



“Getting rid of a delusion makes us wiser than getting hold of a truth.”

Ludwig Borne

MANAGER’S COMMENTS

You hear it all the time, ours, the unionized electrical construction industry, is a drug free workplace. Is that the truth or is that an illusion?

I maintain it’s an illusion, at best. It might just be a flat out lie! To me words have meaning. The truth is, we can’t say with certainty that any workplace is drug free. Not unless we are drug testing at least daily. Do you know anybody that’s doing that? I don’t think so.

Now, I know you could argue that I’m being too literal. But let’s be honest, when we tell customers and promote ourselves as having a drug free workplace aren’t we hoping they take us literally? If not, then why wouldn’t we say something that is more accurate and literal such as “We have a drug free workplace policy”? The fact is, as part of that policy we require employees on DFW sites to have a card that verifies they passed a drug test. And it is most definitely a fact that not everyone with that card is drug free. I know this, not just because it’s common sense, but because while at a recent seminar here in Cleveland on our Multi Craft Construction Industry Substance Abuse Program, a craftsman addressed the audience and said that he had been addicted to heroine for over ten years and never flunked a

drug test. He always had a valid drug card. That didn’t surprise me. What did was the fact that so many others in the room were surprised.

Once again, at the risk of sounding like a rotten cold hearted SOB, I don’t like the fact that employers are tasked with trying to cure social problems during work hours. Sorry.

However; that task has been placed upon us. Funny but it was actually our customers who did it. For me it started out with the power houses, mills and public works projects that made drug policies a requirement. It’s a fact of life that I’ve lived with...grumbling every time someone would at least pretend to listen.

The grumbling has been aimed mostly at the cost verses the benefit. I can’t imagine the total amount of money that has been spent statewide or nationally for drug testing and to what end. Certainly not reducing the drug problem in this country. I know that in Cleveland we spend between \$80,000—\$100,000 annually. After a cost benefit analysis it would be easy to say that money was peed away. You see, outside of paying for drug tests and tracking the results and issuing meaningless cards we do very little else.



MANAGER'S COMMENTS CONT'D

After hearing from the man who had been a heroine addict, it was obvious that paying for a test did nothing for him or most others who find themselves in that situation. He also turned on a light bulb for me. He said the help he really needed was to have someone to talk to confidentially. So, if we accept that we have been tasked with curing a social problem then let's try to do a better job. Seems like getting direct assistance to the people who have the problem is a cost effective way to help. Well, here in Cleveland we, the IBEW and NECA, pay for a firm called ease@work that provides confidential counseling for a number of concerns including addiction, except we haven't done much to promote it. I believe that's about to change.

The Cleveland Division contractors and the non NECA

Local #38 signatory contractors will soon be receiving ease@work promotional materials to make available to all their employees. I strongly encourage all of them to participate in this effort. This is going to be an opportunity to help someone. They'll probably never know who or when someone gets help but won't promoting counseling be more rewarding to them than just paying for a practically useless drug test. One other thing I learned at that seminar from a representative from the State Attorney General's office was that opioid addiction is more likely to occur when a person has a dopamine deficiency. Heroine addiction isn't necessarily a choice. It can happen to any of us because of our physiology.

ECONOMIC NEWS OF THE DAY

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| <ol style="list-style-type: none"> 1. Tesla tops Ford as the second most valuable car company. 2. Australia hasn't had a recession in more than 25 years. 3. A study by the Pension Task Force of the Actuarial Standards Board has concluded that US government pensions are underfunded by \$5 Trillion. Yes, that's with at "T". 4. Dotz Nano, an Australian company claims to be able to extract quantum dots from coal. Quantum dots are nano particles that can make your TV picture more clear. 5. Retail bankruptcies (Chapter 11) is headed to its | <p>highest annual tally since the Great Recession. Nine already this year.</p> <ol style="list-style-type: none"> 6. Should AI, artificial intelligence, robots pay taxes/be taxed? It's being discussed. 7. Aluminum prices rose 12% in 2017 topping the gains in copper. 8. Trading in shares of Panera Bread was halted briefly Monday the 3rd for volatility on speculation the restaurant chain was exploring a possible sale. 9. 4th Qtr. 2016 GDP was 2.1%. 10. TAX DAY is coming. April 17th. |
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MANHOURS

Cleveland Division thru February:	403,004
Lake Erie Division thru February:	60,678
Northeast Ohio Division thru February:	<u>54,305</u>
Chapter Total:	517,987

CW/CE ADVANCEMENT

In the Northern Ohio Regional Agreement, as with the other three regional agreements, there is a page that describes the procedure for CW's and CE's to advance their classification.

The CW's simply advance by time, no requirement to exhibit any advanced skill.

The CE's are required, per the agreement, to pass the modules in Fourth District Hands on Exam as prescribed. This requirement was put into the agreement on August 30, 2013 and the exam was said to be "taken directly from the NJATC's Craft Certification Test". When this exam was distributed by the parent bodies; i.e., the 4th District IBEW and Eastern Region NECA, it was missing a crucial component...an answer sheet or more accurately, an evaluation form.

When this was brought to light (about a year ago) the

NJATC was enlisted to provide the evaluation form, which should have been easy because, as was said, the exam came directly from parts of the NJATC's (now the Electrical Training Alliance) Craft Certification Test. But it wasn't easy because the Fourth District Hands on Exam didn't line up with the Craft Certification Test. So after several conversations, the Electrical Training Alliance kindly customized an evaluation form for the Fourth District Hands on Exam.

Now, this evaluation form has not been approved by the parent bodies but you can talk to someone about seeing it by dialing 216-802-9512 and ask for Tom. Now that's if you think you would like a fair and professionally designed evaluation form so that the subjectiveness will be taken out of your future evaluations and some standards applied.

UPCOMING EVENTS

- 1.) **Lake Erie Division Meeting** -April 4, 2017 at 6:00 PM –Sawmill Creek Resort.
- 2.) **Northeast Ohio Division Meeting** -April 5, 2017 at Noon– Redhawk Grille.
- 3.) **Cleveland Division Meeting** –April 6, 2017 at 6:00 PM –Maggiano's.
- 4.) **NECA Annual Golf Outing** –June 26, 2017 at the Chagrin Valley Country Club.
- 5.) **NECA Convention & Trade Show**-October 7-10, 2017 in Seattle, Washington.
- 6.) **NECA Holiday Party** - December 2, 2017 at the Ritz Carlton Hotel, Downtown Cleveland.



GO CAVS!!!!



GO TRIBE!!!!



LOOK FOR THE NEXT REVIEW IN MAY 2017!!!

**IT'S GOOD BUSINESS TO DO BUSINESS WITH THOSE FIRMS
WHO SUPPORT OUR ASSCIATION**

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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 |
| Graybar Electric Co. | |

NECA PREMIER PARTNERS

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| 3M | Philips Lighting |
| Federated Insurance | Schneider Electric |
| Graybar | Southwire Corporation |
| Milwaukee Tool | Thomas and Betts Corporation |

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
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- Eaton's Bussman Business
- Schneider Electric
- Southwire Company
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- 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

