



“Build your reputation by helping others build theirs.”

Anthony J. D’Angelo

GREATER CLEVELAND

MANAGER’S COMMENTS

Back in the 80’s I became involved with the Steubenville American Legion Post #33 baseball team. It wasn’t because I sought involvement. It was because my brother became the Business Manager of the team after their new field was built at the Franciscan University of Steubenville. But, it was a great time. I loved baseball. I loved doing whatever my brother needed done.

The team was one of the elite teams in the State of Ohio, having won several state championships and nearly always competed in the State tournament. It was made up of the best high school and college players from the Upper Ohio River Valley which included the neighboring towns of Richmond and Toronto. Since only so many players could be on the team and there were many talented ball players from those towns who didn’t make the Post #33 team, their American Legions decided to sponsor their own teams. That seemed like a reasonable thing to do.

The fledgling teams, as you would expect, started slowly. Post #33 was established and drew talent from a larger pool so they remained “the big dog.”

A statement made at a recent Cleveland Division NECA meeting reminded me what happened in the Upper Ohio Valley world of legion baseball soon after Toronto and Richmond started their teams. It wasn’t pretty and led to

divisiveness in an otherwise close knit area. That statement was “We should be building and improving our companies from within and not stealing other company’s key people.” You see Toronto and Richmond spent a lot of energy taking what they thought was the “easy path.” They tried to build their programs by tearing down Steubenville’s. How satisfying that must have been for them, LOL. In the short run they didn’t have much success and Steubenville remained an elite program while Toronto and Richmond received well earned bad reputations. The success that they did achieve came only after they focused on their programs rather than trying to hurt Steubenville.

This is a good illustration that short cuts seldom lead to success, especially success that you can be proud of or that doesn’t come with consequences somewhere along the way.

In case you’re interested, the topic at the Cleveland Division meeting that night was “Ethics in a Full Employment Environment.” It shouldn’t be hard to figure out what’s going on in the CLE. The answer is known by different names, such as, poaching, stealing and raiding and those are just the ones I can print. The names earned by those who practice poaching etc. I can’t print but then again do I need to?

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MANAGER'S COMMENTS CONTINUED

NECA is a great organization. However; it's a shame that the poachers etc. can come to an evening event, smile, have a drink, talk and break bread with the very people they hurt that day. There are very few secrets in this industry. Everybody knows who the poachers are. So I'm left believing they are just fine with the reputations they have.

Wait, I just thought of a polite and socially acceptable description of the poachers...LAZY. They let someone else develop their people then just steal them. Oh yeah, that takes hardly any effort. Wow!

There was one other phrase that was repeated and not by me, at our meeting that night and I really like this one. It's an oldie but a goodie, "What goes around, comes around." To me, that doesn't necessarily mean someone will steal their people. To me, and I hope I'm right, it means when they get in a bind and could use some help, they reap what they've sown.

I've said it before, I'm not the ethics police. That's a fact. And it's a fact that the poachers ought to be thankful for!

CLEVELAND SCROLL PARTY

You may be asking "What's a Scroll Party?"

Well, it's a party to recognize recipients of IBEW Local #38 service pins and graduating apprentices.

This year's party took place last Saturday, October 27th at the Embassy Suites Hotel in Independence, Ohio.

Service pins were given for 50, 55, 60, 65 and 70 years of membership. Twenty members were on hand to receive a 50 year pin. One of them was IBEW International Secretary-Treasurer Emeritus, Sam Chilia. Nine members received 55 years pins, nineteen received 60 years pins, six received 65 year pins and one gentlemen by the name of Eugene M. Fried proudly took home his 70 year pin. Former NECA members Ralph Day and Albert "Duke" Benevento received 55 & 60 year pins respectively.

As for the apprentice graduates, there were nine Teledata graduates and 34 Inside graduates. All received, in addition to their diplomas, gifts from Graybar Electric Supply and Milwaukee Tool Co. Melissa Holbrook was recognized as having the highest grade point average of the Teledata graduates and Sean Arthur had the highest Inside grade point average. It should be noted that Sean is the son of NECA member Brian Arthur, owner and accredited representative of G & B Electric. Sean was also presented with the James F. Fowler Award as being the "*Outstanding Apprentice*" for his excellence in completing the IBEW LU #38/ Greater Cleveland Chapter, NECA Joint Apprenticeship Training Program.

The combined ceremonies were very moving. Seeing the two generations together and acknowledging the relationship between the past and future made for an enjoyable evening.

NEBF QUESTIONS & ANSWERS (CONTINUED FROM OCTOBER'S REVIEW)

Here are some frequently asked questions and answers regarding Participation Agreements and contributions for working owners.

