



“To win in the market place you must first win in the workplace.”

Douglas Conant

GREATER CLEVELAND

MANAGER'S COMMENTS

In most cases, the time of the year when JATC's make decisions on who and how many applicants will be indentured into the apprenticeship program has just passed. Applications have been taken, aptitude tests have been given, interviews have been completed and class sizes chosen.

The rest of this piece may sound disjointed and maybe like a bunch of gobbledygook. Anyway, I have a number of thoughts on the apprenticeship selection process that aren't necessarily connected to each other but in the end do matter if you agree with this month's quote. Improving our workforce is the way we are going to get customers to buy our product.

So in general, I'm concerned about the number of qualified applicants we are getting. But here is an idea I like. There are places throughout the country where apprenticeship "signing days" are occurring. We all have seen when high schools hold "signing days" for students who receive sports scholarships and the local news outlet is on hand to let the public know about it. It's cool. It's nice to see someone who receives financial assistance to further their education. We have been giving financial assistance to hundreds of thousands of people to further their education for years. Implementing "signing days" would be a great way to advertise to and encourage young people and more importantly their parents and

guidance counselors to consider what we offer in the way of free education for a lifelong career.

Next, in recent years more and more CW/CE's have applied to the apprenticeship program. Is that good or bad? My answer is both. Good from a Committee Member's point of view because the first question on the interview form is easy to score and be relatively certain you scored it correctly. You see, the question is to gauge interest and understanding of the work for which the applicant is applying. So obviously a CW/CE would score high on that one. I've always said that we can't make good journeymen out of someone who doesn't have what I call "want to". CW/CE's have demonstrated they have "want to". So with the proper training and evaluation, in most cases CW/CE's will go on to become good journeymen. So yes, good from the standpoint that the JATC graduates a good Journeyman. However; from an industry point of view, bad because it's causing some contractors to reevaluate their level of investment in competing against non union contractors by employing CW/CE's. For those of you who are recoiling and coming up with some sort of argument or putting together an attack on me or the contractors who are talking to me, knock it off. It's a fact and it's real. If you can't come to grips with it, tough. Another fact that is relevant is the IBEW 4th District gave us the Regional

MANAGER'S COMMENTS CONTINUED

Agreements in which, they included a path for advancement for a CW/CE to become a Journeyman. They also included language that provides funding to and placed the responsibility on the JATC to provide training and evaluation of CW/CE's, outside of the registered apprenticeship program. So, the end game of adding good journeymen to the workforce is accomplished without jeopardizing the goal of encouraging contractors to compete for work they had previously not wasted their money on. Before anyone jumps to conclusions or ascribes conclusions to me, let me be clear. America is a free country. Anyone can make up their own mind whether to apply for our apprenticeship program. I do conclude that CW/CE's should be given all the facts as to their options and not bullied into making a decision one way or the other.

Also, without getting too far into the weeds, there's a document simply referred to as the Standards that the JATC's in Ohio register with the State Apprenticeship Council. It tells the State how the JATC is going to operate. OSAC is encouraging every JATC to submit updated Standards this year. The new Standards will have a change that I am very happy about. It will require every applicant to take the aptitude test. Once again, not wanting to get in the weeds, the aptitude tests lets the JATC know the likelihood the applicant has the reading comprehension and math skills to complete the classroom training. To me the importance of everyone taking the test

is that in the past and up to today, CW/CE's with 4,000 hours of field experience were interviewed without the interviewers having the benefit of the important information the aptitude test provides. In effect, there were CW/CE's indentured into the program who didn't possess the math skills or reading comprehension to succeed on the apprenticeship path to becoming a journeyman but may well have become good journeymen by following the path given to them via the IBEW 4th District Regional Agreements.

Finally, class size used to be a point of contention in most JATC's. I'm happy that for the most part and especially in the three JATC's I currently serve, it's a thoughtful business decision and not a labor management negotiation. Once Article V, Section 5.09 of the CBA is recognized, it becomes obvious that adjustments in class size can be made at anytime, so the initial class size doesn't need to be treated like it's a win or lose proposition. It never should have been and certainly should not be today.

I think it's safe to say that every JATC member believes every applicant that has been chosen to be indenture is the right one. Danger! Danger! Danger! Nobody's perfect. Do your job JATC's. Monitor, evaluate and decide which apprentices will become good journeymen, terminate those who won't.

The quality of the future workforce is up to us.

2018 NECA CONVENTION AND TRADE SHOW

Registration is now open for the 2018 NECA Convention and Trade Show being held from September 29th thru October 2nd in the birthplace of our nation, Philadelphia, PA. You can register by going to www.necaconvention.org. This site will also provide just about everything you'll

need to know to plan for your trip.

If you need assistance or have any questions about registration or the Convention in general, please feel free to contact the Chapter Staff at 216-524-8444.

REDUCE OVERHEAD COST

As a way to possibly decrease your overhead, consider filing your net profit tax through the Ohio Business Gateway or via Modernized eFile (MeF). If you don work in multiple political sub-

divisions within the State of Ohio this may be for you. Check with your accountant to see if this will be advantageous for your company.

ECONOMIC NEWS OF THE DAY

- 1.) 223,000 new jobs reported in May.
- 2.) 3.8% unemployment good news and bad. Sign that economy is growing. Causing a workforce shortage.
- 3.) Wages raising 2.7% over the past year.
- 4.) GDP up 4.7%.
- 5.) Nuclear and coal fired generating plants seeing some help from the Energy Department.

CHAPTER EDUCATION PROGRAMMING

The Chapter is making plans to have NECA Premier Partner, Federated Insurance present a seminar on Bonding Fundamentals. Once the details have been finalized, a notice will be circulated to our members and interested parties.

In addition, work towards a Claims seminar is progressing. Look forward to more information in the near future.

MANHOURS

Cleveland Division thru April :	1,056,038
Lake Erie Division thru March:	159,791
Northeast Ohio Division thru March:	<u>112,840</u>
Chapter Total:	1,328,669

UPCOMING EVENTS

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

GO CAVS!!!!



GO TRIBE!!!!



LOOK FOR THE NEXT REVIEW IN JULY 2018!!

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WHO SUPPORT OUR ASSCIATION**

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