



“Facts do not cease to exist because they are ignored.”

Aldous Huxley

GREATER CLEVELAND



MANAGER'S COMMENTS

On numerous occasions you've had the opportunity to read facts about the Northern Ohio Regional Agreement in this NECA Review. Every one of them was taken directly either from statistical reports produced by the IBEW or the Benefit Administrator, official joint communications from the IBEW/NECA or verbatim from the agreement itself.

Please bear with me while I mention a few.

First of all, this is a regional agreement not a local agreement. You know that because “Regional” is in its title, plus the only way it can be modified is by the IBEW 4th District Vice President and NECA's Eastern Region Director, not a local IBEW or NECA Chapter. (see page 4 of the Agreement.)

Second, the JATC from the home local union shall be responsible for all training of Construction Wireman Levels and Inside Wireman upgrade training for Construction Electricians. (see page 15 of the Agreement.)

Third and the one that everyone who is party to this agreement (contract) and the other 4th District Recovery Agreements should not only be aware of but should be trumpeting to everyone else, and most importantly every CW, CE and Inside Journeyman Wireman, is found on page 16. It's the requirements for Advancement and Training. But actually it's also something else. It's the rights every CW/CE has to advance, all the way to the Classification of JIW.

In previous articles I've expressed my extreme displeasure with the change that *relaxed*, that's as nicely as I can say it, the requirement to advance from CE-3 to JIW. I was joined in expressing that displeasure to the IBEW 4th

District VP and NECA's Eastern Region Director by several people, including IBEW Business Managers.

But I will not be rehashing that today. Instead, I believe everyone understands NORA is a contract and that's what I want to talk about. If the drafters of that contract language and the parties who agreed to that language by signing the contract don't like the results when it's terms are applied, too bad!

As I alluded to in a previous article, nothing changes until there's enough sand in someone's skivvies. It's my opinion the only reason there's not enough sand being loaded is that the NORA hasn't been marketed to every one of the stakeholders. What I mean is, in the beginning, the IBEW put forth a lot of effort in promoting the NORA to NECA and our members to get them to make the investment to change their business models to include CW/CE's. As an aside, when the contractors didn't get on board fast enough they were chastised by everyone in the IBEW from former President Ed Hill to local organizers for not getting out of their “comfort zone.” They lauded the fact that they were giving us this tool to compete with the non-union contractors. I didn't disagree. As a matter of fact, you'd be hard pressed to find a more ardent supporter of NORA than me. Is it perfect? Hell no. But I recognize, as I believe everyone including the IBEW rank and file members should, that NORA is increasing manhours which puts money in a lot of pockets. IBEW pockets and NECA pockets.

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MANAGER'S COMMENTS CONTINUED

This contract and a thorough explanation of page 16 needs to be provided to every CW, CE and JIW IBEW member. Certainly the parties to the contract have the right to have a copy of the document and understand the rights and responsibilities contained therein. This Chapter has been open and transparent with its members regarding the entire agreement. I've encouraged them to use the agreement to get work and I've made them aware when they've not complied with their responsibilities. I didn't wait for anyone to tell me to do that. I suppose it's now time for me to tell the contractors who are signatory to these regional agreements to be open and transparent with their employees and share with them the rights and

responsibilities they as IBEW members have under the terms of the NORA. That includes their right to be educated by the local JATC, their right to have the JATC prepare them to take the advancement exams and their right as an IBEW member to become a Journeyman Inside Wireman by passing the four hands-on exams and the Multi District Journeyman Exam once they have 14,000 hours of documented electrical construction experience.

No one has the right to alter those facts except as provided for in the agreement and even if you choose to ignore them or not share them, it doesn't mean they don't exist.

CHAPTER WEBSITE UPDATE

The new NECA website is in the final stages of construction. You will receive a memo the day it is officially launched. You can expect to see the following features, information, and resources on the website.

When you go to the website the first thing you will see is our "accordion" style navigation. By scrolling your mouse over each image, you will be able to read about what that tab has to offer, and then click to be redirected there.

The first page is the "leadership" page. Here you will find the current list of the chapter Board of Directors, the office staff and the list of numerous awards that our chapter has won over the years.

The second page is the "Benefits of Membership" page. On the tab for page two you will find a link to the chapter's current directory, a breakdown of critical benefits of membership and application instructions for potential new members.

The third page is the "Government Affairs" page. On this page you will find a blog that is updated regularly about important legislation at both the state and national levels. Also, we will post news regarding the progress our lobbyists in Columbus and Washington, D.C. are making.

The fourth page is the brand new "Careers" page. The Greater Cleveland Chapter aims to accomplish a few things on this page. This page is dedicated to outlining the different paths that a potential employee can pursue in the industry. For instance, there is information on

the criteria and process for the apprenticeship program for each local in our jurisdiction, how to inquire about CW/CE positions, and information about the Helmets to Hardhats program for military veterans.

Most importantly though, we are creating a job bank for office staff. It is our goal to help your business save both time and money in the job search by creating a database of qualified employees. This job bank will obviously take time to establish, but we are hoping that it will be a boon to your company down the road.

