



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

Potter Stewart

GREATER CLEVELAND

MANAGER’S COMMENTS

Does this month’s quote look familiar? It should. It’s the same as it was three month’s ago. No I’m not getting lazy. I can always find an appropriate quote for the topic but this one just fits so well.

The deal is, while I was hoping not to write about ethics again, as you probably know, the topic of my comments is usually driven by a recent occurrence. Well, I have just heard of an ongoing practice in the area that I deem to be a prime instance of flaunting bad business ethics. I’m sure the abusers are so proud of themselves.

You see, the NECA/IBEW Collective Bargaining Agreements are contracts and like nearly all other contracts are words written with an intent. They may not be crafted perfectly but in all my years, it’s been clear in most cases, the intent could be determined by just about anyone. Certainly by electrical contractors, who we all know are at the top of the food chain in the construction industry. However, anyone can ignore intent and find the words to justify going around it. And they would be technically correct while at the same time being UNETHICAL.

Like Mr. Stewart says above, ethics is about what is right to do. Skirting the intent when you damn well know it isn’t right, is lower than whale poop.

A number of years ago, maybe 15, contractors began asking for language known as “Foreman Call By Name.” It was a way for them to fill a need for a foreman by requesting a specific person from the Union’s Group I Referral List. I remember negotiating this request and along with the Local Union we crafted the final language that was agreed upon. I also remember the Business Manager encouraging me to consider something that I naively hadn’t considered... “poaching.” That was his word and it was perfect. What did he mean? Simply, he explained that “my contractors,” given the opportunity, would steal electricians from their fellow NECA members. I can’t repeat what I said at first but after he named a couple of contractors who might just do that, I agreed that we needed to put a mechanism in the language to prevent “poaching.”

In essence, we said an electrician had to be on the referral list for 30 days before someone could call him under the “Foreman Call By Name” clause. The intent was to keep unethical contractors from encouraging an electrician working for a competitor from dragging up (quitting) one day and being called out as foreman the next day.

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MANAGER’S COMMENTS CONTINUED

Other language also had to be included to deal with the unethical contractor, like the foreman called had to be paid foreman’s wages for a specific period of time. The reason for that should be pretty obvious. A silent, at least at that time, need for these mechanisms was to address the concerns of the electricians who would be passed up by these “foremen called by name.” But in the end, we reached an agreement and the contractors got what they wanted.

In retrospect, it’s interesting that the bulk of the negotiation revolved around preventing abuse rather than the merits of the principal.

So here we are today, about 15 years later and apparently 30 days on the book isn’t enough to discourage blatant disregard for the intent of what “my contractors” wanted and got, “Poaching” is alive and well here in 2017.

I hope nobody is goofy enough to use the term “pushing the envelope” with me. This is not that. This is full blown BS.

Contractors are getting hurt and union members are getting hurt.

It’s past time to address this problem. A lot of horses, not all of them, have left the barn. The door still must be closed.

APPRENTICESHIP

The Electrical Training Alliance (Formerly the NJATC) has once again provided the premier opportunity for those who are prime movers in this industry to gain valuable knowledge that will make them better apprentice instructors, better JATC committee members/trustees, and better leaders. The 28th Annual National Training Institute (NTI) was held July 29th thru August 4th at the University of Michigan, Ann Arbor.

There are many moving parts that go on during the NTI week. Apprentice instructors (The I-Group) are being taught by a distinguished cadre of professional educators specializing in the field of adult education. Committee members/trustees and training directors (C-Group) attend a myriad of seminars on a variety of pertinent topics such as ways to retain existing apprentices, recruiting new apprentice applicants, software that is available to make the JATC more effective and efficient, reverse scholarship loan agreements that aid in retaining apprentices after they graduate and many more.

Outstanding apprentices (OA-Group) are sent to NTI by JATC programs from around the country to receive a concentrated week of leadership

training. There is also a technical tract (T-Group) that offers specialized training. Along with the Trade Show on Saturday and half of Sunday (It’s a half day because classes start that afternoon) there are several scheduled opportunities to network. In addition to those groups there are a number of other specialized sessions.

