

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS - DECEMBER 2017**

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OUR ADDRESS

2206 Highland Avenue

Eau Claire, WI 54701

TEL: 715-834-4911

INTERNET WEB PAGE

www.ibew953.org

E-mail Staff, see Web Page

For "Contact Us" link.



Dear Brothers and Sisters:

Winter is once again knocking at our door and with that comes the holidays and the close of another year. Reflecting on the challenges that Unions and working people in this Country have endured in the past year, actually the last several years, it is good to inform you that the membership numbers at Local Union 953 have increased to a new high of 1603 members. Some of this is due to the up-tick in construction projects, but also a big part of it is some of the successes we have achieved on the organizing front.

Organizing: Part of the Business Manager's responsibilities are to protect and organize our jurisdiction. In addition, IBEW policy states that all construction local unions must employ at least one full time organizer. Local Union 953 is actively seeking an organizer to be added to our staff. If you should have interest or know of someone interested, please contact me at 715- 834-4911, EXT. 116.

The International is directing us to send three members to the 6th District Organizer Boot Camp. The intent is to create an organizing army of Local Union rank and file members that can be used not only for our Local's campaigns but throughout the State and the Nation. The camp is in Madison and scheduled for January 29 - February 2, 2018. If you have interest in attending, please notify your Union representative or the Union Hall as soon as possible.

On October 24, 2017 we had our most recent campaign win with the National Labor Relations Board certifying Local 953 as the representative for the SCA Technical Instructors/Course Developers and General Clerk employees at Fort McCoy. Congratulations to these future new members. We will begin first contract negotiations here in the near future.

Negotiations: Contracts we have settled this fall that have been ratified by our members include a four year agreement at Dunn Energy and three year agreements at St. Croix and Clark Cooperatives. We have reached a one year tentative agreement on the Inside Unit at Jo Carroll Energy which is in the process of a

ratification vote. Other contracts open this year include Price Outside and Badger Unified (BUCS), with Michaels' Lighting, City Brewing, and Winona Lighting agreements open in the first part of 2018. Also, we are continuing negotiations for the Corrosion Specialist classification at Xcel Energy which was organized. Thank you to all the members and stewards that assisted throughout negotiations.

Scholarships: On November 16th the E-Board held the drawing for the 5 scholarship winners which are enclosed.. The winners will be contacted by our office for additional information. Congratulations to the winners and best of luck in your studies and your futures.

Retirement Planning: As many of you are aware, planning your finances for retirement can be difficult and stressful. To provide you with another option or advice, we built a relationship with Union Financial. Their representatives are IBEW members. Within the last couple of months you received a letter from this office regarding such and enclosed was a post card to be returned if you so chose to enter the Appreciation Gift Give-Away drawing. The winner of that drawing is Local 953 member, Mark Brown, who won a Wisconsin Dells Water Park Certificate.

Apparel: We have a number of different items for sale at the Union Hall which include Local 953 sweatshirts, hats, "It's Wrong To Not Belong" tee-shirts, pocket knives, and IBEW coffee mugs and stocking caps.

Solidarity Events: The rules for our Whitetail Big Buck Contest are enclosed. Our Annual Family Ice Fishing Derby is scheduled for Saturday, February 10, 2018. To aid us in preparing for this event, whether you fish or not, please fill out the enclosed registration form and submit it along with the required fee to the Union Hall as soon as possible. This is

our largest event of the year and our hopes are to surpass the 118 registrants we had last year. Come out and enjoy in the solidarity, door prizes, raffles, food, and beverages.

In the past we raised money for these events by selling the Union Sportsman Calendars. Due to the increase in price to \$50/calendar we are no longer selling those. New this year, we are now selling raffle tickets to raise proceeds for our Solidarity Events. Top Cash Prize is \$1000 with the drawing being held on January 18, 2018 at the Executive Board meeting. Your Union rep will have tickets available at the regional and tailgate meetings. In addition, several members are assisting in the sales or you can stop by the Hall to purchase your chance to win.

