NEWSLETTER - 169TH EDITION
MAY/JUNE 2014

OFFICERS
Thomas G. Koehler - Business Mgr/Financial Secretary
Alan P. Rademacher - President
Martin A. Carey - Vice President
Barbara L. Oakes - Recording Secretary
George G. Huber - Treasurer

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James P. Brereton
Dan A. McConnell
Michael J. Ringstad
Daniel S. Seawell
James M. Tobin

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Daryl C. Tindle - Business Representative
Daniel J. Kieffer - Business Representative
Robert J. Boogren - Business Representative
Charles R. Sable - Business Representative
Jon D. Michels - Business Representative
Kurt W. Zimmerman - Business Representative
Thomas D. Cassidy - Business Representative
Rose M. Eiden - Bookkeeper
Shari L. Johnson - Office Manager
Jenny L. Olson - Receptionist, Referrals
Our Next Union Meetings Will Be Held:

Minneapolis:  June 5 & July 3, 2014
7:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane

Becker:  June 19 & July 17, 2014
7:30 p.m. - 12423 Pine St
Becker Union Hall

Mo Valley:  June 24, 2014 - 7:30 p.m.
St. Anthony - Union Hall
July 25, 2014 - 7:30 p.m.
Sawmill Inn
2301 S. Pokegama Ave, Gr. Rapids

Local 160 Phone Ext.
Jenny - Ext. 101
Rose - Ext. 103
Shari - Ext. 104
Kurt. - Ext. 105
Charlie - Ext. 108
Bob - Ext. 109
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Minneapolis Tel # (612) 781-3126
Minneapolis’ Fax # (612) 781-4225
Jon Michels, Grand Rapids
Tel. # (218) 326-0533
Fax # (218) 326-0534

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

Local Union 160 web site - www.ibew160.org

The Retirees Club would like to welcome the following new members:  Dave Statz, Gerald Bloms, Ray Dickson and Thomas Turner.

Meeting date for May is the 28th and June on the 25th.  Summer break goes from July through September (Pig Roast on 9/25/14).  Next meeting will be in October.  Postcards will be mailed out in September.

All retirees are welcome to come and join for a mere $12.00 a year.

QUOTES IN SUPPORT OF LABOR UNIONS

♦ “Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions.  If you are making a decent salary in a non-union company, you owe that to the unions.  One thing that corporations do not do is give out money out of the goodness of their hearts.” - Molly Ivins

♦ Every advance in this half-century: Social Security, civil rights, Medicare, aid to education...one after another - came with the support and leadership of American Labor. - Jimmy Carter

♦ Today, although there are still sweatshops and other inhumane working conditions for many workers around the world, the labor movement has won numerous victories that many of us take for granted, such as the 5-day work week, 8-hour work day, paid holidays and the end of child labor. - Robert Alan

♦ The best wages will not compensate for excessively long working hours which undermine health. - Supreme Court Justice Louis Brandeis

♦ The quality of employees will be directly proportional to the quality of life you maintain for them. - Charles E. Bryan

♦ The history of America has been largely created by the deeds of its working people and their organizations - there is scarcely an issue that is not influenced by labor’s organized efforts or lack of them. - William Cahn, Labor Historian

♦ The only thing workers have to bargain with is their skill or their labor.  Denied the right to withhold it as a last resort, they become powerless.  The strike is therefore not a breakdown of collective bargaining - it is the indispensable cornerstone of that process. - Paul Clark

♦ Never forget, people DIED for the eight hour workday. - Rebecca Gordan

♦ The American Labor Movement has consistently demonstrated its devotion to the public interest.  It is, and has been, good for all America. - John F. Kennedy
On May 1, 2014 at the general membership meeting, nominations for Officers, Executive Board and I.O. Delegates were held. See the list of nominees in this newsletter. Be sure to vote.

I am hoping that the nicer weather that we are suppose to have this week is finally here to stay and everyone has an opportunity to enjoy their normal summer vacations.

We have been receiving a few calls about the contract with Xcel Energy and when will we be getting them out to our members. At the time of this writing, the Xcel Energy contract language has been agreed to and we are waiting for the signature copies. Once we receive that from Xcel they will go to the printer. It is looking like sometime in July we will be able to hand them out.

With the shutdown of the Black Dog Steam Plant at Xcel Energy appearing to be around April 2015, Kurt Zimmerman and I are hoping to start negotiating the effects of shutting down the two remaining coal fired units.

