

Construction Users & Project Owners — *Take advantage ...*

The Union



Contractor Advantage

“Union construction work sites
are 17% more productive
than non-union sites.”

– The Construction Users
Roundtable (CURT)

*YOU benefit when the highly skilled
and well-trained electrical workforce
of an I.B.E.W.-signatory electrical
contractor is working for you!*



Advocating for and adhering to our industry
CODE OF EXCELLENCE

A Testimonial on the Union Advantage

“ I started my company and worked for years as a non-union electrical contractor.

I was very reluctant to become union at the time, but now I realize that it was the best business decision of my life. When I agreed to be signatory, I had eight employees in the field and I drove a beat up panel truck. Today, 25 years later, I have 100 employees in the field and my company has a fleet of 50 vehicles. My company does work in the commercial, residential, and voice-data-video markets. These are separate markets with different manpower, each with its own training programs and agreements. When I need manpower, I call the hiring hall and I know I am going to get someone who is trained and knowledgeable. As a non-union contractor, I did not have the money to train my employees, and when I hired off the street we got a lot of so-called electricians who did not begin to have the skills of my employees today. I was constantly having employee turnover or dealing with mistakes made because of my workforce's lack of professional training. I would recommend being a signatory contractor to any electrical contractor. It has helped my company grow and prosper.

”

Dan Bollin, President
Transtar Electric, Inc.

The Union Advantage

The union advantage is a cost-effective edge that saves construction project owners and administrators **TIME** and **MONEY!**

Signatory electrical contractors and their International Brotherhood of Electrical Workers union counterparts furnish thoroughly trained electricians and technicians who can handle any construction project, so construction users and project owners receive world-class construction, maintenance and installation services every time – and projects are completed on time and on budget.

The productivity of union construction workers on commercial and retail buildings was at least 31%, and as much as 51%, higher than non-union workers.

– U.S. Department of Labor

Union training and efficiency = A better bottom line for users & owners!

It's a FACT...

Union jobs are 17% more productive than non-union jobs. ... Good labor productivity not only reduces project costs, but also improves the project's schedule and quality.

– “Best Practices for Labor Productivity,”
Independent Project Analysis, Inc.

The productivity of union construction workers on commercial and retail buildings was at least 31%, and as much as 51%, higher than non-union workers ... and ... union workers are better trained.

– National Bureau of Economic Research &
U.S. Department of Labor

Labor Productivity



Output per Manhour



Union construction work sites are 17% more productive than non-union sites.

– The Construction Users Roundtable (CURT)

Union contractors ... complete their jobs in less time with lower material costs than their non-union competitors, resulting in consistently lower bids for the same work.

– Industrial and Labor Relations Review

Union contractors in the private sector are 35% to 50% more productive than their non-union counterparts.

– Steven G. Allen, North Carolina State University

Output per manhour is 24% greater in unionized establishments.

– Charles Brown, University of Maryland &
James Medoff, Harvard University



The Union Difference is TRAINING & APPRENTICESHIP

Union-signatory electrical contractors provide the BEST WORKFORCE because they invest in joint labor-management training programs ...

Training and apprenticeship programs are the backbone of the unionized construction industry and the traditional method of training union construction workers. Union training programs are administered by **Joint Apprenticeship & Training Committees** – JATCs – that are maintained equally by the National Electrical Contractors Association and the I.B.E.W.

Because the construction industry relies heavily on skilled craftsmanship, its apprenticeship and training programs must be state-of-the-art. **Research and statistics show that our training programs significantly outperform their non-union counterparts** in enrollment levels and graduation rates (especially among minorities and women), and – importantly – overall curriculum and training facility quality. The U.S. Department of Labor also found that union programs have enrolled 72 percent of construction apprentices since 1989, and have enrolled almost three times as many minorities and over four times as many women, as non-union programs.



The Toledo Electrical J.A.T.C. Facility

Toledo Electrical J.A.T.C.

The Toledo Electrical Joint Apprenticeship and Training Committee (J.A.T.C.) educates workers through diversified on-the-job training supervised by qualified journeypersons and related technical classroom instruction. The Toledo Electrical J.A.T.C. is administered by I.B.E.W. Local 8 and the Ohio/Michigan Chapter NECA, and its programs are taught at a state-of-the-art facility in Rossford, Ohio.

