



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

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Dear Brothers and Sisters:

With Spring here and Summer approaching fast many of you have been called upon to restore power due to the outages from the recent storms we have experienced. The work you perform keeping the lights on does not go unnoticed and is very much appreciated. Thank you and continue to work safely.

Negotiations: The membership at Polk Burnett Electric Cooperative ratified a 3 year agreement in April. Also, the newly formed Office bargaining unit at Jump River Electric Cooperative ratified their first labor agreement. Congratulations to both the Line and Office Units at Jump River for standing together in Solidarity and achieving your first contracts. Of the 21 total employees eligible to be in the Union there, 20 have become members of Local 953. Please welcome them as your brothers and sisters. Other Cooperative contracts that will be up for negotiations this year are as follows: Dunn, Clark, St. Croix, and Price.

Weingarten Rights: Under the National Labors Relation Act an employee has rights that apply during investigatory interviews. When an employer questions an employee to obtain information and the employee has a reasonable belief that discipline or other adverse consequences may result, the employee has a right to Union representation. You can request this representation before or anytime during the interview. When so requested, the employer can do one of the following: grant the request and delay the questioning, deny the request and end the interview, or give the employee the option of (a) continuing the interview without representation or (b) ending the interview. If the employer denies the request for union representation and continues the meeting, the employee can refuse to answer questions and you should notify the Union hall. For your convenience, your Weingarten Rights have been printed on the back cover of this newsletter.

Scholarships: We had two \$500 scholarships awarded this year to students at Chippewa Valley Technical College. The first one was awarded to Theodore Amelse from Chippewa Falls in the Automation Engineering Technology program.

The second scholarship went to Benjamin Nimeskern from Blair in the Electrical Power Distribution program.

Stewards Training: Stewards training is scheduled for July 17th and 18th at the Clarion Hotel in Eau Claire, Wisconsin. All stewards should have or will be receiving further information in a separate mailing. Please do your best to attend this training.

Solidarity Event: The golf outing is scheduled for August 26th at the Mondovi Golf Course, Mondovi, WI. In an effort to aid with the planning of the event and purchasing of door prizes, those that sign up and pay by August 4th will be entered into an Early Bird Drawing (cash prizes). Flyer and sign-up sheet is enclosed.

Gift Giveaway and Financial Planning:

Representative Jess Humpel of Union Financial, who is a member of IBEW Local 965, has decided to do a gift giveaway of which you will receive further details to in the US mail in the near future. This is a good reminder to all members of Local 953 to take the time to do your financial planning, no matter what age or point you are in your career. As a part of the agreement with Union Financial, they will provide a no cost or obligation financial plan that can include everything from retirement savings, 401k investments, IRA, and college savings plans for your kids and much more. Take the time to return the card when you receive it and set up an appointment to complete your financial plan. Jess can be contacted at (608) 782-2299.

In closing, I hope everyone has a safe and enjoyable summer.

In Solidarity,
Martin Sandberg
 Martin Sandberg, Business Manager

Late Spring/Early Summer Greetings,

As we move into the warmer season remember to take special care and make sure that you get enough fluids into your system. Dehydration can have very serious effects and it is important to be aware of some of the warning signs associated with dehydration. They are but not necessarily in the order that they could occur: Increased thirst, dry mouth, a swollen tongue, weakness, dizziness, heart palpitations, confusion, sluggishness or fainting, an inability to sweat and decreased urine output that is darker than normal.

If dehydration is suspected, try to get the individual into the shade and have them sip small amounts of water or an electrolyte drink such as Gatorade. Ice chips or popsicles are another option.

If heat exposure is related to the problem make sure to remove or loosen clothing and get the individual to an air-conditioned area. If that is not possible, cover them with a wet towel and use a spray bottle filled with Luke warm water to provide a mist. Be cautious not to use ice cold water or ice packs as both could cause blood vessels to constrict and decrease the loss of heat rather than increase it.

An individual should be taken to a medical facility if he has a high fever, is confused, is sluggish, has a headache, seizures, difficulty breathing, chest or abdominal pains, has fainted or has not urinated in the last 12 hours. (Information for the above was extracted in part from WebMD "Dehydration in Adults")

On another matter near and dear to the hearts of the Xcel Unit regarding the work practice of gloving 13.8/23.9Kv, there is simply no truth to the rumor that negotiations have taken place or that an agreement will be in place to allow this practice to occur within the next six months. The truth of the matter at the

Company's request, the Union assembled a small group of our members and we met with NSPWI Management in order to explain the positives and negatives of gloving this voltage. Both parties made their positions clear at the onset of this meeting that there would be no negotiating along with the Company further making its position clear that if this work practice is to ever be put into effect, it will not be happening this year due to the strict budgetary concerns Xcel Energy currently has in place.

In closing, please support your Brothers and Sisters, your Labor Agreement and the staff here at Local 953.

Have a safe, enjoyable summer and attend YOUR Union Meetings!

In Solidarity, I Am,

Robert J Lahti
Asst Business Manager
Local Union 953

Dear Members,

Two important days took place this Spring that should be note worthy. The first was Workers Memorial Day observed on April 28th. This day is set aside to honor and remember all those who have given the ultimate sacrifice while on the job. Throughout history, workers joining together to form Unions have pushed for, and demanded safer working conditions, as a matter of fact research will show that many struggles fought over the industrial revolution in America's labor movement where not over pay and benefits, but more about safer working conditions and shorter work days. These principles were the building blocks of workers' rights that we now take for granted as the norm.

Prior to the labor movement many Americans worked long hours in very dangerous

environments, including the founder of the International Brotherhood of Electrical Workers (IBEW) Henry Miller. He was a traveling Lineman that worked all across the United States and was outraged by the number of workers who fell victim to job place accidents. Miller, along with other fellow workers, formed what is now the (IBEW) in St. Louis in 1891. He never lived long enough to see the "fruits of his labor". He died after a work place electrical contact accident and fall from a pole near Wisconsin Avenue in Washington D.C. on July 10th, 1896. I ask you to pause for a moment and think how far we have come in just over 125 years. All of us now enjoy the privileges of those that have fought and died for us, not only on the battle field, but at work as well.

Today the standards of workplace safety rules and enforcement, fair pay, overtime, vacation, paid holidays, pensions, health insurance, apprenticeships, reasonable work shifts, inclement weather provisions, and the list goes on...and on.... These greatly improved conditions are only because of those who have came before us. Now it's up to us to make sure we uphold these values and continue to improve and better what we have for the next generation of workers. Only because of working people standing together will this happen.

The other important day I wanted to mention was National Lineman Appreciation Day! Which was April 18th. The calendar has become filled with different recognition days, but this one is very significant to IBEW Local 953 because so many of our members are Lineman, thank you for all your hard work and dedication to our trade!

Happy Memorial Day! Thanks to all our Brave Men and Women that have Served, Enjoy Summer!

Brady Weiss
Asst. Business Manager
Local Union 953