



IBEW CODE OF EXCELLENCE

A Program of
Membership Responsibility

Survey Sheet

Please ask yourself and answer the following question. Don't be humble, ego is totally appropriate in this case. Compare yourself vs. peers in an average situation. Overall, if you consider how hard you work, how knowledgeable you are and how skilled you are: How would you rate yourself as being in the following percentage of the overall workforce?

Give yourself the highest ranking you feel you honestly deserve. (circle only one)

- Top 5%
- Top 10%
- Top 20%
- Top 50%
- Bottom 50%
- Bottom 20%
- Bottom 10%
- Bottom 5%



WHAT IS THE CODE OF EXCELLENCE?

A program for IBEW Construction members, which promotes:


- ✓The highest quality of work.
- ✓The highest quantity of work.
- ✓Our members best skills.
- ✓Our members best work practices.

Or, simply, IBEW members doing the right thing because it is the right thing to do.




CODE OF EXCELLENCE GOALS

- ✓ IBEW jobs built on time, and under budget.
- ✓ Restore a sense of pride in craftsmanship by our members.
- ✓ Restore pride in IBEW membership.
- ✓ Generate strong recommendations by customers using IBEW members.
- ✓ Improve the IBEW's public image.



Highest Quality of Work


- What do we as electricians see?
- What does the general contractor see?
- What does the customer see?




President Edwin Hill's Message

VIDEO


• What were the International President's Key points?



Introduction VIDEO




Phone Call VIDEO



• Why is Health First giving the Union another try?

• Is All Things Electric staking their reputation on the IBEW's work?




Contractor's Office

VIDEO


• What are the Employer's points?

• What are the Union's points?




Appearance

VIDEO




VIDEO


- Does it matter what you wear to work?
- Do different jobs require different attire?



Tardiness & Absenteeism




• How does being tardy affect a job?
• How does being absent affect a job?



Productivity

Union vs. Non-Union

- Are Union electricians more efficient than non-union?
- How is this determined?
- How much more efficient are Union electricians?
- Is this efficiency enough?



Enhancing Competitiveness

- If IBEW electricians make more money than the non-union, how do we remain competitive?
- We pride ourselves on being the most skilled electricians in the world.



Working Efficiently: A Comparison

Non-Union Electric pays their electricians a total package of \$37.45 (\$33.00 on the check, health and welfare for the worker, up to 3% matching 401K) giving them the ability to attract the best non-union electricians available. With taxes etc.(21.6%) the employer raw cost is \$44.61 per hour.

Union Electric is signatory with the Local Union whose contract provides a total package of \$53.01 per hour. With taxes etc. (21.6%), raw cost is \$64.46 per hour.



Working Efficiently: A Comparison

- Both Companies are invited to bid on a high rise in downtown Portland.
- Using NECA bid programs it is estimated that this job will take 10,400 hours to complete.
- How many hours can non-Union electric bid the job and still be competitive?



**Working Efficiently:
A Comparison**

Union Electric Bid:
Line Item 12-raw labor cost.
10,400 hours x \$64.46 an hour=\$670,384

non-Union Electric Bid:
Line Item 12-raw labor cost
15,000 hours x \$44.61 an hour=\$669,150

Not only does non-Union Electric have the lowest bid, but they have a lot of negotiating room on the hours.



**Working Efficiently:
A Comparison**

- Union Electric employees meet in the lunch room every morning.
- At 7:00 the crew heads to the gang box. Work generally begins by 7:15.
- The crew leaves for break around 9:57 so they can make it to the break area by 10:00. Breaks last from 15-18 minutes. By the time the crew is back to work it is 10:22. (same as p.m. break)
- The crew heads to lunch at 11:57. The crew generally gets up around 12:35 and heads to the work area.
- The crew picks up at 3:10 in order to have all tools picked up by 3:25. They then walk to the lunch trailer drop off any gear and leave for their cars in order to arrive and leave on company time (in on our time and out on theirs is the agreed upon mode for these jobs).
- The crew works an average of 390 minutes a day.



**Working Efficiently:
A Comparison**

- Non-Union Electric employees are required to start at 7:00 am at the gang box.
- They are given two breaks a day, which are strictly monitored and adhered to. This means fifteen minutes (0:15) in the morning and ten minutes (0:10) in the afternoon.
- They leave the work area at noon and return to the work area no later than 12:35.
- They are given ten minutes (0:10) a day to pick up any company and personal tools (they are required to wear tools in some manner). They leave the gang box no earlier than 3:30 pm.
- In an eight hour day the employee has worked 440 minutes.



**Working Efficiently:
A Comparison**

- John at non-Union Electric can rough in three units a week on a downtown high rise. How fast must Carol at Union Electric complete the same job?
- John - 40 hours x \$44.61= \$1,784.40
- Carol - \$1,784.40/\$64.46=27.68 hours. Carol must complete the same job by approx. 10:45 a.m. Thursday.



**Working Efficiently:
A Comparison**

- How much more efficient must Carol be than John?
 - John – By the end of the week John has actually performed work for 2200 minutes.
 - Carol – By 10:45 a.m. Thursday Carol has actually worked 1440 minutes.
- CAROL MUST BE 35% MORE EFFICIENT THAN JOHN IN ORDER TO REMAIN FINANCIALLY COMPETITIVE WHILE MAINTAINING UNION PRACTICES!!!**



**Working Efficiently:
A Comparison**

- THAT'S A CROCK! WE DO NOT TAKE ANY LONGER BREAKS THAN THE NON-UNION !!!
- If this is true how efficient must Carol be?

Assuming each person follows same work practices-

- John – By the end of the week John has actually performed work for 2200 minutes.
- Carol – By 10:45 am Thursday Carol has actually worked 1530 minutes.

