



## “Respect management directives that are safe, reasonable and legitimate”

The sixth point of the Code of Excellence ensures cohesion between management and labor. By both labor and management working together in a safe, reasonable, and legitimate manner, a mutual trust is built.

This month, Scott Campanella and Josh Sisco discuss what IBEW members “respecting management directives that are safe, reasonable and legitimate” means to them:



### Scott Campanella, Project Manager at Capitol Electric

Scott has been in the electrical industry for close to 35 years. He originally started working in the industry when he was younger because he liked to work with his hand, and spent many of his early years in the field. Scott has worked for three different electrical companies in Oregon, starting out in the field before being brought into the office. He’s been working as a Project Manager at Capitol Electric for about five years.

Having worked for years both in the field and the office, Scott understands why there may sometimes be disagreements, and why it is important to respect management directives that are safe, reasonable, and legitimate. “We are never going to put the guys out in the field in harm’s way. While someone may want to do it their own way sometimes, but a lot of the time there is a certain way that we have it so that it is safe and practical for everyone.”

Scott knows that in order for those in the field to follow management directives on a day-to-day basis, the basics needs must be met. “We need to make sure that they are following all the codes and safety regulations, and that they have all the tools at hand that they need to perform their job in a safe manner and environment.”



### Josh Sisco, Apprentice with EC Electric

Josh is a second term apprentice working with EC Electric in the Tillamook area. Prior to becoming an apprentice, Josh spend 13 years as a hardscape install foreman on the coast. Josh decided to apply to become an apprentice after a friend of his told him about the package and possible future that an electrician can have through the apprenticeship program.

Respecting management directives that are safe, reasonable, and legitimate means a lot to Josh, who has been in management position in other trades before. “Just like us out in the field, those in management are humans as well, they have their job and objectives, and those objectives aren’t to create conflict with those below them, they are looking at the bigger picture.”

Josh prefers to take an observant approach when it comes to any disagreements someone may have with a directive from management. “It’s important to remember that directive aren’t personal assaults. You need to not take it personal, try to look at and be a part of the bigger picture.”

For Josh, directives from management can even act as a training ground for himself. “I try not to question the objectives, but instead ask ‘why are they asking this of me?’ Because one day I want to be in their position, and I want to know how they dealt with the things that came up. I can learn a lot by just paying attention to what the bigger picture is.”

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