

Dayton Public Schools....*looking for responsible bidders*

The Dayton Public Schools have recently incorporated Quality Contracting Language in their Responsible Bidder Workforce Standards. This includes establishing that the contractor provides a drug-free workplace, employee benefits, insurance stipulations, references, and pays prevailing wage rates.

For over a century, many state and local governments have required that companies who work on publicly funded projects must pay their workers at least the prevailing wages and benefits for their respective trades in the area in which the work is performed. The federal government adopted its own prevailing wage requirement with the Davis-Bacon Act of 1931. At the heart of these laws is the conviction that government, as a major buyer in the construction sector, should not act to drive down wages. Instead, the reformers who initially pushed for prevailing

wage laws believed that the government ought to use its buying power to enhance the welfare of workers and their families.

Critics of prevailing wage laws argue that they inflate government contract costs. But a growing body of economic studies finds that prevailing wage regulations do not increase government contracting costs. These studies also show that prevailing wage laws provide social benefits from higher wages and better workplace safety, increase government revenues, and elevate worker skills in the construction industry.

The assumption that higher wages lead to higher contract costs is simply not

correct. There are many reasons why.

- Prevailing wage regulations do not, in all cases, increase wages. Public contractors may pay at prevailing wage rates without the regulation.

- Labor costs are not the dominate costs in government construction contracts. Even including benefits and payroll

taxes, labor costs are roughly 25% of construction contracts. Therefore, even if a prevailing wage regulation raised wages by 10%, the impact on contract costs would be less than 2.5%.

- Improved productivity can offset higher wages. Better-skilled workers attracted by the higher wage might complete the job in less time,

or firms looking to reduce their higher costs might utilize labor-saving technologies.

- Contractors might absorb the higher wage costs and pay for them out of their profits rather than pass them on to the government.

Some recent studies have expanded the analysis of prevailing wage regulations to determine whether they have indirect costs or benefits for the economy and society. These studies have found that prevailing wage laws can enhance state tax revenues, industry income, and non-wage benefits for workers; lower future maintenance and repair costs; reduce occupational injuries and fatalities; and increase the pool of skilled construction workers – to the benefit of both the public and the construction industry.

(from *Prevailing wages and government contracting costs: A review of the research*, by Nooshin Mahalia, 2008)



A rendition of the new Louise Troy School, a Chapel Electric project.

Team Building awards

The Dayton Builders Exchange (DBX) and the American Subcontractors Association of the Miami Valley, Ohio (ASA) join together every year to hold a Team Building Night to present awards to outstanding contractors and employees in the construction industry. Included are DBX Craftsmanship Awards,

Project Manager Awards, and Architectural and Engineering Awards, in addition to the ASA Outstanding Leadership Awards. Several partners also set up tabletop displays to showcase their company and recent projects. Exhibitors from the Western Ohio Chapter of the National Electrical Contractor's Association (NECA) included

Chapel Electric, ESI Electrical Contractors, Wagner-Industrial Electric, York Electric and IBEW/NECA Labor-Management Cooperation Committee.

The DBX Craftsmanship Awards recognize the importance of accuracy, productivity, resourcefulness, and trade skills on a particular project. To be nominated, the employee must show commendable work under

difficult project conditions; enhance the artistic, aesthetic, or pragmatic qualities of the basic project design; and provide a praiseworthy solution of unique project challenges. The Craftsmanship Award for Electrician/Service went to Roger Howard of ESI Electrical Contractors for his outstanding work at Miami Valley Hospital.

Congratulations to Roger and ESI.

Code of Excellence

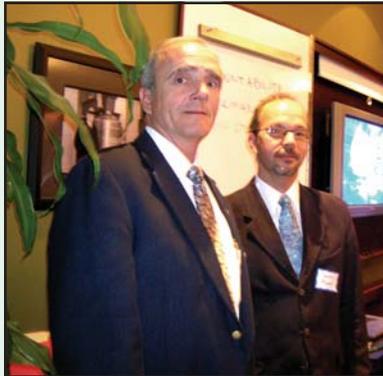
Being competitive is about more than wages and other compensation. There are many factors on jobsites that have a substantial effect on competitiveness: the efficient management of tools and materials; effective supervision; and the workers' commitment to perform to expectations...all affect the ability to be competitive. Therefore, the International Brotherhood of Electrical Workers (IBEW) Local 82 and National Electrical Contractors Association (NECA), Western Ohio Chapter share responsibility and accountability for growing market share.

So, how does an organization become more competitive? One solution is the adoption of a Code of Excellence program. This is just what Local 82 and local NECA contractors have decided to do.

The Code was originally developed for 4th District Local Unions and Signatory Employers to improve job performance in the construction industry by creating customer awareness, establishing mutual accountability, improving productivity and reducing conflicts. More and more

customers are also requesting that jobs incorporate Code of Excellence guidelines.

