

Wanted: *workers* When: *today*

We live in a very competitive economy. Not just in Dayton, but worldwide. We've witnessed wage cuts from Delphi, GM and other manufacturing facilities. Now we are going to import cars built in China, along with everything else. Quite obviously, cost of goods and services is a major issue in winning business.

So how do Union workers keep a competitive edge when wages are dictated by negotiated contracts? By being better educated, drug free and performing superior quality work. But open shops can often bid lower because they don't pay prevailing

wages to their employees. There's the rub.

Every general contractor wants quality work. But the mighty dollar rears its ugly head and often wins in the end. To address this situation, IBEW Local 82 and Western Ohio Chapter NECA developed an aggressive contract.

The "Small Works" program creates two additional worker categories,

Construction Wireman (CW) and Construction Electrician (CE). Here's how it works.

There are four levels within each group, based upon experience and electrical knowledge. Each level is paid a percentage of prevailing wage. Moving up to the next level requires a certain number of hours worked, plus additional training classes required by the JATC

(Apprenticeship Training Program). Once you have become a Construction Electrician (Level 8) you can



test to become a Journeyman Wireman. All CW/CE's will work side by side with Apprentices and Journeymen, under the supervision of a Journeyman Foreman.

The program will allow the signatory contractors to be more cost competitive when bidding on projects. It will also increase the labor pool provided by the IBEW. And it's a great career opportunity for those just starting out or for electricians working in open shops to increase their income and their knowledge of the trade. If you are interested in working as an electrical worker in this program, please contact IBEW Local 82 at 937-898-4239.

Construction *Expo*

On Saturday, June 16, the Dayton and Miami Valley Construction Expo was held at Riverscape in downtown Dayton. This year, the weather was in our favor. (Last year's event was shrouded by rain all day). Hundreds of people attended, including recent high-school grads and job seekers who had the opportunity to learn about real careers with real benefits through trade apprenticeship training programs.

Sponsored by the

Ironworking Contractors Allied Partnership (I.C.A.P.), the event was being held to



A youngster gets some hands-on training in pipefitting.

provide a unique and interactive learning experience about the Miami Valley Construction Trades.

There were several exhibitors at this event from

many of the construction trades including: Bricklayers, Carpenters, Cement Masons, Electricians, Ironworkers, Millwrights, Plumbers & Pipefitters, Roofers, Sheet Metal Workers and more. They hosted live demonstrations, hands-on projects, equipment displays and provided one-on-one career development information.

The Expo provided the entire community with a unique opportunity to get up close to huge pieces of construction equipment: cranes; trucks;

and forklifts. Demonstrations included carpentry, learning about how a heating system works, metal bending, welding, pipe fitting and brick laying. For more information about apprenticeship training programs go to: www.daytonapprenticeships.org.



Dick Brooks, JATC Training Director (from left); Dan Neal and Julie Bernard with NECA and Nick Comstock, Business Manager IBEW Local 82, educate attendees about the Electrical Apprenticeship Program.

Apprenticeship Graduation

The Dayton Electrical Training Center Apprenticeship Graduation took place on June 14, graduating 21 students from the Inside Wireman program; 4 from the Inside 6+ Accelerated Program; and 5 from the Teledata Program. This was the first graduating class from the Teledata program.

Speakers included Dan Neal, Executive Director NECA; Nick Comstock, Business Manager IBEW Local 82; and Eddie Jaudon, Chairman JATC. The future looks bright for these talented graduates. Recently, CNN placed the electrician on the list of the top ten trades based on current salary medians and expected growth by 2014. The U.S. Bureau of Labor Statistics projects that by 2013, the nation's need for electrical workers will rise to more than

734,000, a figure 78,000 beyond the number currently employed.



Buck Ross, President of Chapel Electric (left) and JATC Chairman Eddie Jaudon (right) present award to Daniel Flohre.

The Dayton Joint Apprenticeship Training Committee (JATC) offers the best electrical worker training in the area. Training is sponsored by the National Electrical Contractor's Association (NECA) and the International Brotherhood of Electrical Workers (IBEW)

Local 82. The state-of-the-art training facility is located in the IBEW Local 82 building.

The Training Center offers three programs. The Inside Wireman is a five-year training program and requires a minimum of 8000 hours of on-the-job training in the electrical construction industry with the supervision of a journeyman wireman. In addition 900 hours of classroom instruction are required. Upon completion of the 5-year program, the apprentice graduate has earned 45 free credit hours towards an Associate Degree.

The Teledata Installer Technician program is a three

year training program. It requires a minimum of 4800 hours of on-the-job training and 480 hours of classroom related instruction. Teledata installers work on various systems including LANs, telephone systems, nurse call, HVAC control, and security systems.

The Inside 6+ Accelerated Program was developed for those with 6-10 years experience in the electrical construction industry. It is an accelerated two-year program where upon completion you receive Journeyman status. Congratulations Top Graduates

- Inside Wireman: (tie) Adam Kelhoffer and Thomas Flayler averaging 97.0%
- Teledata: Daniel Flohre, with 90.7%
- 6+ Accelerated Program: Lee Raker, 94.6%.

