

## **INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS**

# **LOCAL UNION 953 NEWS – MARCH 2018**

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### **LOCAL OFFICERS**

#### **MARTIN D. SANDBERG**

Business Manager &  
Financial Secretary

#### **TIMOTHY J. HEMENWAY**

President

#### **BRADY L. WEISS**

Vice President

#### **BRUCE L. VAN BERKUM**

Recording Secretary

#### **FREDERICK A. HINES**

Treasurer

### **EXECUTIVE BOARD**

Aaron J. Boos

Peter J. Boos

Joseph S. Haley

David A. Hogan

Michael D. Mitchell

### **OFFICE STAFF**

Robert Lahti, Asst. Bus. Mgr

Brady Weiss, Asst. Bus. Mgr

Timothy Hemenway, Asst. Bus Mgr

Connie Bremer, Office Mgr

Grace Malone, Accountant

### **OUR ADDRESS**

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### **INTERNET WEB PAGE**

[www.ibew953.org](http://www.ibew953.org)

E-mail Staff, see Web Page

For "Contact Us" link.



Dear Brothers and Sisters,

As many of you are aware, Tim Hemenway has been appointed as Assistant Business Manager in the Union Hall. Tim comes with many years of experience as a Union Steward and is currently serving his fifth term as your Local Union President. As we moved into 2018 and looking to the future with a potential retirement from the Hall, the decision was made to bring Tim in now which will allow for important training opportunities and a smoother transition down the road. Tim will be assigned to represent the Xcel Energy members, along with a couple of other units as assigned. For now, your first point of contact should remain Assistant Business Manager Robert Lahti. I ask that you continue to work with Bob as we make this transition. When the time comes for Tim to be your first contact, I will notify the Xcel Union Stewards by letter so they can share the information.

Negotiations: We reached a one year agreement at Michael's Lighting. We will begin negotiations at Winona Lighting and City Brewing in the next couple of months along with the Tree Agreement up this spring too. We are continuing our first negotiations for the Corrosion Specialist at Xcel Energy and will begin negotiations for the newly organized group at Fort McCoy on March 12 - 14th.

Grievances: A grievance is a complaint by an employee or the Union (and in rare situations by the employer) concerning any aspect of the employment relationship. Many decades ago these differences were resolved by laying down the tools, slowing down work, or in some instances strikes. The grievance procedure in our contracts is meant to be a peaceful means of settling these differences and most contracts include an arbitrary process when mutual agreement between the employer and the Union cannot be reached. When we have a grievance it is extremely important that our members stick together. When we are divided it hurts our chances of resolving a grievance, especially when management is aware of the division. Under the National Labor Relations Act, it is unlawful for the employer to question employees to determine if

they support a grievance. Also, it is unlawful for an employer to interfere with the employee's right to be represented and they cannot make intimidating statements to an employee to discourage grievance activity. If you experience any of these issues make sure you document them and notify us immediately. Remember, if management is going to interview you and you have a reasonable belief that discipline or other adverse consequences could result from the interview then you have a right to Union representation (Weingarten Rights) and should ask for it. It is very important to have a steward or Union Representative present to take notes and be a witness so that it is not only your word against managements.

Annual Meeting: This is scheduled for 9 a.m. on Saturday, April 7<sup>th</sup> at the Brickhouse (Labor Temple) in Eau Claire. Come and partake in your Local Union business and enjoy the camaraderie which follows. There are more details enclosed.

Solidarity Events: February 10<sup>th</sup> was the Ice Fishing Contest. It was a little cooler this year but that did not stop the members and family members from coming out to enjoy in the fun. This is by far our largest event of the year. For comparison purposes, last year we had 118 registrants and this year the total was at 113. This event consisted of many door prizes, gun raffles, cash drawings, and cash prizes for the first and second place finishers in the pan and game fish categories. If your planning ahead, the golf outing is scheduled for August 25, 2018.

In closing, I wish all of you a happy and safe 2018.

In Solidarity,  
*Martin Sandberg*  
 Martin Sandberg, Business Manager

Greetings Brothers and Sisters,

My name is Tim Hemenway and I have been recently appointed Assistant Business Manager of Local 953. Prior to this opportunity, I was a Relay Technician at Xcel Energy for 25 years. I have been a Local 953 member for over 28 years and am currently in my 5<sup>th</sup> term as your Local Union President.

Xcel Energy will be one of the units that I will be taking care off. I look forward to this opportunity and appreciate your patience during this transition.

Business Manager Martin Sandberg has also appointed me as a representative on the Utility Workers Coalition on Government Affairs. This committee consists of Unions that represent utilities in the State of Wisconsin and upper Midwest. The purpose of this committee is for Unions to come together and discuss issues that are happening with other utilities. It's a great opportunity for Unions to work together for a common goal.

One of the items which has been brought up in this committee, is a tool called "The Message Tunnel". This tool will be used to get information out to our membership on issues that affect all of us in the utility industry. The best way to utilize this tool is through the use of emails. If you haven't already, please provide me or anyone at the hall your email address. It will be greatly appreciated. In closing, I look forward to working with all of you to continue making this Local great.

Take care and work safe!

Sincerely,  
*Tim Hemenway*  
 Tim Hemenway  
 Asst. Business Manager

If you were to sit down with a blank piece of paper in front of you and you were asked to consider the benefits of being a Union member, how would you answer that question?

