

## Partners for the 21st century

*Partner: One who is united or associated with another or others in some action or enterprise.*

Innovation may hold the key to the future growth of trade unions. As technology develops, it becomes incumbent upon apprenticeship programs to educate their members in the latest applications, in order to stay competitive. The electrical industry is working on a Teledata contract that will permit the portability of workers along the I-75 corridor, from Lima to Cincinnati with an adjusted wage rate. This agreement allows electrical contractors to bid more competitively and to use their core VDV (voice/data/video) technicians on installations over a wider geographic area.

And they are currently developing a Residential contract along the same lines.

The bottom line is the same for both contractors and employees: education, job security, employment, safety, professionalism, quality of work, a higher standard of living and stewardship of the industry. Maintaining these values, however, requires a partnership consisting of a commitment to innovation and communication.

In April, several members of the National Electrical Contractors Association (NECA) and the International Brotherhood of Electrical Workers (IBEW) Local 82

attended the two-day seminar, "Partners for the 21<sup>st</sup> Century." Their goal was to discuss the

**Vision Statement**

Guided by our shared values, we will continue to be the leader in the entire electrical industry, gaining market share by providing all customers with the highest quality electrical services.

state of the electrical industry in Dayton, barriers to developing successful partnerships, opportunities and challenges for Dayton as partners, and ways to build trust between the two organizations.

Several "partnering" objectives were established: to make a commitment to innovation and removing

roadblocks to progress; to work to improve and educate their organizations together; to enhance their image through community involvement; and create committees to provide action steps and follow through.

In addition, they plan to establish a market share monitoring system and set goals and methods to increase market share. To this end the Miami Valley Alliance of Construction Professionals (MVACP) has recently submitted a proposal to the Federal Mediation and Conciliation service for a grant to aid in their efforts to develop an accurate measurement of market share held by all of the local construction trades. (see article on MVACP below for more details).

## MVACP building a trade alliance

**T**hey say two heads are better than one. How about four? By combining administrative and marketing functions of the Electrical Industry, Masonry Industry, Mechanical Industry and Sheet Metal Industry, the Miami Valley Alliance of Construction Professionals (MVACP) hopes to establish a lasting organization to provide continuous communication between labor and management on a multi-craft/industry wide basis. The four groups represent over 4000 craft trades persons and approximately 150 employers.

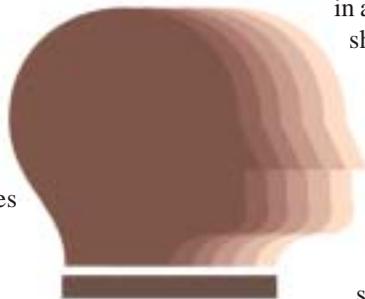
The MVACP was formed in response to changing needs in the construction market in the Dayton area. It provides a vehicle for labor and management to jointly address those changes to increase their mutual market interests. And the alliance allows for more efficient use of financial resources and staffing.

MVACP is a forum to

compare conditions defined in the various labor agreements and to evaluate which provisions have resulted in a return of market share, so that these successful programs can benefit other MVACP crafts and contractor associations.

In order to successfully increase market share, it's imperative to establish a baseline. To aid in this endeavor, the MVACP has applied for a grant from the

Federal Mediation and Conciliation Service. The grant would be used to measure current market share for each of the four industries, allow the MVACP to hire an administrator to coordinate efforts and meetings, and create an online resource center for use by MVACP members. The site will provide a forum for information exchange; become a receptacle for data and pertinent studies; a database of membership information; and a vehicle for providing the kind of continuous information exchange that is needed to bolster a successful labor/management partnership.



## Training...the key to success

The National Training Institute (NTI) convenes once a year (July 31-August 7) in Knoxville, Tennessee to offer a week of training and information seminars that are available to members of the electrical industry, including instructors, contractors and IBEW members. This year there are more than 60 technical courses being offered along with advanced professional education training.

A new Instructor Training class, "Labor History and Process of Relationships" will be taught by Danal Neal,

Executive Manager of the Western Ohio Chapter of the National Electrical Contractors Association (NECA). This course seeks to provide a knowledge base about the role communication and negotiation play in IBEW/NECA relationships. It looks at the historical, legal and political contexts in which these two process work.

