The National Elevator Industry Educational Program would like to congratulate Joseph Devlin, Area Coordinator of Region 12, on receiving his Associate of Applied Science Degree in Elevator Construction Technology from Ivy Tech in the fall of 2005. Joe has been in the field for 35 years, an Elevator Mechanic for 28 years, a NEIEP Instructor for 25 years, and an Area Coordinator for almost 3 years. With such a wealth of experience already under his belt, one might wonder why he would choose to return to school.

At the start of his career, Joe attended classes at Coyne Electrical School, Benjamin Franklin Institute of Technology, and Wentworth Institute of Technology, providing him with significant hands-on experience and improving his marketability in the elevator industry. Like many students, he experienced obstacles during his education but as his priorities shifted from education and work to family and work, he placed his schooling on hold to make room for these other responsibilities. Nevertheless, not completing the education he had started stayed in the back of his mind.

Joe was first introduced to the idea of attending Ivy Tech after reading literature provided by NEIEP. He soon made up his mind to finish the course work he had begun over three decades before. The process was easier than he had expected. After tracking down his transcripts from previously attended schools, Joe sent them to Ivy Tech who in turn notified him of his student and credits status.

An article from the Conduit in June 2005 describes how the National Labor College signed a contract with Ivy Tech that would create a streamlined process for union workers to continue with their education. So far, Joe and 24 others in the elevator industry have taken advantage of this new agreement. Upon completing the program, Joe felt as though there were “no longer any limits binding him.” There was also satisfaction in knowing that his actions directly supported NEIEP’s mission to improve knowledge and skills of Apprentices and Mechanics, and therefore helped to further define their program.

Upon considering the differences between his previous educational experiences with that of Ivy Tech, Joe did express that the live interaction in a classroom is unique; however, when considering how accessible his classmates were via Internet, e-mail, and web posting boards, “it’s like being there,” as far as the level of interaction was concerned. His classmates are from different parts of the country offering a diverse group. The faculty and the administration were readily available and extremely helpful if he had any concerns. It’s clear that the changes in education, supported by new technology, have made the entire learning experience much more flexible. This is evident in Ivy Tech’s as well as the National Labor College’s distance learning programs, making the continuance of education that much more accessible to busy Mechanics and Elevator Constructors.

As Joe related his experiences and candid evaluation of the importance of education, it was a coincidence that an Elevator Mechanic and his apprentice, graduates of the University of Massachusetts Lowell with an engineering

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Joseph Devlin: Advocate for Continuing Education (continued)

degree and Boston College with a philosophy degree, respectively, were working on a project at NEIEP’s main office. Both men had completed their undergraduate education and later decided to become a part of the elevator trade. This was a slightly different but equally significant example of how any additional education, whether before or after having participated in NEIEP’s Apprenticeship Program, can only be a benefit.

The entire concept of continuing education affects more than just the individual. Joe sheds light, “consider how it will also affect your Local, Region, etc., and how it will elevate the quality and credibility of the work force that you’re a part of. You will be much more marketable if the group, as a whole, is more educated. Although there’s very much a sense of solidarity, it is also largely a competition—one in which each member pushes the next person professionally. In being an Elevator Mechanic, one is by nature an intelligent individual and as such, completing a degree only adds value and weight to the program.”

There’s a growing necessity for those in the industry to keep up with fast-moving technology. Joe explains, “it was at one time a more physical trade with the emphasis on on-the-job training but it’s now much more technical. One has to assimilate much faster to the new technologies that are being introduced by elevator manufacturers.” For example, an Otis controller that was used for 30 years and replaced by a new version in 1983 has in just over 20 years evolved significantly so that the application of a basic concept, i.e. door opening and closing, has changed more than four times!

Options are limited without a degree. As you might expect, having Joe expresses how one opens doors to new opportunities. “it seems evident that the people who really succeed are the ones who are educated, not only because they have the degree but they also have all the skills of being a student ingrained in them.” Such skills would include how to break down a project and understand the engineering involved with it to find an efficient and thorough way of completing a task. That’s not to say that those who do not have that sort of formal education are unable to do the same. Joe stresses that having those sorts of skills instilled by the process of learning and educating oneself should just be considered an advantage for that individual.