However, a big part of the week is the exchange of knowledge that takes place outside the event schedule when like minded, motivated people get together to talk about ways to further the interests of NECA and the IBEW.

If you were a C-Group attendee at NTI in the past, don’t be fooled by thinking you’re good to go. This years event certainly proved that is false. JATC programs all over the country are faced with some very new challenges; i.e., workforce shortages that we were forewarned about by former ETA Director, Mike Callanan and other realities.

Thankfully the ETA has done a great job in preparing this year’s NTI to address these issues and bring awareness to the leaders of our JATC’s.

MANHOURS

Cleveland Division thru June:	1,288,008
Lake Erie Division thru June:	196,698
Northeast Ohio Division thru June:	<u>198,464</u>
Chapter Total:	1,683,170

2017 IBEW 4th DISTRICT PROGRESS MEETING

Every year the IBEW holds a progress meeting in each of the districts across the country. This year's 4th District Progress meeting was held here in Cleveland! The attendees and guests were welcomed at a reception held downtown at the Hilton Hotel. The attendees conducted their business meetings the following day followed by a golf outing and other social activities such as taking in all that Cleveland and the surrounding areas have to offer. A general session that included guests from NECA took place on the last day of their meeting. Host Local Union #38 Business

Manager, Dennis Meaney welcomed everyone to the General Session, noting that Cleveland had hosted two IBEW events already this year with great success and pointed out that NECA might consider following suit. After Cleveland Mayor, Frank Jackson addressed the group, International President Lonnie Stephenson took time to echo Business Manager Meaney's suggestion to NECA. The progress meeting concluded that evening with a dinner cruise on Lake Erie, aboard the aptly named Goodtime III.

ECONOMIC NEWS OF THE DAY

- 1.) The DOW tops 22,000. Smile if you manage a pension plan.
- 2.) Apple shares surge on their earnings report.
- 3.) Amazon plans to hire 50,000 people to man their existing distribution centers, 40,000 of which will be full time.
- 4.) Liquid glitter iPhone cases are being recalled by maker MixBin because they might cause skin irritation.
- 5.) Payroll processor ADP said U.S. business added 178,000 jobs last month.
- 6.) The three fastest growing states are Texas (3.9%), Wild & Wonderful West Virginia (3%) and New Mexico (2.8%).
- 7.) JP Morgan Chase has been fined \$4.6 million by the Consumer Financial Protection Bureau headed up by Richard Cordray, a potential Ohio gubernatorial candidate over checking account screening.
- 8.) The U.S. is planning trade measures to force China to crack down on intellectual property theft.
- 9.) The debt ceiling deadline is looming and could come as early as September.
- 10.) Copper prices have risen 15% so far this year.

UPCOMING EVENTS

- 1.) **Code Class**- September 9, 2017 –7:30 AM-1:00 PM at the Crowne Point Plaza Hotel, Rockside Road, Independence.
- 2.) **Callanan Leadership 101 Seminar** – September 29, 2017—7:30AM –5:00 PM at the Hilton Hotel, Fairlawn, Ohio.
- 3.) **Lake Erie Division Meeting** - October 3, 2017 –6:00PM at 1833 Oberlin Inn.
- 4.) **Northeast Ohio Division Meeting** - October 4, 2017 –Noon at Redhawk Grille.
- 5.) **Cleveland Division Meeting**—October 5, 2017-TBD.
- 6.) **Convention & Trade Show**-October 7-10, 2017 in Seattle, Washington.
- 7.) **NECA Holiday Party** - December 2, 2017 at the Ritz Carlton Hotel, Downtown

GO TRIBE!!!!



LOOK FOR THE NEXT REVIEW IN SEPTEMBER 2017!!!

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WHO SUPPORT OUR ASSCIATION**

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