



“Never be afraid of the truth.”

Ronald D. Stillwagon

GREATER CLEVELAND

MANAGER’S COMMENTS

I don’t know about you but I seem to hear the term “open and transparent” more now than ever before. And when I do, the connotation is that it’s good and it’s what we should all strive to be. I’d like to think everyone does but I’m pretty sure they don’t. As a matter of fact, I know of a lot of information that is out there that even the authors of that information get faint of heart by the mere mention that someone would make it open and transparent. I thoroughly understand what a secret is and that’s not what I’m talking about. I’m talking about information about our industry that everybody connected with it has a right to hear and decide for themselves if it’s right or wrong. You see, as the author of this month’s quote has said many times, “Never be afraid of the truth.” “Let people make up their own mind.”

In that vein, I want to tell you about a unique opportunity I had at this year’s National Training Institute in Ann Arbor, Michigan. I got to join a number of industry leaders from the IBEW and NECA in putting on a skit for the 56 Outstanding Apprentices who were there from all over the United States. It depicted a bid day scenario that occurs many times each day in our Country. In this case we used figures from an actual project and whoever got this job would be awarded four more identical jobs in various locations. We played the roles of the customer with a five plus million dollar job that was sent out to bid, a NECA member firm who bid the job, the estimator for the contractor, the local NECA Chapter Manager, the Local Business Manager and his assistant. It’s interesting to note that an IBEW Business Manager played the Chapter Manager and two NECA Chapter Managers played the Business Manager and his assistant. Also in the room was a representative

from Graybar Electric and a NECA Regional Director, both of whom were called on to participate as the skit played out.

The Outstanding Apprentices were broken out into groups with one being rank and file IBEW members. Obviously they were typecast but they provided what I would say was a reflective array of views as you will see later.

Well, as is often the case, the contractor’s estimate was over what the customer wanted to pay. The contractor was notified that he had to cut his price by a half million dollars. The first thing he did was call Graybar and get them to lower the material price. Then he called the Chapter Manager to see if he could work with the IBEW to come up with some cost saving measures. Then the fun began.

After some good natured barbs back and forth, the Business Manager pledged to NECA they would do what they could to help.

The Business Manager and his assistant discussed a number of measures that would help but felt they needed to take them to their membership. And this is where it became reflective, in that the first responses from the apprentices were obviously a parroting of things they heard on the job.

“No way, no how are we making any concessions,” I left out the F-Bomb. “Let the Non-Union do the job and we’ll come in afterwards and fix it.” I left out the F-Bomb there too. It got quiet for a few minutes before one of the apprentices said they have house payments to make and a family to take care of.

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MANAGER COMMENTS CONTINUED

That's when the group coalesced and starting coming up with things that they felt would be helpful, yet palatable. Before the Business Manager could bring himself to making a final decision, the NECA Regional Manager who was in the back of the room was asked to come forward to play the part of the IBEW District Vice President. With some "encouragement" from him, a solution was formed, conveyed to NECA and then the contractor. Next, there was some negotiation between the customer and the contractor and you la, problem solved. Job goes Union.

A lengthy discussion, including Q & A took place for about an hour following the skit. During this time some excellent, thought provoking issues were talked about, in particular the apprentices expressed utter surprise that NECA and the IBEW works together every day around this Country to get something done that ultimately benefits everybody.

Toward the end, one very poignant and somewhat uncomfortable question was asked and answered. That question, from an apprentice to several of the NECA Members was, "What would you do without us?" The answer came without hesitation, "Electrical

Work."

Now there's some truthful information that I know some in our industry would never want to be disseminated. It's a scary fact to all of us, I understand that. But to keep things secret and not wanting to be open and transparent with everyone who plays an integral part in our industry, is cowardly. If you're the leader, and you don't like the facts as they are, even if you created them, don't be afraid, change and fix them.

You see, I've known Ronnie Stillwagon for many years. He's not afraid to tell you the truth about himself as it relates to one of his occupations. I've been there when he has and at first I used to cringe but that's when he would say, "Tom, never be afraid of the truth." I don't think it's important to tell you what he does for a living but suffice it to say you probably don't know anybody who does what he does.

Ronnie's a fearless leader! You probably won't respect the occupation but you have to respect the man.

If the dissemination of the truth scares you...you're no leader!

NORA FACTS

1.) The Agreement states on Page 1. "All provisions of the Inside Collective Bargaining Agreement shall apply unless modified herein."

2.) Portability of Manpower under this Agreement shall be in accordance with Attachment "C" which can be found on page 21.

