



“Football is like life...it requires perseverance, self denial, hard work, sacrifice, dedication and respect for authority.

Vince Lombardi

GREATER CLEVELAND



MANAGER'S COMMENTS

Now that I work in Cleveland, naturally I follow the Browns. With a few exceptions, like not ever participating in, much less winning a Super Bowl, structurally they aren't very different than the other teams in the NFL.

They have an owner who hires everyone else on the team. He hires management people and players. Every last one of them is an employee of the team. The team is the owner's business.

Since the Browns are a business, all the employees are paid to do a job. By definition, that makes all of them professionals. That's indisputable. What is disputable is whether they all behave as professionals are expected to behave. When they receive a pay check, it's reasonable to expect they will act accordingly as professionals.

The degree of talent they possess is, in part, God given and then expanded upon through training. Every employee's skill level can be expected to be different. However their professionalism shouldn't be.

The Browns have a left tackle named Joe Thomas. He's been in the league and with the Browns for over 10 years and named to the All Pro Team the last six years. It's pretty well known that the management of the Browns during Joe's employment here has been less than stellar. The team's record stinks. But Joe Thomas hasn't missed a game. Hasn't done anything but give 100% on every play. Very simply, Joe Thomas is a professional. He's taken what God gave him, improved it by training hard then goes to work, executes the

plays that are called (does what the boss says), shows respect for the game and goes home to his family.

Now let's talk about Johnny Manziel or any one of the ex or soon to be ex-Browns. Does he and the others have God given skills? Check. Do they train, work hard, do what the boss says and show respect? I don't think so. That's the professionalism piece they don't have. And it's why they become ex-Browns.

More often than not, it seems people get fired because they do not act professionally not because they don't have the skills.

In our business, just about every employee has the knowledge, skill and ability to do the job. Nearly every collective bargaining employee has proven he has the KSA's because they demonstrated them by completing the apprenticeship program. But just like the Browns, if they don't demonstrate they can behave as a professional they should be ex-employees.

With an average total wage cost of an Inside Journeyman Wireman in the Lake Erie (Lorain/Sandusky), Northeast Ohio (Mentor/Painesville) and Cleveland (Cuyahoga County) Division of this Chapter of about \$60/hr is it unreasonable to expect every one of them to have the KSA's and conduct themselves professionally? Obviously that's a rhetorical question but stop and think about it. If you don't expect that but are willing to pay for it maybe you need to reassess your management ability.

Continued on Page Two,

MANAGER’S COMMENTS CONTINUED

Well known construction industry consultant, Mark Breslin has made that point in the past by saying if the Dell Corporation sent out computers where one out of ten didn’t work, they’d be out of business in short order. One of the products that we sell is labor. Think about that and tell me you shouldn’t be doing all you can to monitor the quality of that product.

Am I saying fire those people who don’t act professionally . Yep, that’s exactly what I’m saying.

Now if you ever read anything I’ve written in this newsletter or heard me talk about firing people, you know that I strongly advocate progressive discipline. I firmly believe in the principles laid out by Dr. Ken Blanchard in his book “The One Minute Manager: which are the basics of progressive discipline.

So, if you don’t have a problem paying \$60/hr for someone who either has skill or is professional but not both....I have a broken computer I’d like to sell you.

EASTERN REGION SPRING MEETING

As you already know this year’s Eastern Region Spring Meeting has been relocated to Amelia Island, Florida. It will be held from April 17 thru the 20th.

Registration is open and you are encouraged to attend. The Chapter is in the process of getting OCILB continuing education credits approved for the five hour business meeting.

In addition to the formal education that will be available, you’ll have the opportunity to pick the brains of

your friends and colleagues.

And when you’ve learned all you can learn there will be time to go fishing, play golf, do some kayaking, work on a pre-summer tan and any number of other things that make you happy.

So in short, if haven’t already made plans to attend you still have time. Please feel free to call the Chapter office for any assistance you may need.

ASSISTANT MANAGER REPORT BY JEREMY RYAN

Many of you reading this know by now about my venture to join the US Army Reserves. I officially took my oath to serve on February 16th. On March 14th I will ship out for Fort Jackson, South Carolina to complete 10 weeks of Basic Training. Upon graduating Basic Training, I will leave for Fort Benning, Georgia to attempt a 12 week Officer Candidate School. Upon completion, I will be a 2nd Lieutenant in Army Corps of Engineers.

