



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS – SEPTEMBER 2015**

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OUR ADDRESS

2206 Highland Avenue
Post Office Box 3005
Eau Claire, WI 54702
TEL: 715-834-4911

INTERNET WEB PAGE

www.ibew953.org

E-mail Staff, see Web Page
For "Contact Us" link.



Hello Brothers and Sisters:

Fall is finally here, my favorite time of the year. Hunting, football and any other outdoor sports you can think of.....It's great!

Local 953's Annual Golf Outing was a success! The weather was good, the food and beverages were great and I am sure the golfing was even better! Congratulations to this year's winning team consisting of Pat Grass, Paul Lavold, Brian McGuire, and Pat McGuire. Rumor has it, an Eagle was made on their last hole to win the tournament! Way to Go! The Winner's of the Weber Grill and the Callaway (Big Bertha) Driver were: Aaron Paulson and Jason Dodge. Congratulations! Again, "thank you" to all of the Local 953 members that participated in this year's golf outing, it is Union Members like you that make this event a success!

Local 953 has made the decision to participate in the Union Sportsman Alliance Gun Calendar for 2016. The Gun-a-Week Calendars have been ordered and should be for sale shortly. Last year's calendars sold out very fast, so if you are interested in purchasing a 2016 Gun Calendar let your Rep know soon. The calendars will be sold for \$30.00 each, which gives you a chance to win a gun every week (52 total) for the 2016 calendar year.

I would like to take this opportunity to inform you that Local 953 has hired Stacey Nelson as our Union Organizer. Organizing has been and will continue to be one of Local 953's top priorities, as it is our life blood to our continued success at the bargaining table and our existence as a Union. "YOU" the Union Members are our eyes and ears out in the field. If you know of any group of workers that should be organized into the Union or would like to know more information about our Union, please let us know by calling Stacey or myself or any of the Assistant Business Managers at the Union Hall (715) 834-4911.

WORK SAFE! ENJOY THE FALL WEATHER!

Yours in Solidarity,
Dale Blank

Dale J. Blank,
Business Manager/Financial Secretary

GO PACKERS!

Dear Brothers and Sisters,

I would like to take a few minutes to introduce myself as the newly appointed Local 953 Organizer.

I have been a member of the IBEW since 2000 and have worked for various contractors over the years. I have two sons Dustin and Carter. Dustin is a sophomore at Rochester Community College and Carter just started kindergarten here in Eau Claire. I have been married to my wife Traci for 11 years.

I am very excited for the opportunity to talk with others and explain to them the benefits of being a Union member. I feel that with Wisconsin becoming a Right-to-Work state, that this is now more important than ever.

I understand the challenges I may face but I will assure you all that I am up for the task and will do my best.

I would also urge all of you out in the field to please let me know if you see unorganized contractors working in your area.

My Cell number is 715-577-0717 and my office contact (715) 834-4911 extension #118.

I look forward to hearing from you all!

Regards

Stacey Nelson

Stacey Nelson
Organizer

Dear Brothers and Sisters,

The Union has recently experienced possible **“direct dealing” in some of the units** that we represent. Direct dealing occurs when an employer and a represented employee or group of represented employees discuss issues **without the Union’s knowledge or presence, in matters** that fall within the scope of mandatory subjects of bargaining (wages, benefits, hours, working conditions, etc.). When proven, this is an Unfair Labor Practice (ULP) under the National Labor Relations Act.

When employers approach bargaining unit members on mandatory subjects, you should simply tell them that these issues need to be discussed or negotiated with the Union. Sometimes when direct dealing occurs, it is because a member or group of members take **an issue to management without the Union’s knowledge or presence**. This is of great concern and should never happen. Whoever initiates the direct dealing, it is simply an attempt to undermine the Union by limiting its ability to represent it's members and ensure the best outcome for the bargaining unit as a whole. Direct dealing drives a wedge between members and classifications within a unit and it completely destroys Solidarity. It weakens a bargaining unit which in return only helps management. Please refrain from any type of direct dealing and allow the Union Hall, as your exclusive bargaining agent, to do the best job we can do for the membership. Should you have concerns or find yourself in a situation with management and you are not sure if the Union Hall should be involved please notify your Union Steward or Representative.

