

LOCAL UNION 160, IBEW
2909 Anthony Lane
St. Anthony, MN 55418

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NEWSLETTER - 173RD EDITION

MARCH/APRIL 2015

OFFICERS

Thomas G. Koehler - Business Mgr/Financial Secretary
Alan P. Rademacher - President
Martin A. Carey - Vice President
Barbara L. Oakes - Recording Secretary
Eric W. Spielmann- Treasurer

EXECUTIVE BOARD

Kevin J. Kaeter
Scott E. Knight
Mark A. Ring
Michael J. Ringstad
James M. Tobin

OFFICE STAFF

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
Kevin J. Peterson - Membership Development Rep.
Rose M. Eiden - Bookkeeper
Shari L. Johnson - Office Manager
Jenny L. Olson - Receptionist, Referrals

General Membership Meetings

PLEASE NOTE TIME CHANGE

Our Next Union Meetings Will Be Held:

Minneapolis: April 2 & May 7, 2015
6:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane

Becker: April 16 & May 21, 2015
7:30 p.m. - 12423 Pine St
Becker Union Hall

Mo Valley: April 28, 2015 - 7:30 p.m.
St. Anthony - Union Hall
May 29, 2015- 7:30 p.m.
Sawmill Inn
2301 S. Pokegama Ave, Gr. Rapids



Local 160 Phone Ext.

Kurt. - Ext. 105	Jenny - Ext. 101
Charlie- Ext. 108	Rose - Ext. 103
Bob - Ext. 109	Shari - Ext. 104
Jon - Ext. 125	Tom C. - Ext. 106
	Dan - Ext. 205
	Tom K. - Ext. 115
	Kevin - Ext. 126

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

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.

The time for all future Minneapolis membership meetings has been changed to 6:30 p.m. effective April 2, 2015 on a 1 year trial basis. This time change is only for the Minneapolis membership meetings. All other membership meetings will remain at 7:30 p.m.

RETIREMENT CLUB

Local 160's Retirement Club meets every 4th Wednesday of each month from October through June.

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

Start time is 10:00 a.m.



***"PROUDLY HELPING MEMBERS
RETIRE COMFORTABLY"***

ARE YOU THINKING ABOUT RETIRING IN 2015?

WHAT WE HELP MEMBERS WITH:

- ◆ **Pension Option Questions**
- ◆ **Social Security Benefit Planning**
- ◆ **Secure Income in Retirement**
- ◆ **Pension Application Questions and Execution**

Please contact Mike Dolezal or Jeff Kolodjski with Union Advisors to schedule a complimentary meeting or with any questions that you may have.

Office: 651-247-1015 and please visit our website
www.uadvisors.com

**Securities offered through LPL Financial. Member FINRA/
SIPC**

Advisory Services Offered through Great Valley Advisor Group, a registered investment advisor IBEW 160, Union Advisors, Great Valley Advisor Group, and LPL Financial are all separate entities

A Word or Two From Your Business Manager/Financial Secretary

It's with pleasure and sadness to inform the membership Brother Daryl Tindle has notified me of his intent to retire on May 31, 2015. Daryl has been a member of Local 160 since 1977 and has been actively involved with the union since 1979. He was appointed Business Rep on March 13, 2000 where he has represented a number of areas within the membership. He is Chair of the Joint Safety Committee at Xcel Energy, has been a member of the Minnesota Safety Council, IBEW Safety Council, and was appointed to the Governor's Occupation Safety & Health Advisory Council in 2004 and 2008. Daryl's work and dedication to the membership will surely be missed. We wish Daryl and his family many happy years of retirement.

As of March 9, 2015 I have appointed Martin Carey and Eric Spielmann as Business Representatives. Marty came out of the Xcel Energy Breaker Section. He has served on the Local Union 160's Executive Board since 1999, the Building Corporation, Audit Committee and Job Steward. Eric came out of Xcel Energy St. Cloud Overhead. He was elected as the Local Union Treasurer and has served as Job Steward. The reason I added two Business Reps is because Local Union 160 has increased its membership by organizing new employers over the last few years, which has increased the number of contracts needing to be negotiated. This added work has the Business Reps spread thin, so with adding an extra Rep it will enable us to have two Rep's at the table during negotiations and arbitrations again. Marty and Eric will be an added asset to Local 160.

