

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS - DECEMBER 2018**

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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,

Now that all the political ads and campaigns have wrapped up for the year, we can move on to the winter season, which appears to be hitting us early with these cooler temps. I hope everyone had a great Thanksgiving and a good hunting season. It is always good to get a little break and time away with family and friends. This is always a good time to reflect on this past year and the new one ahead. One of the hardest things we all deal with is when injuries occur. We have experienced many types of incidents over the last year, including but not limited to flashes, grounding issues, and a couple of incidents of trucks being driven while the boom remained in the air. It is very important to always keep your head in the game and focus on the task you are doing. This can be difficult at times with everything going on in our lives, but there really is no room for errors or complacency in the jobs you perform. It surely does not help when employers don't fill or replace positions when employees leave, which adds extra pressures on the work force. Please do not take short cuts and remember if something doesn't seem right to take the time to make sure it is. If necessary, when safety related, use your stop work authority. **Safety has to be our highest priority at all moments.**

Organizing: Local Union 953 is happy to announce that we have filled the organizer position. As many of you are aware, we have been trying to fill this position for some time from within the bargaining unit. We ended up choosing a candidate from outside the Local. December 3rd will be Nick Webber's first day, so please welcome him aboard when you get the opportunity. Should you have organizing leads, you can contact Nick at the following: 715-834-4911 ext. 118, cell is 715-450-3237, and email nickw@ibew953.org.

Negotiations: We have reached four contract settlements this fall with the following: Jump River Line, Jump River Office, Jo Carroll Line, and Jo Carroll Office. Those four contracts have been ratified by the members. We continue to work on the Xcel Mid-terms, with Xcel being very slow to give us future dates. Dairyland Power negotiations are going very slow as the Cooperative has many big issues on the table, such as; pension, PTO, meals, schedule changes, Long Term Disability and many other things. The committee is doing a great job of sticking together and representing all the members at DPC. Taylor Co-op and Baldwin Telcom are also up this year. Thanks to all the members and committee members that have been assisting during negotiations and with the many grievances we have had going on.

Scholarships: On November 15th 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 know, interest rates have started to rise and with that the GATT rate has also increased. This can make a huge difference in your pension lump sums, so make sure if you are thinking about retiring that you take these rate adjustments into account as you determine when you want to retire. When making your decision it can be stressful and a major change in life. Please remember that Local 953 has built a relationship with Union Financial Representative Jess Humpal who is an IBEW member. This provides you with another option to seek retirement advice from. Jess can be contacted at 608-782-2299.

Apparel: We have a number of different items for sale at the Union Hall which include Local 953 sweatshirts (hooded and ¼ zip), hats, pocket knives, and IBEW coffee mugs and stocking caps.

Solidarity Events: Our Annual Family Ice Fishing Derby is scheduled for Saturday, February 9, 2019 at Pokegema Lakeside Bar and Grill. Same location, just a name change. Please see enclosed flyer. To aid us in preparing for this event, whether you fish or not, please fill out the registration form and submit it along with the required fee to the Union Hall as soon as possible. Come out and enjoy in the solidarity, door prizes, raffles, food, and beverages.

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

In Solidarity,

Martin Sandberg

Martin Sandberg
Business Manager



Winners Listed Below:

Kaitlyn St. Germain, daughter of Tom St. Germain (Xcel)

Jenna St. Germain, daughter of Tom St. Germain (Xcel)

Josh Nitek, son of Jeremy Nitek (DPC)

Kayla Dubiel, daughter of Kris Dubiel (Eau Claire Energy)

Brooke Kopacz, daughter of Mark Kopacz (Xcel Energy)

Greetings Brothers and Sisters,

As you read this I hope everyone is having a safe and happy holiday season. Things at Xcel Energy have been interesting to say the least. As most of you may or may not know, Xcel Energy has finally hired a replacement Workforce Relations Rep, and Local 953 has been working on building that relationship. One of the issues that we have been working on is re-establishing Labor Management meetings. We have some already scheduled for this year and are working on getting all set up by the first of the year.