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

In Solidarity,

Martin Sandberg
Business Manager



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

Winners Listed Below:

Kayla Dubiel, daughter of Kristopher Dubiel (ECEC)

Martin Sandberg, son of Martin Sandberg (IBEW 953)

Zachary Lahti, son of Robert Lahti (IBEW Local 953)

Josh Nitek, son of Jeremy Nitek (DPC)

Ashley Kopacz, son of Mark Kopacz (Xcel Energy)

Dear Members,

Recently there has been an uptick in accidents and near misses involving induction and working on circuits that were presumed de-energized. For this reason I'm asking all our members to step forward and take an active role in reviewing our work practices to insure we continue to be the safest workers in the electrical industry. Last month I met with industry leaders at the training center of the Missouri Valley Line Contractors in Iowa and discussed challenges facing the industry pertaining to safety, the outcome of this meeting was recommendation to the apprenticeship by adding clarifications to policies and procedures involving apprentice installing and removing grounds placed on circuits.

Regardless of what contractor or company we work for, under no circumstances should we ever place production over safety. Remember in the Safety Sensitive jobs that we perform, a key element to workplace free of accidents, is to have Stop Work Authority (SWA) in place and enforced! Although not Required in all cases by O.S.H.A., Basic fundamentals of these programs involve.

1. **STOP-** Employee or Contractor perceives condition(s) or action(s) the pose imminent danger to people, equipment or the environment. A stop must be initiated to protect things at risk.
2. **NOTIFY-** Notify affected personnel and supervision of the hazard and work stop action, and secure the area.
3. **INVESTIGATE-**Affected personnel will discuss the situation that caused the Stop Work Authority (SWA) and all involved must agree with a plan to correct the issue(s) before work continues. (Document this Plan)

4. **CORRECT-** Make modifications to the affected area, review the changes, and have them inspected by a qualified person to insure all safety issues have been properly resolved.
5. **RESUME-** The affected work will resume only after personnel with restart authority have concluded it is safe to do so, and will then notify all affected personnel of the corrective actions that were implemented.
6. **FOLLOW-UP-** Management will provide information including a root cause analysis of the reason for the work stoppage, including publishing corrective actions taken and lessons learned from the event and share them with all employees.

Making sure that management and workers understand the validity and importance of these programs, and having processes in place to resolve disputes in the event they are enacted without fear of repercussions will only enhance a safety program. Tracking the occurrences of Stop Work Authority (SWA) and Training all employees so they clearly understand their role in a safe work environment is the goal of IBEW Local 953!

Let's Take Safety To The Next Level!!

In Solidarity,

Brady Weiss, Asst. Business Manager



Season's Greetings,

As we approach the close of 2017 I would like to take the opportunity to express thanks to my Brothers and Sisters who have in any way offered their assistance in support of their Union. There are far too many of you to mention in this newsletter, but simply stated without your assistance and dedication we would not be. Again special thanks to the Stewards out there, you people have no idea how much I value your input and assistance. You get very little thanks, no rewards and are sometimes cast into very challenging spots. There is no question in my mind that you people are the true leaders of this Union. Thanks for all you do!

You know there is an old saying that goes "your Union is only as strong as its weakest member," and I couldn't agree more. It's a hell of a lot easier to play the rat or to be the individual who runs to management instead of bringing a concern to his/her steward. It is so much easier to just sit back and play the Arm Chair Quarterback. The last time that I looked, "Arm Chair Quarterback" was not listed as a classification in any of the labor agreements that local 953 administrates.

Labor Union

"An organized association of workers, often a trade or profession, formed to protect and further their rights and workers."

Think about it, are you doing all that you can to protect and further your Brothers and Sisters interests or are you just sitting out there complaining? Because at the end of the day, the rights, benefits and working conditions your Brothers and Sisters could stand to lose are the same rights, benefits and working conditions you stand to lose! So if you are one of those who chooses to bitch rather than support, I suggest that you get off your back-end and make an effort to start attending Union meetings and become an active supporter of not only this Union, but your Brothers and Sisters with whom you work.

Get involved, stay involved, there is strength in numbers, support your Union!

In closing, I do not have the words to express the gratitude I have for the men and women that serve and have served our country. Thank you for all your bravery and service! Aside from the God I believe in, you people are a big reason why I can sleep at night. May God bless you all!

