



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS - SEPTEMBER 2018

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INTERNET WEB PAGE

www.ibew953.org
 E-mail Staff, see Web Page
 For "Contact Us" link.



Dear Brothers and Sisters:

Dear Brothers and Sisters:

I want to take this opportunity to thank Robert Lahti for his service and dedication to Local Union 953 and the membership. Bob has been a member of our Local for 37 plus years. He served as our President for two terms (1992-1998) and as an Assistant Business Manager for the last 11 years (2007-2018). He lives and breathes IBEW and it has been a pleasure to work with him as we served the members of this great Local together. Congratulations and best wishes to Bob as he phases into a new journey in his life.

Negotiations: We are happy to report that the negotiations for the newly organized Corrosion Specialist classification at Xcel have concluded and the classification will be added to the contract. We continue to work on the Xcel Wisconsin Mid-Terms with our third meeting set for September 11. Also, we have negotiations commencing this fall at Jo-Carroll Energy Line and Office, Taylor, Jump River Line and Office, Baldwin Telcom, and at Dairyland Power. A committee met with DPC management on August 31, 2018 regarding what DPC will be proposing on the pension plan during our negotiations. DPC will be holding employee informational meetings during the month of September for educational purposes only. It is very important to point out that the Union has not agreed to any pension change at DPC and the Cooperative is well aware that any change needs to be negotiated.

Political: The mid-term elections are approaching with election day on November 6, 2018. There have been many attacks across the nation on worker's rights in one form or another and these elections are very important, both State and Nationally. Please educate yourself on the candidates, the issues, and then exercise your right to VOTE.

Scholarships: The Scholarship Fund Regulations are enclosed. At the Annual Meeting in April, it was determined that we will again award five individual \$500 scholarships and that drawing will take place at the November E-Board meeting. The applications and essays are due by November 1, 2018. The application, rules, and regulations can be found on our website at www.ibew953.org.

Solidarity Event: The annual golf outing was held on August 25th. This is a great event and we very much appreciate those that came out to enjoy in the solidarity. Aaron Boos, Phil Lipinski, Brian Erickson (retiree), and Brady Weiss were the winning team this year at 7 under. There were many door prizes and a gun raffle. Thanks to Union Financial (Jess Humpal) for donating the four individual hole prizes and a two additional gift cards. Also, thanks to American Family Income (Laurie Gruber) for the many prizes they donated for our event.

Safety: I wrote a similar paragraph in my last newsletter but feel with some of the recent incidents that I needed to touch on safety again. Safety is of the highest importance to all of us and our families. Please follow all the safety rules and procedures that have been put in place to help ensure your safety. There is absolutely no excuse for taking short cuts which only increase the potential for near misses, injuries, and possible death. Make sure if your peers bring up safety concerns that you listen and take their concerns seriously. There is no place for complacency and the most important thing for you and your family is that you return home from work safely and in the best of health.

In Solidarity,

Martin Sandberg

Business Manager/Financial Sec.

Dear Members,

As Summer winds down and the kids head back to school I wonder if us as parents, are asking them what they would like to do as a career when finished with their education? As parents, we should be explaining the importance of doing their best in school and

getting good grades and how this plays such an important role in the rest of their adult lives. Just recently I read an article on the shortage of tradespeople. Yes, plumbers, carpenter, electricians and other skill craft workers, and I wonder if we as Union members are doing enough to promote learning a skill set that not only is a value to them, but can provide a living even if they chose other paths in life. I believe by having a solid background in a craft and good work ethic, the possibilities are endless for our youth. So the next question is what we do as parents and adults to help align our future workforce with the right information to make a smart choice about their future. First, I feel it's important to expose them to as many opportunities as possible, and start doing this before they are juniors and seniors in high school. They may not find something right away, but you discover that their ideas have changed as you research more opportunities together.

This is a great time to share the importance of a Union Contract and why it's important to have a stable work environment and how that will relate to their adult life. Also this may be a good time to explore them to apprenticeship options in any of the trades. Take a look at what is available within our state and region at technical colleges, remember in many cases credits earned at technical schools may transfer to universities, saving on tuition expenses. By starting to engage with our youth I think we have a great opportunity to stress the impact of why Unions are an important part of the ever changing world we live in and that being part of one could be the best decision they ever make.

Also, as parents start saving early for education expenses, look into tax advantage plans like IRS 529 Plans and others, and consult with your tax preparer about options available to you that can benefit you now and when it becomes time to send the kids away to

school, it happens quicker than you realize. I would also like to remind all our members about the Scholarship opportunities available through IBEW Local 953, please contact our office or website to review this information, this is another great benefit for being a Union member.

Best Regards,
Brady Weiss
Asst. Business Manager

Greetings Brothers and Sisters,

We met with Xcel Energy on June 6th to exchange amendments for our Wisconsin Midterm Negotiations. We met again for the second time on August 14th. At this meeting we started to discuss some of the amendments that were brought up on June 6th. Judging by the discussions that took place on August 14th, it is going to be a slow process. On the Company side, it is generally all new people between Management and Work Force Relations. As most of you know, the Work Force Relations job in Wisconsin has been vacant since June 1st. As of the writing of this newsletter, no one has been hired to take these responsibilities. We are optimistic that someone will be in that position very soon.