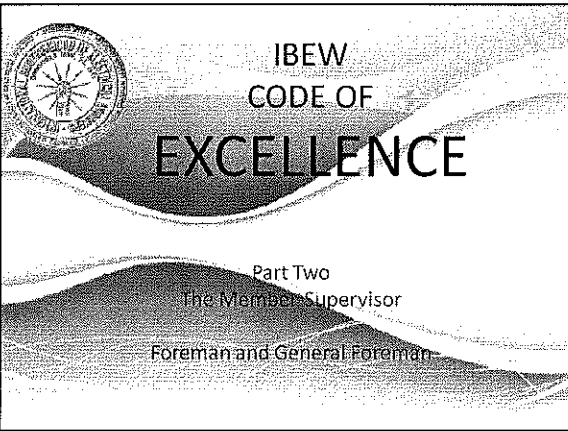
CAROL MUST STILL BE 30% MORE EFFICIENT THAN JOHN TO REMAIN ECONOMICALLY COMPETITIVE!!!



Fact or Fiction?

- Carol can consistently work 30% - 35% harder than John indefinitely.
- Carol must use skill to gain the advantage, thereby eliminating mistakes and punch list items.
- Carol must first learn to work skillfully in order to produce quantity.






NECA Statement




• What are NECA's key points?




NECA's Message to Contractors

- Your Choice –
- Would you rather:
 - A. Watch a 25 minute video, or
 - B. Just a brief recap of the message?



• What message is NECA trying to get across to their contractors?



**Building an Efficient Crew-
The Foreman's Responsibilities**

- What is the goal of the average IBEW electrician?
 - To get the job done efficiently and with a high level of quality.
- What must the foreman provide to accomplish this?
 - Tools
 - Materials
 - Lay-Out
- What else must the foreman ensure?
 - workplace safety.



**Building an Efficient Crew-
The Foreman's Responsibilities**

- Other key factors:
- Working conditions - As a foreman you are your crew's steward in over 95% of our work situations.
 - Involvement - Utilize the knowledge base of every crew member. Keep the steward in the loop.
 - Fairness.
 - Ego - nearly every electrician has a high self esteem.
 - Encourage pride in doing a quality job.
 - Lead by example (the break, etc.).
 - Reputation. It follows you and it precedes you.



**Number One Performance
Enhancer**

RESPECT

Every worker, every time, every day!



The Foreman
Dealing With Performance Issues.

- Remember the ego and self esteem factor.
- Give positive constructive suggestions.
- Let the crew know of your expectations.
- Keep those expectations reasonable.



The Foreman
Dealing With Performance Issues.

- Remain firm but fair.
- Use Progressive Discipline.
- Tackle issues head on.
- Remember-Not everyone has the same work ethic or same drive as you do.




The Foreman
The Layoff

- Be fair and unbiased.
- Take responsibility.
- Take the Steward w/you to hand them out.
- Avoid confrontation.




**The Foreman
The R.O.F. Slip**

- Put positive comments on the layoff slip.
- Put constructive recommendations on the slip.
- Call your business rep with any concerns.



IBEW MEMBER/SUPERVISOR RESPONSIBILITIES


- ✓ Assume responsibility of position and be accountable.
- ✓ Provide proper job layout and planning.
- ✓ Use manpower efficiently and effectively.
- ✓ Insure availability of required tools, materials and equipment.
- ✓ Provide a safe workplace.
- ✓ Maintain an open and responsive line of communication among all job participants.
- ✓ Work with Steward's to prevent and eliminate jobsite problems immediately and effectively.
- ✓ Don't blame workers for management failures.



What Makes A Union

- What is a Union?
- Who is the "Union"?
- What is the purpose of a Union?

an organization of workers formed for the purpose of advancing its members' interests in respect to wages, benefits, and working conditions



The Union's Diversity

- Residential
- Sound and Communication
- Industrial
- The service truck driver.
- The "shoppies".
- The PLC, control, data and fire alarm electricians.
- The big job electrician.
- Pipe benders, equipment specialists, T.I. specialists etc.
- The "Hall" electrician. One of the most skilled electricians available.

Without each one, the other would not enjoy the wages and benefits that we all enjoy.



LOCAL UNION RESPONSIBILITIES

- ✓ Insure the contractual responsibilities upon our members are fully met.
- ✓ Remedy bad work habits and/or practices of our members.
- ✓ Set standards of excellence for work performed.
- ✓ Zero tolerance for job interruptions, work stoppages, or other member-initiated jobsite problems.
- ✓ Elevate all members to a skill and work ethic level second to none.




WHAT WILL MAKE THE CODE OF EXCELLENCE SUCCESSFUL?

- ✓ Membership acceptance of their responsibilities to the IBEW and its collective bargaining agreements.
- ✓ Membership appreciation of the customers we serve.
- ✓ Stewards fully understanding their role and authority.
- ✓ Stewards effectively communicating with members and management.
- ✓ Members in supervisory positions respecting their dual obligations.
- ✓ LU Officers prepared to enforce the *Code of Excellence* through Constitutional mechanisms.




Implementation



SUMMARY

- ✓ The *Code of Excellence* is an internal IBEW program to enhance the performance and reputation of IBEW members and their employers.
- ✓ The *Code of Excellence* has external linkages to contractors, customers and the general public.
- ✓ The *Code of Excellence* is a Local Union exacting membership responsibilities to the IBEW and its signatory employers.
- ✓ The *Code of Excellence* is demonstrating skills and work ethics expected of IBEW members.
- ✓ The *Code of Excellence* is quality projects by IBEW members on time and under budget.



Conclusion

Please fill out evaluation form

Make sure you are signed up as having attended the class

Thanks for coming!!!