Merry Christmas!

Robert Lahti,
Asst. Business Manager

"One of the most glorious messes in the world is the mess created in the living room on Christmas Day. Don't clean it up too quickly."

~Andy Rooney

MEMBER IBEW PER CAPITA – 2018

IBEW member's Per Capita will increase by \$1.00 as of January 1, 2018. Therefore:

"A" members \$37.00 PER MONTH
"BA" Members \$19.00 per month

Please add the \$1.00 increase to your monthly dues when you pay dues for January 2018. *Thank you!!*

LOCAL UNION 953 REGIONAL UNION MEETINGS

2018

WESTERN REGIONAL MEETINGS - THIRD WEDNESDAY			
DAY	DATE	PLACE	TIME
Wednesday	1/17/2018		4:00 PM
Wednesday	2/21/2018		4:00 PM
Wednesday	3/21/2018		4:00 PM
Wednesday	4/18/2018	All meetings held at:	4:00 PM
Wednesday	5/16/2018	Meister's Bar & Grill	4:00 PM
Wednesday	6/20/2018	1402 Cty Road A	4:00 PM
Wednesday	7/18/2018	Boardman, WI	4:00 PM
Wednesday	8/15/2018		4:00 PM
Wednesday	9/19/2018		4:00 PM
Wednesday	10/17/2018		4:00 PM
Wednesday	11/21/2018		4:00 PM
Wednesday	12/19/2018		4:00 PM

CENTRAL REGIONAL MEETINGS - SECOND WEDNESDAY			
DAY	DATE	PLACE	TIME
Wednesday	1/10/2018	VFW Starr Avenue, Eau Claire - Christmas Party	4:00 PM
Wednesday	2/14/2018		4:00 PM
Wednesday	3/14/2018	All remaining meetings at:	4:00 PM
Wednesday	4/11/2018	Union Hall,	4:00 PM
Wednesday	5/9/2018	2206 Highland Avenue	4:00 PM
Wednesday	6/13/2018	Eau Claire, WI 54701	4:00 PM
Wednesday	7/11/2018		4:00 PM
Wednesday	8/8/2018		4:00 PM
Wednesday	9/12/2018		4:00 PM
Wednesday	10/10/2018		4:00 PM
Wednesday	11/14/2018		4:00 PM
Wednesday	12/12/2018		4:00 PM

FLOATING REGIONAL MEETING SCHEDULE			
DAY	DATE	PLACE	TIME
Thursday	1/4/2018	American Legion, Alma, WI	5:15 PM
Tuesday	2/6/2018	VFW, Barron, WI	5:00 PM
Thursday	3/15/2018	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM
Tuesday	4/3/2018	American Legion, Alma, WI	5:15 PM
Tuesday	5/1/2018	VFW, Barron, WI	5:00 PM
Thursday	6/7/2018	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM
Tuesday	7/10/2018	American Legion, Alma, WI	5:15 PM
Thursday	8/2/2018	VFW, Barron, WI	5:00 PM
Thursday	9/20/2018	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM
Thursday	10/4/2018	American Legion, Alma, WI	5:15 PM
Tuesday	11/6/2018	VFW, Barron, WI	5:00 PM
Thursday	12/6/2018	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM

SOUTHERN REGIONAL MEETINGS - SECOND THURSDAY			
DAY	DATE	PLACE	TIME
Thursday	1/11/2018		5:00 PM
Thursday	2/8/2018		5:00 PM
Thursday	3/8/2018	All meetings at New Location:	5:00 PM
Thursday	4/12/2018	American Legion Post 336	5:00 PM
Thursday	5/10/2018	731 Sand Lake Road Onalaska, WI	5:00 PM
Thursday	6/14/2018		5:00 PM
Thursday	7/12/2018		5:00 PM
Thursday	8/9/2018		5:00 PM
Thursday	9/13/2018		5:00 PM
Thursday	10/11/2018		5:00 PM
Thursday	11/8/2018	Retiree's Night & Party	5:00 PM
Thursday	12/13/2018		5:00 PM