Wisconsin Mid-term Negotiations have not gone as well as we would have liked. We have not met with the Company since this summer. Although the Company has reassured us that they still want to sit down and talk, we have had a hard time getting the Company to commit to dates and times. We will continue to request meetings with the Company in efforts to have a proposal available to bring back to the membership.

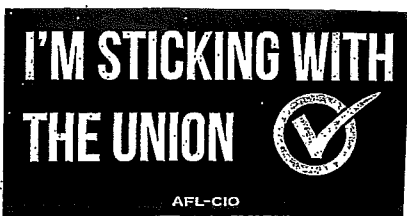
As always, with the winter season approaching, please take extra caution when driving in winter conditions. Not only on your way to work and home, but while at work. Make sure the company vehicles that you drive in everyday are in proper working order and that you arrive home safe every day.

Take care and be safe!

In Solidarity,

Tim Hemenway

Tim Hemenway,
Assistant Business Manager



Happy Holidays,

Wishing all our members the very best this holiday season. I would like to send out a very special congratulations to all the New Journeymen of Local 953 that competed their apprenticeships this year. I would also like to welcome a newly organized Union Contractor to our charter. Substation Services LLC, a division of White Fence and Gate Company recently signed a letter of assent with Local 953. I look forward to working with them to support and grow their Company and employ more of our members. I am also happy to report that plans are moving forward with the construction of a new training center at Missouri Valley Line Contractors in Indianola, IA. The project, when complete, will be a state of the art facility, complete with the most modern equipment to train and educate the workforce of the future.

Best Wishes,

Brady Weiss

Brady Weiss,
Asst. Business Manager

MEMBERSHIP NOTICE

IBEW PER CAPITA – 2019

As per the IBEW Convention vote of September 2016; Per Capita Dues for "A" Membership will increase by \$1.00 as of January 1, 2019, as follows:

"A" Members \$38.00 per month

"BA" Members \$19.00 per month (no change)

Please add the \$1.00 increase to your monthly dues when you pay dues for January 2019.

Thank you!

Hello Fellow Union Members,

With deer gun season in Wisconsin currently open and Thanksgiving just days away, Christmas will be soon to follow. I hope that the Holidays find you all in good health and gives you an opportunity to spend time with the ones you care about the most.

This Fall several of the units we represent have contracts that are set to expire. So far, Marty and I have successfully negotiated successor contracts for the Jump River Line Unit as well as the Jump River Office Unit. Currently, we are also involved in negotiations at Dairyland Power Cooperative. Over the past months I have been accompanying Marty at multiple meetings between Dairyland's management team and our bargaining committee to work towards a new agreement. I will also be accompanying Brady at negotiations set to take place in December at Taylor Electric Cooperative.

Some of the issues we are dealing with at various Cooperatives pertain to Meals and Mutual Aid deployments. We are working towards settling these issues favorably and reaching some agreements that benefit the members we serve. Also, being involved at negotiations made me understand more clearly that it's a real fight to retain the benefits that have been bargained for in the past, to maintain a higher quality of living for ourselves and our families. I'm sure that will never change, that's why we will continue to fight for all that we have attained, as well as, to do the best we can for the membership in the future. In closing, I would like to wish the membership a safe and happy holiday season. Hopefully you can all find something to be thankful for.

Please be thinking of those who are currently serving in our Military who are not able to spend time at home with their loved ones. Without them we would not be able to enjoy the many freedoms we have.

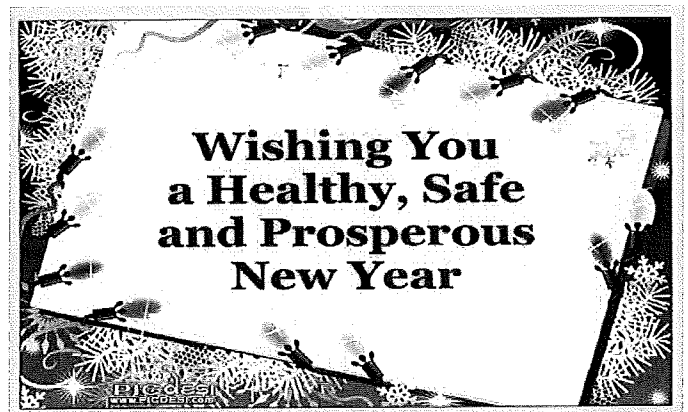
Merry Christmas and Happy New Year!!

