



Spring 2020

ANNUAL MEMBERSHIP MEETING

The Annual ECA Membership Meeting will be held at the Four Seasons Resort Orlando on March 1st thru 3rd 2020. Nestled in a secluded setting within the Walt Disney World resort this AAA Five Diamond oasis is a lakeside haven offering luxury accommodations, world class spa, fine dining, 24/7 fitness center, championship golf, tennis, and 5-acre waterpark for all your enjoyment needs. Disney concierges are conveniently located in the main hotel lobby and complimentary transportation is provided to shuttle guest to and from the parks free of charge during regular park hours. Arrive early and stay late to take advantage of the discounts offered to all attending ECA members.

Sunday : March 1, 2020

8:00 am - **Board of Directors Meeting**

4:00 pm Officers and Directors only

5:00 pm - **Welcoming Reception (The Orb)**

7:00 pm All members, speakers & invited guest welcome

Monday : March 2, 2020

8:00 am - **Breakfast** (Plancha Room)

All members, speakers & invited guest welcome

ECA General Business Session / Introductions

Members Only (Tranquilo PDR)

Digital Marketing

Pat Devine, LTR Digital Group

- What is Digital Marketing & Why You Need It

10:15am - **Morning Break**

Employer Rights

Ken Richman, ECA Legal Council

- **Our rights and how to use them**
 - Hiring and right of rejection
 - Progressive Discipline
 - Drug Testing
 - Article XXII letters for performance
 - Layoffs
- **Conflicts between Contract & National Labor Laws**
 - Areas of concern and minimizing exposure
- **Social Media Policies**
 - What is legal
 - Remedy for social media misuse

Safety Awareness

Ed Hoefflinger, Efficiency Through Safety

- Safety policy updates

12:30 pm - **Lunch**

Tuesday : March 3, 2020

7:30 am - **Breakfast** (Plancha Room)

All members, speakers & invited guest welcome

IUEC / State of the Union (Tranquilo Room)

Mark Mullins, **ECA Liaison**

- Opening Comments
- Introduction of Officers

IUEC Officers:

Frank Christensen, General President

Jim Bender, Assistant General President

Larry McGann, General Secretary, Treasurer

- Issues concerning unlicensed technicians
- Precise work rules for Supervisors and Owners
- Rules governing probationary hiring and layoffs

NEII Benefit Plan Updates

Rob Betts, Executive Director, NEIIP

- Health and Pension updates
- Review & eligibility of new Supervisor benefits
- Overview of Owner Benefits & sample forms

10:00 am - **Morning Break**

Organizing / Market Recovery Updates

Jim Biagini, Director, Organizing

- Road map to pursuing organized hires

NEIEP Updates

John O'Donnell, Director NEIEP

- Update on new expanded programs
- JAC and IUEC roles during probationary period
- Available training for Probationary Apprentices
- Real NEIEP and CET comparison

EIWPWF Work Preservation Updates

Allen Spears (Director, EIWPWF)

Workplace Safety Updates

Mike Langer, Safety Director

- Update on National Safety Program
- OSHA presentation on the alliance

QEITF Updates / Changes

Mike Morand, Director, IUEC

- Program updates or changes
- How to renew existing credentials using QEITF
- Comparing QEITF & NAESA QEI programs

Closing Comments / Q&A

Neil Hussey (ECA Chairman)

12:30 pm - **Lunch Buffet**

RESERVATIONS: Phone 1.800.267.3046

Request group rates for Elevator Contractors of America

\$389.00 per night + tax (no fees)

Deadline: February 7, 2020



Four Seasons Orlando