Also, as some or most of you know, starting January 1st 2019, Cigna will be replacing United Health Care as our medical plan administrator. Postcards were sent to all employees several weeks ago. The concern at this point is to verify that your Doctor(s) are in network. If you don't still have the postcard or lost it, go to the Company's web site and log in and check if your doctor is in network. If they are not, you are to call the number available and they will do what they can to get them in network by the first of the year. If you have any questions please give me a call at the hall.

Take care and work safe!

Tim Hemenway

Tim Hemenway,
Assistant Business Manager

Hello Fellow Union Members,

I would like to start out by saying thank you to Business Manager Marty Sandberg for the opportunity to serve the membership. I would also like to thank the rest of the staff at IBEW Local 953 for helping me transition into my role as a Business Rep.

Recently celebrating Labor Day, I think it is important to reflect on all the hard work and sacrifice from our founding fathers that dedicated themselves to unite workers. It is my goal to continue in that same tradition keeping the members united and supporting them by monitoring and enforcing the contracts in place and growing the membership.

There are eight cooperative units that I am currently representing: Chippewa Valley, Clark, Jump River, Polk Burnett, Price, Riverland, St. Croix and Taylor. I would encourage you to go through your stewards first but feel free to contact me with any issues you may have via email at michaelm@ibew953.org or call 715-834-4911, ext. 111.

On a final note with Veterans Day soon approaching, I would like to honor the members in the IBEW 953 who have fought and served for our freedom in this great country!

In Solidarity,

Mike Mountin

Mike Mountin
Business Representative

ELECTRICAL WORKERS LOCAL UNION 953, IBEW

SCHOLARSHIP FUND REGULATIONS

At the September 28, 1990, Local Union 953 Bylaws meeting, a proposal was made and the Unit Chairmen recommended a scholarship fund be established for **children** of all members of Local 953. The language was drafted and presented to all units for vote in accordance with the provisions of the Local Union Bylaws. The Scholarship Fund then became a part of the Local Union Bylaws. The following are the rules and procedures for those interested in the Scholarship awards:

1. To be eligible for the Scholarship drawing, the member must have signed in and attended at least one Local 953 event in the last 12 months. (i.e. any monthly Union meeting, Annual Meeting, Golf Outing, Fishing Derby, etc.) An exception will be made for those that are working in another IBEW Local's jurisdiction.
2. To be eligible all scholarship applicants shall submit, along with their Scholarship Application Form, a 500-word essay on the following subject:

"WHY SHOULD I BUY UNION-MADE, AMERICAN PRODUCTS?"

The five (5) scholarships awarded will be randomly drawn by the Executive Board and the essay is the only obligation to apply for the scholarship. Throughout the year the essays will be published in the Local Union Newsletter.

3. In January of each year, the Local Union shall transfer from the Local Union General Fund of the Local Union into an account established as Local 953, IBEW Scholarship Fund, in the amount sufficient to cover scholarships awarded.
4.
 - (a) At the Annual Meeting each year, the members present decide the number of scholarships and the amount of each scholarship to be awarded.
 - (b) The membership shall be advised by mail or newsletter each year as to the number and dollar amount of scholarships to be awarded and the rules governing application for a scholarship.
5. All scholarship awards shall be determined by a drawing at the Executive Board Meeting, in November following the Annual Meeting. The Local Union Executive Board shall decide any disputes.
6. Each eligible applicant requesting a scholarship shall complete an official Local 953 Scholarship form, which must be returned by US mail to the Local Union office (**2206 Highland Avenue, Eau Claire, WI 54701**) no later than **NOVEMBER 1**. Applicants **must** list the name and address of the accredited college or university that they are **currently** enrolled at. Applicant **cannot** be in high school.
7. Scholarship winners will be announced at the time of the drawing. Winners' name and amount of scholarship will be published in an area newspaper or newspapers as determined by the Local Union Executive Board. Winners will be notified by the Local Union, prior to the newspaper publication. The checks of the Scholarship Awards will be made out to the accredited school or university only.

In accordance with Section 4 above, the members present at the Annual Meeting decided there would be five (5), five hundred dollar (\$500.00) scholarships awarded. Children of members interested in the scholarship must complete an official form obtained either from the union office or its web site at: www.ibew953.org. Procedures and requirements will be listed on the form.

IBEW LOCAL 953
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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. ©





PLEASE NOTE! SCHOLARSHIP APPLICATIONS

YOUR STUDENT COULD WIN A \$500 SCHOLARSHIP!! FIVE SCHOLARSHIPS TO BE AWARDED!!

Applications for Scholarships are being taken now. Check out our website for the Application, rules and procedures at www.ibew953.org.

Application and Essay must be submitted to the Local Union office by November 1. (2206 Highland Avenue; Eau Claire, WI 54701)

Essay requirement is a 500-word essay on the following subject:

“WHY SHOULD I BUY UNION-MADE, AMERICAN PRODUCTS?”

Our Fall Newsletter will also contain the Scholarship rules, procedures, and the application.