In Solidarity,

Marty Sandberg

Martin Sandberg

Asst. Business Manager

I woke up this morning listening to the radio broadcast news about Scott Walker calling for sweeping restrictions on organized labor in the United States. The broadcast went on to indicate that he stated that if elected he would eliminate unions for employees of the government and make all workplaces right to work. His reasoning or goal was simply stated as; **“to achieve fairness and opportunity for American Workers.”** Fairness and opportunity, who is he trying to shit? How do you gain fairness and opportunity by tearing apart the National Labor Relations Act? If this were to happen, you might as well wave goodbye to your right to organize and collectively bargain. Because contrary to what Walker believes, it is a right and not just an expensive entitlement. So when Walker says that he is going into Washington to shake things up and wreak havoc, people really need to pay attention to this guy, because the man is hell bent on destroying the middle class and leaving it in ruins in order to satisfy those whom he has sold his soul to. I do take some solace knowing that he is only at 2% in the most recent polls and along with that, it seems that his popularity has hit an all time low in Wisconsin. Hopefully it is the beginning of the end and in a couple of years instead of pushing legislation hell bent on beating down the middle class, he will instead find himself pushing a broom in some sweat shop praying for the right to organize and some workplace rules.

On another matter, in 1975 the Supreme Court provided safeguards that have become known as **“Weingarten Rights.”** These rights provide the option of having a Union Representative present during any questioning by management that could result in discipline or other adverse actions. Therefore, if you are called to respond to any form of questioning that you believe might lead to your being disciplined, remember, you do have the right to request Union representation. You should also be aware that just because you might not have requested representation at the start of an investigatory interview, that you still have

the right to request representation at any time during the meeting. Once a request for representation has been made, you can refuse to answer any related questions until such time that Union representation is present. With that, hoping ya'll have a great fall!

“God bless the Union;- it is dearer to us for the blood of brave men which has been shed in its defense.”

-Edward Everett

In Solidarity I am,

Bob Lahti

Robert Lahti

Asst. Business Manager

Hello Members:

I am happy to report that during August, I completed presenting the IBEW Code of Excellence training to all of the workforce at Winona Lighting. I received many positive comments from the workforce about the training and how abiding by the Contract helps promote a better working environment. The training also reminds the Employer of their obligations as well. This Fall will start another round of contracts at many of Local 953 Employers. I will be presenting the IBEW Family Medical Care Plan at negotiations to see **if the Union's Plan can help control costs and put more money back on the table.** I will keep you all posted on this progress. As far as the work outlook, it is very positive moving into this Fall and Winter with many construction projects in full swing. I am also happy to report the IBEW has reached a new all-time high in **its “A” membership!** Let's keep growing this great Union.

Thanks,

Brady Weiss

Brady Weiss

Asst. Business Manager

2015 GOLF OUTING WINNING TEAM



Pat Grass, Brian McGuire and Pat McGuire, Paul Lavold



USA 2016 CALENDAR

FEATURING 52 GUN GIVEAWAY!





Presented by: **Bank of Labor**
BORN OF INTEGRITY

Remington Model 870 Express!
Union made by UMWA Local 717

**DONATE TO THE USA, GET CALENDARS,
RAISE MONEY FOR YOUR LOCAL!**

- Featuring union member photos.
- Great brands like Remington, Savage and Ruger.
- Only 7,500 calendars available. Ran out last year!

**Your Local Can Earn \$1,000
and a Remington Model 870 Express!**

Over \$30,000 in guns!



How It Works

1. Local donates \$1,000 and receives 50 calendars. Local distributes calendars for a suggested donation of \$30. Local raises \$10 per calendar.
2. Locals that donate \$1,000 by December 1, 2015 will also receive a FREE U.S./Union made Carhartt jacket (valued at \$100). Jacket must be claimed by July 1, 2016.
3. Locals that donate \$2,000 by December 1, 2015 will receive 100 calendars and a FREE Remington Model 870 Express shotgun, valued at \$350, to use at their discretion. One firearm for every 100 calendars - No Limit while calendars last.

Void where prohibited by law. Winner must be 21 years or older and legally capable of accepting a firearm.