



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS **LOCAL UNION 953 NEWS – DECEMBER 2016**

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Stacey Nelson, Organizer

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For "Contact Us" link.



Dear Brothers and Sisters:

The election is finally over and we are heading into the winter holiday season. Moving forward we need to continue fighting for the working people in this country. We need to continue **organizing**, not only the unorganized but also internally. We need all of you to assist with this. It is "**your**" Union and your co-workers will be more receptive to that message when it comes from you. Let them know all the benefits they receive because of their contract and point out the employer cannot just change the terms and conditions without negotiating those changes with Union. Let them know how collectively we are stronger than individually. Many times people dwell on the negative and I believe that the more positive message we send, the stronger we will become.

Negotiations: In the last couple of months, the membership ratified contracts at Dairyland Power, Chippewa Valley, and Scenic Rivers Cooperatives. After a lengthy negotiation process on the first contract at Jump River for the outside group, we have reached a tentative agreement and that will go out for a vote by the end of the year. We are continuing with negotiations on the Jump River inside unit, Riverland Energy (both contracts), Price and Taylor Co-ops and we have interest arbitration scheduled in February to resolve the Pierce Pepin negotiations.

Scholarship Drawings: Congratulations to the scholarship winners (enclosed). Best of luck in your studies and your future. Remember, when you're looking for employment, Union is the way to go!

Solidarity Event: Ice Fishing Contest will be held on February 11th. Please see enclosed sign-up sheet. I would ask that everyone submit the sign-up sheets to the Union Hall as soon as possible. (We rely on the number of members signed up as far as buying door prizes and the amount we have to spend.)

2017 Gun-a-week calendar: We still have calendars available for sale. The dollars raised from selling these are used to purchase prizes for the ice fishing contest. Let us know if you wish to purchase one.

In closing, I wish all of you a Merry Christmas and a Happy New Year.

In Solidarity,

Martin Sandberg

Martin Sandberg, Business Manager

Christmas and New Years Greetings!

I want to keep this short and in line with the season.

This is a time of giving and it is my sincere hope that all of you will do what you can and in some way help put a smile on the face of a needy child or family. With that said, I would like to shine a little light on the Ashland Xcel Unit who at their most recent meeting donated more than \$200.00 with the proceeds supporting the local Police Associations efforts to put warm clothes on needy kids in their area. That is what this season is all about and certainly what the IBEW is all about. I am sure that those people who will benefit from your generosity will be most thankful for your kindness!

With that; May the spirit of Christmas bring you peace, the gladness of Christmas hope and the warmth of Christmas love.

As always, please remember to keep our troops and veterans in your thoughts and prayers!

Merry Christmas,

Robert Lahti

Robert Lahti, Asst. Business Manager

"And the Angel Answered her, The Holy Spirit will come upon you, and the Power of the Most High will Overshadow you: therefore the child to be born will be called holy The Son of God"

Luke 1:35

Happy Holidays

The winter season is upon us and the snow has started to fall, please plan ahead and allow yourself extra time for your travels. The whitetail deer season has once again come and gone, I hope all that hunted had a safe and prosperous hunting season. With that being said it's time to get back to work, I want to discuss the importance of Organizing here at Local 953.

As long as there is organized capital, there will be organized labor. And, that is as it should be in a democratic society.

The true Union member wants to help, not hinder, his employer. He realizes that the more successful the business is, the more successful the employee will be...if he receives fair value for his labor, and a fair share of the profits he has helped produce.

A working man's life is valuable. Every time the clock ticks, there goes a second off that life. When he sells the hours of his life to make a profit for someone else, he is entitled to all he can get for those precious hours.

Workers try to get as much as possible for the hours of their lives that they sell to their employers. By himself, this is difficult. He can be broken like a stick. But, breaking a bundle of sticks is not so easy!

This is why working people organize Unions: to help in getting a share of the profits they bring into a successful business. Unionization has brought about, in addition to reasonable pay, better working conditions, more job security, and more leisure time for workers to enjoy vacation and pension benefits.