### Installer Technician

And, the Dayton Joint Apprenticeship Training Committee (JATC), will be

offering a new apprenticeship program in September for video-voice-data training, Installer Technician.



While the Inside Wireman is installing the conduit and power feeders on a project, the Installer Technician is working beside the Wireman,

installing the network of low voltage cabling that is used for video, voice and data or other low voltage signaling.

Backbone voice and data cables are routed between the entrance facility, where communications signals enter a building: to equipment rooms and telephone rooms. The Installer Technician also installs voice and data outlets at workstations. Whether the work is in new construction or in existing office or manufacturing space, the IBEW/NECA craftsman will be educated in all facets of video, voice and data requirements. The NJATC also partners with the major manufacturers in the video, voice and data industry to assure training in the latest technologies including training for manufacturers warranted installs.

## Chapel Electric joins ELECTRI'21 Council

Chapel Electric is the newest member of the ELECTRI'21 Council. ELECTRI'21 works in partnership with the National Electrical Contractors Association (NECA) and every electrical contractor to fund, conduct, coordinate, and monitor the industry's most critical research and to commission and deliver the highest quality management education and supervisory training programs.

Chapel Electric Company, founded in 1946, focuses on industrial, commercial and institutional market segments. Chapel has participated in

many of the major landmark projects in the Dayton area including the recent Schuster Performing Arts Center. Since 1989, Chapel has established its reputation on the national market as a premier healthcare electrical contractor with pre-construction capabilities. The company has completed more than ten major state-of-the-art replacement hospitals and has begun to take on jobs in the Paper Press Market.

When asked why Chapel Electric decided to support the Foundation, CEO Dennis Quebe said, "Chapel Electric Company has always valued its commitment to providing training in order for our people to develop and progress. There is no better way to continue that legacy than to support the industry that equipped Chapel for success. This commitment to the Foundation solidifies our commitment to developing pace setting programs." [www.chapel.com](http://www.chapel.com)

## IBEW benefits website

The IBEW Local 82 Employee Benefits Handbook is now online. The site includes information on Health & Welfare, complete with information on Dental and Vision programs and a list of participating pharmacies for prescriptions. You can also find a list of VSP Doctors, an FSA Claim Form, and information on Annuity, Pension, 401(K) and a Provider Directory. In addition, there is a PDF file of the entire handbook online if you wish to download and print.

Contact information is available if you have any questions. Please use this online handbook, as it is updated whenever there is a change in our benefits program. [www.local82benefits.org](http://www.local82benefits.org).

## Did You Know

For all of you attending the NECA Convention in October, the full name for Los Angeles is "El Pueblo de Nuestra Senora La Reina de los Angeles de Porciuncula."

The characters Bert and Ernie on Sesame Street were named after Bert the cop and Ernie the taxi driver in Frank Capra's "It's a Wonderful Life."

The average human body contains enough: iron to make a 3 inch nail, sulfur to kill all fleas on an average dog, carbon to make 900 pencils, potassium to fire a toy cannon, fat to make 7 bars of soap, phosphorous to make 2,200 match heads, and water to fill a ten-gallon tank.

Mosquitoes prefer children to adults, and blondes to brunettes.

A chest X-ray is comprised of 90,000 to 130,000 electron volts.



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

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# Hire only the best

As the owner of a construction project, your objective is to hire an electrical contractor that can handle their portion of the work in an efficient, safe, quality minded way. You want to be confident that they can oversee their own employees and meet your budget and timeline. What you don't want is an electrical contractor that you have to watch over. After all, you have more important things to do.

What guidelines will you use to select the most qualified electrical contractor?

## Training and Education

Quality is key. Consistent, excellent workmanship can only come from a highly trained workforce. Make sure that the electricians hired by the contractor are well-trained in electrical wiring procedures, the National Electrical Code (NEC) standards, and safety precautions. They should be graduates of an accredited electrical apprenticeship program. The National Electrical Contractors Association (NECA) employ electricians that are the highest trained in the industry. Each journeyman must successfully complete five years in an extensive apprentice training program. On-going job and skill training continues throughout their career. Contractors also attend training classes, seminars, conferences and workshops that offer cutting edge technology and quality skill development that is unmatched in the industry.

The Building & Construction Trades Department (BCTD) found that union programs graduated

about three times as many apprentices to journeyman status as did the non-union programs.

