



“If we can by any method establish a relation of mutual trust between the laborer and the employer, we shall lay the foundation stones of a structure that will endure for all time.”

Mark Hanna

GREATER CLEVELAND

MANAGER’S COMMENTS

Check out the quote at the top of this page.

Probably everyone reading this, is or has been involved in labor relations to some degree. You’ve either been an employee or an employer and in many cases you’ve been both.

Depending on the degree to which you have been involved in labor relations you may be familiar with some of the many academic teachings regarding the subject. Books like “Win-Win Negotiating”, “Getting to Yes”, “Getting past No” and countless lectures, seminars, etc. are out there to help us have good “labor relations.” But just what does it mean to have good labor relations?

I’m sure everyone’s opinion is different. Now, if it’s only a little different from mine then you’re okay. We’ll get back to this.

I’ve read those books and attended countless lectures and seminars. They have provided a lot of useful information. However, I consider most of it filler. They are facts that are important when taken for what they are and applied in the right circumstance, as needed.

I see labor relations in a very simplistic way, at least to start with that is. You see, I start with my heart. Now, I can

hear nearly all of you gasping and that brings a certain smile to my face. Obviously that is an unconventional statement in this context but I wouldn’t make it if it wasn’t who I am and what I believe is right.

What’s in my heart is a belief that good labor relations only occur when there is a high degree of TRUST between the parties. So to me the most valuable lesson in labor relations is don’t lie, be TRUSTWORTHY. If you are not, then nothing else much matters. That’s when you need to read all the books of tricks you can find because that’ll be all you have and don’t expect much meaningful success.

Also, keep in mind you are only half of the equation. If you are lucky enough to have the other half of the equation possess a high degree of trustworthiness then you have a leg up on having good labor relations because they will be based on RESPECT. Please note, this takes time, effort and sincerity. If the other person isn’t trustworthy, prepare to be miserable, frustrated and a number of unprintable adjectives and phrases. That person will not have earned nor deserve your respect.

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MANAGER'S COMMENTS CONTINUED

So now what's it mean to have good labor relations? Easy, being able to work together with the other side so you can solve problems, reach reasonable agreements and plan for the future. Ta da!

For beginners, the message is this, work hard to

build a good reputation and be vigilant in maintaining it.

For you folks in the middle of your careers, make changes now if need be. Time's a waster.

And if you're old and have earned a bad reputation, pray for forgiveness.

ANNUAL CHAPTER GOLF OUTING

One hundred and seven golfers chased the dimpled devil, some more successfully than others at this year's golf outing that took place on a beautifully cool end of June day at picturesque Chagrin Valley Country Club.

The success of this event largely lies with the golfer's participation, the sponsor's financial support and our great group of associate members. Many thanks to all of you who made this year's event a great day away from the office.

Using the Shamble Format the prize winners were as follows:

Low net score: 74 - Rick Suydam from Simplex Grinnell.

First Place Team: Rich Cunningham, Joe Gamiere, Mike Cunningham and Terry Baller from A.J. Goulder Electric.

Second Place Team: Dan Neubert, Andrew Leskin, Dale Blamer and Tim Lavelle from 1-888-

OhioComp.

Third Place Team: Don Haines, Don Moran, Brian Goldfarb and John Paratone from Pepco.

The proximity and long drive contest winners were:

Ladies Long Drive: Marge Dolan from G & B Electric.

Men's Long Drive: 1-888-OhioComp

Closest to the Pin Hole #4—Scott Hace from North Electric.

Closest to the Pin Hole #7 - Chain Saw

Closest to the Pin Hole #9—Nate Grimes from Simplex Grinnell.

Closest to the Pin Hole #13—Tim Lavelle from 1-888-OhioComp

2017 NECA CONVENTION & TRADE SHOW

If you're an electrical contractor you've heard it before. The NECA Convention and Trade Show is a great investment in your business. With a little effort, you can expose yourself to a multitude of ways to improve your business. Be it management or labor efficiencies, networking opportunities or increased industry knowledge, it

will be available in Seattle, Washington from October 7th to 10th.

Registration opened June 1st and you have until **August 1st** to take advantage of the reduced early bird registration fees, so now is the time to take action.

MANHOURS

Cleveland Division thru May:	1,078,849
Lake Erie Division thru May:	167,574
Northeast Ohio Division thru May:	<u>166,430</u>
Chapter Total:	1,412,853

ECONOMIC NEWS OF THE DAY

- 1.) The U-6 unemployment has fallen each month this year and is at it's lowest since 2007 being 8.4%.
- 2.) The U-3 unemployment rate has also fallen each month this year and stands at 4.3%.
- 3.) Illinois is on the brink of becoming the first state ever to be branded with a junk bond rating.
- 4.) American auto industry, after two years of record sales, is slowing down. Sales are down 3% from last year.
- 5.) The number of mergers and acquisitions in the architectural and engineering business here in Northeast Ohio is on the rise.
- 6.) The push for an increase in the Federal gasoline tax is gaining momentum. The last time it was raised was 1993.
- 7.) At least five states have imposed fees on electric car owners to help pay for infrastructure improvements with California leading the way.

UPCOMING EVENTS

- 1.) **Lake Erie Division Meeting-** July 11, 2017 at 6:00 PM—Chez Francois.
- 2.) **Northeast Ohio Division Meeting** –July 13, 2017 –Noon at the Redhawk Grille.
- 3.) **Cleveland Division Meeting** –July 13, 2017 at 6:00 P.M.—Alley Cat Oyster Bar.
- 4.) **NTI-** July 29—August 4, 2017 –Ann Arbor, Michigan.
- 5.) **Code Class-** September 9, 2017 –7:30 AM -1:00 PM at the Crowne Point Plaza Hotel, Rockside Road, Independence.
- 6.) **Callanan Leadership 101 Seminar** – September 29, 2017—7:30AM –5:00 PM at the Hilton Hotel, Fairlawn, Ohio.
- 7.) **Convention & Trade Show-**October 7-10, 2017 in Seattle, Washington.
- 8.) **NECA Holiday Party** - December 2, 2017 at the Ritz Carlton Hotel, Downtown Cleveland.

GO TRIBE!!!!



LOOK FOR THE NEXT REVIEW IN AUGUST 2017!!!

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

CHAPTER ASSOCIATE MEMBERS

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

NECA PREMIER PARTNERS

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Graybar	Southwire Corporation
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ELECTRICAL TRAINING ALLIANCE PARTNERS

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Legrand, North America

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