



“When it is obvious that the goals cannot be reached, don’t adjust the goals, adjust the action steps.”

Confucius

GREATER CLEVELAND

MANAGER’S COMMENTS

I hope everyone enjoyed their Labor Day weekend and found time to think about the reason for it. The labor movement in the United States grew out of the need to protect the common interest of workers. Labor Unions were formed to obtain better wages, reasonable hours and safer working conditions. Notwithstanding, the impact the slow growth economic conditions the past eight years has had, I’d say those goals have pretty well been met. I think it’s difficult to argue that they haven’t. Total wage packages continue to increase even though in some cases those increases have gone to pay for benefits. The current safety culture looks nothing like it did just 15 years ago. The “forty hour work week” remains in tack. Maybe that’s the reason we have seen, for the most part, good labor relations in the unionized electrical construction industry.

While the big three labor topics have been and continue to be addressed, those who know me, know that I think it’s important to speak out when I have something to say, especially when it’s contrary to what has been professed by others.

You see, I have always held the position that apprentice rotation should be done when an apprentice isn’t getting on-the-job training assignments that afford them the opportunity to learn the skills that are spelled out in the JATC’s approved Standards.

These are the skills that are in the Inside Standards and on the Apprentice Monthly Work Report, which by the way is part of the Standards:

- 1.) Project Layout
- 2.) Underground Installations
- 3.) Thinwall Conduit Raceway Systems
- 4.) Rigid Conduit Raceway Systems
- 5.) Installing Services, Switchboards and Panels
- 6.) Floor Duct Installation
- 7.) Motor Control Center Installation
- 8.) Installing, Splicing & Terminating Wires and Cables
- 9.) Cable Tray Installation
- 10.) Lighting System Installation
- 11.) Testing and Troubleshooting
- 12.) Fire Alarm Installation
- 13.) Motor Installation
- 14.) Control System Installation
- 15.) Installing and Programming PLC’s
- 16.) Installing Instrumentation
- 17.) Security System Installation
- 18.) Installing Sound and Communication Systems
- 19.) Installing and Terminating Transformers
- 20.) Installing Fiber Optic Cable
- 21.) Welding and Brazing
- 22.) Service and Troubleshooting
- 23.) Material Handling and Prefabrication
- 24.) Safety Awareness & Other Specialized Area

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MANAGER'S COMMENTS CONTINUED

It has been determined by the National Joint Apprenticeship Committee/Electrical Training Alliance, through an industry survey, that those are the required skills to turn out a well rounded electrician. These Standards and the Selection Process documents are what is used to tell the registering agency, in our case the Ohio State Apprenticeship Council, how our program will operate. They are very clear but unfortunately I don't think JATC members, in general, are as familiar with these document as they should be. They are responsible for doing what they say they are going to do. The consequences for not adhering to the Standards and Selection Process, in the worst case, is decertification of the program. The ramifications of that happening are devastating. Kiss prevailing wage work, as we know it, good bye.

So back to rotation. If the OJT goals in the Standards are what the Committee is to meet, then rotating apprentices into situations where they are most likely to get the OJT opportunities is what the JATC should do. Included in the Standards is an Apprentice Monthly Work Report form that is to be filled out so the JATC members can track whether the apprentice is receiving the appropriate OJT, appropriate, meaning aligning with the Standards.

To me it's simple, when the work reports begin to show that an apprentice is receiving an over abundance of OJT in one area and not enough in others the employer should be contacted by the JATC and given the opportunity to put the apprentice in an area where they will do a task where they need experience. If that's not possible, then the JATC should do their best to rotate the apprentice into a better situation for the apprentice.

I've based my position on what the Standards say and the tools that are provided therein.

The arguments I hear for rotating on a predetermined calendar date are weak. Examples: "The apprentice needs to see how different employers do things." "The apprentice needs to work with different Journeymen." My favorite, "The apprentice needs to use different brands of material i.e., Bridgeport, Arlington, etc."

The mission of the JATC is to train apprentices to become employable electricians. I guarantee, if I can put on a 3/4" EMT Bridgeport connector, I can put on a 3/4" EMT Arlington connector. I guarantee, I don't have to work with every member of the local to be an employable electrician. And I guarantee, I don't need to know how every employer runs his business. I know this because I'm a damn good electrician by any measure and in 41 years I've only been unemployed for two weeks and I never rotated. You see, I got experience in all the areas the Standards require. After my apprenticeship I was capable of working for anyone anywhere. The key was having the right mix of OJT assignments, not who was signing my paycheck.

I know my position is contrary to the conventional one; however, I maintain that's because rotating based on need takes more effort on the part of the JATC than just picking a date. Also of course, there's been years and years of no one wanting to contest the narrative that's been repeated by people running the JATC's and that continues to this day. So weak and so sad.

