Our Next Union Meetings Will Be Held:

**Minneapolis:**  
August 7 & September 4, 2014  
7:30 p.m. - St. Anthony Union Hall  
2909 Anthony Lane

**Becker:**  
August 21 & September 18, 2014  
7:30 p.m. - 12423 Pine St  
Becker Union Hall

**Mo Valley:**  
August 26, 2014 - 7:30 p.m.  
St. Anthony - Union Hall

**September 19, 2014 - 7:30 p.m.**  
Sawmill Inn  
2301 S. Pokegama Ave, Gr. Rapids

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**Local 160 Phone Ext.**

Jenny - Ext. 101  
Rose - Ext. 103  
Shari - Ext. 104

Kurt. - Ext. 105  
Tom C. - Ext. 106

Charlie- Ext. 108  
Dan - Ext. 205

Bob - Ext. 109  
Tom K. - Ext. 115

Jon - Ext. 125  
Kevin - Ext. 126

Minneapolis Tel # (612) 781-3126  
Minneapolis’ Fax # (612) 781-4225

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Jon Michels, Grand Rapids  
Tel. # (218) 326-0533  
Fax # (218) 326-0534

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Becker Office Numbers  
Daryl Tindle - (763) 262-1197  
Dan K. - (763) 262-1198  
Kurt Z. - (763) 262-1189  
Fax # (763) 262-1168

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**Local Union 160 web site - www.ibew160.org**

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**From the Editor**

Rose M Eiden

The information contained in this newsletter has been obtained from sources believed to be reliable, & the editor has exercised reasonable care to assure its accuracy. However, the Local Union does not guarantee that contents of the publication are correct, & statements attributed to other sources do not necessarily reflect the opinion of Local Union #160.

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**IBEW Local 160's 31st Annual Pig Roast**

Mark your calendar! IBEW Local 160’s 31st Annual Pig Roast will be held on Thursday, September 25, 2014 from 11:00 a.m. to 8:00 p.m.. Hope you can all come and join in on the fun, eat great food and maybe win a door prize. See you then.

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"DO YOU PLAN ON RETIRING IN 2014? NOW IS THE TIME TO START PLANNING!"

Call Now for a Complimentary, No Obligation Retirement Plan Meeting with Union Advisors.

**We’ll Help Answer Questions About:**


Contact Mark Riechow or Mike Dolezal with Union Advisors at (651) 447-2235

**Proudly Serving Brothers and Sisters of IBEW Local 160**

www.uaadvisors.com

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Peace is not something you wish for, it is something you make, something you are, something you do, and something you give away.

Robert Fulghum
Congratulations to the newly elected IBEW Local Union 160 officers and to the re-elected officers. See the list of all the winners on the next page. The Local 160 Executive Board ended up with four new officers replacing Dan Seawell, George Huber and Jim Brereton who have retired. That is the largest number of new officers elected in over 20 years. I also would like to thank Dan, George and Jim for their dedication to Local 160 and wish you health and happiness in your retirement.

The roof replacement update! The roof is done except for the sheet metal cap, attaching the down spouts, and putting the skylights back in. The Executive Board approved the replacement of the floor in the main hall and in the main entry way with ceramic tile. The company that will be replacing the floor will also replace the ceiling tiles that were damaged do to the leaks in the roof.

The Executive Board also approved a budget to find a more suitable office in Grand Rapids, MN. First a little history: in the early 1980’s the Outside membership voted to increase the union dues that are paid to the local. ‘BA’ members pay 1.25% of their base pay and ‘A’ members pay 2% of their gross pay. Local 160 made a commitment to the Outside jurisdiction members that they would have two Business Representatives that would negotiate and police the outside work and that we would maintain an office in the Grand Rapids area. The current office is in a building with other offices and is very small and not well equipped to handle members’ referrals to work. We also have to rent space to hold membership meetings in Grand Rapids. The plan is to find space that can handle both activities. I will keep you updated.

In closing, Local Union 160 would like to extend our deepest sympathy to the family of Ed Kolinski, who passed away on July 3, 2014. Ed was 99 years old and was a proud member of the I.B.E.W. for 76 years.

Fraternally,
Thomas G. Koehler

**************************************************************************************************

Make The Most of Summer

The winter snow has melted and the spring rains have passed. Summer is finally here. Let’s make the most of it and tackle that bucket list of outdoor activities we daydreamed up just months ago.