The Local Union has met and negotiated a first agreement with Veolia Energy Solutions; Veolia took over the operation and maintenance of the University of Minnesota steam plants from Foster Wheeler Twin Cities. The membership affected will be voting on this first agreement on May 16, 2014.

Dan Kieffer has been able to negotiate with Benco Electric, Steele-Waseca, Redwood Electric and Minnesota Valley who are acquiring the customers and assets from Alliant Energy, on how the Alliant Energy employees (approximately 16) will fit into our Labor Agreements with these Co-ops.

The 31st Annual International Lineman’s Rodeo will be held on Saturday, October 18, 2014, in Bonner Springs, Kansas. Leigh Conducy - Missouri Valley Apprenticeship Instructor has a team of four (4) Local 160 Apprentice Lineman who plan to compete. I will be putting together a proposal of assistance for the Executive Board to review and hopefully approve at the May meeting. If you are interested in participating in this year’s events, please let me know. The sooner we know the easier it will be to reach out to the employers to ask if they want to be involved and plan in the budgeting.

And finally, Attitude/Safety - Let’s make something perfectly clear - Local 160’s union office does not believe that discipline is the proper method of changing poor work habits. In fact in most cases, it makes the situation worse. It is my opinion that adult human beings become defiant when punished. There is a feeling of resentment and rage. There are multiple methods of changing behavior without immediately resorting to punishment. When an employee persistently, with intent, violates rules, discipline may be a method, but that should be the last resort.

What about the behavior of management that disciplines an employee for a safety rule violation, then does nothing to further train and educate the individual. If it was so drastic of a violation, do you think it would be important enough to use the situation or error as an example to educate others? In most, if not all cases, the instance is never communicated to other, as a means of education; it is merely punishment. I believe the theory is, if we punish this employee, the others will get in line. Similar to what I remember when I was in grade school. In some cases, if one misbehaves so to speak, the entire class will stay after school. This may seem cynical, but I believe this to be the opinion of our members when subjected to this type of philosophy.

Imagine this - a Journeyman of 30 years makes a mistake. Is that hard to believe? How about the 30 year Journeyman who has actually been performing a portion of his/her work in violation of a rule his/her entire career. Maybe poor initial training was the cause, or the Journeyman who took him/her under his/her wing who has had habits himself/herself. Now he/she learns that he/she needs to perform the task in a different manner. Until accustomed, he/she could make another mistake.

The union office believes that everyone should go home safe. We all have a degree of responsibility to ensure that this is possible. In fact, the union office believes we can learn by each other’s mistakes. With that said, we, the union office, will communicate to the best of our ability instances when one of our members makes a mistake.

We are asking that those in the field advise the union office when a mistake was made so we can help other Brothers and Sisters from making the same mistake. We will not publish names or locations. We simply want to use, what could be a near miss, to enlighten others. There is nothing to be ashamed of. We all make mistakes!

This brings up another subject - “self reporting.” It has always been our opinion and strongly advised to tell the truth. Honesty is the best policy! However, too many times we have experienced contradictions to this advise. Companies are quick to discipline an employee for not being forthright. In fact, some employers discipline employees even if they think, without proof, that an employee was not perfectly honest. So what does this do to the incentive to believe that “honesty is the best policy?”

Continue on next page
Do you want to self-report if there is the likelihood that you will be disciplined? I would think no. That is a damn shame!

Is it fair to say that some of our members believe they are under a microscope at all times? Is it fair to say that some of our members have discipline on their mind throughout their workday creating a distraction? Do you feel that you are continuously being graded?

I ask that you review the following principals and grade your first, second and third level of management. In an effort to amplify our members, we try our best to follow these principals. Simple behaviors, which improve and amplify our members in all aspects of our work, diversity, safety, unity etc.

- Act with respect
- Recognize “more than one way”
- Keep an open mind for learning
- Ask questions before assuming
- Suspend judgement while listening
- Check for understanding
- Recognize your own emotions
- Put yourself in his/her place
- Strive for mutual solutions

As well, we need to grade ourselves in the basic principles of life. So how does all of this relate to safety? It is about “attitude.” If you poke someone in the eye with a stick, don’t expect their attitude to improve.

We hope for the day when all of our members, on all properties, have a good attitude. Then we will have Brothers and Sisters working safe and enjoying their profession. If we are paid a fair wage, have good benefits, good conditions, have a collective bargaining agreement, but are still disgruntled each day as we enter the workplace, then something is seriously wrong! Despite your frustration it is your life, protect yourself and your Brothers and Sisters around you.