It is an ignorant man who values his life cheaply, sells it cheaply, and works hours to make his employer richer, to the extent that he keeps himself poor.

Well-paid organized labor is a good thing for any town. The more a worker earns, the more he has to spend. And the more he spends, the better it is for the merchant, the farmer, and everyone else.

The common term for a group of workers looking to join a Union is "Organizing." Workers organize for various reasons, be it to improve their working conditions, increase their pay or benefits, and/or to create a better working environment.

The American Promise is that if we go to school, work hard, and become a productive and faithful employee, we can then expect to support a family, raise and educate our children, enjoy a healthy and fulfilling life and retire with dignity. We weren't supposed to have to win the lottery, or be a corporate executive to enjoy the American dream.

That was the vision of middle class Americans, who once modeled the image of what it was to be an American. The middle class is disappearing in direct proportion to the demise of the American Union movement. After World War II, nearly 30 percent of our work force belonged to Unions. Today, barely half that are organized. Today a few own the world's resources while most live in poverty.

Wages of \$8 per hour are common. For most of these workers there is no health insurance or retirement plans. The result? Taxpayers across the United States are making up for what employers should be paying with public assistance programs. That's corporate welfare.

Why are wages so low? Because that's the easiest way to increase profitability. The result? Today, the wealthiest one percent own as much of our nation as ninety percent of the rest of us. Corporate CEO's can earn 500 times the wages paid their workers.

Workers form Unions because there is power in numbers. Where Unions are strong, employers must bargain collectively to set the terms and conditions of employment. The demand for profits must then be compromised with fairness toward workers. Remember, we are all Organizers.

ORGANIZE! ORGANIZE! ORGANIZE!

In Solidarity,
Stacey Nelson
 Stacey Nelson
 Organizer

Happy Holidays!

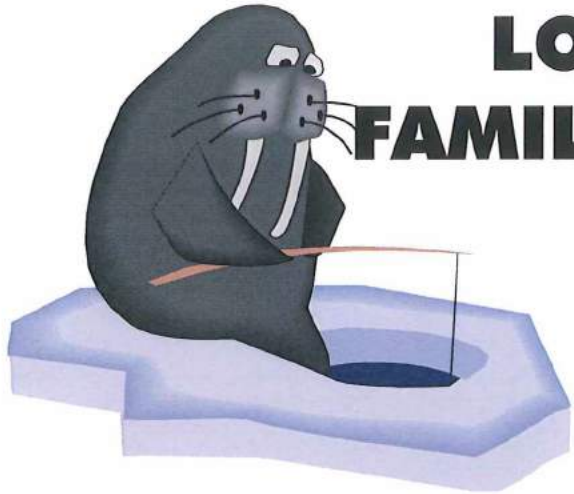
Lets help keep the Labor Movement alive! Union's have played an important role in protecting workers. Please remember the history of collective bargaining. Below is a list of 36 Key Items Union's have advocated for over the last 100 years.

DID YOU KNOW THAT LABOR UNIONS MADE THE FOLLOWING 36 THINGS POSSIBLE?

1. Weekends without work
2. All breaks at work, including your lunch breaks
3. Paid Vacation
4. Family & Medical Leave Act (FMLA)
5. Sick Leave
6. Social Security
7. Minimum wage
8. Civil Rights Act/Title VII (Prohibits employer discrimination)
9. 8-hour work day
10. Overtime pay
11. Child labor laws
12. Occupational Safety & Health Act (OSHA)
13. 40-hour work week
14. Workers' Compensation (Workers' Comp)
15. Unemployment Insurance
16. Pensions
17. Workplace Safety Standards and Regulations
18. Employer Health Care Insurance
19. Collective Bargaining Rights for Employees
20. Wrongful termination laws
21. Age Discrimination in Employment Act of 1967 (ADEA)
22. Whistleblower protection laws
23. Employee Polygraph Protection Act (EPPS)
(prohibits employers from using a lie detector test on employees)
24. Veteran's Employment and Training Services (VETS)
25. Compensation increases and evaluations (i.e. raises)
26. Sexual harassment laws
27. American With Disabilities Act (ADA)
28. Holiday Pay
29. Employer dental, life, and vision insurance
30. Privacy rights
31. Pregnancy and parental leave
32. Military Leave
33. The right to strike
34. Public Education for Children
35. Equal Pay Acts of 1963 & 2011
(requires employers pay men & women equally for same amount of work)
36. Laws ending sweatshops in the United States

After reading this list, think where the American Worker would be without Unions?

