



“Decisions are the hardest move to make. Especially when it’s between what you want and what is right.”

Unknown

MANAGER’S COMMENTS

Once again, it’s that time of year when the age old topic of size mattering: apprenticeship class size that is, must be decided upon around the country as well as here in the Cleveland Chapter. Wait, wait, wait, that’s what I wrote last June. How many of you remember that article? It was a good one, wasn’t it?

In any case, for those of you who think it wasn’t, I promise to try harder this time and for those of you who think it was, I’m going to take another crack at this subject because there are a few points worth repeating and emphasizing. I also want to tell a little story about a time after becoming a Chapter Manager when I was involved in making an apprentice class size decision.

At a local apprenticeship committee meeting the subject of class size came up and immediately a caucus was called for. Seriously, my first thought was I must be lost. I thought I was in a JATC meeting, not contract negotiations. Never in my wildest imagination did I think that caucusing had a place in a committee where there was so clearly, one and only one common goal. After all, it is the Joint Apprenticeship Training Committee. This is a good time to refer to this month’s quote at the top of the page. Now back to the caucus. After hearing what our side wanted the class size to be and then going back to the committee meeting and hearing what their side wanted the size to be, I thought, I don’t care what either side wants. Lets just do what’s right

for the industry and the program and make the best damn decision we can. And furthermore, shouldn’t this be an open discussion among joint committee members? If ever there is a place to check your, fill in the blank, NECA/IBEW Company hat, this is it. And if someone reading this disagrees, tough, you’re wrong!

I’m telling that story because I want everyone to know, that doesn’t happen anymore. In fact, it’s important for everyone to know that the three JATCs I sit on make the decision of class size, as well as management of the apprentices training assignments, with careful consideration of the impact to the industry and the well being of the apprentices. That’s a JATCs primary job. With the inherent limitation of our system aside, if it’s done well, there will be a trained workforce available in consistent numbers.

I suppose I should explain what “the inherent limitation of our system” is. You see, deciding the number of on-the-job training assignments you think will be available for the next five years isn’t easy in good times but when you go through an economic downturn as severe as we have, with what seems to be an unending recovery, you become a little gun shy about the ability to provide training assignments. Consequently, and this is a national not just a local issue, you aren’t able to take as many apprentices.

MANAGER'S COMMENTS CONT'D

If you think about it, in this case, the slow recovery has lessened the negative impact of previous small class sizes. If there had been a robust recovery, those small and in some instances zero class sizes, would have left us with a woefully insufficient number of journeymen. But this has been a good example of how difficult the decision on the size of today's apprenticeship classes can be.

Anyway, I know many of you have individual concerns about having your calls for an apprentice filled. While the JATCs have tools available to them to meet the requirement to provide that inexpensive labor to the contractors, the decision on which tools to use and how to use them must be made with the same careful considerations as was used to choose the original class size.

Obviously, having access to a well trained workforce in sufficient numbers is imperative to a contractor's long term success. That cannot be possible if the contractors

do not provide the on-the-job training assignments. If they shirk that responsibility, they have no business criticizing the JATCs for having insufficient class sizes. I'm not saying every contractor should have a "3:2 or any fraction thereof" utilization ratio but every contractor should take a minute to evaluate their ability to provide training assignments in realistic numbers to be able to say honestly that they are doing their part to train their own future workforce and not expect others to do it for them.

As I said in last June's column, it's an art, not a science and it's not perfect and everyone won't be happy. However; our Committees are making the best decisions, using the correct procedures, with the most impartial intentions, expecting to provide a consistent number of qualified journeymen for the future. What's not to like about that?

2015 NECA LEGISLATIVE CONFERENCE

On May 13th David Haines, Buddy Ferdinando, Tom Shreves and Jeremy Ryan attended the annual Legislative Conference in Washington, DC. This year's high priority topics were multi-employer pension reform, reforming the Affordable Care Act, and requesting support for energy storage initiatives. During this time the delegation was able to meet with Representative Kaptur, and staff from Senator Portman, Representative Fudge and Representative Joyce.

The conversation around pension reform was mostly about a section of the document entitled "Solutions Not Bailouts." The part of this document dealing with solutions to save the really, really messed up plans were included in the multiemployer pension reform act passed last December. The portion of the document that recommended new structures that would foster innovative plan designs was left out. This specific provision would have allowed for alternative plan designs such as a hybrid Defined Benefit/Defined Cost system and other possibilities to strengthen their plans.