The Toledo Electrical J.A.T.C. conducts three Apprenticeship Training Programs:

- Inside/Commercial Electrical Wiring Program
- Residential Training Program
- Teledata Communications Program

Union journeymen electricians and technicians are strongly encouraged to partake in additional programs for upgrade training to keep their skills on the cutting edge of technology and they participate in 15,000 hours of training each year.

The J.A.T.C. has over 200 apprentices enrolled in our 3 programs and takes in about 70 new apprentices each year.

The program spends \$2 million each year to train our apprentices and for continuing education for our 1,400 journeymen.

In 2007, our programs as a whole provided 40,000 hours of classroom education time for the apprentices.

Ninety-percent (90%) of the apprentices who start in our programs graduate.

Nationally, Unions and Signatory Contractors:

- Invest \$300 million annually in training
- Train 180,000 apprentices
- Upgrade 500,000 skilled workers
- Operate 1,000 state-of-the-art training facilities



Non-union apprentice training does not measure up!

Not all forms of training are the same. A study by the Building and Construction Trades Department, entitled “A Preliminary Report on Associated Builders and Contractors (ABC) Apprenticeship Training: Flawed and Failing Initiatives,” found that **union apprenticeship programs enroll and graduate the majority of construction apprentices**, including the majority of female and minority apprentices, while non-union ABC construction training programs graduate relatively few of their enrollees.



Northern Ohio Graduates



Central Ohio Graduates



Among the findings for non-union Ohio ABC chapters:

- Of the apprentices who registered between 1995 and 1999 in Central Ohio ABC training programs, only 24% completed their program by 2004, while 70% dropped out or were terminated.
- Of the apprentices who registered between 1995 and 1999 in Northern Ohio ABC training programs, only 57% completed their program by 2004, while 43% dropped out or were terminated.
- Of the apprentices who registered between 1995 and 1999 in Ohio Valley ABC training programs, only 30% completed their program by 2004, while 35% dropped out or were terminated.

The Union Advantage is PRODUCTIVITY & QUALITY

Union-signatory electrical contractors can provide the GREATEST PRODUCTIVITY because they employ skilled union electricians ...

Construction workers belonging to I.B.E.W. unions and working for union-signatory electrical contractors are more productive than their non-union counterparts. Electrical unions insist that their members receive thousands of hours of training – extensive training that ensures jobs are done right the first time because signatory contractors have access to a strong pool of skilled workers.

More skilled workers translate to proper work site performance; unskilled workers cannot be expected to perform skilled tasks when they have not received adequate training.

Union productivity is superior based on several factors:

- Better apprenticeship programs that create better journeymen.
- Better journeyman training that keeps union electricians at the forefront.
- Better foremen training that creates better on-site supervision.
- Better safety training that provides less liability and greater project continuity.
- More diverse technical specialty training facilitates meeting high-tech project needs.
- Immediate access to skilled, quality workers.
- Apprentice programs in many disciplines.



SAFETY

The union construction industry's goals for safety are clear. To achieve these safety measures, the industry:

- Strives to have every foreman complete 30-hour OSHA training;
- Continually provides classes for journeymen in first-aid, C.P.R., blood-borne pathogens and operating Automated External Defibrillators (AEDs);
- Distributes an industry-wide safety manual; all safety training is based on the manual thereby providing continuity between contractors;
- Provides 12 hours of 70E Arch Flash training for all journeymen and apprentices;
- Has a full-time safety specialist available for all contractors to utilize for job-site audits and to address specific job-site safety concerns.

Safety Awareness Training Courses

The union construction industry further strives to have every journeyman go through 16 hours of safety awareness training that includes the following topics:

- Fall Protection
- Lookout/Tagout
- Elevated Lifts & Scaffolds
- Walking Working Surfaces
- General Safety
- Housekeeping/Fire Prevention
- Personal Protective Equipment
- Hazardous Communications – Material Safety Data Sheets
- Electrical Principles & Hazards
- First Aid/Emergency Procedures
- Ladder Safety
- Rigging & Material Handling
- Confined Space
- Hand & Power Tools
- Shoring & Trenching
- Welding & Cutting

Job site safety is increased when using skilled, union workers because the union construction industry:

- *Trains workers to be safe.*
- *Creates an environment of understanding that fosters safe work practices.*
- *Provides continuity for all employees throughout the industry.*
- *Works to prevent injuries and fatalities.*
- *Works to ensure safe work site operations.*

QUALITY OF WORK

Using union construction ensures a skilled and productive work force – which means projects are completed right the first time, on time and within budget. Union construction helps project owners realize cost savings on their bottom line and on maintenance after projects are completed. In short, **UNION CONSTRUCTION PROVIDES QUALITY FINISHED PRODUCTS THAT SAVE TIME AND MONEY!**

Using union-signatory electrical contractors who employ skilled, union electrical workers helps ensure:

- Fewer hours to perform work on a project;
- Safe construction sites and projects;
- The highest quality foremen supervising work;
- Jobs are done right, reducing future maintenance costs associated with the life of the project;
- Costs are budgeted up front.

