



“It is only an error in judgment to make a mistake, but it shows an infirmity of character to adhere to it when discovered.”

Christian Bovee

## GREATER CLEVELAND

### MANAGER'S COMMENTS

Happy New Year, the emphasis on being “New.” By now you’re probably tired of all the looking back on last year’s news that you’ve seen on TV and in print during the last few days of 2014. I know I am. We all should be anxious to get 2015 started. Each day will be an opportunity to build new things and improve on what we’ve been building. How successful we are will be, in some part, dependent on what we’ve learned from the past. It’s not enough to just take a nostalgic trip down Memory Lane. The trip has to be purposeful. Obviously that requires more effort but why bother going if there’s nothing to be gained besides a little brain massage.

If you read last month’s REVIEW, my comments were about the poor roll out of the CW/CE Addendum and Memorandum; ie, the documents sent November 4, 2005. Take note that there was no criticism of the content, just the way it was rolled out. In the article, I also mentioned, but didn’t elaborate on a previous program roll out by the IBEW in 1990 that didn’t go very well. Either it was the Construction Organizing Membership Education Training Program (COMET.) Once again, not criticizing the program, just the roll out.

There are other similarities with these two programs beside the poor roll outs. Each shared the goal of increasing IBEW membership. Another was increasing market share. Both had as their key tool in reaching their goal, a new classification. COMET had the Intermediate Journeyman and the Addendum had CW/CE. In addition, neither was mandatory, with one exception that I won’t go into here, so there was various ways the program’s got implemented.

Hopefully all of you get that this article is about learning from mistakes or more precisely not learning from mistakes.

You see, since there was no standardization on how newly organized Intermediate Journeymen (IJ’s) were to be dealt with some Locals made them complete the apprenticeship program while others made them Journeyman after little or no training or testing. It’s no secret that the Journeymen Wiremen who saw IJ’s become JW’s with very little testing; ie, proof of worth, weren’t happy, as well as the employers who then had a JW’s rate to pay. Somewhere along the way, the IJ program faded. As well intentioned as it was, I maintain a factor in its demise was not having a structured path to becoming a JW that included a comprehensive professional method to measure the IJ’s knowledge, skill and ability like very other person who we pay as Apprentices at their level of achievement and the Journeyman.

Apparently the drafters of the CW/CE Memorandum (written jointly by the IBEW & NECA) recognized the need for standardizing the testing requirements for CE’s to show proof of worth...to be entitled to command a Journeyman rate of pay. They said “Only the NJATC written and hands-on (practical) Craft Certification Exams shall be used for determining Journeyman Wireman status.” That surely sounds reasonable to me.

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## MANAGER'S COMMENTS CONTINUED

I know it sounds reasonable to the IBEW's Director of Construction and Maintenance because I heard him speak at the National Training Institute just a couple years ago about this very subject. He said, and I'm just paraphrasing, to not use the Craft Certification Exam to measure a CE's KSA's before granting them JW status only cheapens the union card I have in my pocket.

Therefore, it is extremely upsetting to me that the language requiring the comprehensive, professionally developed NJATC Craft Certification Exam be passed before becoming a JW has been removed from the

Northern Ohio Regional Agreement. It has been replaced with a Multi District Journeyman Wireman Exam. I guess the saying "Not all Journeymen are created equal" will be accurate now.

I encourage taking a trip down Memory Lane every now and then but do it with a purpose, not with your hands in your pockets and your head up your butt. Maybe you'll recognize an error in judgment.

## GET OUT YOUR CALENDAR

This would be a good time to save a few dates in your 2015 calendar, whether it be electronic or paper.

In March, the Electrical League of Ohio will be having their Expo at the new Cleveland Convention Center from the 10th-12th. More information can be found at their website [www.electricalleague.com](http://www.electricalleague.com). We will be having our General Membership meeting there on the evening of the 11th. It'll be a great opportunity to see the Convention Center complete with behind the scenes tours.

Then in April, NECA will be hosting it's second NECA Now Leadership Conference at the Intercontinental Hotel in Miami, Florida on the 13th-16th. The first NECA Now was a huge success and if you missed it now's your chance to attend world class educational seminars, partake in a variety of social events, meet up with old friends and colleagues or make new friends and colleagues. Whatever you choose to do, you'll be glad you did. You can get more information and register at [www.necanet.org](http://www.necanet.org).

The Electrical Training Alliance's Annual National Training Institute will be held from July 25th through the 31st in Ann Arbor, Michigan. If you are a JATC member or just someone looking for some specialized training for yourself or your key employees you should save these dates. Some of the training only takes a few of these dates so you don't necessarily have to commit for the entire week. Detailed info is available at [www.electricaltrainingalliance.org](http://www.electricaltrainingalliance.org)

You won't want to miss this year's NECA Convention & Trade Show in San Francisco, California on October 3rd through 6th. We had a great group of members attend last years Convention in Chicago. If you weren't part of it, try to make it to San Francisco.