Fraternally,
Thomas G. Koehler
2014 Election Nominees

President: Alan P. Rademacher
            James A. Samuelson

Vice President: Martin A. Carey

Recording Secretary: Barbara L. Oakes

Business Manager/Financial Secretary: Thomas G. Koehler

Treasurer: Eric W. Spielmann

Executive Board: James D. Dufour
                Martin J. Halter
                Clayton E. Kaeter
                Kevin J. Kaeter
                Scott E. Knight
                Dan A. McConnell
                Mark A. Ring
                Michael J. Ringstad
                James S. Tobin
                Barry S. Trach

I.O. Delegates: Robert J. Boogren
                Thomas D. Cassidy
                Daniel J. Kieffer
                Scott E. Knight
                Jon D. Michels
                Barbara L. Oakes
                Kevin J. Peterson
                Mark A. Ring
                Charles R. Sable
                James M. Tobin
                Kurt W. Zimmerman

All ballots will be mailed out no later than May 15, 2014. If you do not receive a ballot it could possibly be that you have moved and forgot to give Local Union 160 your new address. All ballots should be at the P.O. Box (not dropped off at the Union Hall) no later than June 16, 2014 by 8:00 a.m.

THIS IS YOUR UNION
So be proud and vote for your Officers, Executive Board and I.O. Delegates.
1. Which was the largest labor union in the U.S. in 2005?
   - National Education Association
   - United Auto Workers
   - Teamsters
   - Service Employees’ International Union

2. Which radical union endorsed sabotage of the workplace?
   - Industrial Workers of the World
   - Congress of Industrial Organizations
   - Knights of Labor
   - International Workers of the World

3. Which of the following was never a president of the Screen Actors Guild?
   - Sally Field
   - Charlton Heston
   - Ronald Reagan
   - Ed Asner

4. Which union leader organized California farmworkers?
   - Cesar Chavez
   - Sidney Hillman
   - Walter Reuther
   - A. Phillip Randolph

5. This labor organization was formed by unions that left the American Federation of Labor in 1935 because they were dissatisfied with its failure to organize big industries.
   - Congress of Industrial Organizations
   - Industrial Workers of the World
   - New Unity Partnership
   - Knights of Labor

6. All unions are required to belong to the AFL-CIO.
   - True
   - False

7. In what year in the twentieth century did unions represent the highest percentage of the American workforce?
   - 1936
   - 1953
   - 1967
   - 1999

8. Martin Luther King, Jr. was assassinated while in Memphis to support a strike by what type of workers?
   - Hospital workers
   - Garbage workers
   - Construction workers
   - Teachers

9. Why did the Congress of Industrial Organizations expel the International Longshore and Warehouse Union in 1949?
   - Because it admitted African-American members
   - Because it was controlled by organized crime
   - Because it endorsed a Republican for president
   - Because it refused to purge Communists from its leadership

10. Why did the AFL-CIO expel the Teamsters Union in 1957?
    - Because it was controlled by organized crime
    - Because it admitted African-American members
    - Because it endorsed a Republican for president
    - Because it refused to purge Communists from its leadership

Answers on next page

QUOTES IN SUPPORT OF LABOR UNIONS

- It is one of the characteristics of a free and democratic nation that it have free and independent labor unions. - Franklin Delano Roosevelt

- The important role of union organizations must be admitted: their object is the representation of the various categories of workers, their lawful collaboration in the economic advance of society, and the development of sense of their responsibility for the realization of the common good. - Pope Paul VI

- The strongest bond of human sympathy outside the family relation should be one uniting working people of all nations and tongues and kindreds. - Abraham Lincoln

- Only a fool would try to deprive working men and working women of their right to join the union of their choice. - Dwight D. Eisenhower

- “History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them.” - Martin Luther King Jr.
Answers to the quiz

1. National Education Association - The NEA represents over 2.5 million education employees, mostly public school teachers. The Service Employees (SEIU) is second, representing 1.8 million public employees, healthcare workers and janitors. The Teamsters have about 1.4 million members and the Auto Workers under 1 million.

2. Industrial Workers of the World - The IWW was strongest in the early twentieth century. They were one of the first unions to push for equal rights for immigrants, women and African-Americans. Their membership included miners and lumberjacks and colorful characters such as Joe Hill and Big Bill Haywood.