The key to making this program successful is its explicitness and its standards for accountability. Simply put,



IBEW Fourth District Int. Rep. Donald Vidourek (left) and NECA Field Rep. Eastern Region Frank Piatt discuss

the Code of Excellence addresses issues on IBEW job sites related to poor productivity and attitude. It enforces the high standards of conduct that are the norm for most IBEW workers and makes them universal. Also, by focusing on the responsibilities of signatory Employers to provide proper management, planning and supervision, the code will enable and encourage IBEW employers to bid aggressively and seek out new work opportunities.

Recently, a meeting was held with over 100 contractors and IBEW members to discuss the implementation of the policy. The contractor and each employee must sign off on the Code prior to working on a given project. A Code of Excellence Steward will be assigned to each job site by the IBEW Business Manager. The Steward will work hand in hand with the Project Foreman to enhance communications

between the contractor, union and customer; and to assure tools and materials are available when needed.

The Program

There are several facets to this program.

1. Establishing standards of conduct: to address behavior that hurts productivity and leads to the perception of a lack of work ethic.
2. Stressing enforcement and accountability: workers who fail to adhere to the standards put forth in the Code of Excellence must be held accountable with penalties that reflect the severity for non-compliance.
3. Providing membership education. The program will stress the relationships that exist between attitude, productivity and the IBEW strength.
4. Recognizing employer responsibility and accountability: in the drive to improve productivity, employers must increase the efficiency of their operations and more effectively use the skills of IBEW workers.
5. Providing supervisory education: effective supervision is one of the key challenges for IBEW employers. Foremen are the front line of the employer's interface with the worker, and their actions have a large impact on worker attitude and productivity.
6. Defining joint responsibilities: key joint responsibilities include leadership, cooperation, education and mutual respect. Another joint responsibility is both parties' commitment to a drug-free workplace.

IBEW gains market share

The Western Ohio Chapter of the National Electrical Contractor's Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 82 have been aggressively going after new construction projects in the Dayton area. That might explain why they have increased market share by 12% since 2004.

A recent study published by the National Labor Management Cooperation Committee, using data from the Bureau of Labor Statistics (BLS) and the National Electrical Benefit Fund (NEBF) indicates that in 2004, IBEW Local 82's employment share was 26% and wage share was 28%. In 2007, employment share had risen to 38% and wage share to 39%.

EDGE Certification for Freedom Electric

Freedom Electric is celebrating its newly gained EDGE certification. Encouraging Diversity, Growth and Equity (EDGE) certifications are distributed by the State of Ohio Department of Administrative Services and are given to Ohio businesses in order to help stimulate economic activity. The program is designed to facilitate access to state government contracts. EDGE procurement contracts apply to: goods and services, professional services, information technology services, construction, architecture and engineering.

Freedom Electric President Jeff Livingston believes that Freedom's EDGE certification presents an exciting new opportunity for the company to better serve the Greater Dayton Area.

CONNECTIONS

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Your comments, suggestions and questions are welcome! Contact the Western Ohio Chapter - NECA.

e-mail: wocneca@choiceonemail.com
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Learn a trade... *become a Journeyman*

In tough times, it's important to weigh our options for future employment. High school graduates face a dilemma. In today's market there is no assurance that a college degree will land you a job. One of the most overlooked educational opportunities is learning a skilled trade through a Union apprenticeship program.

According to the Bureau of Labor Statistics, in 2016 there will be 2,249,000 job openings for the construction trades. There are a multitude of trades available where you earn while you learn. The key here is that an apprentice actually gets paid while learning a craft. As an apprentice, you work in the field side-by-side with skilled Journeymen from the trade. Generally, an apprentice will also attend school one or two nights a week, where many of the courses count towards college credit. Programs vary in length, from 3 to 5 years. And once you graduate, you will not have a loan to repay.

Bricklayers: Bricklayers work with a variety of materials – brick, block, stone, pre-cast masonry panels and marble – using mortar and trowels. They work on various buildings, churches, commercial and industrial buildings, homes and schools.

Carpenters: Carpenters make up the single largest group of

skilled workers in the country. Everything around you has been constructed by a skilled Carpenter; from your home, to your schools, to the fast food restaurant down the street.

Cement Masons: Cement Masons finish the exposed concrete surfaces of freshly poured floors, walls, sidewalks, foundations, dams, parking garages, runways, warehouses, loading docks, roads and curbs to specified textured finishes.

Electrical Lineman: Linemen are workers who build and maintain the power lines from the generating plants to all our homes, factories and stores. They work on the high-voltage transmission lines, the substations, the distribution lines and even run the wires to the customer's meter.

Electricians: Along with their electrical training, Journeymen must have a complete working knowledge of blueprint reading and know the National Electric Code and local codes. Electricians are mechanically inclined and enjoy working with mathematical formulas. There are two programs available: Inside Wireman and Teledata Installer.

Insulators: Today, energy conservation efforts within the construction industry aim at increasing operational

efficiency and reducing fuel costs. These efforts have led to the insulation of furnaces, boilers, hot and cold piping, air ducts, and other equipment in virtually every commercial and industrial building.