In Solidarity,
Brady Weiss
 Brady Weiss
 Asst. Business Manager



LOCAL 953 ANNUAL FAMILY ICE FISHING DERBY

**SATURDAY, FEBRUARY 11, 2017
11 AM to 3 PM – CHETEK, WI**

**ON THE BAY BETWEEN GILLIGAN'S & POKEGAMA
INN ON COUNTY "D" EAST OF CHETEK.
(ADDRESS: 840 BANKS LANE, CHETEK)**

IMMEDIATE FAMILY OF MEMBERS WELCOME!

**ENTRY FEES: \$10 PER PERSON.
BEER, POP and BRATS INCLUDED.**

**THE
PRIZES**

**1st PLACE GAME FISH
2nd PLACE GAME FISH
1st PLACE PAN FISH
2nd PLACE PAN FISH**

**THE FISH ARE JUDGED ON LENGTH ONLY.
ALL ENTRANT'S FISH MUST MEET MINIMUM LENGTH REQUIREMENTS
SET FOR THE LAKE.**

**PRIZES TO BE GIVEN AWAY INSIDE THE
POKEGAMA INN, LARGE BANQUET ROOM**



**GUN RAFFLE! (2 GUNS)
MUST BE PRESENT TO WIN**

DETACH HERE



2017 ICE FISHING DERBY REGISTRATION FORM

**PLEASE RETURN THIS REGISTRATION AND FEE BY JANUARY 21, 2017 TO:
LOCAL UNION 953 IBEW, 2206 Highland Avenue; EAU CLAIRE, WI 54701**

NAME _____

ADDRESS _____



Congratulations to this year's IBEW Local 953 Scholarship Winners!

Winners listed below:

Lucas Begeman, son of Anthony Begeman (Xcel Energy)
Brooke Sacek, daughter of Randy Spacek (Price Electric)
Hannah Langhammer, daughter of Ricky Reichert (Xcel Energy)
Kayla Dubiel, daughter of Kristopher Dubiel (Eau Claire Energy)
Brooke Kopacz, daughter of Mark Kopacz (Xcel Energy)

NOTICE OF IBEW CONVENTION VOTE FOR DUES CHANGES

The 39th International Convention was held in St. Louis, Missouri this year in September. At the convention, decisions were made to help increase the strength of IBEW Local Unions and the members we represent.

An increase to International per capita dues was also approved at the convention. The changes to the "A" member Pension Benefit Fund and Basic International Per Capita Monthly dues for "A" and "BA" members are as follows:

- \$2.00 Pension Benefit Fund increase effective 1/1/17 ("A" members only)
- \$1.00 Basic & Per Capita increase effective 1/1/18 ("A" and "BA" members)
- \$1.00 Pension Benefit Fund increase effective 1/1/19 ("A" members only)
- \$1.00 Basic & Per Capita increase effective 1/1/20 ("A" and "BA" members)

For your reference and information, all of the rate changes that were approved are summarized below:

Effective Date:	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>	<u>1/1/2020</u>
"A" Members	\$36.00	\$37.00	\$38.00	\$39.00
"BA" Members (Per Capita)	\$18.00	\$19.00	\$19.00	\$20.00

LOCAL UNION 953 REGIONAL UNION MEETINGS

2017

WESTERN REGIONAL MEETINGS - THIRD WEDNESDAY

DAY	DATE	PLACE	TIME
Wednesday	1/18/2017		4:00 PM
Wednesday	2/15/2017		4:00 PM
Wednesday	3/15/2017		4:00 PM
Wednesday	4/19/2017	All meetings held at:	4:00 PM
Wednesday	5/17/2017	Meister's Bar & Grill	4:00 PM
Wednesday	6/21/2017	1402 Cty Road A	4:00 PM
Wednesday	7/19/2017	Boardman, WI	4:00 PM
Wednesday	8/16/2017		4:00 PM
Wednesday	9/20/2017		4:00 PM
Wednesday	10/18/2017		4:00 PM
Wednesday	11/15/2017		4:00 PM
Wednesday	12/20/2017		4:00 PM