♦ Picnic in the park, or go to an outdoor concert
♦ Go fly a kite
♦ Dance in your bare feet on the grass
♦ Take a hike, ride a bike, paddle a canoe, or plan a weekend camping trip
♦ Spend a day at the beach and frolic in the sun, build a sandcastle, get your toes wet, and don’t forget sunscreen
♦ Pick seasonal fruits, vegetables, and herbs at a local-area farm and cook up something yummy
♦ If you can’t make it to the farm, visit a farmers market
♦ Barbecue
♦ Chase fireflies
♦ Drink water from a garden hose
♦ Play a game of volleyball or throw a Frisbee with a friend
♦ Don’t let the ice cream truck pass you by without stopping to buy a popsicle

Adapted from Real Simple
2014 UNION ELECTION RESULTS

President: Alan P. Rademacher
Vice President: Martin A. Carey
Recording Secretary: Barbara L. Oakes
Business Manager/Financial Secretary: Thomas G. Koehler
Treasurer: Eric W. Spielmann
Executive Board: Kevin J. Kaeter
Scott E. Knight
Mark A. Ring
Michael J. Ringstad
James M. Tobin
I.O. Delegates: Robert J. Boogren
Thomas D. Cassidy
Barbara L. Oakes
Kevin J. Peterson
Mark A. Ring
Charles R. Sable
Kurt W. Zimmerman

From left to right: Kevin Kaeter, Wayne Zimmerman, Tom Koehler, Mark Ring, Marty Carey, Scott Knight, Eric Spielmann, Mike Ringstad, Al Rademacher, Barb Oakes. Jim Tobin not present.
### David C. Ring College/University

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<tr>
<th>Student</th>
<th>Winners</th>
<th>Parent/160 Member</th>
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<tbody>
<tr>
<td>Tayler Schwalbe</td>
<td>James Schwalbe</td>
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<td>John Anderson</td>
<td>Timothy Anderson</td>
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<td><strong>Alternates</strong></td>
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<td>Jamee Schoephoerster</td>
<td>Michael Schoephoerster</td>
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<td>Amanda Temple</td>
<td>Jolene Temple</td>
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### David C. Ring Vocational, Technical or Trade School

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<th>Student</th>
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<tr>
<td>Gwendolyn Bauer</td>
<td>Wayne Bauer</td>
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<td>Sara Sunde</td>
<td>David Sunde</td>
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<td>Shawn Strom</td>
<td>Joseph Diethelm</td>
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<td>Jacob Nelson</td>
<td>Daniel Nelson</td>
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### Amy O’Sullivan Ongoing College/University

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<tr>
<td>Alexis Mollner</td>
<td>Kent Mollner</td>
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<td>Lane Kloskowski</td>
<td>Matthew Kloskowski</td>
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<td>Sylvia Michels</td>
<td>Jon Michels</td>
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<td>Mitchell Boogren</td>
<td>Robert Boogren</td>
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### Amy O’Sullivan Ongoing Vocational, Technical, or Trade School

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<td>Paige Kloskowski</td>
<td>Matthew Kloskowski</td>
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<td>Jennifer Zahler</td>
<td>Dean Zahler</td>
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<tr>
<td>Matthew Boogren</td>
<td>Robert Boogren</td>
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<td>Catherine James</td>
<td>Patricia James</td>
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Florida Comcast Sales Reps Unite for Better Conditions, Pay

More than 700 technicians working for Comcast across the U.S. enjoy better wages and a voice on the job, thanks to the collective bargaining agreements they have negotiated.

But there’s another group of employees who help ensure Comcast’s steady bottom line and smooth operations for customers. They’re called direct sales representatives - the salespeople who go door to door promoting popular plans like Xfinity’s entertainment bundles and signing up new customers.

For these frontline employees, working conditions have been steadily eroding. And even as Comcast celebrates record profits, sales representatives have seen their pay slashed by as much as 30 percent in the last few years.

“They increased our sales goals, lowered our commission and lowered our salary - all in one day,” sales representative Debbie Hernandez said of a 2012 move by the company that restructured the employees’ pay scale.

After nearly two more years of on-the-job challenges, diminishing paychecks and more erratic changes to their compensation scale, workers reached out to the IBEW. Following a dynamic and fluid organizing campaign, Hernandez and 84 of her co-workers voted overwhelmingly May 22 to join Tampa Local 824 in an NLRB-certified election.

Fifth District Lead Organizer Kathy Smith said that the new unit is “ecstatic” about the win. “They’re very ready to start the negotiation process,” she said.

A day in the life of a sales representative is demanding, said Hernandez, who will have been with the company for four years this November.

“You need to have discipline to do this position because you’re really working hard,” she said. “We need to reach at least 30 to 35 residents a day.”

That tight schedule means that the workers spend almost no time in the office with other co-workers doing the same work, Smith said.

“Because they’re always in the field talking with customers, some reps had never even spoken to each other,” she said. “But once the organizing campaign got off the ground, it was another story.”

Despite differing shifts and staggered schedules, workers were able to meet on Sundays, supplemented by conference calls and email communication.

Hernandez also helped establish a phone tree system for the workers spread out across the south Florida region - with offices in Redlands, Davie and Hialeah - to quickly share updates.

While solidarity was growing at the meetings with the workers and organizers, it took on a new meaning once other Comcast locals from throughout the U.S. lent their support to the campaign.

