



“Never be afraid of the truth.”

Ronald D. Stillwagon

## GREATER CLEVELAND



### MANAGER'S COMMENTS

This will be the 85th NECA Review I've written and it, like most that I have written, will be edgy. Actually, it will be the edgiest! It is going to tick off a lot of people, many of which I admire and consider friends but if you refer to the quote of the month, one I used in the September 2015 edition, I'm going to write it anyway. Believe me, I know that discretion is the better part of valor and I've given much thought to letting this subject die. However, timing and fate have made my decision to throw caution to the wind a lot easier. With the recent NECA Board of Governors meeting where what are called "Ordinary Proposals" were voted on, I can't get the words I'm about to write out of my head.

A couple weeks ago I received an email from a very well respected electrical contractor who had read the obituary of a man he had only briefly met. He said that it was obvious this man had given much more to the electrical industry than he ever took from it. How astute and accurate his comment was.

That obituary was for my brother Tony.

In between the afternoon and evening viewing hours I spent a little time with the author of this month's quote then went back to the funeral home before anyone had arrived for the evening hours. As I sat alone with my brother for the last time, I recounted many of the experiences we had as kids and working together every day for 40 years. I thought mostly

about the crazy fun things we did and the many serious conversations we had about NECA. You see, the room was filled with flowers, mostly from Tony's NECA friends. It was fitting because that was what had filled our adult lives, the business of union electrical contracting and the people who had been part of it all.

From the email I mentioned earlier and the mountain of memories of all Tony has given, it was obvious he deserved to be a member of the Academy of Electrical Contracting, the industry's Hall of Fame. I'll never forget Chicago, 1994, the NECA Convention where Tony was inducted into the Academy. I dare say it could have been the proudest moment of his life and mine too. He was so appreciative to have what, at the time, we considered to be the ultimate honor. The industry we love had acknowledged that he "gave more than he took."

For the most part, at the time giving more than you took, was the simple way of measuring whether someone was worthy to even be nominated. That's the whole gist of what I'm saying here today,

Let me explain. Since that time, the requirements for election to the Academy quite frankly, have been watered down by the inclusion of NECA staff, meaning anyone who gets paid through contributions by the contractors. That would be national staff, regional staff and the chapter staff; i.e., employees.

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## MANAGER'S COMMENTS CONTINUED

For those of you who are in the Academy but aren't contractors, say what you want, get as upset as you want, call me names if that's what you want...so be it. I can't do anything about it and you can't either. This is not personal and isn't directed at any one of you. For the most part, I consider you to be friends, respect the jobs you do for the contractor members of NECA and see you as unwitting participants in the dilution of the Academy. And please don't misunderstand, I'm convinced this dilution was done with good intentions, just not much forethought.

Tony and I, and now I'm hearing we're not alone, believed that if you got paid to work for the betterment of the industry, how could you "go over and above/give more than you receive." If you did a good, no, if you did an exceptional job, you were still just doing what you were getting paid for. I mean shouldn't you expect exceptionalism from employees? If not, then I guess I'm as screwed up as people say or you're the ones responsible for lowering expectations and thereby contributing to

the decline of our product. The success of Fortune 500 companies lies in their quest for exceptionalism. What are we saying, hell if you do what you get paid to do you're a Hall of Famer. I'm sorry, compared to the contractor members of the Academy, you have not "GIVEN" anything. You received pay.

Now, if you think we as staff need to separate the people who are exceptional from the people who are good, mediocre or bad, then lets do it! But let's not do it by equating us to our employers. Create a hall of fame for NECA employees and restore the basic requirement of "giving more than you receive" to the employers' Academy of Electrical Contracting.

These comments today are not meant to demean or offend and I apologize if you aren't able to interpret what I've written.

I strongly believe my brother and I were right all these years. It's comforting to speak with others who now agree.

## INFO ABOUT NEBF CONTRIBUTIONS FOR NON-BARGAINING UNIT EMPLOYEES AND WORKING OWNERS

Non Bargaining Unit Employees:

- 1.) If you make NEBF Contributions on behalf of any non-bargaining unit employee you must have a Participation Agreement.
- 2.) Anyone, including an IBEW member, who is not performing work covered under the Collective Bargaining Agreement which contains the NEBF Standard Contract Language is a **non-bargaining unit employee**.
- 3.) There are only two types of Participation Agreements. One is called an "All Agreement." The other is an "Alumni Agreement."
- 4.) An "**All**" Agreement covers each and **every** employee who is not covered by the collective bargaining agreement—this includes all full time and part time employees. They are **non-bargaining** unit employees.