NORTHERN REGIONAL MEETINGS - FIRST WEDNESDAY			
DAY	DATE	PLACE	TIME
Wednesday	1/3/2018		4:00 PM
Wednesday	2/7/2018		4:00 PM
Wednesday	3/7/2018		4:00 PM
Wednesday	4/4/2018	All meetings held at:	4:00 PM
Wednesday	5/2/2018		4:00 PM
Wednesday	6/6/2018	Airport Inn	4:00 PM
July - per membership request		50964 Hwy 13	4:00 PM
Wednesday	8/1/2018	Ashland, WI	4:00 PM
Wednesday	9/5/2018		4:00 PM
Wednesday	10/3/2018		4:00 PM
Wednesday	11/7/2018		4:00 PM
Wednesday	12/5/2018		4:00 PM



IBEW LOCAL 953

WHITETAIL BIG BUCK CONTEST

TWO CATEGORIES: ARCHERY AND GUN

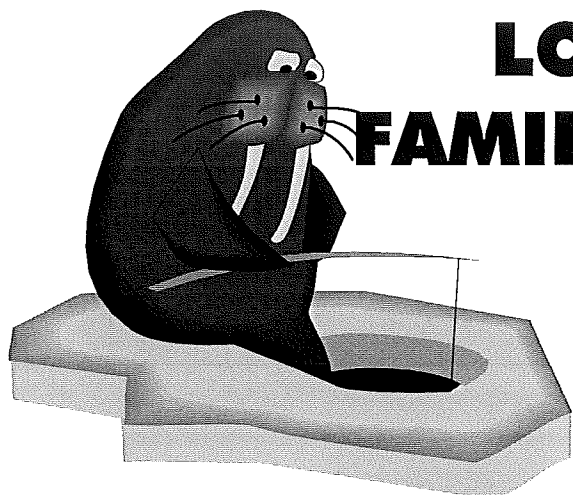
SCORING SYSTEM: Points Times Spread

Legal point 1 inch or more times greatest inside spread

RULES

1. You must be the IBEW Local 953 Union Member that legally harvested the deer.
2. Must send a photo of you and the deer to the Union Hall within 3 days of the last day of the archery hunting season, by US Mail or e-mail to: info@ibew953.org
3. Must provide a general location of where you harvested the deer.
4. Winners will be determined at the January Executive Board meeting. In the event of a tie, we will draw to decide the winner.
5. By submitting an entry or photo you are agreeing to let Local 953 publish names and photos on our website, Facebook and in our newsletter.

This Contest is open for Whitetail deer, but we encourage the members to send photos of any legally harvested game.



LOCAL 953 ANNUAL FAMILY ICE FISHING DERBY

**SATURDAY, FEBRUARY 10, 2018
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)**

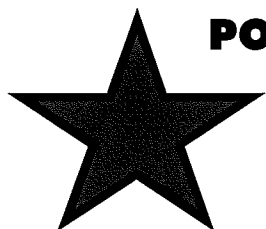
IMMEDIATE FAMILY OF MEMBERS WELCOME!

**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
MUST BE PRESENT TO WIN**

DETACH HERE



2018 ICE FISHING DERBY REGISTRATION FORM

**PLEASE RETURN THIS REGISTRATION AND FEE BY JANUARY 19, 2018 TO:
LOCAL UNION 953 IBEW, 2206 Highland Avenue; EAU CLAIRE, WI 54701**

NAME _____

ADDRESS _____

IBEW LOCAL 953
2206 Highland Avenue
Eau Claire, WI 54701

PRSRRT STD
US POSTAGE
PAID
EAU CLAIRE, WI
PERMIT NO. 1557



IBEW

...the right choice

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**Integrity
is doing the
right thing, even when
no one is watching.**

C.S. Lewis



Happy Holidays

From the Staff of Local 953

Marty, Bob, Brady, Connie & Grace

WEINGARTEN RIGHTS

I believe this discussion could lead to my being disciplined. I therefore request that my union representative or officer be present to assist me at the meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request; without representation I shall not participate in the discussion. I shall not consent to any searches or tests affecting my person, property or effects without first consulting with my union representative.

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(715) 834-4911