



“Good leaders have vision and inspire others to help them turn vision into reality. Great leaders create more leaders, not followers, Great leaders have vision, share vision and inspire others to create their own.  
Roy T. Bennett

## GREATER CLEVELAND

### MANAGER'S COMMENTS

I've attended a lot of Eastern Region Spring Meetings and this year I did as well. What differentiates this year from all the others was afterwards I didn't hurry back home to catch up on all the work that didn't get done while I was away. I took a vacation, went up the California coast to the Monterey Peninsula and enjoyed some alone time with my wife Sandy. Luckily though since she and I have completely different sleep cycles I have the early morning hours to myself.

So, while having coffee and waiting for Sandy to get up and announce the “plan of the day,” I've had time to think about this meeting.

Here are my take a-ways.

The Chapters with younger Managers, by that I mean all those that have Managers that haven't thought about retiring soon, are in pretty darn good shape. Overall, I'm impressed with the qualities and capabilities of these folks. I'm relieved.

NECA's Eastern Region Field staff, Joe Kellams, Jay Jones, Ben Nest and Steve Chesley do a great job, not just in putting together this meeting but they are very responsive throughout the year when called upon by the Chapter Managers.

As always, NECA's members are so well served by Beth Ellis (Convention & Exposition) and her team, Marco Giamberardino (Government Affairs) and his team, Wes Wheeler (Codes & Standards) and Geary Higgins (Labor

Relations) and is staff with all the professional services they provide.

We are blessed to have the support of the Premier Partners. The time and effort they are willing to give is most welcomed, along with the friendships that have been built. I'm glad NECA took that cue from the NJATC. NECA members must first look to them when considering a vendor. It's pretty simple, help those who help you.

I take for granted the time and talent the District Vice-Presidents, Mike McPhee and Dan Walsh so willingly provide to us.

Shortly after Sandy and I made our way up the coast and settled into the Tickle Pink Inn, don't laugh just google it, I had time to read the newly released NECA Vision 2020 white paper report that was initiated by Former-President, David Hardt. It dovetailed perfectly and added background information to the presentation given by President David Long. This wasn't the first time I've heard President Long's vision for NECA and every member should make a point to hear him speak when the opportunity presents itself. In short, he has set an ambitious goal to increase market share nationally by 10% from 30% to 40% by 2025.

President Long has repeatedly stated that the NECA organization's customers are its members. Thank you David.

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## MANAGER'S COMMENTS CONTINUED

Having been one, that notion was never lost on me. In fact, I've complained longly and loudly that there has been a disconnect between NECA in Bethesda and the Member Chapters.

For President Long's goal to be achieved, first we have to realize that we have to get our house in order and have it operate at maximum efficiency. If you read the Vision 2020 report it's clear that NECA has strengths but the weaknesses that stand out the most to me is lack of a customer

service operating model and culture as well as poor utilization of distribution structure for tools. These weaknesses need to be corrected now. If you do not have a copy of this report and would like to read it please feel free to contact the Chapter Staff or me. (my cell number is 216-802-9512 and my email is [tshreves@gccneca.org](mailto:tshreves@gccneca.org).)

The final thought I have about the meeting is that I sorely missed seeing my friends, Linda and Rich Parenti.

## CONTRACT TALK

Here are two items worthy of reminder:

- 1.) Jurisdiction Geography –At the beginning of every Inside CBA you will find a clear definition of the geographic area in which the words contained in the rest of the agreement apply.
- 2.) Assuming everyone knows or has seen the card game “Texas Hold Em,” the first two cards

are dealt face down. What's the first thing a player does before he makes a wager? That's right, looks at his cards. That's because he needs to know as much as he can before he gambles anything. Contractors, please look at the agreement for the geographic area you are about to bid work in. Electrical Contracting is risky enough. Don't bet blind!

## RECRUITING/HIRING

The realities of workforce shortages are becoming apparent in our Chapter.

Instead of talking about it anymore it's time to act. NECA's Executive Director of Workforce Development, Kevin Tighe has stated we are willing to consider any and all ideas. So if you have an idea you would like to share, please let Kevin know directly at [KT@necanet.org](mailto:KT@necanet.org) or contact the Chapter Office.

Direct hiring may become necessary. NECA has

produced a recommended hiring guide. It is extremely important that you read this document prior to hiring anyone. It can be found at [www.necanet.org/hiringguide](http://www.necanet.org/hiringguide) or by contacting the Chapter Office.

Just a note, to meet President Long's goal of 40% market share by 2025, the IBEW will need to add approximately 160,000 new members. NECA will need to be part of the effort to grow the manpower numbers.

## MANHOURS

Cleveland Division thru March:	736,002
Lake Erie Division thru March:	117,811
Northeast Ohio Division thru March:	82,671
<b>Chapter Total:</b>	<b>936,484</b>

## UPCOMING EVENTS

- 1.) **Future Chapter Leaders Meeting**— May11, 2018 - Noon - NECA Office.
- 2.) **Lake Erie Division Meeting** - July 10, 2018 -6:00 PM -TBD
- 3.) **Northeast Ohio Division Meeting** -July 11, 2018 - Noon -Red Hawk Grille.
- 4.) **Cleveland Division Meeting** - July 12, 2018 -5:30 PM -TBD.
- 5.) **NECA Annual Golf Outing** - Monday, July 9, 2018 at the Red Tail Golf Club, Avon, Ohio.
- 6.) **NECA Convention & Trade Show** - September 29-October 2, 2018 in Philadelphia, Pa.
- 7.) **NECA Annual Holiday Party**—December 1, 2018 - Ritz Carlton Hotel Downtown



**GO TRIBE!!!!**



**GO CAVS!!!!**

**LOOK FOR THE NEXT REVIEW IN JUNE 2018!!**

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

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Admar Supply Company	Leff Electric
BMA Media Group	Mars Electric
Ciuni & Panichi, Inc.	Milwaukee Tool
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