



# GREATER CLEVELAND

“Ethics is knowing the difference between what you have a right to do and what is right to do.”

Potter Stewart

## MANAGER’S COMMENTS

Let me get this straight right off the bat, I own a striped shirt but I’m not a referee. My job is not to settle real or perceived beefs caused by someone’s opinion that another’s ethical standards aren’t as high as they believe theirs to be. My job is to encourage everyone to aspire to conduct themselves with the highest degree of ethics that is within themselves. Now, that may not line up exactly with what NECA would say my job is but I’m sure I’m not to be a referee.

Ethics is a difficult subject to talk about because, like art, everyone knows what it is but sees it differently. I’ve done a lot of evolving on this subject. My current point of view was shaped by a NECA member for whom I have enormous respect. About twenty years ago, as a member of the North Central Ohio Chapter we, the Board of Directors, were struggling with disputes among some members regarding unethical business practices. In what I now believe was a bad solution to the problem, the Board issued a document to our membership asking them to pledge to be “ethical”. The funny part about it was that, probably the most ethical member, refused to sign it. I confronted him and asked for a reason since it would be easy for him to comply. This is where I got a valuable lesson. He said very simply that signing a piece of paper wasn’t going to make anyone more or less ethical.

Ethics is what’s in your heart, it’s who you are. It can’t be legislated. He went on to say that everyone is “ethical”. What’s important is the degree to which they act ethically.

Well, over the years I’ve seen some really deplorable actions by people who are generally good folks. Everybody makes a bad decision now and then but there are people who justify building a business culture of unethical practices for a variety of stated reasons. They say things like “It’s nothing personal it’s just business” and “That’s just how things are done” and my favorite, “If I don’t do it, it’ll be done to me”. I’m not stupid, contrary to what some think, I know business, especially construction, is rough and tumble and certainly not always fair but to use that as an excuse to behave unethically, to me exposes moral weakness. And I know there are times when someone’s in a bind and it’s easier to justify making a poor judgement for an immediate and needed win and sure, they can have “successes” by lowering their price on a rebid or using any number of other unethical tactics to win these individual battles and build what appears to be a successful company but judgement day comes for everyone.

From my personal vantage point in all this, it’s amusing when the tables get turned and I get a call from someone I know with a bad



## MANAGER'S COMMENTS CONT'D

reputation and believe me they are out there, who is crying for me to be the referee because they have been aggrieved. The old saying "What goes around, comes around" is the first thing that comes to mind, closely followed by a recitation of "Golden Rule".

I certainly wouldn't want to be in the position of hav-

ing to defend conscious decisions to flat out hurt someone else because that's the way I can elevate myself and my business. I have plenty of bad decisions to explain when I finally meet the ultimate referee. I'm sure the penalty flags will be flying. However; I feel certain none will be for wanton ethical violations. I hope you can say the same?

## OHIO BWC NEWS

On Friday, April 28, 2017, the Ohio Bureau of Workers' Compensation (BWC) Board of Directors approved the return of more than \$1 billion dollars to Ohio's private and public employers, the third rebate in four years. The one-time rebate of approximately \$967 million to private employers and \$133 million to

public employer taxing districts is expected to be dispersed by July to more than 200,000 employers in the state. Most rebates will equal 66% of premium for the policy year ending June 30, 2016 for private employers and December 31, 2015 for public employers.

## ECONOMIC NEWS OF THE DAY

1.) America's first offshore wind farm is providing power for about 2,000 customers of Block Island Power Co., in Rhode Island.

2.) The Institute of Supply Management (ISM) manufacturing index hit a high of 54.8% in April. Anything above 50% means the sector is growing.

3.) Manufacturing has added 50,000 jobs this year compared to a loss of 16,000 last year.

4.) The NASDAQ hit an all time high of over 6,000 despite loud opposition from tech firms to President Trumps policies.

5.) Infosys, one of India's largest tech centers will be hiring 10,000 U.S. engineers instead of Indian Engineers, starting with 2,000 in a new facility in Indianapolis.

6.) During the past 8 years over 22,700 new regulations were issued by the Federal Government at a cost to the economy of over \$120 billion each year according to the Office of Management and Budgeting.

7.) The deadline for restaurants to prominently post calorie counts has been extended to May 7, 2018. This regulation is brought to us by Obamacare.

8.) 72% of small business owners, those with under 100 employees, responding to an Allstate/USA Today survey anticipate they will do well in the coming year.

9.) Angie's List is being acquired by their rival HomeAdvisor for more than \$500 million.

10.) Naked Chicken is coming back to Taco Bell but in the form of a chip with nacho cheese to dip it in. Hallelujah!

## MANHOURS

Cleveland Division thru March:	636,093
Lake Erie Division thru March:	100,930
Northeast Ohio Division thru March:	<u>105,122</u>
<b>Chapter Total:</b>	<b>842,145</b>

## 2017 NECA CONVENTION & TRADE SHOW

Registration for this year's NECA Convention & Trade Show begins June 1st. It will be held October 7th-10th in the beautiful Emerald City of Seattle, Washington. You may want to put a reminder on your phone to register **before the early bird registration ends on August 1st.**

So be sure to make arrangements in June or July. Information is available at [www.necaconvention.org](http://www.necaconvention.org).

If you need assistance, please feel free to call the Chapter Office at 216-524-8444.

### UPCOMING EVENTS

- 1.) **NECA Annual Golf Outing** –June 26, 2017 at the Chagrin Valley Country Club.
- 2.) **Lake Erie Division Meeting-** July 11, 2017 at 6:00 PM—Location TBD.
- 3.) **Northeast Ohio Division Meeting** –July 12, 2017 –Noon at the Redhawk Grille.
- 4.) **Cleveland Division Meeting** –July 13, 2017 at 6:00 P.M.—Location TBD.
- 5.) **NTI-** July 29-August 4, 2017 –Ann Arbor, Michigan.
- 6.) **NECA Convention & Trade Show-**October 7-10, 2017 in Seattle, Washington.
- 7.) **NECA Holiday Party** - December 2, 2017 at the Ritz Carlton Hotel, Downtown Cleveland.



GO CAVS!!!!



GO TRIBE!!!!



LOOK FOR THE NEXT REVIEW IN JUNE 2017!!!

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

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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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**GOLD LEVEL:**

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 E2E Summit

**SILVER LEVEL:**

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 Rubin Brothers, Inc.  
 American Technical Publishers, Inc.  
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**BRONZE LEVEL:**

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