



**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS - MARCH 2019**

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Timothy Hemenway, Asst. Bus Mgr

Michael Mountin, Asst. Bus. Mgr

Nick Webber, Organizer

Connie Bremer, Office Mgr

Grace Malone, Accountant

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For "Contact Us" link.



Dear Brothers and Sisters:

Another year has flown by and moving into 2019 we have seen changes on the National level and the State level with our representatives. Country wide we have a Republican President, Senate, and a new Democratic Congress. Wisconsin now sits with a new Democratic Governor and the Senate and Assembly controlled by the Republicans. Hopefully the parties can find a way to work together on issues for the betterment of all working families, our State and our Country. Similarly, many times we find ourselves at odds with the employers. Both sides know what they believe in and stand for. It is easy for both the employer and the Union to draw the line in the sand and stand firm, but there are times when compromise is needed to move forward. With every issue we take on, you must also consider the effect on the entire membership when resolving an individual issue. Daily, we fight for our members rights, wages, benefits, and working conditions. When we stand up for our Unions' beliefs and way of life, we also stand up for those working people that are not fortunate enough to belong to a Union. We must remain together because together in Solidarity we are stronger than we are alone.

Negotiations: We reached several contract settlements this last year that were ratified by the membership. Two of those that became effective February 1, 2019 were the Dairyland Power Cooperative agreements. We reached a four-year agreement with annual wage increases of 3.2%, 3.2%, 3%, and 3%. There was a change to the pension for new hires starting in January of 2020. New hires at that time will receive a defined benefit pension with a multiplier of .5 (existing employees remain at a multiplier of 1.7 or no change) and the new hires will receive an 8% employer contribution to the 401k with a match of up to 5% if the employee puts in 5%. There were no changes to the existing employee benefits, and we were able to gain in some areas that have been on the table for many years. This coming year we have several contracts that are due for renewal. Both Xcel Energy contracts are due along with six Cooperative contracts. The Union staff very much appreciates and thanks all of the stewards and members that serve on these committees and assist us during negotiations.

Membership and Organizing: Our current membership numbers remain steady at approximately 1600 members. We continue to work on increasing those numbers. As I stated in the last newsletter, Nick Webber is our organizer who started with us on December 4, 2018. Nick has hit the ground running and I am excited to say that we are in the middle of an election with Northwestern Wisconsin Electric Company out of Grantsburg, Fredric, and Danbury. As you can imagine, the employer is fighting like hell to fight against us being the exclusive representative for their employees. They have hired an attorney and a Union-buster from California. They had the ability to do right by their employees before and now that the employees have exercised their right to organize and be represented, the employer is in panic mode and sparing no expense to fight us off.

Annual Meeting: The Annual Meeting is scheduled for March 23, 2019 at the Brickhouse Pub & Hub (Labor Temple).
Address: 2233 Birch St, Eau Claire, WI 54703
The meeting starts at 9 a.m. and continues until all business is concluded. Hopefully we have a great attendance by the membership, and we look forward to seeing each of you.

Solidarity Events: On February 9th we held our ice fishing solidarity event. Despite the cold weather this year, we had 116 registered participants. This continues to be our best solidarity event of the year. This is absolutely a great time with many members coming together from many different bargaining units. The camaraderie and solidarity are awesome. A big thank you needs to go to Jess Humpal (Union Financial) for his donation that covered the cost of all the food, condiments, and soda. Also, thank you to American Family Income for their donation of several prizes. If you want to plan ahead for next year's contest, it is the weekend following the Super Bowl. You should make every effort to attend this event in the future. You should also mark your calendars for the golf outing which is scheduled for August 24, 2019. There will be

more information on this event in a future newsletter.

In closing, I want to thank all the stewards and members for your great support that you provide us throughout the year. We are a part of the greatest Union that exists, the International Brotherhood of Electrical Workers.

In Solidarity,

Martin Sandberg

Martin Sandberg
Business Manager

Brothers and Sisters,

As most of you know, Wisconsin Midterm Negotiations with Xcel Energy did not go well. After meeting with the Company twice, once to exchange amendments and once to explain how the process works, the Company presented us with a Last and Final proposal. They appeared to have had no intention of working with us during the negotiation process. Letters were sent to all Xcel 953 members with the intent to explain this.