Despite the fact that he hasn’t taught in a few years, Joe can still look at a room of people at a convention or meeting and recognize many faces. The impact and influence on his old students, not only professionally but also personally, has on numerous occasions made him grateful to have had the opportunity to be an Instructor. Now, what better way to articulate to Apprentices the value of education than to become the ultimate example—a role model who can say that even with all of the skill and knowledge that he is able to relate and share with his students, he continues to be a student himself.

What is his message to Apprentices and recently appointed Mechanics? “Start now if you have the time.” Credits from the NEIEP program easily transfer to Ivy Tech and with another 5 courses, it’s possible to complete an Associates Degree. The minimal effort applied then will be rewarding many times over. Why not reap the benefits of having a meaningful degree that will turn around and work for you, right now?

Joe is expecting to graduate from the National Labor College with a Bachelor of Arts Degree in Labor Studies in the spring of 2008. Still, it’s hard to determine whether or not his schedule has in fact calmed down at all. He seems just as busy as ever yet he somehow finds a way to balance study time, homework, paper research and writing as well as attend to his duties as an Area Coordinator including his primary role as the authority resource for the Local JAC and apprentice training, recruitments in 6 Locals, overseeing Department of Labor Audits, disciplining of apprentices, ensuring EEOC compliance, observing that NEIEP policies are uniformly and thoroughly enforced, and still find time for his personal responsibilities.

It’s important to stay open-minded about learning. He encourages everyone to “stay involved with the learning process and avoid becoming an obsolete employee.” There’s a growing aspect of the elevator trade culture that reflects on the importance of education itself and increasingly the continuance of education. The commitment to attain a certain level of achievement in education doesn’t stop once you’ve graduated. After a moment of thought, Joe says, “the habit of study you acquire while earning a degree is useful and relative to the habit of continuing education in your trade. In the end, you have cultivated a skill of learning and those habits and skills subliminally train you and continue to reward you. Reading, studying, and acquiring knowledge makes you better prepared for the job site and for the responsibilities and growing requirements that the industry demands.”

Good luck to you, Joe, in all of your future educational endeavors. Thank you for your dedication by taking the lead to promote, support, and act as an influential advocate for NEIEP’s mission.

FROM THE WAREHOUSE: TEXT RETURNS

Text and Exam Return. It is time once again to clean out the excessive inventory that may have acquired this season. NEIEP tracks student registration and compares that to actual students enrolled in the courses. You are required to return all texts and exams that you may have left over. Failure to return excess texts and exams will result in delay of shipment of your materials for next season. Please return these items to NEIEP. For information please contact Rob @ 800-228-8220 x30 or via email, warehouse@nei.ep.org.
NEIEP AREA COORDINATORS REPORT ON RECRUITMENTS AND EVENTS

James McGoldrick, Region 1, New York City and nearby New Jersey

Everything is going well in Region 1. Another year has come to a close and final exams are over as of June 7th. Apprentices have begun preparation for the Mechanic Exam and the Welding School had a 100% pass rate. I want to thank all Instructors for their hard work and dedication this past year.

Ray Roche, Region 2, Northeast

In May, Revised Apprenticeship Standards were presented and accepted in both Maryland and Washington, D.C. EIATs and interviews have been held for Local 84 JATC recruitment. Also, challenge tests were held for Local 6 JATC and Local 27 JATC.

In June, EIATs and interviews will be held for Local 27 JATC recruitment and challenge tests will be held for Local 6 JATC and Local 27 JATC.

John Spinella, Region 3, Southeast

Well, things are about normal in Region 3… busy! Currently, recruitments and job opportunities are both going strong. All Locals in the Southeast are at varying stages of recruitment with some Locals starting another round of recruitment before test results have come in for the one current. Locals 24, 49, 74, 93, 124, and 139 have excellent opportunities for the best of the best to work in their respective areas.

I have a bit of good news for the Florida Locals. NEIEP is in the process of being approved by the State of Florida as a provider of Continuing Education to renew your Florida CC Cards. This will be a computer- (web-) based program that will allow IUEC members to take the 8 hours of continuing education from the comfort of his home. Hopefully this program will be available for use around the end of June. An official announcement will be made once details of the program have been finalized.