Some of what I would make note of are that Union's fight for better pay, safer working conditions, better work rules, health care and retirement benefits. Unions through their joint efforts have also been able to secure an 8 hour work day, overtime rules, make improvements to Medicare and Social Security, as well as support the fair treatment of women in the workplace. It is through your Union that you have a voice in your workplace and a grievance process that allows you to challenge unfair or questionable employer actions. You also have a right to the arbitration process, as well as a right to being reasonably represented in the event that you request representation. *(Regarding this, I highly recommend that you request Union representation any time management requests to have a discussion with you and you believe that discussion might possibly result in your being disciplined.)*

There is a very good chance that many of the work duties you perform, the tools you perform those duties with, the clothing that you wear when performing those duties, in addition to the work rules that support those duties, were in some way negotiated in part by your Union.

If there ever is a time that you might find yourself questioning what the Union does for you, open your eyes and take a hard look around you, because much of what you do on a daily basis in your work place has the Union's blessing attached to it in some way.

I have been a member of Local IBEW 953 since 1981 and can honestly say that one of the best continuing investments I have made throughout my lifetime has been the payment of my Union working dues.

If you are not a part, become a part. Grow stronger together!

Union Forever!

**Bob Lahti**

Bob Lahti, Asst. Business Manager

Dear Members,

For those of you that are CDL drivers, please be aware of recent changes to Drug Testing involving your Commercial Drivers License.

Starting on January 1, 2018, after being published as a final rule in the Federal Register (82 FR 52229), the rule, among other items, added four semi-synthetic opioids (i.e., hydrocodone, oxycodone, hydromorphone, oxymorphone). It also added methylenedioxyamphetamine (MDA) as an initial test analyte and removed the testing for methylenedioxyethylamphetamine (MDEA). This is important to understand if you currently have or are obtaining a doctor's prescription for any of these substances. Make sure you understand these important changes to Federal Law.

Opioid addiction is a very dangerous problem facing the American Workforce, it makes the news daily. Understanding, managing and controlling pain is a challenge many of our members face. In many cases, members are working for years with chronic pain due to on and off the job injury and illnesses. The IBEW understands this full well, and would like to remind our membership if they are having any substance abuse problems to seek help. The majority of our employers have assistance programs in place and I would strongly encourage anyone to take advantage of this help. From the Union's perspective it is much easier to assisted a person in need beforehand then it is to respond to a failed drug test or God forbid a work place accident.

Remember it is every member's responsibility to be at work on time and fit for duty.

Best Regards,

**Brady Weiss**

Brady Weiss  
Asst. Business Manager



**CONGRATULATIONS TO THIS  
YEARS WINNERS:**

**PAN CATEGORY 1ST PLACE**

**ROGER SZYMONIAK - 10 1/16" PERCH**

**PAN CATEGORY 2ND PLACE**

**JIM TANZER - 9 3/4" PERCH**



**GAME CATEGORY 1ST PLACE**

**PAUL KRUSCHKE - 29 1/2" NORTHERN**

**GAME CATEGORY 2ND PLACE**

**RYAN SECRAW - 15 1/16" BASS**



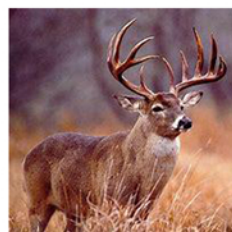
**CONGRATULATIONS TO LUCKY GUN  
DRAWING WINNERS:**

**Brady Weiss - SIG Sauer**

**Jesse Johnson - Weatherby**

**Bryan Szymoniak - Browning**

**Samantha LaRok - Ruger**



**Local 953 Big Buck Contest Winners are:**

Roger Nelson	Archery	1 <sup>st</sup> Place	216 pts
Cole Planert	Archery	2 <sup>nd</sup> Place	209 pts
Dustin Sobotta	Gun	Tied for 1 <sup>st</sup>	216 pts
John Hestekin	Gun	Tied for 1 <sup>st</sup>	216 pts

**Local Union 953 Solidarity Events Fund  
Raiser Raffle drawing was held.  
Following are the winners:**

- 1<sup>st</sup> Prize - \$1000 - Eric Losinski
- 2<sup>nd</sup> Prize - \$500 - Adam Hardy
- 3<sup>rd</sup> Prize - \$250 - Brandon Foss
- 4<sup>th</sup> Prize - \$100 - Kari Klein
- 5<sup>th</sup> Prize - Local 953 Sweatshirt - Dale Blank
- 6<sup>th</sup> Prize - Local 953 Sweatshirt - Derek Schlessner
- 7<sup>th</sup> Prize - Local 953 Hat - Brad Kegley
- 8<sup>th</sup> Prize - Local 953 Hat - Cory Tomac
- 9<sup>th</sup> Prize - IBEW Cup - Dave Hogan
- 10<sup>th</sup> Prize - IBEW Cup - Adam Hardy

***NOTICE TO ALL  
LOCAL UNION 953 MEMBERS***

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# **ANNUAL MEETING**

**SATURDAY, APRIL 7, 2018**

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**9:00 AM**

**EAU CLAIRE LABOR TEMPLE  
2233 BIRCH STREET  
EAU CLAIRE, WISCONSIN**

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**THE MEETING IS FOR ALL MEMBERS.  
HAVE A VOICE IN *YOUR* UNION!**

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**THE AGENDA WILL INCLUDE  
THE ELECTRICAL WORKERS CLUB &  
LOCAL UNION BY-LAWS MEETINGS**

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***COFFEE, JUICE & ROLLS FURNISHED PRIOR TO THE MEETINGS!***

IBEW LOCAL 953  
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Eau Claire, WI 54701

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

C.S. Lewis



### 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 representatives. © 1993