The delegates also spoke with the Congressional offices at length about the Cadillac Tax and other parts of the Affordable Care Act. The Cadillac tax is a

40% tax on the costs of healthcare in excess of \$10,200 for individuals or \$27,000 for families. Our plans will be evaluated at the family rate. Trustees of multiemployer Building Trades' plans are monitoring the implications that this tax could have on their plans.

Finally, the delegation asked the Members of Congress to support the NECA in creating a set of high standards and commissioning the training for certifications as well as providing incentives for energy storage devices. Electrical Storage is a niche in the industry that is expected to boom in the coming years. From 2015 - 2022 the value of the market is estimated to be in the range of \$30 - 40 billion, according to an Electri study. Overall the staffers on the hill seemed open to the idea, but did not seem to be experts about the policy, so it may be worth sending a letter to your local Member of Congress to educate and express your interest about this issue.

NECAPAC also raised \$51,755 at the Conference, and looks forward to being a major player in the construction industry for the upcoming election cycle that includes a presidential race.

ECONOMIC NEWS OF THE DAY

- 1.) The U.S. economy contracted over the first quarter by 0.7% of the GDP.
- 2.) As unemployment falls from 5.5% to 5.4%, wages and salaries rose 2.6% in the first quarter, the highest raise since 2008.
- 3.) Housing prices are up 5% nationwide. Cleveland has shown growth, though not nearly as strong, with 1% higher prices since last year.
- 4.) Copper fell \$0.20 this month to \$2.75 per pound.
- 5.) The Trans Pacific Partnership, a 13 nation free-trade agreement, has been making waves as it passed through the Senate this week. The AFL-CIO issued a statement that if Presidential Candidates supported the partnership they would likely not have the union's support.
- 6.) The 2016 Chevy Camaro is being made in Lansing, Michigan. It will be the first Camaro built in America in 20 years.
- 7.) America used green energy to meet 9.8% of its total energy needs this year. The highest it has been since the 1930's when wood was used to heat houses.
- 8.) 7 of the 10 cities in the US experiencing the most growth are in Texas. 13 of the 22 fastest shrinking cities are in Michigan and Ohio.
- 9.) Food trucks and retailers will begin setting up shop during lunch every Tuesday during the summer on East 9th and St. Clair. This is based partly on the success of "Walnut Wednesday," but mainly to highlight the ten corporate world headquarters that have moved to downtown Cleveland since 2011.
- 10.) The odds makers are giving the Cavaliers a 45.5% chance to win the NBA finals against the Golden State Warriors. GCC NECA's Assistant Director is giving the Cavs 100% chance of being awesome. Go CAVS!

NORA

- 1.) "The employer has the right to establish flexible work schedules for the performance of electrical work to satisfy owner and/or customer requirements."
- 2.) "There are no shift premiums required for work performed under the terms of this agreement."
- 3.) "No overtime shall be paid until (40) hours in the workweek or (10) hours in the workday have been worked."
- 4.) "An employer shall have the right to recall for employment any former Construction Electrician employee that the employer has laid off, provided that:
 - a. The former employee is in the highest level group on the referral list contained in this agreement containing applicants available for work, regardless of the individual's position on the list;
 - b. The recall is made within 90 days from the time of layoff;
 - c. The former employee has not quit his most recent employer under this agreement within two weeks prior to the recall request."
- 5.) The referral procedure for Construction Electricians is detailed on pages 7-9. "The Site Local Union shall be the sole and exclusive source of referral of applicants for employment."

MANHOURS

Cleveland Division thru April :	883,162
Lake Erie Division thru April:	169,719
Northeast Ohio Division thru April:	<u>157,316</u>
Chapter Total:	1,210,197

UPCOMING EVENTS

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| <p>1.) Lake Erie Division Meeting—July 7, 2015—6:00 P.M.—TBD.</p> <p>2.) Northeast Ohio Division Meeting—July 8, 2015 Noon—Red Hawke Grill.</p> <p>3.) Cleveland Division Meeting—July 9, 2015—6:00 P.M.—TBD.</p> | <p>4.) Annual Golf Outing—July 13, 2015 at the Lake-wood Country Club.</p> <p>5.) NTI– July 25-31, 2015 Ann Arbor, Michigan</p> <p>6.) 2015 NECA Convention & Trade Show—October 3-6, in San Francisco, California.</p> |
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ELECTRICAL TRAINING ALLIANCE AND NECA PREMIER PARTNERS

ELECTRICAL TRAINING ALLIANCE PARTNERS

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GO CAVS!

LOOK FOR THE NEXT REVIEW IN JULY!