More good news: I have been in contact with the State of Alabama, as they are also looking at our web-based Continuing Education program, and have expressed that they are very interested. Nothing has been approved as yet, but we are working on it.

Thanks again to all the Committee members, Instructors, agents, and their secretaries for your help and support during this school year. It’s extra tough when work is booming, and I appreciate all your assistance.

Ted Shank, Region 4, Midwest

The work forecast is exceptionally good in the Heartland. This year has brought recruitments in all Locals. In recent months, there have been many new hires in the Midwest with over 100 in Local 2 alone. These are the first probationaries during this contract in Chicago.

We anticipate a successful wrap-up of the 2005-2006 school year and look forward to a new fall season bringing re-energized Instructors and Apprentices, encouraging Mechanic Exam results and winning football!

Clint Matthews, Region 5, Southwest

As another school year comes to a close, I again extend my gratitude to all Instructors and Committee members for their hard work and support. It has been a challenging and interesting school year with the influx of such a large number of new hires.

Recruitments are ongoing in all Locals in the Southwest Region. With the amount of new installations, the work load for the foreseeable future looks good and the demand for Elevator Mechanics and therefore Elevator Apprentices should remain strong. New Apprenticeship Standards have been approved by the different Departments of Labor throughout Region 5, which will help reduce the time necessary to run recruitments.

Earl Baker, Region 6, Northwest

Recruitments were completed in Seattle, WA on February 23, 2006, Denver, CO on April 21, 2006, Fairbanks, AK on May 22, 2006, and Anchorage, AK on May 23, 2006. There are currently two recruitments in Region 6, the State of Montana and Spokane, WA area. EIAT testing will be in Helena, MT on June 7, 2006 and Spokane, WA on June 8, 2006.

Since the last Conduit article, the Revised Apprenticeship Standards have been signed and approved in North Dakota and Minnesota. The Standards have been submitted to the State of Montana for approval and I will be discussing the revised standards for Colorado and Wyoming with the ATR in Denver, CO the week of June 12, 2006 while we are doing a compliance review.

I would like to thank the NEIEP staff, the JAC members and the NEIEP Instructors for their hard work and dedication.

Thaddeus Tomei, Region 7, Hawaii and Pacific Islands

NEIEP classes have concluded and we are presently finalizing the Apprentices’ class hours and exams for the next scheduled wage re-rate in September 2006. In addition, the IUEC 126 JAC is in the midst of a recruitment drive in which approximately 225 applicants were tested on June 1, 2006. Interviews of the applicants will take place during the months of June and July 2006, and it’s hopeful that a new ranked listing will be available by the end of July 2006. Recently, we’ve implemented the direct entry of the Helmets to Hard Hats program for 5 veterans into our Apprenticeship Program with our signatory employers.

As noted in the last Conduit, we have now completed the Apprenticeship Standards for Guam and the CNMI

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States with State Director Alfred Valles through the U.S. Department of Labor Apprenticeship and Training. Work in Construction and Mod remain strong in Hawaii and should continue for a couple of years.

Roy Francesconi, Region 8, Northern California, Oregon, Utah
Northern California and Oregon’s application periods have all closed while Utah is currently closed for applications. However, Northern Nevada and the Boise area will be accepting applications from July 10-21. Interviews in Northern California are being conducted in June and EIATs will be held in Oregon during July.

Ed Lackey, Region 9, Southern California, Nevada
The snowfall has become an avalanche as we have exhausted our 187 person hiring list. There are plans to test 600 people in July and I am actively recruiting at high schools and job fairs. Testing will take place in Las Vegas during the last two weeks of July and 181 students are taking the Mechanic Exam, if all goes accordingly. Fewer than 5% of Apprentices are not taking year-end finals. Next September we foresee 520 students enrolled.

I was glad to hear from one of our new Instructors, Aaron Ruud, who has been in the trade for 25 years and just finished his first year teaching, how happy he is to be associated and involved with NEIEP. He told me how the program has “opened his eyes” and made him “feel good about the whole education process.” Thank you, Aaron, and to all of the Instructors for doing an excellent job.