In Solidarity,
Mike Mountin
Mike Mountin
Business Representative



From the Officers and Staff of Local 953

*Marty, Tim, Brady, Mike,
Grace and Connie*



WESTERN REGIONAL MEETINGS - THIRD WEDNESDAY

DAY	DATE	PLACE	TIME
Wednesday	1/16/2019		4:00 PM
Wednesday	2/20/2019		4:00 PM
Wednesday	3/20/2019	All meetings held at:	4:00 PM
Wednesday	4/17/2019		4:00 PM
Wednesday	5/15/2019	Meister's Bar & Grill	4:00 PM
Wednesday	6/19/2019	1402 Cty Road A	4:00 PM
Wednesday	7/17/2019	Boardman, WI	4:00 PM
Wednesday	8/21/2019		4:00 PM
Wednesday	9/18/2019		4:00 PM
Wednesday	10/16/2019		4:00 PM
Wednesday	11/20/2019		4:00 PM
Wednesday	12/18/2019		4:00 PM

CENTRAL REGIONAL MEETINGS - SECOND WEDNESDAY

DAY	DATE	PLACE	TIME
Wednesday	1/9/2019	VFW Starr Avenue, Eau Claire - Christmas Party	4:00 PM
Wednesday	2/13/2019		4:00 PM
Wednesday	3/13/2019	All remaining meetings at:	4:00 PM
Wednesday	4/10/2019		4:00 PM
Wednesday	5/8/2019	Union Hall,	4:00 PM
Wednesday	6/12/2019	2206 Highland Avenue	4:00 PM
Wednesday	7/10/2019	Eau Claire, WI 54701	4:00 PM
Wednesday	8/14/2019		4:00 PM
Wednesday	9/11/2019		4:00 PM
Wednesday	10/9/2019		4:00 PM
Wednesday	11/13/2019		4:00 PM
Wednesday	12/11/2019		4:00 PM

FLOATING REGIONAL MEETING SCHEDULE

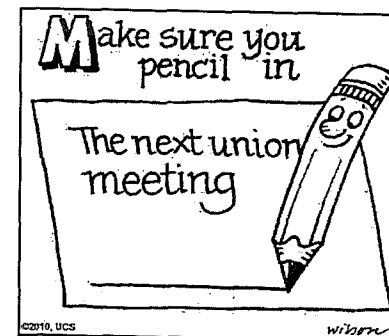
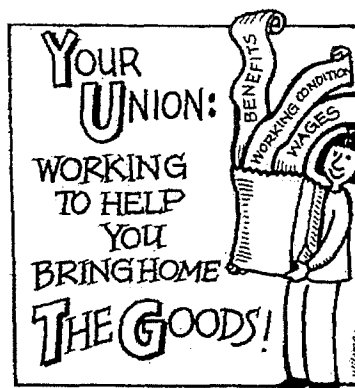
DAY	DATE	PLACE	TIME
Tuesday	1/8/2019	American Legion, Alma, WI	5:15 PM
Thursday	2/7/2019	VFW, Barron, WI	5:00 PM
Thursday	3/21/2019	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM
Thursday	4/4/2019	American Legion, Alma, WI	5:15 PM
Thursday	5/2/2019	VFW, Barron, WI	5:00 PM
Thursday	6/20/2019	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM
Tuesday	7/9/2019	American Legion, Alma, WI	5:15 PM
Thursday	8/15/2019	VFW, Barron, WI	5:00 PM
Thursday	9/19/2019	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM
Thursday	10/3/2019	American Legion, Alma, WI	5:15 PM
Thursday	11/7/2019	VFW, Barron, WI	5:00 PM
Thursday	12/19/2019	Wolf's Grantland Graphics, Lancaster, WI	5:30 PM