It states:

1.) *Any Employer signatory to an IBEW Inside Collective Bargaining Agreement and signatory to the 4th District Northern Ohio Regional Agreement will be entitled to unlimited Portability of Manpower throughout the geographic jurisdiction covered by the Local Unions signatory to the 4th District Northern Ohio Regional Agreement and this Memorandum provided the work being performed is contained in the scope of the 4th District Northern Ohio Regional Agreement.*

2.) *Any Employer successfully bidding a job while a Local Union is signatory to this Memorandum will be afforded all rights contained in paragraph 1 until the job is completed.*

3.) *The Employees shall notify the site local by fax or email within 24 hours of starting a job. The notification shall include the job address, approximate duration, estimated manhour at peak, names of employees, classification, and social security number of all employees working under portability.*

3.) Since repeated notices by this NECA office and the more recently distributed letter from the IBEW 4th District Vice-President, Mr. Kenneth Cooper and NECA's Eastern Region Director, Mr. Richard Parenti, compliance with the Job Start Form requirement is improving.

ASSOCIATE MEMBERSHIP

The Greater Cleveland Chapter would like to welcome General Electric Energy Management and their accredited representative, Mr. Edward Perry, as the newest Associate Member.

ECONOMIC NEWS OF THE DAY

- 1.) The S & P index fell 6.3% in August, closing out as the worst month in three years.
- 2.) Cooper prices continue to fall, selling at \$2.34 per pound. Compare that to \$2.90 in May.
- 3.) Italian energy company Eni, says it discovered what could be the largest deposit of natural energy in the world. The gas field under the Mediterranean Sea could hold up to 5.5 billion barrels of oil.
- 4.) U.S. oil prices jumped 17% in two days, to \$45 per barrel. One factor that has effected prices is the Iran deal that may allow them to sell as much as one million gallons per day in the 94 million gallon global economy. Experts believe oil is already oversupplied by 2 million before factoring in the additional Iranian supply.
- 5.) Stay alert, the Federal Reserve remains unsure about potential rate change which were originally scheduled for September.
- 6.) Cyber Crime is becoming more prevalent. The FBI reported that \$1.2 billion was illegally funneled out of companies by hackers in just under 2 years.
- 7.) First Energy's Lakeshore power plant is set to be demolished within the next 18 months. The power plant, which shut down in April, cited the cost of upgrading to stay in compliance with pollution standards as the main reason for closing.
- 8.) Mount McKinley in Alaska has been renamed Denali, by the President. Thank you Mr. President.

CHAPTER WEBSITE UPDATE

In July's newsletter, we announced that we would be working on updating our website. We are excited to say that the Greater Cleveland Chapter's new site is very close to being up and running. The site functions have all been coded and text has been uploaded. We are currently in the revision process to make sure the site is totally functional and accurate before it can go live.

However, before the Chapters' website can go live, we need some help from you! The site is in need of pictures so that we can show off our industry and what NECA does. If your company has any pictures they would like to share of a completed project, a project under construction, a NECA event, or anything else please email them to Jeremy. His email is ryan@gccneca.org.

A lot of ideas that were floated around in the last newsletter such as a blog about the work of our government affairs representatives in Columbus and DC, a job bank for office management positions, updated resources and links are close to becoming a reality.

In the future we also hope to create an interactive jurisdictional map that will show, down to the street, which areas are covered by each of our local unions. After the website is created there is the potential to create a mobile app so that you are able to access these resources remotely from wherever you may be. It is our hope that this new website will be a valuable tool to you and your company.

MANHOURS

Cleveland Division thru July :	1,596,377
Lake Erie Division thru July:	311,258
Northeast Ohio Division thru July:	249,254
Chapter Total:	2,156,889

AFFORDABLE CARE ACT WEB SEMINAR

On Tuesday, September 8th, from 3-4:30 P.M., NECA will have a panel of attorney's informing members about the Obamacare reporting requirements for employers in a multi-employer plan.

The online we seminar will cover who is responsible for reporting under Code Section 6055 and 6056, an overview of forms C-1094 and C-1095, and what employers need in order to comply with the recording requirement.

UPCOMING EVENTS

- 1.) **2015 NECA Convention & Trade Show** - October 3-6, in San Francisco, California.
- 2.) **Lake Erie Division Meeting** -October 13, 2015 6:00 P.M.—TBD.
- 3.) **Northeast Ohio Division Meeting** - October 14, 2015—Noon—Red Hawk Grille.
- 4.) **Cleveland Division Meeting**—October 15, 2015—6:00 P.M.—TBD.
- 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
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 Schneider Electric
 Southwire Company
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 Westex, Inc.
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“GO BROWNS!!”

LOOK FOR THE NEXT REVIEW IN OCTOBER!