Meanwhile, using unskilled, non-union contractors on a building or construction project leads to:

- More man-hours to get a job done, resulting in added time and money;
- Unsafe construction-site work practices;
- Missed deadlines;
- Higher probability of increased change orders;
- Less-skilled supervisors;
- Wasted resources;
- Greater need for repairs and higher repair costs.



DRUG-FREE WORKFORCE

Our electrical contractors only employ manpower that has been tested for drug use and has demonstrated that they are drug-free. Industry-wide, **both labor and management are required to annually administer drug testing**, and in addition, **the union electrical industry randomly tests 25% of its workforce annually**.

The **union electrical industry also tests to the highest standards** – meeting the needs of our most stringent customers, such as **British Petroleum (B.P.)** and **Sunoco** for work at their petrochemical refineries.

More skilled workers
translate to proper work site
performance.



The Labor-Management Cooperation Advantage

The harmonious relationship between the **Ohio/Michigan Chapter of the National Electrical Contractors Association (N.E.C.A.)** and the **International Brotherhood of Electrical Workers (I.B.E.W.) Local No. 8** fosters a working environment that keeps work costs and delays down by establishing mutual confidence and a desire for labor peace. Both sides also work together to establish fair wages and benefits and a working environment that creates the best labor-management rapport.

Labor-management cooperation like that fostered by the **Northwest Ohio Great Lakes Construction Alliance** provides construction users with a capable and professional union workforce they can count on.



The GLCA is an industry partnership of organized labor, project owners, signatory contractors and design professionals. GLCA membership includes representatives from the auto, utility, steel, petrochemical industries, universities and the public sector. They work in collaboration with architects, engineers, construction trade unions and their contractors and associations.

The GLCA sits down with major area owners to make certain the union electrical industry is meeting their needs. Through this arrangement, the GLCA has developed industry-wide training programs, safety standards, security protocols and a formalized **Code of Excellence** to ensure quality work and productivity.

The GLCA also aims to establish Ohio and its neighboring states as the premier region in the world for business to construct and maintain facilities. The Alliance sets the highest standards for ethics, safety, quality, productivity, training and customer service.



Code of Excellence

The Union Electrical Industry has adopted a **CODE OF EXCELLENCE** to ensure customers receive the best possible service from our contractors and employees in the field.

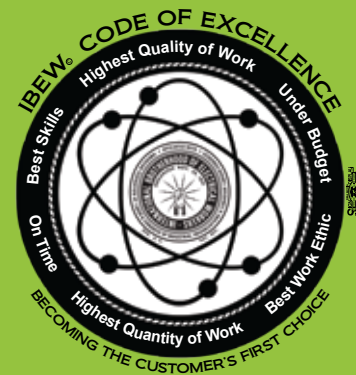
“Total Formula to Promote Jobsite Excellence and Customer Satisfaction”

The Code of Excellence is a program for the Northwest Ohio construction industry to help ensure jobs are **built on time, safely, within budget, and right the first time.**

The Code of Excellence provides standards and training through which I.B.E.W. members will:

- Arrive to work on time, ready and willing to work.
- Follow appropriate employer and customer work rules.
- Promote an alcohol and drug free workplace.
- Work in a safe and healthy manner.
- Give 8 hours work for 8 hours pay and ensure supervision has been notified when we need to leave the jobsite.
- Respect management directives that are safe, reasonable and legitimate.
- Respect the customer’s rights and property.
- Respect the rights of our coworkers.
- Utilize the skills and abilities we have learned to gain a competitive advantage.
- Take care of the employer’s tools and equipment as if they were our own.
- Refuse to condone any act of property destruction, including graffiti.
- Start work on time, work until the appropriate quitting time and limit break periods to the time allowed.
- Use the proper tool for the job while maintaining personal responsibility for our tools.