The end of this calendar year marks the expiration date of our existing contract. The 5 locals that represent the Xcel Energy bargaining unit have met to prepare for the upcoming negotiations. On February 11th, letters and amendment cards were sent to all Xcel Energy North bargaining employees. We hope you took the time to read these letters and fill out the enclosed amendment cards. As of the writing of this newsletter, the Local Unions have not had any conversations with Xcel Energy in regards to the upcoming negotiations.

We have several grievances that are still pending and are trying to work with the Company to get them resolved. Since the hiring of the new Workforce Relations Rep.

things have been moving better than in the past. This is a positive, and as we continue to build this relationship, we are optimistic for better results and continue open communication moving forward.

As always, if you have any questions or concerns please contact me.

Take care and be safe!

In Solidarity,

Tim Hemenway

Tim Hemenway
Asst. Business Manager

Hello Fellow Union Members,

Happy 2019 to all of you. Wish you all a happy and healthy new year and looking forward to some nicer weather after getting hit with these couple weeks of record cold and snow. Sometimes even in Wisconsin we get spoiled and forget what winter is like!

This past weekend was the Annual Local 953 Ice Fishing Contest and despite the bitter cold the turnout was great. There were numerous door prizes given away along with beer, pop and brats for the members. We had a 50/50 raffle as well as a gun raffle in which 4 lucky people won long guns. There were also eighteen \$100 winners for our cash drawing as well as gifts for children 12 and under. It was good time and a great show of solidarity for the membership.

This year we have several contracts up for negotiations including three that I currently represent, which include Riverland Energy, Chippewa Valley Electric and Price Electric Cooperative. I look forward to working hard to getting the most we can for our members during the negotiating process.

I would also like to say "Thank You" to the Stewards in Local Union 953 for all that they do. It's imperative to continue to stay on top of things and communicate any potential issues with the hall. The daily issues you deal with often go unnoticed, but it doesn't mean they are not important. Keep up the good work!

In Solidarity,

Mike Mountin

Mike Mountin
Asst. Business Manager

Dear Members,

With the Spring construction season just around the corner I would like to remind all of our members about the important topic of Trenching and Excavation Safety. Many of our utility and construction workers perform this work on a regular bases as a part of their day to day routine. Sometimes the hazards of working below ground are overlooked and they don't get the necessary attention they should. I believe as a Union we should refocus on this type of work and give it the same level of respect as we would give, lock out tag out, minimum approach distances, fall protection, PPE's and the list goes on, but it seems many times workers take shortcuts when it comes to trenching and excavating which result in accidents. The Bureau of Labor Statistics reported from data in 2016 that fatalities related to this type of work were double the average of the previous five years. As a Union this should be a top priority.

IBEW Local 953 members need to take the extra time to prepare work site locations to prevent accidents when working underground. Make sure Sloping is correct on trench walls, Make sure Shoring is done to support trench walls, and Make sure Shielding is used by installing a trench box. Workers must also keep material away from the edges of the trench and have proper entrance and exit ladders in place to insure a proper work site.

Before entering an excavation site, make an inspection first, evaluate soil types, look for problems like standing water, make sure the air qualities are correct, barricades are in place. By having a work plan in place that identifies all the hazards of working below ground, will be the only way for us to perform our work safely!

Let's all make 2019 a safe year and turn the corner on the bad work practices of the past, let's be the industry leaders that we have become known for!

In Solidarity,

Brady Weiss

Brady Weiss

Asst. Business Manager

Dear Brothers and Sisters,

Over the past few months, I have had the pleasure of meeting many of you and I look forward to meeting many more in the months ahead. I am thrilled to be a part of this organization and excited for what the future holds. It is my firm belief that the best days are ahead for this Local and the International Union.

Growing up in a union household in Rice Lake WI, I learned from an early age the importance of unions, not only for the members but family and friends as well. The burden is on all of us to continue this tradition for future generations.

As I pursued my degree in Political Science from the University of Wisconsin-Eau Claire, I began organizing. I worked with the United Food and Commercial Workers Local 1189 and later with the International Brotherhood of Teamsters Local 662 during my time as the Chippewa Valley's #1 soda-slinger at Coca-Cola. I am looking forward to using my experience to strengthen and diversify our Local.

