

What’s really going on is that two partners, who can’t succeed without each other, are determining the conditions and a price for a product they wish to sell to a customer. You see, the customer will ultimately decide whether the price and conditions NECA and the IBEW set are acceptable. He will cast the only vote that counts when determining if the negotiations were successful.

So if you think our negotiations are about what either NECA or the IBEW wants, you’re mistaken. If you think our negotiations are about overpowering the other side, you’re mistaken. If you think our negotiations are about winning, you could be right but only if by winning you mean coming out with something the customer will buy. I don’t have any doubt, even though you may not yet be convinced, that our negotiations are mostly about the customer... not NECA ...not the IBEW.



## MANHOURS

|   |                  |
|---|------------------|
| Cleveland Division thru September :     | 2,080,410        |
| Lake Erie Division thru September:      | 373,997          |
| Northeast Ohio Division thru September: | <u>219,283</u>   |
| <b>Chapter Total:</b>                   | <b>2,673,690</b> |

## REGIONAL AGREEMENT DATA

As most of you know there are four regional agreements in the IBEW's Fourth District. They are the Central, the MD., Va., DC., the Southwest and the Northern Ohio. Here is some interesting data:

### Regional Agreement Manhour Comparisons

|                          | <u>2011</u>    | <u>2012</u>    | <u>2013</u>    | <u>8 Months 2014</u> |
|--------------------------|----------------|----------------|----------------|----------------------|
| Central                  | 40,148         | 78,003         | 95,267         | 80,577               |
| MD., VA., DC.            | 31,796         | 102,011        | 174,098        | 64,880               |
| NORA                     | 107,470        | 192,339        | 284,510        | 279,163              |
| SWRA                     | <u>186,317</u> | <u>244,181</u> | <u>221,936</u> | <u>212,949</u>       |
| <b><u>TOTALS</u></b>     | 365,731        | 616,534        | 775,811        | <b>637,569</b>       |
| <b>Total All Regions</b> |                |                |                | <b>2,395,650</b>     |

### Estimated JW/Apprentice Hours Gained Under Regional Agreements

|                      | <u>2011</u>    | <u>2012</u>    | <u>2013</u>    | <u>8 Months 2014</u> |
|----------------------|----------------|----------------|----------------|----------------------|
| Central              | 4,014          | 78,003         | 9,530          | 8,058                |
| MD., VA., DC.        | 22,257         | 71,405         | 121,867        | 79,798               |
| NORA                 | 75,229         | 137,385        | 199,153        | 199,400              |
| SWRA                 | <u>130,422</u> | <u>174,412</u> | <u>155,350</u> | <u>149,956</u>       |
| <b><u>TOTALS</u></b> | 231,922        | 390,987        | 485,900        | <b>437,212</b>       |
| <b>Grand Total</b>   |                |                |                | <b>1,546,021</b>     |

Data provided by the IBEW 4th District Staff.

As you can see, approximately 4 million man hours have been worked by IBEW members because of these agreements. Whether you agree or disagree or like or dislike the CW/CE classifications, you can't hide from the fact it's accounted for a lot of work we wouldn't otherwise be doing.

## INNOVATIONS AND CHANGE

Nearly everyone is well aware that the rate of change and innovation in our industry, as with everything else, is increasing at warp speed. As if you need evidence to reinforce that statement, just go to YouTube, type in “Visible Light Communication” and watch the Electric TV video.

If you had the opportunity to attend the recent NECA Convention and Trade Show, you would have been introduced to a myriad of new products. One of which, a NECA’s Showstopper winner this year, was the SIMpull Reel from Southwire. (See the entire list of Showstopper winners at [necanet.org](http://necanet.org) or wait to see the January 2015 issue of Electrical Contractor Magazine). This isn’t a high tech innovation but it is

more evidence that we must be aware of the most current product innovations that are available. The reason...our non-union competition is and they already have enough of an edge. To see this product in action go to <http://youtu.be/MVPQqvNjoqc>.

Also, if you read last month’s newsletter you know that Greenlee has introduced its new bender “Auto Bend 3D”. Now you can see it on You Tube. Just search Auto Bend 3D to see it for yourself. It costs \$500,000 so obviously it’s likely you’re not going to be placing an order for one today but the point is, this is innovation and the future and as we all know, it’s approaching at warp speed.

## ECONOMIC NEWS OF THE DAY

- 1.) The Keystone Pipeline is back in the news. Not that there is any new news, because there isn’t. It’s just because it’s election season. Ho hum.
- 2.) The Federal Reserve has ended its bond buying program. QE3 is dead.
- 3.) Watch for interest rates to rise sometime in the middle of 2015.
- 4.) 3rd Quarter GDP grew at 3.5%.
- 5.) Gasoline prices have been declining. Good news for gas buyers, bad news for investment portfolios with oil holdings.
- 6.) Many Americans think the stock market is rigged. What say you?
- 7.) Apple’s mobile pay service is now available. Will you use it?
- 8.) Fiat Chrysler plans to spin off its luxury brand Ferrari. Will you buy one?
- 9.) A Chinese company, Xiaomi has become the third largest smartphone vendor. Ever hear of them?
- 10.) Shares of Lakeland Industries jumped 30%. Guess what they produce...Hazmat suits!

## UPCOMING EVENTS

- |   |  |
|---|--|
| 1.) Code Class –November 8, 2014—8:00 AM-1:00 PM at the Crown Plaza Hotel, Rockside Road, Independence. | 3.) Prefabrication Design Seminar—January 14, 2015-8:00 AM—4:00 PM—Crown Plaza Hotel, Rockside Road, Independence. |
| 2.) NECA Christmas Party—December 6, 2014-Ritz Carlton Hotel, Tower City, Cleveland.                    |  |

## ELECTRICAL TRAINING ALLIANCE AND NECA PREMIER PARTNERS

### ELECTRICAL TRAINING ALLIANCE PARTNERS

#### **PLATINUM LEVEL:**

3M Company Electrical Markets Division

**Graybar**

**Milwaukee Electric Tool Corporation**

Klein Tools, Inc.

Harger Lightning and Grounding

Fluke Corporation

Eaton's Bussman Business

Lutron Electronics, Inc.

Greenlee, A Textron Company

Prysmian Group

Salisbury by Honeywell

Southwire Company

**Thomas & Betts Corporation**

**Schneider Electric**

Underwriters Laboratories, Inc.

**Westex by Milliken**

#### **GOLD LEVEL:**

Buckingham Manufacturing Company, Inc.

E2E Summit

#### **SILVER LEVEL:**

Ann Arbor Area Convention & Visitors Bureau

Ypsilanti Area Convention & Visitors Bureau

Steel Tube Institute

American Technical Publishers, Inc.

#### **BRONZE LEVEL:**

Alexander Publications

Coyne First Aid

Breslin Strategies, Inc.

Ideal Industries, Inc.

Legrand

MOSAIC

Rubin Brothers, Inc.

Stark Safety Consultants

Phillips Color Kinetics

TE Connectivity

The Lincoln Leadership Institute at Gettysburg

### NECA PREMIER PARTNERS

**Graybar**

**Milwaukee Electric Tool Corporation**

Federated Insurance

**Schneider Electric**

**Thomas & Betts Corporation**

Trimble

**Westex by Milliken**

**GO CAVS!**



LOOK FOR THE NEXT REVIEW IN DECEMBER 2014!