- Perform personal business, including cell phone use, during authorized break periods only.
- Never participate in job slowdowns, disruptions or activities designed to extend the job or create overtime.
- Always strive to conduct ourselves in a way that promotes a positive image of the IBEW.



Those in management and supervisory positions will adhere to the Code in the areas of:

- Management responsibilities to the collective bargaining agreement.
- Total acceptance of supervisory positions and related responsibilities.
- Communication and cooperation with the job Steward.
- Employee encouragement but, if necessary, fair and consistent discipline.
- Job safety, health and sanitation needs or requirements.
- Ample job layout/directions to minimize down time and maximize employee productivity.
- Availability and timely delivery of necessary materials.
- Proper number and type of tools and equipment to ensure job progress.
- Maintenance and upkeep of tools and equipment.
- Storage and protection of employer and employee tools and equipment.
- Employ adequate number of employees to perform efficiently or, conversely, limit number of employees to the work at hand.



The “Signatory Status” Advantage

Electrical contractors who use manpower from I.B.E.W. Local 8 deliver significant, **cost-effective advantages** to customers in Northwest Ohio and Southeast Michigan – **bottom-line advantages** that save money for contractors **and the project owners who hire them.**

First and foremost, signatory union contractors **have access to thousands of highly trained union electrical professionals.** I.B.E.W. Local 8 furnishes these electricians and technicians to the signatory electrical contractors who bring world-class construction, maintenance and installation service to every project.

Electrical contractors who use manpower from I.B.E.W. Local 8 deliver total electrical solutions in an environment where quality, craftsmanship, safety and productivity are the rule. I.B.E.W. Local 8 members work in commercial, industrial and residential construction markets, as well as voice/data/video communication, maintenance, HVAC, manufacturing, sign shops, alarm systems, photovoltaic and other alternative (Green) technologies.

Top Talent Recruitment

Our apprenticeship program continuously recruits and trains the best and brightest people available so that it can provide signatory electrical contractors with a workforce that is second to none at a cost for contractors of only pennies an hour to train that workforce. As one of the most productive workforces in North America, Local 8 electricians install projects on time, within budget and done right the first time – **saving the owner money in the long run.**

The quality **healthcare** and **retirement** plans offered to I.B.E.W. Local 8 members are a further assurance of drawing the top talent for our contractors.

Fringe Benefits – A Strong Employee Motivator

Cost savings are further realized and productivity is enhanced by signatory contractors because their employees receive quality benefits such as a pension and medical coverage. Providing these benefits through our industry helps us to have a large group of workers in which we can provide cost savings while maximizing benefits.

As an example, our health insurance covers 5,000 lives, giving us enough participants to self-insure, which allows us to provide a more cost-effective plan.

These benefits help us ensure that our workers are well-motivated and are always at their best so they can perform their jobs.



National Electrical Contractors Association



NECA is the management association for electrical contractors, representing thousands of employers nationally.

The **Ohio/Michigan Chapter NECA** specifically works to meet the needs of electrical contractors. To help accomplish this goal, NECA furnishes its members with continuing educational opportunities on management procedures, construction practices and industry standards – which improves member contractors' ability to better manage construction projects. The chapter is a non-profit, member-driven organization whose purpose is to help our member contractors in all facets of their business.

www.necanet.org

I.B.E.W. Local 8



I.B.E.W. Local 8 represents over 2,250 men and women who perform electrical construction in 12 counties in northwest Ohio and 3 counties in southeast Michigan.

www.ibew8.org

National Joint Apprenticeship and Training Committee



In 1941, the I.B.E.W. and NECA jointly formed the National Joint Apprenticeship and Training Committee (NJATC) for the electrical construction industry in order to provide the highly skilled workforce necessary to meet customer needs and ensure job satisfaction for electrical workers. Today, it provides the very best, world-renowned and unparalleled apprenticeship training program to electrical workers.

www.njatc.org

International Brotherhood of Electrical Workers



The I.B.E.W., representing about 750,000 members in the United States and Canada, is the largest electrical union in the world.

www.ibew.org



**On your construction, maintenance or installation projects,
explore the many advantages of using union electrical contractors and
the highly skilled, well-trained union electricians they employ.**

Ohio/Michigan Chapter NECA

727 Lime City Road, No. 100

Rossford OH 43460

(419) 666-6040

**For a top-quality contractor, call 1-866-ask-neca or visit
www.askneca.com.**

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