As a REMINDER:

The definition of a Non-Bargaining Unit

Employee is an employee who is not part of the bargaining unit or is not performing work that is covered by the Collective Bargaining Agreement which contains NEBF Standard Contract Language.

1.) How do we obtain a participation Agreement?

A participation agreement can be downloaded or by contacting one of their Employer Services Representatives at 301-556-4300 ext. 481.

2.) Can an employer contribute only to those non-bargaining unit employees that they choose?

No. An Employer must contribute on all employees covered under the participation agreement they sign.

3.) Can an employer fax a signed participation agreement to the NEBF in order to speed up the process?

No. Faxed signatures are not accepted. An employer must return two original copies of the participation agreement signed by an authorized representative.

4.) Can a participation agreement be cancelled?

Yes. In order for an employer to cancel its participation agreement, the employer must give the NEBF at least 30 days written notice that they are cancelling the participation agreement. Additionally, the employer must notify in writing to all employees and former employees that contributions will no longer be made to the NEBF on their behalf. The employer must also provide NEBF with a copy of each letter.

5.) How are part time non-bargaining unit employees reported?

Part time non-bargaining unit employees are reported using actual hours and wages—up to the reportable earnings cap.

6.) How is the reportable earnings cap calculated?

Either use the electronic wage cap calculator that you can access at the NEBF website or you can do it the old fashion way with a pencil and paper using this formula:

Using the Collective Bargaining Agreement find the Journeyman Wage Rate and the definition of what hours constitutes a work week.

Then you use them to do this:

Take the Journeyman Wage Rate and multiply it by the number of hours in the defined work week. Then multiply that result by 52. Then divide that result by 12. That result will be the maximum wage amount that you would report.

7.) What job classification codes are used for non-bargaining unit employees?

The appropriate job classification code for non-bargaining unit employees depends on the type of participation agreement the employer has. If the employer has an All Participation Agreement, job classification code 26 is used. If the employer has an Alumni Participation Agreement, job classification 27 is used.

A full list of FAQ's can be found at <https://www.nebf.com/NEBF/employers/FAQ>

If you have any questions, please call the Chapter office and we will either have the answer or we will get you the answer.

Next month the Review will detail the disclosures that are required to be included on your firm's financial statement.

MANHOURS

Cleveland Division thru September:	2,685,565
Lake Erie Division thru September:	356,869
Northeast Ohio Division thru September:	249,012
Chapter Total:	3,291,446



SET YOUR CLOCKS BACK ONE HOUR ON SUNDAY,
NOVEMBER 4TH

UPCOMING EVENTS

- 1.) **Code Class** - Saturday, November 10, 2018 –8:00AM—1:00 PM—Doubletree Hilton Independence.
- 2.) **NECA Annual Holiday Party**- December 1, 2018 - Ritz Carlton Hotel Downtown.
- 3.) **Lake Erie Division Meeting**—January 8, 2019 –6:00 PM—TBD.
- 4.) **Northeast Ohio Division Meeting**—January 9, 2019—Noon-Red Hawk Grille.
- 5.) **Cleveland Division Meeting**—January 10, 2019—5:30 PM—TBD



GO BROWS!!!!



GO CAVS!!!!



LOOK FOR THE NEXT REVIEW IN DECEMBER 2018!!

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

CHAPTER ASSOCIATE MEMBERS

1-888-Ohio Comp	Graybar Electric Co.
ABB Industrial Solutions	Leff Electric
Admar Supply Company	Mars Electric
BMA Media Group	Milwaukee Tool
Ciuni & Panichi, Inc.	PEPCO
CompManagement, Inc.	Riffle and Associates
Eaton Corporation	Simplex Grinnell
ENESPRO PPE	United Rentals
Ericson Manufacturing	

NECA PREMIER PARTNERS

3M	Schneider Electric
Federated Insurance	Southwire Corporation
Graybar	Thomas and Betts Corporation
Greenlee	United Rentals
Milwaukee Tool	Westex by <i>Milliken</i>

ELECTRICAL TRAINING ALLIANCE PARTNERS

PLATINUM LEVEL:

Milwaukee Electric Tool Corporation
 Klein Tools, Inc.
 Thomas & Betts Corporation
 3M Company Electrical Markets Division
 Salisbury by Honeywell
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 Lutron Electronics, Inc.
 Eaton's Bussman Business
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 Southwire Company
 Prysmian Power Cables and Systems
 Graybar
 Greenslee by Textron Corporation
 Ideal Industries, Inc.
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GOLD LEVEL:

Buckingham Manufacturing Company, Inc.
 Alexander Publications

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 Stark Safety Consultants
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