As it seems the nature of the industry is ever-changing the need to organize the unorganized remains constant. As members, we all feel the effects of our organizing efforts in the field and the bargaining table alike. Our founders understood this at the creation of the Union, charging us, "To organize all workers in the entire electrical industry in the United States and Canada...".

On January 22nd the Local filed an Election Petition with Northwestern Wisconsin Electric Company in the Grantsburg, Frederic and Danbury. Election date is pending, but I will be sure to keep you updated with any information if you wish. From here forward, please do not hesitate to reach out to me with organizing prospects and/or questions at 715-450-3237. Again, I look forward to meeting you in the future and excited to be a part of this organization.

In Solidarity,

Nick Webber

Nick Webber, Organizer

CONGRATULATIONS TO THIS YEARS FISHING DERBY WINNERS:

PAN CATEGORY 1ST PLACE

1st-Jeremy Nitek - 11 1/8" Crappie

2nd-Pat McGuire - 10 1/8" Perch

GAME CATEGORY 1ST PLACE

1st- Cliff Theusch - 37" Northern

2nd-Ryan Secraw - 32 1/2" Northern

CONGRATULATIONS TO LUCKY GUN DRAWING WINNERS:

Josh Brantner – Springfield Saint AR-15

Jake Buss – Weatherby 270

Jon Hanson - Mossberg 30-30

Seth Mikl - Savage 22 with Scope

International Brotherhood of Electrical Workers

LOCAL UNION 953

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MARTIN D. SANDBERG

Business Manager/Financial Secretary



NOTICE TO ALL LOCAL 953, I.B.E.W. MEMBERS

PROCEDURE FOR ELECTION OF LOCAL UNION OFFICERS AND DELEGATES TO THE INTERNATIONAL CONVENTION

In compliance with the Bylaws of Local Union 953, I.B.E.W., this is to inform you of the nomination and election of Local Union Officers and Delegates to the International Convention.

The list of offices to be filled are as follows:

- President
- Vice President
- Recording Secretary
- Treasurer
- Business Manager/Financial Secretary/Delegate to the International Convention
- Five Executive Board Members (two from group 1, one from each group 2, 3, & 4)

1. Xcel Energy Utility Units
2. Electric Distribution Cooperative Units
3. Dairyland Power Cooperative Units
4. At Large (all other electrical workers not aforementioned)

Delegates to the International Convention (one from group 1, one from group 2, one from group 3, one from group 4, as follows:

1. Xcel Energy Units
2. All Cooperative Units
3. Outside Construction Unit
4. At Large (all other electrical workers not aforementioned)

THE PROCEDURE FOR NOMINATION AND ELECTION OF LOCAL UNION OFFICERS AND DELEGATES TO THE INTERNATIONAL CONVENTION, AS OUTLINED IN ARTICLE III OF THE BYLAWS, IS AS FOLLOWS:

Nominations for Local Union Officers and Delegates to the International Convention shall be held at the regular meeting of each Unit in **APRIL 2019**, and elections shall be held in **JUNE 2019**. Notice shall be mailed to all members at least twenty (20) days prior to the meeting for nominations in election year with all information regarding nominations, list of offices to be filled, date, time, and place of election, and the date, time, and place of run-off election, if required.

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Every candidate shall have the right, once, within 30 days prior to the election to inspect a list containing the names and last known addresses of all members of the Local Union. Such list of members shall be maintained and kept by the Local Union. The membership list shall not be copied for the use of any candidate.

No member shall be eligible for office unless he/she has been a member of Local Union 953 in continuous good standing for at least 2 years immediately prior to nominations.

Members of one Unit may nominate members of another Unit for Local Union Office. It is not necessary that such nominees be confined to a particular Unit. A member placing the name of another member in nomination for office when the nominated member is not present, shall at the time the nomination is made, give to the Unit Recorder evidence in writing signed by the nominee, that the nominee agrees to be a candidate for a specific Local Union Office. However, any member being nominated in this manner cannot signify his/her intentions to be a candidate for more than one (1) specific Local Union Office.

Immediately after nominations the Unit Recorder shall forward a list of the names of the candidates, signed by the Unit Recorder and the Unit Chairman, to the Recording Secretary of the Local Union.

At the meeting of the Local Union, in the month preceding the month in which nominations are made, the President shall appoint an Election Judge and as many Tellers, as are required, who shall serve as an Election Board to conduct the election. No candidate for office shall be eligible to serve on the board.