The next tab is the "Resources and Newsletter" page. This is where the bulk of the information is presented. The information is divided by sections, so you can see national affiliates such as the IBEW and NECA National site. There are also local affiliates which include links to each of our local union partners. There are subsections for the apprenticeship, safety and standard links as well as others. There also is a 'private site.' This is where you will be able to access information restricted to NECA members only.

Lastly, we will have a Calendar of Events so that everyone can easily stay up to date on NECA meetings, conventions, classes and outings.

As always, feel free to contact our Assistant Manager, Jeremy at ryan@gccneca.org with any questions, comments, concerns or with pictures to be displayed on the chapter's new site.

Enjoy!

ECONOMIC NEWS OF THE DAY

- 1.) The U.S. private sector created nearly 200,000 new jobs in September keeping the U-3 unemployment rate at 5.1%. However, the U-6 rate is 10.3%.
- 2.) The United Auto Workers in Kansas City have given a strike notice after failing to reach a satisfactory deal at a key Ford F-150 assembly plant.
- 3.) A legislative study committee of the Ohio State Legislature recommended that Ohio should freeze its renewable energy and energy efficiency mandates, citing the additional costs that it would burden upon utility companies and consumers. The Governor’s administration has called these findings “unacceptable.”
- 4.) The city of Cleveland has been ordered to pay \$45 million over the next five years to comply with regulations imposed by the U.S. Justice Department to address the problem of excessive force by police.
- 5.) The NASDAQ values copper at \$2.34 per pound currently.
- 6.) College athletes suffered a second setback in their fight to be recognized as workers. A court just upheld a rejection of college athletes to share in the profits of the NCAA with deferred payments. This was the second blow after a court ruled this summer that college athletes could not unionize.
- 7.) Shell announced on Monday, September 28th that it would hedge its bet, and cease oil exploration in the arctic north. Shell is expecting to take an immediate hit of \$4.1 billion, but expects to make it up with saved costs of about \$1 billion per year.
- 8.) Volatility has returned to the Market triple digit swings have been common place recently.
- 9.) Need a new electric SUV. Try the new Tesla Model X (\$132K,)
- 10.) Presidential Candidate Hillary Clinton finally takes a position on the Keystone Pipeline...she doesn’t like it!

FACTOID

In the past month the issue of apprentices working outside the jurisdiction has arisen in a couple of the Chapter’s Divisions. The fact is, apprentices cannot work outside their program’s jurisdiction without both the approval of their apprenticeship committee and the apprenticeship committee of the jurisdiction

in which they would be going into. It doesn’t matter if they are working under the Inside Collective Bargaining Agreement, the Teledata Agreement, the Voice Data Video National Agreement or a Recovery Agreement.

MANHOURS

Cleveland Division thru August:	1,850,242
Lake Erie Division thru August:	359,171
Northeast Ohio Division thru August:	<u>278,454</u>
Chapter Total:	2,487,867

UPCOMING EVENTS

- 1.) **Lake Erie Division Meeting** - October 13, 2015 6:00 P.M. - Chez Francois.
- 2.) **Northeast Ohio Division Meeting** - October 14, 2015 - Noon - Red Hawk Grille.
- 3.) **Cleveland Division Meeting**- October 15, 2015- 6:00 P.M. - Edwin’s Restaurant.
- 4.) **Code Class**—Saturday, November 7th—7:30 AM. Crown Plaza Hotel, Rockside Road, Independence,
- 5.) **Holiday Party**—Saturday, December 5, 2015-Ritz Carlton Hotel.
- 6.) **2016 Eastern Region Spring Meeting**—April 17-20, 2016 in Paris, France.

ELECTRICAL TRAINING ALLIANCE AND NECA PREMIER PARTNERS

ELECTRICAL TRAINING ALLIANCE PARTNERS

PLATINUM LEVEL:

Milwaukee Electric Tool Corporation
 Klein Tools, Inc.
 Thomas & Betts Corporation
 3M Company Electrical Markets Division
 Ideal Industries, Inc.
 Salisbury by Honeywell
 Harger Lightning and Grounding
 Fluke Corporation
 Lutron Electronics, Inc.
 Eaton's Bussman Business
 Schneider Electric
 Southwire Company
 Prysmian Power Cables and Systems
 Westex, Inc.
 Graybar
 Greenslee, A Textron Company

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
 E2E Summit
 Legrand, North America

BRONZE LEVEL:

TE Connectivity
 MOSAIC
 Stark Safety Consultants
 Coyne First Aid
 Ripley

NECA PREMIER PARTNERS

Federated Insurance
 Graybar
 Milwaukee Electric Tool Corporation
 Phillips Lighting
 Schneider Electric
 Thomas & Betts Corporation
 Trimble
 Westex by *Milliken*



**DAYLIGHT SAVINGS TIME ENDS NOVEMBER 1ST.
 TURN YOUR CLOCKS BACK ONE HOUR.**

LOOK FOR THE NEXT REVIEW IN NOVEMBER!