



## “Give 8 hours work for 8 hours pay and ensure supervision has been notified when we need to leave the jobsite”

The fifth point of the Code of Excellence is all about ensuring the integrity of the job. Having the understanding between management and labor of what is expected from everyone is foundational to ensuring the team is working to its fullest capacity.

This month, Jim Forsyth and Ian McHone discuss what “give 8 hours work for 8 hours pay and ensure supervision has been notified when we need to leave the jobsite” means to them:



### Jim Forsyth, Senior Project Manager at Cherry City Electric

Jim is a third-generation electrician who has been working in the industry for over 35 years. Both his father and grandfather worked and eventually retired in the Portland area. To Jim, this point means fulfilling the work that was agreed upon by both parties.

“Most of the time you’re working five, eight-hour days a week to get to that 40 hours. You can sometimes work ten-or twelve-hour days depending on the project, but once you are above that 8 hours in a day or 40 hours in a week, then it goes to overtime no matter what.

For us, normal business hours are usually eight hours a day, 7 a.m. to 3:30 p.m., but on some projects, we may start at 6 a.m. in the morning instead. Saturdays are time and a half, while Sundays and holidays are double time.

The second part of the point is not only about working those hours, but about safety as well. We make sure that everyone is where they need to be from our morning safety talk until it is time for everyone to go home. Making sure that your supervisor is notified when you need to leave is part of staying safe. Doing so is important to ensuring that everyone goes home at the end of the day the same way they showed up in the morning.”



### Ian McHone, Vice President of Tice Electric Company

Ian started working at Tice Electric in 1995 and became the Vice President in 2010. As Vice President, Ian oversees all of the inside electrical construction. For Ian, the “8 hours of work for 8 hours of pay” is a cornerstone of the Code of Excellence.

“It really is a valuable part of the Code of Excellence that allows the contractor to go out and be as competitive and aggressive as they have to be to try and get the work, knowing that we have this commitment back from our workforce that we are going to get a full 8 hours a day worth of work.

I think that from a customer’s perspective, they know that they are getting maximum effort and efficiency out of their workforce. The customer can know that they have the commitment from both labor and management that they will put every effort to bring the project in as estimated and on time to meet the commitment to the customer.

There is an assurance that is implied by hiring a NECA/IBEW contractor that the commitment is there, and they are going to get that from the labor.”

NECA/IBEW Local 48 members will continue to set the bar high on safety and training for themselves and the industry.