While I am excited about this new challenge, I would be lying if I said I wasn’t upset about missing all of the excitement that will be happening here in Cleveland over the next few months. I hope while I am away you all will take advantage of some of the exciting events happening in the area so I can live vicariously through you. Between the Republican Convention, Public Square grand opening, the Cavaliers Championship parade (hey a kid can hope can’t he?) free concerts on the beach at Edgewater Park and much more, it is sure to be an action packed six month period. Just imagine how much fun fellow

NECA members across the country would have if they could come to Cleveland for a National Convention.

Anyways, I will return from the paradise that is a sweltering Georgia summer around September 1st, to resume my life and job here in Cleveland. I will continue my Army training when I return, with the Corp of Engineers one weekend per month in Toledo for at least the next six years.

I am genuinely excited for this challenge. The experience and growth that I will go through over the next six months will be immeasurable. I am confident that this is an investment that will also return dividends to the Chapter, as I will receive an intensive education in leadership, engineering and vertical construction from the Army. I know this application has been a long process, but I want to thank you all for your patience and support. I look forward to seeing you again in September.

MANHOURS

Cleveland Division thru January :	236,156
Lake Erie Division thru January:	56,651
Northeast Ohio Division thru January:	<u>22,275</u>

Chapter Total: 315,082



ECONOMIC NEWS

- 1.) The DOW's one year return...-8.64%. That's down about 15 points from where our DB Pension plans need to be.
- 2.) All the talk of rising interest rates here in the U.S. sure has quieted.
- 3.) The Bank of Japan, the European Central Bank and a few smaller European authorities have ventured into a world of negative interest rates. What? It's true, pay someone to hold your money.
- 4.) Talk of an output freeze by OPEC and Russia coupled with falling U.S. production seems to be spurring money managers to bet oil is ready for a rebound.
- 5.) Oil prices inch above \$33 a barrel.
- 6.) Lumber liquidators continues to struggle since it was reported that their product is unsafe. They still have \$22 million worth of inventory that needs to be written down which will lower their gross margin by about 7%.
- 7.) The National Association of Realtors said the pending home sales index fell 2.5% to 106 in January after averaging almost 109 in 2015.
- 8.) Citigroup has received a subpoena in connection with the FIFA (Soccer's governing body) bribery scandal.
- 9.) Copper prices are hovering above the \$2.00 mark.
- 10.) March Madness News—Famed investor, Warren Buffet has one hell of an office pool going at Berkshire Hathaway. Any employee who correctly picks the winners of the first two rounds of the NCAA basketball Tournament will receive \$1,000,000 a year for life.

MEMBERSHIP RECOGNITION

Congratulations are in order for V.L. Chapman Electrical Contractors. They reached a significant milestone by working 500,000 man hours (14 years) without a Lost Time Incident. This achievement has been made possible by a strong daily commitment to Safety and Excellence by their IBEW electricians and dedicated management team led by both past V.L.

Chapman President, Tom Chapman and current President, Lad Chapman.

The Greater Cleveland Chapter is proud that Tom and Lad have chosen to be NECA members for the past 50 years.

UPCOMING EVENTS

- 1.) **2016 Eastern Region Spring Meeting** - April 17-20, 2016 Amelia Island Resort, Amelia Island Florida.
- 2.) **Code Class** -More information will be available soon.
- 3.) **Lake Erie Division Meeting**-April 5, 2016 at 6:00 P.M. Location TBD.
- 4.) **Northeast Ohio Division Meeting** - April 6, 2016 at Noon - Red Hawk Grille.
- 5.) **Cleveland Division Meeting**-April 7, 2016 at 6:00 P.M. Location TBD.
- 6.) **Chapter Golf Outing** -June 27, 2016 at the Chagrin Valley Country Club.
- 7.) **Chapter Holiday Party** - December 3, 2016 - 6:00 P.M.-at the Hilton Convention Center Hotel.



DAYLIGHT SAVINGS TIME BEGINS ON MARCH 13TH. DON'T FORGET TO SET YOUR CLOCKS AHEAD ONE HOUR.



GO TRIBE!!!



CHAPTER ASSOCIATE MEMBERS

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

NECA PREMIER PARTNERS

Federated Insurance	Schneider Electric
Graybar	Southwire Corporation
Milwaukee Tool	Thomas and Betts Corporation
Phillips Lighting	Westex by Milliken

ELECTRICAL TRAINING ALLIANCE PARTNERS

PLATINUM LEVEL:

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

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
- Legrand, North America

BRONZE LEVEL:

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

LOOK FOR THE NEXT REVIEW IN APRIL 2016