Iron Workers: The iron working industry is very strenuous. An Ironworker must be alert at all times in order to perform the duties of connecting, welding, installing decking, in addition to climbing, lifting, and pulling of the steel in the erection of buildings and spanning of bridges.

Laborers: The skills of a Construction Craft Laborer are diverse. You may build and repair

roads, highways, bridges and tunnels; construct residential and commercial buildings; clean up hazardous waste sites; or perform other kinds of work.

Millwrights: Millwrights are skilled construction mechanics who install conveyer systems, escalators, giant electrical turbines and generators. They also do much of the precision work in nuclear power plants.

Operating Engineers: An operating engineer operates construction equipment that assists other tradesmen in the construction of roads, bridges, dams, large and small buildings.

Painters: Painters prepare interior and exterior surfaces of buildings, bridges, water towers, and other structures. Painters operate sand blasters, water blasters and other types of machinery.

Plasterers: Plasterers apply plaster, cement, or acrylic finish products to the interior and exterior of walls and ceilings of industrial and commercial buildings.

Plumber/Pipefitter: A plumber/pipefitter installs, maintains, repairs and tests many different types of pipe systems. These skilled workers install pipe systems that carry water, waste drainage, steam, air, or other liquids or gases needed for sanitation, industrial production, medical or other uses.

Roofers: Roofers are craftsmen who specialize in putting roofs on buildings and other structures to make them waterproof and weatherproof, using composition shingles, wood shingles, tile, slate, and composition roofs.

Sheet Metal: A sheet metal worker fabricates and/or installs a variety of sheet metal products ranging from heating and ventilating ductwork, architectural products on the exterior and interior of buildings, machinery, guards, enclosures, and stainless steel kitchen equipment. Visit www.daytonapprenticeships.org for more information.



Bill Melke wins MDU Resources Community Spirit Award

Remember the recent floods in Bismarck, North Dakota? Vice President Charlie Hartshorn and Project Manager Bill Melke of ESI Electrical Contractors were in Bismarck for a leadership conference and awards ceremony. Bill Melke had been



nominated for the coveted Montana-Dakota Utilities (MDU) Resources Community Spirit Award. They landed in Bismarck in a driving blizzard then had to be evacuated in less

than 24 hours due to rising flood waters. An ice dam had caused the Missouri River to back up north of town and there was fear of flooding. When they left, Bill still had no idea he had won the award.

The Community Spirit Award was established in 1995 at MDU Resources to recognize and honor employees for their

community involvement. Bill Melke is a valuable member of "Rebuilding Together" an organization dedicated to rehabilitating houses for low-income homeowners at no cost. Bill recruits labor from the IBEW Local 82 union hall to assist. He finds the material and time to make sure homeowners are living in a safe environment and works on several projects each year.

CONNECTIONS



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National Rebuilding Day – April 25

Rebuilding Together Dayton is the only organization in the Miami Valley dedicated to rehabbing owner-occupied homes for low-income homeowners at no cost. Labor and materials are donated. On April 25, over 1,200 volunteers will work on 25-30 homes across the City of Dayton. For more information call 937.229.4893.

Expo for High School Counselors - April 29

Sponsored by the Miami Valley Building Trades Apprenticeship Group at the International Brotherhood of Electrical Workers (IBEW) Local 82 union hall. High school counselors in the area are invited to attend in order to learn more about the apprenticeship educational opportunities available to their students.

Tenth Annual Cookout for Scouting at RiverScape – 11:30am to 1:00pm, June 12

in downtown Dayton. Boy Scouts will be serving up your choice of Grilled Chicken or Polish Sausage sandwiches, fresh fruit, chips, cookie and soft drink for \$7.00. All proceeds benefit the Campership Fund. New this year is a partnership with the United Rehabilitation Services. The URS will be holding their annual fund-raising program, Rubber Duck Regatta at the same time as the cook-out.

The Western Ohio Chapter - National Electrical Contractors Association Directory:

NECA Members

Aztec Electric, Inc.
Chapel Electric Company
Chapel-Romanoff Technologies
ESI Electrical Contractors
High Voltage Maintenance
Kastle Electric Company
Kastle Technologies
Maxwell Lightning Protection
Mutual Electric Company
Reliable Electrical Mechanical
Studebaker Electric
Union Lightning Protection
Wagner Industrial Electric
York Electric, Inc.

Affiliate Members NECA

Battelle & Battelle
Becker Electrical Supply
Copp Systems Integrator
FD Lawrence Electric Company
Graybar Electric Co., Inc.
Heapy Engineering LLC
Riffe & Associates
Square D / Schneider Electric
Uptime Solutions

Contributing Contractors

Automated Controls
Bright Street Electric
Broadway Electric Service Corp.
Freedom Electrical Contractors
Glenwood Electric
Justice Electric
Lake Erie Electric
M.B.A. Electric, Inc.
Power Services
Precision Electrical Contrs.
Productive Electric, Inc.
Spurling Electric Co., Inc.
The W.G. Fairfield Co.
Triad Electrical
Westfield Electric
Wilson Sign Company

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