Adam Kelhoffer went to

(cont'd page 3)

Web-based bookkeeping

Every employer must deduct certain withholdings from employee's paychecks, generally, taxes. However, when you work for a Union, there are several additional contributions made for Health Benefits, Pension funds, Annuity funds, Union dues, Apprenticeship programs, Labor-Management

committees, and more. Once all the deductions and contributions are calculated for each employee, checks must be cut to each fund and mailed to the appropriate location for deposit.

This is very time consuming for the contractor's accounting department personnel. And there is always a lag time in deposits. And that means there is money sitting on the table. For example, there is a lag time between sending a check to the Pension office and the time at which it might be deposited. If you are talking about weeks, you're talking about money that should already be invested, and making money.

To streamline this

process, a new software called eREMIT will be used by every NECA Contractor by the beginning of next year.

The eREMIT software, developed by Allen Bates Technologies, is a web-based application that can be used by Benefit Offices to receive and manage certified contractor payroll reports electronically. Contractors can logon and seamlessly transmit detailed payroll information to the Benefit Office via a secure and encrypted connection.

Here are some of the features:

- Manage multiple job sites per contract
- Set contract expiration notification
- Contractors can upload certified payroll reports and Benefit Offices and Local

Unions can download report data to import into other applications (e.g. Quickbooks)

- Contractors can save reports before submission and use a previously submitted report to create future reports
- Data includes contractor information, project information, employee information, withholdings, work classification, hours worked, total hours, rate of pay/cash fringes, gross amount earned, deductions, net pay, and payroll number.

The bottom line is that it will be easier for contractors to balance their books, errors will be eliminated because the numbers will only have to be keyed in once, and automatic deposits to banks will streamline the accountant's daily work load.

CONNECTIONS

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

e-mail: wocneca@choiceonemail.com
website: www.wocneca.org
phone: 937-299-0384
fax: 937-299-7322

Graduation *cont'd.*

college for a while and decided to make a change. His wife's grandfather was a union electrician and encouraged Adam to take a look at the Apprenticeship program. "The great teachers in this program and the hands on experience made learning very interesting. The biggest challenge is the variety of things you have to know, like different devices and systems. The technology changes every day," says Adam. "For



Adam Kelhofer

example, right now I am working with ESI Electrical Contractors renovating a fire alarm system. In order to install a new system, I have to know the old system as well. It keeps you on your toes," says Adam.

Thomas Flayler worked in Teledata for five years before he was accepted into the Inside Wireman program. "I was driving down Rt. 4 one day and saw a billboard for IBEW Local 82, and the rest is history," says Thomas. Thomas is currently working for Chapel Electric installing



Thomas Flayler

new fire alarm systems in 354 student housing units at UD.

Daniel Flohre graduated top in his class in Teledata, the first graduating class for this apprenticeship program. He has family members involved in communications so he thought he would take a look at the IBEW program. He is currently working for Chapel-Romanoff Technologies (CRT) installing phone systems. "I highly recommend this program to anyone looking for a interesting career," says Daniel.

Lee Raker is the "pro" of the graduating class. An electrician for 17 years, Lee learned everything he knows about electrical installations and systems on-the-job. "The

best thing about the 6+ program is the classroom work. I finally learned the theory behind electricity...and the dangers. The most difficult



Lee Raker

part for me was doing homework and studying for tests. I was definitely out of practice," says Lee.

And congratulations to Daniel Peyton, Inside Wireman, who averaged 96.7%!.



Daniel Peyton

Code of Excellence... *the key to success*

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.

The key to making this program successful is its explicitness and its standards for accountability. Simply put, 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. 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: membership education is imperative to understanding why the code is

so vital. 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. They 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.

"The Code of Excellence enforces the high standards of conduct that are the norm for most IBEW workers."



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Volunteers rehab homes

Every year, members of the International Brotherhood of Electrical Workers (IBEW) Local 82 volunteer their time to help rehab owner-occupied homes for low-income homeowners, particularly the elderly and disabled, coordinated through the Rebuilding Together Dayton organization. The local group is part of the national Rebuilding Together organization that has 250 affiliates in 50 states. Across the country, on National Rebuilding Day in April, over 225,000 volunteers rehabbed over 8,500 houses. The work took place in 865 cities and towns.

This year the members of IBEW Local 82 worked on six project houses. All of the homes required electrical repair and light fixtures. A special thanks to volunteers Jeff Carr, Nick Coffey, Tyrin Leath, Nick Comstock, John Loeber and his son, Cody, for their time. Bill Melke was project coordinator. In addition several contractors contributed equipment and materials including Chapel Electric and ESI Electrical Contractors. John O'Meara with Wagner Industrial Electric secured the necessary work permits.

The Western Ohio Chapter - National Electrical Contractors Association Directory:

NECA Members

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

Affiliate Members NECA

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

Contributing Contractors

Automated Controls
Integrated Control Solutions
Justice Electric
Luehrs Electric, Inc.
M.B.A. Electric, Inc.
Nitro Electric Co.
North Hills Electric & Eqmmt.
Power Services
Precision Electrical Contrs.
Productive Electric, Inc.
Q.O.B. Electric, Inc.
Spurling Electric Co., Inc.
The W.G. Fairfield Co.
Triad Electrical
Union Lightning Protection
Wheeler Electric
Wilson Sign Company

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