## Strength of workforce

Talk to the contractor about the size of the company's workforce. If your job is running behind schedule, or going over budget, can the



contractor increase or reduce the number of employees on the job in a timely manner?

## Safety

The costs to a contractor when there is a serious accident can be tremendous. Fines by OSHA are a small part of the costs. The interruption of production on the job and the outfall of key personnel being tied up to answer legal queries can seriously damage the ability of a contractor. The American Society of Safety Engineers recently reported that the indirect cost of an incident can be up to 10 times that of the direct costs. For every \$1 invested in an effective workplace safety program, \$4 to \$6 may be saved as illnesses, injuries and fatalities decline.

Most of the accidents labeled "electrically caused" are the effect of untrained or minimally trained and inexperienced persons doing journey-level work for a

contractor. It is the training that makes the difference. Safety is no accident. NECA is committed to make electrical contracting a safer place to work. Contractors have an array of tools at their fingertips and have become leaders in construction safety that not only protects the worker and the contractor, but ultimately, the customer.

Also, to ensure the

safety of the contractor's work, be sure to request their Experience Modification Rating (EMR). All contractors with workers' compensation insurance have an EMR calculated by a rating bureau that ranks them, based on their safety records, in relation to their peers. The benchmark for the EMR is 1.00, and a better-than-average safety record is indicated by an EMR that is less than 1.00. If a contractor is unwilling to reveal their EMR, it's a good indication that they are not proud of it.

## Drug Testing

The liability and loss of production that comes with drug and alcohol abuse can easily be avoided by using a contractor that has a drug testing program in effect. Local chapters of the International Brotherhood of Electrical Workers (IBEW) and NECA members joined forces to prepare a program that includes testing of

management and electricians. Typically, early positive drug test rates average about 7 percent, but drop to between 1.5 and 2 percent after a testing policy is initiated. And think about this, contractors that don't have a drug testing program become a safe harbor for those who are using.

## Competence of Management

In today's ever-changing marketplace, there are strategies used by NECA contractors that help you meet opportunities in a highly technical environment. They partner with you to

make your business a success. Work doesn't stop with basic electrical needs, but continues with on-going energy management technologies, voice and data systems and efficient relamping strategies. Ask to meet the company's project managers, estimators, supervisors, and any other employees that you may have contact with throughout the duration of your project. It is important that you feel confident about the company's management staff. They will have a direct impact on the time schedule, quality, cost-effectiveness and cleanliness of the job.

Since 1901, NECA has been at the forefront in training, research, technology and standards development. For a NECA contractor in this area, visit the local NECA website at [www.wocneca.org](http://www.wocneca.org), which provides a listing of reputable electrical contractors along with contact information.



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## Upcoming Events

### District Two Council Meeting:

Aug. 31 – Sept. 1, The Westin Philadelphia. A special reception and baseball game will be held on the 31<sup>st</sup>.

### Fourth District IBEW District II NECA L/M Conference:

Oct. 4-6, Oglebay Resort, Wheeling, WV

### 50th NECA Convention and Trade Show:

Oct. 16-19, Los Angeles Convention Center, Los Angeles, California. Participate in Management Seminars, Technical Workshops, Exhibitors Booths and Guest Tours of the “City of Angels.” Register at [www.necaconvention.org](http://www.necaconvention.org).



## The Western Ohio Chapter - National Electrical Contractors Association Directory:

### NECA Members

## Dayton

Aztec Electric, Inc.  
Chapel Electric Company  
Complete Electrical Service  
D.R. Electric, Inc.  
Freedom Electrical Contractor  
High Voltage Maintenance  
Kastle Electric Company  
Lake Erie Electric, Inc.  
Maxwell Lightning Protection  
Mutual Electric Company  
Newco Electrical Contracting  
Quantum Power Systems  
Reliable Electric  
Rieck Mech. & Electrical Svcs.  
Studebaker Electric  
Wagner Smith Company  
York Electric, Inc.

### Contributing Contractors

## Dayton

Justice Electric  
Luehrs Electric, Inc.  
M.B.A. Electric, Inc.  
O.R.E. Electric  
Power Services  
Productive Electric, Inc.  
Q.O.B. Electric, Inc.  
Spurling Electric Co., Inc.

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