“We had our volunteer organizing committee on conference calls with other employees from around Florida, as well as Boston, Chicago and beyond,” Smith said.

Fifth District Regional Organizing Coordinator Carmella Cruse said this helped bolster the camaraderie with the workers. “It was instrumental. We had as many people as we could lending their support to send a message to these sales reps: ‘You are not in this alone’.”

Comcast rolled out many expected anti-union tactics - captive audience meetings, intimidation and heavy-handed one-on-one discussions with employees. But clear communication and inoculation from IBEW organizers helped defray many threats.

“We had members from all over who have been through recent campaigns, organizers, even retirees coming to meetings and participating in phone calls,” she said. “Comcast didn’t have a surprise attack against these workers because the sales reps were prepared and knew what to expect.”

In addition to improving working conditions and wages, employees are also aiming to get a grievance procedure and successor clause language in their contract, in the event that Comcast subcontracts their work to another company.

While the employees mobilize for negotiations, Hernandez said that Comcast’s effort to drive a wedge between the workforce ironically brought them closer together.

“I really didn’t know the people who worked on the other teams, but now we’ve all united,” she said. “We get along really well, and we are one.
Workers and organizers thank the following locals for their support in the campaign: Downers Grove, IL., Local 21; Miami Local 359; Ft. Lauderdale, Fla., Local 759; Boston Local 2222; and Middleboro Mass., Local 2322. Special thanks was extended to Lead Organizer Steve Smith, Florida State Organizing Coordinator Rodney Alvarez and Local 2322 member and Comcast tech Brian Almeida.

At any given time, numerous IBEW campaigns involving Comcast workers can be active. For those fellow employees nationwide looking to improve their conditions on the job, Hernandez said, “It can be done.”

“This is a chance to have a voice,” she said. “I really encourage other areas - especially the direct sales representatives - to organize. Right now, we’re 85 strong. But the more reps we get, the bigger our voice will be.”

Dear I.B.E.W. Leader:

“The icing on the cake”

That’s how I like to think of the consumer benefits from Union Plus. Workplace protections, legislative work and community service provide the meat and potatoes to our members; Union Plus services and discounts are the extra dessert.

The Union Plus programs provide real value, savings and service designed just for union families. I urge you to make your members aware of these additional benefits of their membership in I.B.E.W.”

Like most Americans, union members carry and use credit cards. However, only union members may apply for the credit card program that was created with union members - and their needs - in mind: the Union Plus Credit Card program. For example, the Union Plus Credit Cards offer special assistance grants to help eligible cardholders in times of financial need, providing more than $2.1 million to help union cardholders facing financial hardships since 2009.

I’m writing today to let you know that the credit card program now has a new card option for I.B.E.W. members. The Credit Access card is designed for members with average credit. Now, more I.B.E.W. members will be able to carry a worker-friendly I.B.E.W. Credit Card.

This new card is the latest addition to the program and joins the Cash Rewards and Rate Advantage cards that were introduced last July. For details on each card, go to www.UnionPlus.org/2014Card.

The credit card program is also critically important because it provides royalties that the AFL-CIO and our union use to fund important legislative, political, organizing and other programs of the Labor Movement. Letting your members know about this program can benefit them as well as our union - a win/win for all of us.

In Solidarity,

Edwin D. Hill
International President, I.B.E.W.

A newly licensed dentist had just opened his own practice in a popular strip mall. He spent a lot of money on fancy signage and furnished his office with expensive antiques in the hopes of attracting and making a good impression on prospective clients.

One day as he sat in his office with nothing to do he saw a man approaching the front door. Wanting to appear busy he picked up the phone and pretended to consult with a client and arrange an appointment. “I’ll be with you in a second,” the dentist whispered to the man.

After a few moments the dentist wrapped up his faux call and turned his attention to the man in the waiting room.

“So sorry about that,” the dentist said. “Clients have been calling all day. So how can I help you?”

The man had a confused look on his face. “Uh, I’m from the phone company,” he said to the dentist. “I was sent here to connect your phone.”

Adapted from Jokes4Us.com
GET WELL WISHES WERE SENT TO THE FOLLOWING MEMBERS:
Anthony DeMuri - Mo Valley
John Frederick - Xcel Energ
Clay Hill - Benco Electric
Michael Kehn - Xcel Energy
Tor Kindem - East Central Energy
Michael Murphy - Xcel Energy
Dan Nelson - Wright Hennepin
Brian Soltis - Xcel Energy

We are deeply saddened by the loss of our brothers. Our deepest sympathy goes out to their families & friends.

Gerald Deno - Retired Xcel Energy - Died 4/8/14
Ed Kolinski - Retired NSP - Died 7/3/14
Darol Studer - Retired NSP - Died 6/3/14

IN MEMORIAM

CONGRATULATIONS TO THE FOLLOWING MEMBERS ON THEIR RETIREMENT.

Membership Count = 3104