Ron McKay, Region 10, Great Lakes
As the school season winds down, the typical scrambling to make up classroom hours and unit exams is in full swing. The burden to schedule and complete these requirements falls first and foremost on the shoulders of the Apprentice. With assistance from their Instructors and Local JATCs, students should have all the requirements met by June 30th.

Local 37, Columbus Ohio, completed recruitment for Apprentices in the last week of February. A list of 21 potential Apprentices was developed.

Local 11, Cincinnati Ohio, finished their recruitment process in mid-May. The new recruitment list in Cincinnati consists of 47 individuals eager to start a career in the Elevator Industry.

Just a reminder to all Local committees and Instructors, when the school season is over please find some time to put labs back together and organize your NEIEP inventory. Your Area Coordinator has been tasked with completing an inventory check during your Mechanic Exam visit. By doing some minor housekeeping now, you may avoid surprises at the start of next school season, and your Coordinator will be most appreciative.

Work safe, and keep educating yourself!

L.T. Breindel, Region 11, SEC
Happy belated Memorial Day! May was a productive month with applications taken in Locals 52, Norfolk, VA, 51, Richmond, VA, 10, Washington, D.C., and 80, Greensboro/ Raleigh, NC. Interviews are currently taking place in Local 135 Charlotte, NC and are scheduled in July for Locals 52, 51, 10, and 80.

EIATs for Locals 51 and 52 took place in May and more are scheduled in June for Locals 10 and 80. Also in June, Local 32 Atlanta, GA is scheduled for a compliance review as well as a meeting with a Washington, D.C. Apprenticeship Training Representative. I would like to thank all of the JAC members for your hard work.

THANKS and Trust in God but lock your car.

GOD LOVE YA!

Joe Devlin, Region 12, New England
Area 12 is currently conducting a recruitment in Connecticut with the application process to commence on June 12, 2006 and go through June 23, 2006. Local 4, 35, 39, 41, 91, and 138 JAT Committees have done an excellent job this year making my job a pleasure. Thank you all. Many Apprentices are glad the academic year is over and look forward to the summer and their vacations. Just a reminder to be ready to return come September. I also want to thank all the Instructors in Area 12 for their commitment to our program. Many times I have heard Apprentices talking about their Instructors and how well prepared they are. Nice job and thank you as well.

Tim Daly, Region 13, South Central
Greetings from Region 13. Travel has been the norm (meaning a lot!) We will be starting new recruitments in Locals 83 and 30, and the 4th back-to-back recruitment in Local 16.

Recruitment will begin in Local 79 late this summer.

The school year will be ending soon but on-the-job training goes on year round. Please keep it safe out there and always look out for your fellow worker and yourself. Give 8 for 8 and go home all in one piece and be proud of your work. I wish to thank my JACs for all the work that they do and please keep it up.

Frank Lopez, Region 14, Miami
Let us first start with thanking the people that made this year possible, Mr. James Higgins, Mr. John O’Donnell Jr., and the Board of Trustees, for making the decision to add Region 14. Local 71 previously fell into Region 3 Southeast and was handled by Mr. John Spinella. Lots of thanks

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Area Coordinators (continued)
go to Mr. Spinella for his time and
great efforts in our Local area. Spec-
sial thanks go to the NEIEP staff
for their help and support of all
regions.

I want to thank all Instructors for their
hard work and dedication to this pro-
gram, and I look forward to their con-
tinuing efforts to make this program
a success. I’d like to thank our local
business manager and agents who
work hard to support their members.
Many thanks to the Local JAC for
their hard work and dedication to the
program, and I am looking forward to
working with them again in the
upcoming school year.

We just finished with a recruitment
drive that started with 425 requests
for applications and finished with a
recruitment list of 99 available for
work. Out of that 99, 50 are current-
ly working at this time. South Flori-
da is growing in a rapid pace and it
looks like we need to start a new
recruitment drive soon.

Our new school year starts with
important information for those
who are eligible to take the Mechan-
ic Exam; the Mechanic Exam has
been changed from the 4th week
in November to the 4th week in
October.

