



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS - DECEMBER 2015**

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Hello Brothers and Sisters:

2015 is winding down in rapid fashion. Looking back, it has been a very challenging year in several ways. The biggest challenge and most troubling is dealing with the right to work law and all the bad blood that comes with it. To win this battle we need to understand, accept and practice the meaning of one word, "**Solidarity.**" By sticking together in solidarity we (the Union) can continue to negotiate the good contracts that we have become accustomed to and not allow a "Right to Work for Less" law to effect or determine the future of the Union Way!

The next challenge has been terminations of Union members for misappropriation. Whether it be time, property or money stealing from your employer is not acceptable. If you are terminated for misappropriation it doesn't matter if you are a long term or a short term employee, arbitrators will more than likely rule in the favor of the employer. Do not forfeit your job because you think the Company owes me this or won't find out because when they do find out it's probably too late.

On the brighter side of things, we have had some positive challenges as well. Organizer Stacey Nelson, along with Brady and Marty, and I have been told, some of our current members (thank you for your help!) have successfully organized Jump River Cooperative. The process of negotiating first contracts for the Lineman and the Clerical Group is about to begin. This was accomplished by the use of one word "Solidarity" there was and is overwhelming support for the Union from our soon to be newest members! Congratulations! Job well done!!

Ice Fishing Contest "if we only had some ice" has been scheduled for Saturday, February 13, 2016. It has been determined that this year's gun raffle will include 2 guns. The Local is able to do this by using the money that was raised from selling the Union Sportsman Alliance gun calendars. Thank you! To all who purchased a 2016 Gun Calendar and good luck! Make sure to register your calendar.

Here is wishing you a Merry Christmas and a Happy New Year! May God Bless all of us!

In Solidarity,
Dale Blank
Business Manager
Financial Secretary

Dear Brothers and Sisters:

As 2015 winds down, I would like to thank all the stewards and members who have assisted in dealing with the numerous issues, grievances, and negotiations. Your input and knowledge is very much appreciated and helpful. Many times the practices, side letters of agreement, and intent of the contract language is not completely clear. Before decisions are made, many hours are spent researching the files, talking to members, and consulting with the Union attorneys so a decision can be made based off of the known facts. Sometimes these decisions are difficult, but I assure you that much effort is put into every issue that is brought forward to the Union Hall.

We must remain together in **SOLIDARITY** to best confront the challenges that lie ahead in 2016. We will be extremely busy with negotiations next year as the majority of the contracts we represent will be due in the later part of the year. In addition, much time will be spent on negotiating a first contract for the newly organized Jump River Electric Cooperative office and line units. Because of the large volume of negotiations that will be occurring you will notice when I send out the tailgate meetings for 2016 that there may be fewer scheduled meeting dates. If additional dates are desired please let me know.

Happy Holidays to everyone and a Happy and Safe New Year!

In Solidarity,

 Martin Sandberg
 Asst. Business Manager

Happy Holidays,

I hope this letter finds you all well as 2015 is coming to a close. I would like to take the opportunity to thank all the Union Stewards that have assisted me again this year, and all the committee members whom participated in contract negotiations! Your commitment to your Union is much appreciated. I would also like to congratulate all the Apprentices that completed their training this year!

Looking forward into 2016, I would like to remind the membership to stay involved with your Union as we cannot survive without you. Please read the newsletters to keep updated and informed. The Union sends many members each year to trainings, conferences and seminars. Often after I speak with people that have attended, they are surprised of what they have learned and discover a greater appreciation for how active the IBEW is in supporting the interests of working people. If you are interested in participating please take the time to let the Union know.

Take Care,

 Brady Weiss
 Asst. Business Manager

MEMBER IBEW PER CAPITA – 2016

IBEW member's Per Capita will increase by \$1.00 as of January 1, 2016. Therefore:

"A" members \$34.00 PER MONTH
"BA" Members \$18.00 per month

Please add the \$1.00 increase to your monthly dues when you pay dues for January 2016 and beyond. *Thank you!!*

Hello Brothers and Sisters;

Once again, the Holiday Season is here! It is amazing how fast a year goes by. Before we know it, it will be spring!

As most of you know, I have been appointed as the Organizer for Local 953. I am happy to be able to report some early success! We had an election at Jump River Electric Co-op on the 19th of November and the employees won the election with a 16-1 vote. I look forward to them getting their first contract, CONGRATULATIONS!!!

I am currently working very hard on organizing the employees at several locations, If your company hires NON-UNION contractors please let me know who they are and where they may be working, this will help us out a great deal.

Local 953 currently has 1544 members, if all you members keep an eye out for NON-UNION contractors working in the field you can imagine how that will help our efforts in organizing these contractors. I want to give all of you that have contacted me regarding these NON-UNION contractors a BIG Thank you!

I hope you all have a safe and Happy Holiday Season.

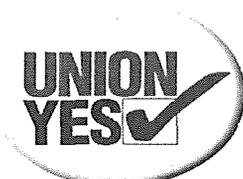
Merry Christmas and Happy New Year!

Please, remember a designated driver!

Regards

Stacey Nelson

Stacey Nelson, Organizer



Being that the Christmas Season is once again upon us, and keeping with the past, please accept my sincere hope that you and your families have a most enjoyable Christmas Season.

"For behold I bring unto you good tidings of great joy, which shall be to all people. For unto you is born this day in the city of David a Savior, which is Christ the Lord. And this shall be a sign unto you; Ye shall find the babe wrapped in swaddling clothes, lying in a manger." And suddenly there was with the angel a multitude of heavenly host, praising God, and saying, "Glory to God in the highest and on earth peace, good will toward men." (Luke 2:8-14 King James Version)

Please keep in mind those who have served or are presently fighting in our armed services. God Bless Em All!

In closing, ya'll have a great one!

Robert J. Lahti
Asst. Business Manager



From the Staff of Local 953
Dale Bob Brady Marty Stacey
Connie & Grace