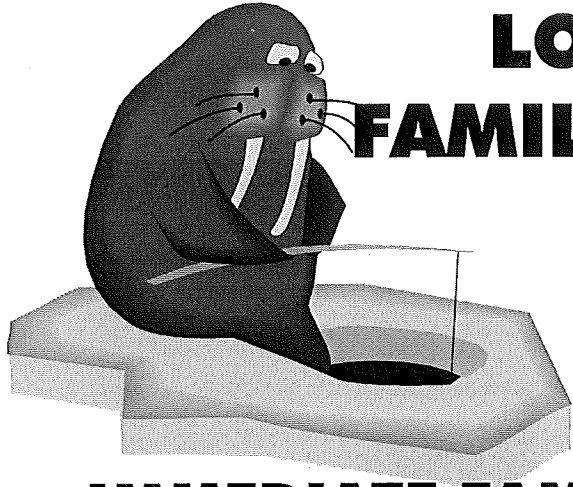
SOUTHERN REGIONAL MEETINGS - SECOND THURSDAY

DAY	DATE	PLACE	TIME
Thursday	1/10/2019		5:00 PM
Thursday	2/14/2019		5:00 PM
Thursday	3/14/2019	All meetings at New Location:	5:00 PM
Thursday	4/11/2019		5:00 PM
Thursday	5/9/2019	American Legion Post 336	5:00 PM
Thursday	6/13/2019	731 Sand Lake Road	5:00 PM
Thursday	7/11/2019	Onalaska, WI	5:00 PM
Thursday	8/8/2019		5:00 PM
Thursday	9/12/2019		5:00 PM
Thursday	10/10/2019		5:00 PM
Thursday	11/14/2019	Retiree's Night & Party	5:00 PM
Thursday	12/12/2019		5:00 PM

NORTHERN REGIONAL MEETINGS - FIRST WEDNESDAY

DAY	DATE	PLACE	TIME
Wednesday	1/2/2019		4:00 PM
Wednesday	2/6/2019		4:00 PM
Wednesday	3/6/2019		4:00 PM
Wednesday	4/3/2019	All meetings held at:	4:00 PM
Wednesday	5/1/2019		4:00 PM
Wednesday	6/5/2019	Airport Inn	4:00 PM
Wednesday	7/3/2019	50964 Hwy 13	4:00 PM
Wednesday	8/7/2019	Ashland, WI	4:00 PM
Wednesday	9/4/2019		4:00 PM
Wednesday	10/2/2019		4:00 PM
Wednesday	11/6/2019		4:00 PM
Wednesday	12/4/2019		4:00 PM





LOCAL 953 ANNUAL FAMILY ICE FISHING DERBY

**SATURDAY, FEBRUARY 9, 2019
11 AM to 3 PM - CHETEK, WI**

**POKEGAMA LAKESIDE TAVERN & GRILL
(ADDRESS: 840 BANKS LANE, CHETEK)**

IMMEDIATE FAMILY OF MEMBERS WELCOME!

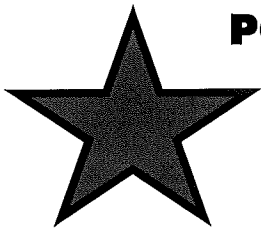
**ENTRY FEES: \$10 PER PERSON.
BEER, POP and BRATS INCLUDED.**

**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 LAKESIDE TAVERN & GRILL**



GUN RAFFLE

MUST BE PRESENT TO WIN

DETACH HERE



2019 ICE FISHING DERBY REGISTRATION FORM

**PLEASE RETURN THIS REGISTRATION AND FEE BY JANUARY 18, 2019 TO:
LOCAL UNION 953 IBEW, 2206 Highland Avenue; EAU CLAIRE, WI 54701**

NAME _____

ADDRESS _____

IBEW LOCAL 953
2206 Highland Avenue
Eau Claire, WI 54701

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PERMIT NO. 1557



IBEW

...the right choice



**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. ©