NORA FACTS (RE-RUN)

- 1.) The Agreement is a Regional Agreement, not a Local agreement. Spelled out, NORA is Northern Ohio Regional Agreement. Any changes and interpretations must be approved by NECA's Eastern Region Director and the IBEW 4th District Vice-President. (Read page 4., the last paragraph.)
- 2.) Job Start forms must be submitted with 24 hours

of starting the job. (Read the form.)

- 3.) When requesting a variance, read the form and questions and answer #11.

- 4.) In general, if you are a party to the agreement, read it and abide by it. If you have a question, call the NECA Chapter Manager in the site jurisdiction.

MANHOURS

Cleveland Division thru July :	1,825,919
Lake Erie Division thru July:	395,618
Northeast Ohio Division thru July:	<u>159,228</u>
Chapter Total:	2,380,765

NTI REPORT— JEREMY RYAN

This August thousands of individuals from around the country converged on Ann Arbor for the National Training Institute (NTI). NTI is a week-long, intensive education session produced by the Electrical Training Alliance. The Electrical Training Alliance is a joint venture by NECA and the IBEW that creates the general direction, curriculum and policies for the local JATCs.

Committee members, instructors, outstanding apprentices, industry leaders from the union and contractor sides attended a week chock full of classes, tailored to their specific responsibilities.

When I attended NTI for the first time last year, the thing that struck me most was the breadth and quality of the content as well as the smooth execution. Truly an impressive feat. The shock value of the grandeur of NTI distracted me from the most impressive aspect...

The selfless service that nearly all of these attendees exhibit goes above and beyond the call of duty. Management committee members are not paid to sit on their respective committees. These attendees took time away from their businesses for the week to learn about how they could give back to our industry even

more than they already do. The service is not limited to one week a year at this conference, but includes dozens of days every year that individuals must take away from running their businesses, being at home with their families, etc. It is clear that enormous percentage of individuals in the electrical industry take great pride in their craft and in their jobs.

It is impressive how many people volunteer their time for the honorable task of selflessly serving the industry to make it even better for the generation to come. Our volunteer members work hard to improve the industry on behalf of everyone, to make sure that the unionized electrical industry is producing the best skilled workers, with the best benefits while still remaining highly competitive. There is genuine passion and sacrifice from all our committee members.

If you serve on a committee, donate time and resources to a charitable organization, or take the time to mentor someone, whatever it is you do to give back, thank you for your service.

2016 NECA CONVENTION & TRADE SHOW

It's not too late to register for this year's NECA Convention & Trade Show being held in Boston, Ma. If you have registered or are planning to register, please note that the show starts on Friday, October 7th and the Closing Celebration with the Boston Pops Swing Orchestra is on Monday evening.

There are two pre-convention workshops starting on Thursday that you should consider. They will enhance your education experience. If you've never had an opportunity to hear Mr. Michael Callahan, Sr. speak on the topic of leadership as it relates to our industry here's your chance. In addition, there is an OSHA ET & D 10 hour Train the Trainer Course available. Both courses last two days.

For the second year the NECA Student Chapters will

be holding a Job Fair. If you are looking to fill full time position, internships or hire full or part time summer help you should stop in on Friday to meet the many talented people who will be on hand.

There is much that the annual NECA Convention has to offer. The complete description of events, educational, technical, social and just plain informational can be found in the brochures that you have received or by calling the Chapter office or by visiting the NECA necanet.org. Maybe the best source of convention info can be found by downloading the 2016 NECA Convention app.

And don't forget, by attending the sessions you will receive 5 hours of Ohio Construction Industry Licensing Board continued education credits.

UPCOMING EVENTS

- 1.) **Lake Erie Division Meeting** –October 4, 2016 at 6:00 PM –Chez Francois.
- 2.) **Northeast Ohio Division Meeting** –October 5, 2016 at Noon—Red Hawk Grille.
- 3.) **NECA Convention and Trade Show** - October 7 - 10, 2016 - Boston, MA.
- 4.) **Cleveland Division Meeting** -October 13, 2016 at 6:00 PM –TBD.
- 5.) **Future Leaders of GCC NECA Meeting**- October 21 2016 –Noon-NECA Office.
- 6.) **Chapter Holiday Party** - December 3, 2016 - 6:00 P.M.- at the Hilton Convention Center Hotel.

CHAPTER ASSOCIATE MEMBERS

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| 1-888-Ohio Comp | Leff Electric |
| BMA Media Group | Mars Electric |
| Ciuni & Panichi, Inc. | Milwaukee Tool |
| CompManagement, Inc. | NES Rentals |
| Eaton Corporation | PEPCO |
| Ericson Manufacturing | Riffle and Associates |
| G.E. Energy Management | United Rentals |
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PLATINUM LEVEL:

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- Legrand, North America

BRONZE LEVEL:

- TE Connectivity
- MOSAIC
- Stark Safety Consultants
- Coyne First Aid
- Ripley

GO TRIBE!!!



GO BROWNS!!



LOOK FOR THE NEXT REVIEW IN OCTOBER 2016!