



Chapter Calendar

August 5	Anchorage JATC
August 2-6	NJATC 2008 NTI in Knoxville
August 6-12	District 6 Mini in Anaheim
August 12	Safety Committee
August 13	Board/Membership Meeting-Guest/Spouse/Veteran Member
August 16	Western States Electrical Contest in Anchorage
October 4-7	NECA Convention/Chicago, IL
December 5	Annual Meeting/Christmas Party

Tool Box Talks

August 04, 2008	Low Voltage, Indoors/Low Voltage, Outdoors
August 11, 2008	MSDS
August 18, 2008	OSHA Violations to Avoid, Part I and II
August 25, 2008	Portable Cords

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Did you know...

NECA's Government Affairs program spends considerable time making the connections that matter for electrical contractors on Capitol Hill. On July 12, NECA member Randy Rema testified before the House Committee on Small Business and reported on NECA's efforts and his company's interest in green buildings.

Rema reported on the green jobs created through growing consumer interest in solar and other renewable technology, and he asked the committee to vote to on legislation that would extended tax credits for alternative energy investments. Rema's remarks included reference to NECA's investment in green training through NJATC.

"Bad Breakup: A Checklist for Employee Termination"

Washington SmartCEO (07/08) Vol. 4 , No. 7 , P. 51 ; Baskin, Maurice

Recent surveys suggest that nearly half of all employment terminations result in some type of administrative complaint or litigation, and while there is no way to completely avoid such disputes, small businesses can protect themselves by better preparing for employee separations and post-termination actions. Before terminating an employee, go over a checklist to make sure termination is necessary and that you are protected from retaliation. Do you have a legitimate reason for termination, and is there documentation to support it? Has someone spoken to the employee up for termination to get his or her side of the story? Have all potential witnesses been spoken to? Is the employee being treated in a

manner consistent with your employee handbook and established practices? Has the business treated any other employees differently who have committed the same offense? Has the employee complained of discrimination, harassment, or failure to accommodate a disability, and if so were those complaints addressed? Does the discharge appear to be in retaliation for any previously filed discrimination claims or "whistleblowing?" Should the employee be offered the opportunity to resign in exchange for a valid release of any potential claims? Actions during and following termination are just as important as preparation. Make sure to have a management witness present when communicating the decision, and truthfully state the reasons for termination. Be sure to comply with applicable wage payment laws, severance policies, administration of benefits, and insurance law requirements. Consider offering post-termination benefits in return for a release, and review and possibly obtain counsel with regard to any proposed responses to inquiries from unemployment compensation agencies to maintain consistency with previously stated reasons for the discharge.

"E-Yikes!" Roads & Bridges (06/08) Vol. 46 , No. 6 , Caudle, Larry

Contractors should be aware of the requirement to preserve email and other electronic data for reasonably foreseeable civil or criminal litigation or investigations by a government agency. Management must affirmatively move to preserve relevant electronic data when the duty to preserve arises--any data that they know, or should within reason, know are relevant or could lead to the discovery of evidence. Before the occasion to preserve data arises, companies should plan ahead for how it will discharge these obligations, including written policies and procedures appropriate for the type of company in question. The company's document retention and preservation policy should outline steps to perform when the duty to preserve arises--at minimum, notifying employees likely to possess such information that they should preserve it, as well as ceasing to delete or destruct relevant electronic records.

"Construction Provides Green Opportunities" Forbes (07/14/08)

The construction of environmentally-friendly buildings offers builders numerous ways to produce energy savings. The 2007 U.S. Energy Independence and Security Act mandates all federal buildings to comply with specific objectives and provides more stringent energy goals for commercial and residential structures. The objective is to help buildings fulfill the majority of their occupants' heating, cooling, and lighting needs from the external environment. Additional research is required to create inexpensive glazing and insulation materials that can evolve with changes in lighting or heating demands over a day or season, especially in regions in areas where the climate is more extreme. Several challenges, however, continue to keep energy-efficient buildings from being constructed as cheaply as their traditional counterparts. If engineers are not familiar with green-architecture protocols, they will experience a steep "transaction" expense through errors and delay. In addition, if renewable energy technologies are taken into account, projects will have larger capital building costs. These problems can be offset, however, by employing efficient layout, which includes setting up urban centers so that motorized transportation is reduced, green spaces are abundant, and energy from power stations is employed effectively. While expanding populations offer substantial significant resource challenges, they also provide opportunities to devise new eco-cities, which could possibly be sustainable and carbon-neutral.

FUTURE SCHEDULE OF EVENTS.....

September 12-15, 2009	NECA Convention/Seattle, WA
October 2-5	NECA Convention/Boston, MA
October 22-25	NECA Convention/San Diego, CA
September 30-October 3	NECA Convention/Las Vegas, NV
October 12-15	NECA Convention/Washington, DC