



Ohio GROWS Quarterly Newsletter 3rd Quarter July 1 – September 30, 2011

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DIRECTOR'S CORNER - Judy Ennis

As you know, January 12th is the last official day of the grant. **All paperwork for reimbursement must be into this office the first week of December.** Everyone associated with this project can be very proud of what has been accomplished. We have exceeded our participants' goal of 1288 and currently as of November 2, 2011, we have served over 2130 journeypersons/apprentices. The one area that we need to really work on over the next two months is the employment number. The grant set the employment goal at 1125 and we currently are at 1000 so we only have 125 more and we will have made that figure. When they evaluate the success of the grant, what will be the most important evaluation will be the employment number. The Ohio GROWS staff really appreciates all of the assistance that the Locals are giving us in reporting when and where their members go out to work.

There are more and more wind turbine farms going across the landscape in Ohio. We know of at least three, with a total of 200-250 turbines that are on the books for Seneca, Crawford and Hancock counties. Hardin County is home to the Hog Creek I and II Wind Farms. Paulding County has the Timber Road II and III Wind Farms and the Blue Creek Wind Farm. Developers are saying that there will be more than 800 wind turbines in the future for northwest Ohio and southeast Michigan. This will mean employment for the highly trained holders of the Wind Turbine/Competent Climbing certificate from the JATC's of Toledo and Warren.

The Energy Solutions Summit held at the Local 8/Toledo JATC/NECA campus in Rossford on September 30th was very successful despite not so great weather. Over 400 individuals signed in for a day of ribbon cutting, speeches from prominent officials from the IBEW and NECA and the United States Congress. A trade show featuring over 20 vendors of the products of the new “green” economy and breakout sessions with such subjects as Electric Vehicle Demo, the Future of Green Energy with Bill Sprately CEO of Green Energy Ohio, Women in Construction, Green Energy Challenges with NECA student chapters from two Ohio Universities, rescue climbing demonstrations and Energy Economic Modeling software and demonstrations from some of Ohio’s 19 JATC training sites. This Summit was the first of its kind in Ohio and helped showcase the many ways management and labor can work together to provide energy efficiency and renewable energy technology to promote Ohio’s “green” economy. A copy of the Ohio GROWS video was given to all the guests.

This office still has more videos that we would be happy to send to you upon request. They can be used as recruiting tools for new apprentices and as a vehicle to showcase how intensive the IBEW trains its members for the new future jobs. This video is an excellent “calling card” to leave behind when talking of the merits of becoming a signatory contractor or a member of the IBEW. Bill Sprately took videos to give to each of his Board Members of Green Energy Ohio.

To all the Training Directors who have stepped up their training for the month of November, a BIG thank you. This has allowed us to provide more participants with this critical training to add to their resumes and to spend down our grant awarded money. The success of this training has been due to the willingness of all the Training Directors to recruit participants and for this everyone associated with the grant is very appreciative.

Since this is the last “official” newsletter from the Ohio GROWS staff, we, Marsha Kujawa, Mike Hines, Mike Hassell and myself, Judy Ennis, have considered it an honor to work with all of you. When we say **we couldn’t have done it without you**, we REALLY mean we could not have done it without you and your willingness to work with us to obtain the outstanding results you have made possible. We wish you much success in the future.

And as a note of warning, as we go through the close-out procedures you will still be hearing from us and our constant barrage of questions and requests☺

Happy Holidays,

Judy



3rd QUARTER/ 2nd YEAR CAPSTONE CERTIFICATES

Below are the 16 additional individuals who have qualified for the NJATC Capstone Certificate which indicates that they have successfully completed all three classes: photovoltaic, wind/competent climbing, and building automation (energy efficiency) that comprise the grant. These individuals are:

local		
38	Ronald	Bartlett
38	Greg	Scott
540	Richard	Waikem, Jr
573	Tim	Chambers
573	Tristan	Kraft
573	John	Miller
573	Jason	Pate
575	Ronnie	Adkins
575	Brandon	Harbolt
575	Eric	Jordan
575	Ronald	Myers
575	Tammie	Puckett
673	Steve	Nowosielski
683	Michael	McNeeley
683	Paul	Tittle
972	Chad	Savoy
38	Ronald	Bartlett
38	Greg	Scott
540	Richard	Waikem, Jr
573	Tim	Chambers
573	Tristan	Kraft
573	John	Miller
573	Jason	Pate
575	Ronnie	Adkins
575	Brandon	Harbolt
575	Eric	Jordan
575	Ronald	Myers
575	Tammie	Puckett
673	Steve	Nowosielski
683	Michael	McNeeley
683	Paul	Tittle
972	Chad	Savoy
38	Ronald	Bartlett
38	Greg	Scott
540	Richard	Waikem, Jr