If you want more information about any of these events, please feel free to contact the Chapter Office.

In addition to these events, please try to attend your Division's meetings. As always notices will be sent.

## STATE TAX REFORM...AT LAST!

After four long years of work, a bill in the Ohio State Legislature (HB-5) which simplifies much of the overly burdensome municipal tax code was passed and signed into law last month. Representatives, Cheryl Grossman and Michael Henne co-sponsored the bill.

While it won't become effective until January 1, 2016, it will be welcome news for our members

especially. While there are a number of provisions in the law, the one that will be most helpful for us will be the elimination of filing multiple tax forms, often for negligible amounts tied to each municipality where we do business.

A summary of key provisions can be found at [www.ohiocpa.com](http://www.ohiocpa.com).

## MEMBER NEWS

Lora Callihan, the accredited representative for Callihan Electric, has returned to work after suffering a heart attack. We are extremely grateful for her return but not surprised. Lora is the epitome of tenaciousness. Even a heart attack couldn't keep her down for long. Continued well wishes are in order for the Callihan family.

Chapter President, Mike Joyce is getting back in the saddle at Zenith Systems, after undergoing back surgery. With Mike's non-stop engine, it's a wonder how he stopped long enough to have surgery. Hopefully, he will be back running at full speed soon.

Tony Misseri, the accredited representative at Misseri

Electric, was on hand at the Chapter Holiday Party to receive a plaque commemorating his twenty years as a NECA member. Congratulations go to Misseri Electric and we look forward to many more years.

Chapter Member, Greg Stewart's second and final term as NECA's District Two Vice President has come to an end. We want to take this opportunity to thank Greg, not just for the enormous amount of his time he has given but for the quality of that time. For all four years of his tenure he has been an advocate for all of us in many ways. Hopefully, Greg and his firm, Superior Electric will remain a Greater Cleveland Chapter member long into the future.

## ECONOMIC NEWS

- 1.) Copper prices are hovering around \$2.80.
- 2.) There's a law that permits products that are "self classified" to be exported. This could be the route taken to begin exporting a shale oil product called "processed condensate."
- 3.) The recent drop in oil prices have Vladimir Putin between a rock and hard place.
- 4.) Did you know that Manitowoc Crane, a familiar name in the construction industry, is also in the food business? Major league investor, Carl Ichan just purchased 7.7% of its stock in an effort to split the two.
- 5.) Add 67,000 Chrysler Dodge and Mitsubishi trucks to the growing number of vehicle recalls.
- 6.) The hacked are anxious to hack back. Since the Feds have shown little interest in intervening in the recent hack attacks, the individual companies are considering ways to hack into the hackers to retrieve their stolen stuff. Sounds like vigilantism is back.

That just can't be politically correct. It shouldn't be long before the hacked get whacked for trying to get back their own sack.

7.) According to a survey done by the University of Michigan, the most unpopular company in America is Time Warner Cable Internet Service Provider.

8.) Waste, Fraud and Abuse in our ever expanding federal government are not new but just so you know the 2014 figure according to the Special Council of the Inspector General on Integrity and Efficiency appointed by the President, they waster \$43,000,000.

9.) Chinese steel maker, Hebei Iron & Steel Co., Ltd is moving 5 million tons of its annual capacity to South Africa. That's 11% of their total capacity.

10.) Does anyone hear the cries from those who want to see fossil fuel prices skyrocket? Hey Al, I like having the \$20 left in MY pocket every time I fill the tank.

## MANHOURS

Cleveland Division thru November :	2,558,532
Lake Erie Division thru November:	462,793
Northeast Ohio Division thru November:	<u>276,126</u>
<b>Chapter Total:</b>	<b>3,297,451</b>

## UPCOMING EVENTS

- 1.) Lake Erie Division Meeting-January 6, 2015-6:00 PM at Marconi's Restaurant.
- 2.) Northeast Ohio Division Meeting-January 7, 2015-Noon at Red Hawk Grill.
- 3.) Cleveland Division Meeting-January 8, 2015-6:00 PM at Morton's.
- 4.) Prefabrication Design Seminar—January 14, 2015-8:00 AM—4:00 PM—Crown Plaza Hotel, Rockside Road, Independence.
- 5.) 2015 NECA Now—April 13-16, 2015 in Miami, Florida.
- 6.) 2015 NECA Convention & Trade Show—October 3-16, in San Francisco, California.

## 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**

Have a **HAPPY & PROSPEROUS NEW YEAR!**

LOOK FOR THE NEXT REVIEW IN FEBRUARY 2015!