5.) An "**Alumni**" Agreement covers each and **every** employee who has earned at least one service credit under an IBEW collective bargaining agreement. They are employees that have had enough **previous contributions** made on their behalf into the NEBF when they were doing collective bargaining unit work to earn at least one credit year of benefits.

6.) The NEBF contribution rate is calculated by multiplying the earned wage by .03 or it can be determined by calculating the "Wage Cap" and contributing the **lesser** of the two.

7.) The "Wage Cap" is calculating using this formula: Journeyman Wage Rate times the Hours in a Work Week as defined in the CBA times 52 divided by 12.

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## INFO ABOUT NEBF CONTRIBUTIONS FOR NON-BARGAINING UNIT EMPLOYEES AND WORKING OWNERS—CONTINUED

8.) The NEBF will require you to sign two copies of which ever Participation Agreement you may decide to enter into and then you must provide a list of the employees who will be covered under the agreement.

Working Owners:

1.) Effective since April 1, 2007 the NEBF will only accept contributions on behalf of owners of businesses if there is an explicit provision in the CBA permitting the owner to perform bargaining unit work or if there is a Participation Agreement between the employer and the NEBF.

2.) A copy of the CBA and the employer's Letter of Assent must be provided to the NEBF before contributions will be accepted on or after April 1, 2007.

3.) The NEBF will also recognize organizing agreement provisions that specify the right of the owner to perform collective bargaining work. If that provision is limited in time the NEBF will only accept contributions for that specified amount of time.

4.) If a bona fide working owner contributes on their own behalf ,the amount is based on the **greater** of (a.) 3% of the owners gross pay or (b.) 3% of the prevailing journeyman wage rate multiplied by the normal straight time hours provided for the CBA.

Next month's Review will provide a list of Frequently Asked Questions.

If you have questions that just can't wait, call your Chapter Manager or go to the NEBF website [www.nebf.com/nebf/employers/faq/](http://www.nebf.com/nebf/employers/faq/)

### MANHOURS

Cleveland Division thru August:	2,334,921
Lake Erie Division thru August:	322,069
Northeast Ohio Division thru August:	<u>219,109</u>
<b>Chapter Total:</b>	<b>2,876,099</b>

### UPCOMING EVENTS

- 1.) **Lake Erie Division Meeting-** October 9, 2018- 6:00 PM– Chez Francois.
- 2.) **Northeast Ohio Division Meeting-** October 10, 2018- Noon– Red Hawke Grill.
- 3.) **Cleveland Division Meeting** - October 11, 2018- 5:30 PM—100th Bomb Group.
- 4.) **General Membership Meeting** –October 24, 2018—6:00 PM—Hilton Hotel Downtown.
- 5.) **Code Class** - Saturday, November 10, 2018 –8:00AM—1:00 PM—Doubletree Hilton Independence.
- 6.) **NECA Annual Holiday Party-** December 1, 2018 - Ritz Carlton Hotel Downtown.

GO TRIBE!!!!



GO BROWNS!!!!



**LOOK FOR THE NEXT REVIEW IN NOVEMBER 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  
 Harger Lighting and Grounding  
 Fluke Corporation  
 Lutron Electronics, Inc.  
 Eaton's Bussman Business  
 Schneider Electric  
 Southwire Company  
 Prysmian Power Cables and Systems  
 Graybar  
 Greenslee by Textron Corporation  
 Ideal Industries, Inc.  
 Westex by Milliken

**GOLD LEVEL:**

Buckingham Manufacturing Company, Inc.  
 Alexander Publications

**SILVER LEVEL:**

Ann Arbor Area Convention & Visitors Bureau  
 Rubin Brothers, Inc.  
 American Technical Publishers, Inc.  
 Ypsilanti Area Convention & Visitors Bureau  
 Legrand, North America  
 E2E Summit

**BRONZE LEVEL:**

MOSAIC  
 Stark Safety Consultants  
 Coyne First Aid  
 Wellshade