After nominations have been made and those nominated are found to be qualified, the Election Board shall have ballots prepared, listing in alphabetical order, the names of all candidates for each respective office, beginning with President and continuing in the order named in the IBEW Constitution. Such ballots shall not contain any identifying numbers or marks.

ALL VOTING SHALL BE BY MAIL BALLOT.

The Financial Secretary shall furnish to the Election Judge not less than twenty-one (21) days before the election, an alphabetical list of all members eligible to vote. All members in good standing and qualified shall be entitled to vote.

The Executive Board shall decide the last day on which ballots shall be received, and the date, time, and place when the ballots will be counted. This date shall be in the month of June and this information shall be enclosed with the ballot sent to each member eligible to vote. If a member has not received a ballot or misplaced their ballot, please contact the Local Union Office to obtain another ballot.

The Election Judge shall mail or cause to be mailed to all eligible voters, an official ballot and two (2) envelopes. One envelope shall be smaller than the other and shall have the words "**OFFICIAL BALLOT**" stamped or printed on it. The larger envelope shall be pre-addressed to the Election

Board and shall contain a space in the upper left hand corner where the member shall place his/her name and address.

Upon receiving his/her ballot, the member shall mark same and enclose it in the smaller envelope marked "**OFFICIAL BALLOT**". This envelope shall be placed in the larger pre-addressed envelope and mailed to the Election Board.

The Election Board shall select a depository to which the envelopes containing the ballot shall be mailed. This shall not be the Local Union Post Office Box or the Local Union Headquarters. (Cost of such depository shall be paid by the Local Union.) This Board shall advise the Local Union of such depository in sufficient time to prepare the pre-addressed envelopes.

The Election Board shall open the envelopes, remove the smaller envelope marked "**OFFICIAL BALLOT**", and deposit same in the ballot box with the other ballots. No envelope received later than the time and date as determined and announced by the Executive Board shall be opened by the Election Board.

The Election Board shall count the ballots and certify the results in writing to the Executive Board immediately after the ballots have been counted.

All election records including ballots shall be preserved for one (1) year from the date of election, after which same shall be destroyed unless a question has arisen in connection therewith.

Any candidate for office may be present or have an IBEW member as an observer present at the counting of the ballots.

Write-in votes shall not be permitted.

The election shall be decided for the candidate receiving the most votes for a specific office.

ALL NOMINATIONS WILL BE MADE AT THE REGULAR MEETINGS OF THE LOCAL UNION IN APRIL 2019.

VOTING WILL BE IN JUNE AND WILL BE BY MAIL BALLOT. INFORMATION AS TO THE LAST DAY BALLOTS WILL BE RECEIVED, THE DATE, TIME, AND PLACE THE BALLOTS WILL BE COUNTED WILL BE ENCLOSED WITH THE BALLOT SENT TO EACH MEMBER ELIGIBLE TO VOTE.

THIS LETTER IS IMPORTANT, SO PLEASE KEEP IT FOR REFERENCE DURING NOMINATION AND ELECTION OF LOCAL UNION OFFICERS.

NOMINATION MEETING SCHEDULE

APRIL, 2019

<u>Regional Unit</u>	<u>Date</u>	<u>Place</u>	<u>Time</u>
Northern Region	Wednesday, April 3, 2019	Airport Inn, Ashland	4:00 p.m.
Central Region	Wednesday, April 10, 2019	Union Hall, Eau Claire	4:00 p.m.
Southern Region	Thursday, April 11, 2019	American Legion, Onalaska	5:00 p.m.
Western Region	Wednesday, April 17, 2019	Meister's, Boardman	4:00 p.m.

<u>Floating Regionals</u>	<u>Date</u>	<u>Place</u>	<u>Time</u>
Alma Region	Thursday, April 4, 2019	American Legion, Alma	5:15 p.m.
Barron Region	Tuesday, April 9, 2019	Barron VFW, Barron, WI	5:00 p.m.
Lancaster Region	Tuesday, April 16, 2019	Wolf's Grantland Graphics, Lancaster, WI	5:15 p.m.

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

ANNUAL MEETING

SATURDAY, MARCH 23, 2019

9:00 AM

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

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

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

COFFEE, JUICE & ROLLS FURNISHED PRIOR TO THE MEETINGS!