3. Sally Field - SAG, one of the most star-studded unions, represents actors in television and film. Sally Field starred in the union drama “Norma Rae,” in which she organized a textile mill, but she was never president of SAG.

4. Cesar Chavez - In the 1960’s, Cesar Chavez and Dolores Huerta founded the United Farm Workers. A. Phillip Randolph was president of the Sleeping Car Porters, one of the first unions which had a predominantly African-American membership. Walter Reuther was president of the Auto Workers and Sidney Hillman was president of the Clothing Workers’ Union.

5. Congress of Industrial Organizations - In 1935, a group of unions that wanted to organize American’s major industries broke off from the AFL and formed the CIO. The CIO oversaw the unionization of the auto, steel and textile industries. It was more aggressive than the AFL and more political. Where the AFL had generally remained politically neutral, the CIO encouraged its members to become active in politics and worked to elect union-friendly candidates to office. In 1955, the CIO merges back into the AFL, forming the AFL-CIO.

6. False - The AFL-CIO is an umbrella organization for labor unions. Membership is voluntary and carries some benefits, but is not required. The largest union in the United States, the National Education Association, has never been an AFL-CIO member. In 2005, several large unions, including the Service Employees International Union and the Teamsters, left the AFL-CIO to form the Change to Win Federation. In addition, many smaller or regional unions are not affiliated with the AFL-CIO.

7. 1953 - In 1953, 32.5% of the workforce were union members. The number has been declining steadily since that time. By 2002, only 13.2% of the workforce were union members. The decline can be attributed to many factors, including the decline of the industrial manufacturing sector, the passage of anti-union legislation, the failure of unions to aggressively organize and the use of increasingly savvy anti-union tactics by employers.

8. Garbage workers - King came in support of the 1968 garbage workers strike. King was a supporter of rights for workers, but unions were divided on the civil rights movement. While some unions took up the cause of civil rights, notably the United Auto Workers and United Farm Workers, many stayed neutral and some opposed the movement.

9. Because it refused to purge Communists from its leadership - Led by the legendary Harry Bridges, the Longshore Workers (ILWU) aggressively represented the workers on the docks of the west coast. The Taft-Hartley Act, passed in 1947, required union leaders to declare they were not members of the Communist Party. Several unions, including the ILWU and the United Electrical Workers, refused to do so on principal. In 1949, the CIO expelled 11 such unions. The ILWU eventually was allowed to rejoin the AFL-CIO.

10. Because it was controlled by organized crime - The AFL-CIO alleged that Jimmy Hoffa’s Teamsters Union was fostering criminals. From the 1950’s to the 1980’s, the Teamsters engaged in a prolonged battle with the federal government over allegations of corruption and ties to organized crime, and several of the union’s presidents went to prison. Hoffa disappeared in 1975, and his whereabouts are still unknown. In 1998, Hoffa’s son, Jimmy Hoffa, Jr., was elected president of the Teamsters.

QUOTES IN SUPPORT OF LABOR UNIONS

- Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor. - John F. Kennedy

- If any man tells you he loves America, yet hates labor, he is a liar. If any man tells you he trusts America, yet fears labor, he is a fool. - Abraham Lincoln
GET WELL WISHES WERE SENT TO THE FOLLOWING MEMBERS:
David Boyd - Mo Valley
Allen Pearson - East Central Energy
Jacquelyn Peterson - Xcel Energy
Ellis Pfeffer - Xcel Energy

IN MEMORIAM

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

John (Jack) Chmielieski - Retired Mo Valley - Died 3/25/14
Richard Gilligan - Retired NSP - Died 1/2014
Eugene Miller - Retired Xcel Energy - Died 4/2014
William Sorokie - Retired NSP - Died 4/15/14

CONGRATULATIONS TO THE FOLLOWING MEMBERS ON THEIR RETIREMENT.

Jim Bacha - Foster Wheeler
Karen Bothun - Xcel Energy
Stephen Christian - Xcel Energy
Terry Davis - Great River Energy
Diane Gross - Xcel Energy
Najib Gubash - Foster Wheeler
Randy Gunderson - Xcel Energy
Michael Lynch - Xcel Energy
Timothy Peterson - Xcel Energy
Ricky Todd - Foster Wheeler

My therapist told me that the way to achieve true inner peace is to finish what I start. So far today, I have finished 2 bags of M&M’s and a chocolate cake. I feel better already.