CENTRAL REGIONAL MEETINGS - SECOND WEDNESDAY

DAY	DATE	PLACE	TIME
Wednesday	1/11/2017	VFW Starr Avenue, Eau Claire - Christmas Party	4:00 PM
Wednesday	2/8/2017		4:00 PM
Wednesday	3/8/2017	All remaining meetings at:	4:00 PM
Wednesday	4/12/2017		4:00 PM
Wednesday	5/10/2017	Union Hall,	4:00 PM
Wednesday	6/14/2017	2206 Highland Avenue	4:00 PM
Wednesday	7/12/2017	Eau Claire, WI 54701	4:00 PM
Wednesday	8/9/2017		4:00 PM
Wednesday	9/13/2017		4:00 PM
Wednesday	10/11/2017		4:00 PM
Wednesday	11/8/2017		4:00 PM
Wednesday	12/13/2017		4:00 PM

FLOATING REGIONAL MEETING SCHEDULE

DAY	DATE	PLACE	TIME
Thursday	1/5/2017	American Legion, Alma, WI	5:15 PM
Tuesday	2/7/2017	VFW, Barron, WI	5:00 PM
Thursday	3/16/2017	Doolittle's Pub, Lancaster, WI	5:30 PM
Tuesday	4/4/2017	American Legion, Alma, WI	5:15 PM
Tuesday	5/2/2017	VFW, Barron, WI	5:00 PM
Thursday	6/8/2017	Doolittle's Pub, Lancaster, WI	5:30 PM
Thursday	7/6/2017	American Legion, Alma, WI	5:15 PM
Tuesday	8/1/2017	VFW, Barron, WI	5:00 PM
Tuesday	9/21/2017	Doolittle's Pub, Lancaster, WI	5:30 PM
Thursday	10/5/2017	American Legion, Alma, WI	5:15 PM
Tuesday	11/7/2017	VFW, Barron, WI	5:00 PM
Thursday	12/21/2017	Doolittle's Pub, Lancaster, WI	5:30 PM

SOUTHERN REGIONAL MEETINGS - SECOND THURSDAY

DAY	DATE	PLACE	TIME
Thursday	1/12/2017		5:00 PM
Thursday	2/9/2017	All meetings at New Location:	5:00 PM
Thursday	3/9/2017		5:00 PM
Thursday	4/13/2017	American Legion	5:00 PM
Thursday	5/11/2017	6th & Market	5:00 PM
Thursday	6/15/2017	La Crosse, WI	5:00 PM
Thursday	7/13/2017		5:00 PM
Thursday	8/10/2017		5:00 PM
Thursday	9/14/2017		5:00 PM
Thursday	10/12/2017		5:00 PM
Thursday	11/9/2017	Stew Feed & Retiree's Night	5:00 PM
Thursday	12/14/2017		5:00 PM

NORTHERN REGIONAL MEETINGS - FIRST WEDNESDAY

DAY	DATE	PLACE	TIME
Wednesday	1/4/2017		4:00 PM
Wednesday	2/1/2017		4:00 PM
Wednesday	3/1/2017		4:00 PM
Wednesday	4/5/2017	All meetings held at:	4:00 PM
Wednesday	5/3/2017		4:00 PM
Wednesday	6/7/2017	Airport Inn	4:00 PM
Wednesday	7/5/2017	50964 Hwy 13	4:00 PM
Wednesday	8/2/2017	Ashland, WI	4:00 PM
Wednesday	9/6/2017		4:00 PM
Wednesday	10/4/2017		4:00 PM
Wednesday	11/1/2017		4:00 PM
Wednesday	12/6/2017		4:00 PM

HAVE YOUR VOICE HEARD!