I would like to finish by thanking all
the Apprentices involved in the
school program for their hard work
on the job and in the classroom. Make
safety your #1 priority.

Attendance and Year-End Exam Results

Please assist us by making sure all
2005/2006 class attendance and grades
are submitted to NEIEP on or before the
June 30, 2006 deadline. Year-end
results will not be released until all class
attendance and grades, including make-
up attendance, have been received by
NEIEP.

INSTRUCTOR TIP - THE COMFORT ZONE

One of the barriers to the absorption of
information in the classroom is the lack
of connection between the instructor
and the students. Delivering informa-
tion in a way that is comfortable to the
student is essential to the learning experi-
ence—especially for the adult learner.
It’s for this reason that modern comput-
er-based learning tools are provided:
they create an opportunity for the stu-
dent to learn using audio, video, anima-
tion, and illustration, all of which are
deliverable in ways that engage the
learner. Availability of these tools is
essential as many learners need a sense
that the presentation is set at a pace and
level that is sensitive to their learning
style.

We know that with a classroom full of
different personalities it is nearly impos-
sible to adjust our delivery style to meet
the needs of each student. Even in keep-
 ing the student count between the 10
and 15 students per instructor ratio,
which is currently a challenge in many
locals, we can’t please everyone. Why
not delegate this responsibility to your
students?

FROM THE ACCOUNTING DEPARTMENT

Direct Deposit of Instructor Pay

If you had your instructor pay direct-deposited last school season, your direct
deposit will remain in effect. If any information has changed since your last
deposit, please notify the Accounting Department at NEIEP immediately.
Examples of such changes include a change in your account number, a bank
change resulting in a new routing number, or perhaps you closed the account
you used last season.

Instructors who are not currently signed up for direct deposit may do so by com-
pleting the Direct Deposit Enrollment Form in your Instructor Packet.

Leases, Lease Affidavits and W-9s

NEIEP Chairmen should be in receipt of the 2006/07 Pre-registration Packages
at this time. We must remind you that it is extremely important to adhere to
deadline dates regarding your lease materials. A memo from the NEIEP
Accounting Department will be sent to you regarding these dates. We will be
sending the Lease Affidavits to you, and W-9s (if new site) directly to the land-
lord, for signatures, upon receipt of the Lease or Rental Agreement.
Pre-Registration packets were mailed to all Local Chairmen and co-Chairmen in the second week of May. This packet includes the instructions and materials needed registered and build classes for the 2006/2007 school season. The Classbuilder for the 2006/2007 school season will be available to JATC Chairmen and co-Chairmen on the NEIEP website, www.neiep.org, on July 14, 2006. If you have any questions about class registration, please do not hesitate to contact the NEIEP office. Please keep in mind that the Seminar/Workshop instructor invitations are on a “first come, first served basis” and are based upon the classes submitted to the NEIEP office.

**The trend to build higher and faster continues. . . .**

Buildings are now being completed never having used a building elevator for passenger service. We can see that this trend can reduce some of the hazards we work with by distancing us from the running high speed automatic equipment during construction but as IUEC members we also see the importance of pursuing hoist construction work as work we claim. At this writing there are no temporary hoists available to be used for construction in the country with under a six month wait. Factories operating at capacity cannot keep up with the demand. As the trend continues more and more well trained elevator constructors will be needed to take part in this challenging area of the business. Not unlike elevator construction along with hoist work go the same concerns for safety. Awareness of potential hazards and their avoidance may be the most important asset you can possess. The responsibility of working safely for your safety and of those around you falls on each member of your team.

**NEIEP CALENDAR  Important Dates for Summer 2006**

**JUNE**
- **June 7** Classroom Attendance and Grades due
- **June 30** All 2005/2006 Class Attendance, Grades, and Final Exams due to NEIEP; NEIEP School Season ends

**JULY**
- **July 7** Last day Preliminary Results will be available to committees and Instructors
- **July 14** Committees begin building classes for the 2006/2007 season
- **July/Aug.** Instructors return the Part-Time Employment Agreement; New Instructors also return I-9 and W-4 forms
- **Ongoing** NEIEP mails out Instructor Classroom Material