The International Constitution and Local Union Bylaws provide for the Local Union Executive Board to appoint vacancies on the Board between elections. The next Executive Board meeting is March 26, 2015.

I'm finely walking again, it is a slow recovery, and I was two days short of four months since being able to walk, so it will take some time to building my strength back up. My doctor believes I should be able to get very near 100% recovery. I want to thank everyone for your support and allowing me the time I needed to get back in the office full time.

It's with great sadness to inform the membership of the passing of retired Business Representative Bill Baird. Bill passed away February 26, 2015; there was a private service at Fort Snelling Cemetery on March 3, 2015. Bill worked for Local Union 160 for 18 years prior to that he was a Lineman at Northern States Power. He was always dedicated to the members of the IBEW. Bill was one of my great mentors while I served as a steward, Executive Board member, President and then new Business Representative. Bill will certainly be missed by many. Our deepest sympathy to Bill's family.

Fraternally,

Thomas G. Koehler



SOCIAL SECURITY, HEALTH CARE IN RETIREMENT & RETIREMENT PLANNING SEMINARS

Tuesday, May 19th at Local 160 Minneapolis Union Hall: 2909 Anthony Lane, St. Anthony, MN 55418 at 6:00 p.m.

Or

Thursday, May 28th at Local 160 Becker Union Hall: 12423 Pine Street, Becker, MN 55308 at 6:00 p.m.

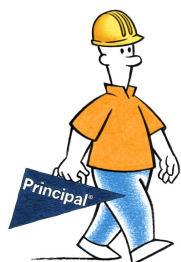
- ◆ All IBEW Members ages 55 & older
- ◆ Spouses are encouraged to attend
- ◆ Food and Beverages will be served

To RSVP Call Union Retirement Alliance at (952) 683-9100.

Contact Mark Reichow at URA with questions or to schedule a Complimentary Face to Face Meeting. Phone: (952) 683-9100 or Email: mark.reichow@lpl.com

Securities offered through LPL Financial Member FINRA/SIPC

Make the most of your union benefits and build your retirement income.



If you're looking for help with your financial and retirement planning, look to your local Principal Union Resource Team. Michael first joined the Principal in 1987 and has been successful in helping Union members since 1998.

He and his team offer Group Workshops and One-On-One meetings that help you understand your possibilities and share ideas that will give you the growth, security, and flexibility you need to build your retirement fund. His team is specially trained and equipped to give you customized financial and retirement tactics, here's how:



- Knowledgeable about your negotiated benefits
- Dedicated to helping you get control of your financial future
- Here to help you with your retirement process – paperwork and timing
- Committed to building a *long-term* relationship with you

If you're interested in having a retirement conversation – at no cost to you, please contact Michael Follese at 612-850-6192 or follese.michael@princor.com.

IBEW @ ASPLUNDH

2014 Season

- 7/08/14 - Local Union 71 @ Columbus, Delaware, Ohio □ WIN 38-16
- 9/17/14 - Local Union 317 @ Walgrove, West Virginia □ WIN 32-4
- 9/30/14 - Local Union 317 @ South Williamson, Kentucky □ WIN 14-3
- 10/02/14 – Local 876 @ Grand Rapids, Michigan □ WIN 69-11
- 10/07/14 - Local Union 317 @ Charleston/Institute, West Virginia □ WIN 29-0
- 10/22/14 - Local Union 317 @ Huntington, West Virginia □ WIN 17-4
- 10/30/14 - Local Union 317 @ Milton, West Virginia □ WIN 26-1
- 11/05/14 - Local Union 317 @ Hamlin, West Virginia □ WIN 36-1
- 11/12/14 - Local Union 317 @ Ripley, West Virginia □ WIN 26-1
- 11/25/14 - Local Union 317 @ Logan/Madison, West Virginia □ WIN 48-2
- 11/25/14 - Local Union 317 @ Williamson, West Virginia □ WIN 14-9
- 12/04/14 - Local Union 369 @ Pikeville, Kentucky □ WIN 70-3
- 12/04/14 - Local 369 @ Paintsville, Kentucky □ WIN 23-2
- 12/11/14 – Local 317 @ Wayne, West Virginia □ WIN 33-4
- 12/17/14 – Local 317 @ Pulaski, Virginia □ WIN 13-2

SPEAK OUT FOR SAFE JOBS



Every year on April 28, the unions of the AFL-CIO observe Workers Memorial Day to remember those who have suffered and died on the job and to renew our efforts for safe workplaces. This year the struggle continues to create good jobs in this country that are safe and healthy, and pay fair wages and to ensure the freedom of workers to form unions and, through their unions, to speak out and bargain for respect and a better future. It's time for our country to fulfill the promise of safe jobs for all.