**Congratulations to these 16
Capstone recipients in the 3rd
quarter of the 2nd year! As of
September 30, 2011 we have 278
members who have reached the
Capstone Certification!**

NUMBER OF CAPSTONE RECIPIENTS BY LOCAL as of September 30, 2011

Local #	Number of Capstone Recipients
8	66
32	8
38	64
64	12
82	22
129	4
306	5
540	11
573	17
575	23
648	15
673	15
683	2
688	5
972	5
1105	4
	<hr style="width: 100px; margin: 0 auto;"/>
	278

TRAINING DIRECTORS

The NJATC can now produce the long awaited “capstone certificate” for any participant who has successfully completed all three courses offered under the Ohio GROWs grant. Please allow a few weeks for the preparation of the certificates. Please contact the Ohio GROWs office for the form to be completed and sent to the NJATC with the names for the certificates. A certificate will be prepared and sent to your JATC. Please contact Terri McKenzie at the NJATC office tmckenzie@njatc.org with any questions regarding certificate preparation.

We still have many individuals who have completed two classes and only need one more to join the list of those who have earned the Capstone Certificate. Your JATC Training Director, Field Coordinator and this office all have records so if you are unsure how close you are to earning this certification or if you have any questions regarding the Capstone Certification, please give one of us a call. Your JATC Training Director must apply to the NJATC for the Capstone Certificate.



A TRIP TO THE BLUE CREEK WIND FARM

Nate Eaton- Instructor TEJATC

Dave Wellington, the Toledo Electrical JATC Director along with Bill Box, a Local 8 Business Agent and Nathan Eaton, an instructor at the Toledo Electrical JATC, recently took a trip to the Blue Creek Wind Farm in Paulding and Van Wert County. Superintendent of the job site, Jerry Sluzewicz, with MJ Electric of Iron Mountain, MI gave them a tour of the project site. The project consists of approximately 156 turbines over 20 miles of farmland. Each turbine reaches a height of around 336 feet tall, not including the blade that extends another 160 feet from the hub of the turbine into the sky. Mr. Sluzewicz was happy to say that the project was on schedule and it looked as though all of the pre-job projections were going to be met. He also mentioned the pride and professionalism of the IBEW members, especially the Local 8 members, on this project. He appreciated the way these members stepped up to the plate to make this a successful endeavor for an out of town contractor using electricians from Ohio to build the farm.

Nate Eaton jumped at the chance to climb one of the towers and during his climb was able to see the meticulous work of the IBEW members. He admired the work of all of the trades that came together to make this project possible. From pouring the foundation to the underground work to erecting the tower, nacelle and rotor, each trade worked together so every tower looks as though it came straight from the factory, clean and precise. It was obvious that each tower was constructed with pride and precision.

The Blue Creek Wind Farm was made possible through help of the Ohio Grows Grant. The grant put Ohio workers to work on some of the first industrial size wind turbines in the state. These turbines will be producing power that is clean and renewable far into the future. Next time you visit Paulding and Van Wert County in Ohio, be sure to take notice of the ever-changing landscape, made possible by IBEW electricians and other skilled trades.

Quarterly Report – Ohio GROWs Mike Hines – Field Coordinator

November is always a turning point. This November is the end of the training phase of the Ohio GROWs grant and the beginning of the “dress down” period. The locals who have continued to train right to the end need to get invoices and expense reports in as soon as possible. All locals should audit their invoices to insure that each class has been reimbursed to your satisfaction. Also please remember that the grant cannot pay for any male born after 1959 that did not register for selective service, serve in the military, or go through the process of explaining why he did not register. Please contact your field supervisor if you have outstanding problems in these areas.

Prior to the completion of the grant, January 15, 2012, it is necessary to record our participants’ work histories. We will need the close cooperation and assistance of each local union and JATC to meet our requirements. Our training numbers have met the goals laid down in the grant, but our success in getting our people to work has yet to be proven.

November also means Thanksgiving and I would like to take this opportunity to thank the many people who have contributed to the success of the grant. To the Ohio Electrical Labor Management Cooperative Committee, thank you for the foresight to request the grant and your commitment to administer it. To my coworkers and friends; Judy Ennis, Marsha Kujawa, and Mike Hassel; thank you for your guidance, understanding, and drive administered as necessary and in proper doses. Thank you to our many participants who have shown their commitment to educate themselves in the emerging market fields of renewable energy and energy efficiency. We hope the classes you completed will prove to be a valuable step in your careers and your continuing education. Lastly, to the local unions, apprenticeships, and teachers with very special emphasis to Training Directors; thank you for your time and efforts in helping your members to educate themselves. Removing the barriers to that education is not easy and your behind the scene efforts are too often underappreciated. Our industry is strong because we set goals and make them new norms. Take quiet pride and continue the fight.

Ohio Energy Solutions Summit TEJATC









Equal Employment Opportunity is **THE LAW**

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected: The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color, or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.