Four decades ago, Congress passed the Occupational Safety and Health Act, promising every worker the right to a safe job. Unions and our allies have fought hard to make that promise a reality—winning protections that have made jobs safer, saved hundreds of thousands of lives and prevented millions of workplace injuries and illnesses.

But our work is not done. Many job hazards are unregulated and uncontrolled. Some employers cut corners and violate the law, putting workers in serious danger and costing lives. Workers who report job hazards or job injuries are fired or disciplined. Employers contract out dangerous work to try to avoid responsibility. As a result, each year thousands of workers are killed and millions more injured or disabled because of their job.

The Obama administration has strengthened safety and health protections through tougher enforcement and expanded workers' rights. New safeguards on silica and other workplace hazards have been proposed and are close to being finalized. But this progress is threatened by business groups and the Republicans who now control Congress. They are trying to stop these protections and shut down all future regulations.

We cannot let them succeed - workers' lives are at stake.

Local #47 Members Support Laid Off SCE Workers

On February 10th more than 500 Local #47 members marched in solidarity with the non-represented Information Technology (IT) workers at Southern California Edison.

SCE's decision to lay off American workers in favor of contract employees from India has outraged both sides of the political aisle. California Republican Congressman Darrell Issa called the layoffs "deeply disturbing and Alabama Republican Senator Jeff Sessions said the displacements represents "a growing problem in the high-tech industry." Democratic Congresswoman Judy Chu, whose district includes SCE's headquarters in Rosemead, said, "It is of great concern to me that these workers are being replaced by H-1B visa holders, a program which is actually meant to fill a void for specialized workers, but only when there is no qualified American worker for the job." Even Fox News has derided SCE's decision.

The reported amount of employees affected is 500, but a number of employees have reported that the number is actually much higher.

By law, the H-1B visa is not supposed to have a adverse impact of U.S. worker.

Local #47 Business Manager Pat Lavin led the rally at SCE's Information Technology offices in Irvine. The marchers carried signs saying that "Local #47 Supports SCE IT Workers", "Enuf is Enuf" and "No Foreign Workers Replacing American Workers."

The Los Angeles Times, San Diego Tribune, San Gabriel Valley Tribune, and numerous other media outlets are reporting SCE's decision. Condemnation is almost universal. Local #47 tried to find any politician, new organization, or group who supports replacing American workers and could find only one - Southern California Edison. Even the NTL Conservative Blog (from the Tea Party Blog for Dunwoody Georgia) condemns the abuse of the H-1B visa program.

In an open letter to Labor Secretary Tom Perez, Ross Eisenberry, Vice President of the Economical Policy Institute (EPI), wrote, "clearly taking away the jobs, wages, and benefits of the laid off SCE workers does adversely affect their wages and working conditions." The EPI is a think tank whose founders include for Labor Secretary Robert Reich, who served during the Clinton administration.

Local #47 also questions the Homeland Security aspects of contracting out Information Technology to foreign interests. The nation's electrical grid system is under constant threats of cyber attacks. Everyone is familiar with the North Korean cyber attack on Sony Picture, Home Depot and Anthem Health Care (Blue Cross and Blue Shield), who have had their information compromised.

Particularly troubling is the contract with Infosys. The U.S. government reportedly is set to fine the company a record \$35 million after an investigation found that the company had illegally placed workers on visitor visas at American clients.

SCE has a large IT department. In 2012, before any layoffs, it had about 1800 employees, plus an additional 155 contract workers.

The next batch of IT layoffs at SCE, and possibly the final major one, is scheduled for March 6th.

Union I.Q. Quiz

1. Union Contracts can require ALL EMPLOYEES in the bargaining unit to pay union dues. True or False?
2. In collective bargaining, it is illegal for the company to reduce wages or benefits. True or False?
3. Unions represent almost all American workers. True or False?
4. Contracts can take months or even years to negotiate. True or False?
5. Once the union is voted in, employees may no longer be able to discuss problems with management. True or False?
6. A union can only call a strike if all the members vote for it. True or False?
7. During a strike, union members will most likely lose pay and paid benefits. True or False?
8. It is legal for a company to permanently replace striking employees who are on economic strike. True or False?
9. With a written contract, the union will have more control over working conditions. True or False?
10. A union contract applies only to employees who voted for the union in the elections. True or False?

See answers on next page

FINDING MEANING

A wealthy businessman was complaining to a friend that despite his success and money he just wasn't happy.

The friend listened patiently as the businessman shared a list of complaints, mostly about minor things, and spoke of a general lack of fulfillment.

The friend suggested they take a walk through a nearby park. There they encountered a man named Mike who was playing a game of catch with his dog, Lucky.

The dog, a mixed breed, was very friendly and loved hamming it up for an audience. Mike and Lucky had a routine of tricks that they exhibited for the businessman and his friend.

For the first time in days, the businessman found something to laugh about, and he asked Mike how he came to train Lucky.

The story Mike told was both sad and beautiful.

It was the worst time of his life. Mike's wife of 30 years had just passed away from cancer, and a month later their only son was killed in a car accident. The grief was overwhelming, and Mike withdrew from life and spent most of his time shut up in the house.

One day he was out to run a few errands when he found a cold, hungry puppy that someone had placed in a garbage can in the parking lot of a strip mall. Mike rescued the dog and immediately took it to a vet. The pup had a number of health challenges as a result of recent neglect. Mike made the decision to take the pup home and nurse it back to health. Over the next few months he gave the dog all the love and affection he could.

Though he was still mourning the loss of his wife and son, caring for Lucky gave Mike a purpose that allowed him to find meaning in his daily life. Mike needed Lucky just as much as Lucky needed him.

After listening to Mike's story, the businessman realized just how much he had in life to be grateful for; and that fulfillment and meaning come from having a purpose larger than yourself that allows you to connect with and nurture others.

Adapted from the Living Treasure website

Answers to the Union I.Q. Quiz

- 1 True. In the collective bargaining process, most unions will bargain hard to get a union security clause, which requires all the employees in the bargaining unit to pay either union dues, or “agency fees” to the union. In many cases the union also requires the employer to fire any employee who refuses to pay.
- 2 False. It is perfectly legal for employees to lose things in the give and take of labor negotiations. The company is only required to bargain in good faith and is not required to agree to any union proposal. Bargaining is like a game of “Let’s Make a Deal.” When it is over, employees could end up with more, the same things they started with, or they could end up with less. There are no guarantees in bargaining.
- 3 False. Current government statistics show that union membership has actually dropped to the lowest percentage in years and unions represent less than 8% of workers in the private sector. Even at their peak, unions only represented about 35% of employees and that was back in the 1950’s.
- 4 True. Most first-time union contracts do take months and sometimes even years to finalize. For instance, statistics show that unions successfully negotiated an initial contract only around 25% of the time within their first year. Negotiation is not a quick, easy process.
- 5 True. In most contracts, union members are required to bring any grievances or work problems to their union steward, who then decides whether or not to present it to management.
- 6 False. In most union constitutions, it states that a majority of those PRESENT at the strike vote meeting can call a strike. So, if there are 100 employees in the union, but only 20 show up for the strike vote, then just 11 votes can put everyone on the picket line.
- 7 True. During an economic strike, a company can stop paying wages and may decide to stop paying for company benefits such as health insurance. And many states don’t allow unemployment benefits, either.
- 8 True. During an economic strike, the company can hire replacements for strikers. Once the strike is over, the company would not be required to take back striking workers. Strikers would have to wait until there are openings.
- 9 False. Almost all union contracts contain a Management Rights clause, which gives the company the right to run the business and manage its operations as it needs to. These clauses typically cover hiring, promotions, transfers, discipline, layoffs, schedules, work assignments and other working conditions. The company still makes the decisions, union or no union.
- 10 False. One of the first clauses in most contracts is the Union Recognition clause, which says that the union is the “Exclusive Bargaining Representative” for all employees in terms of wages, benefits, and working conditions. In other words, they represent everyone, even if you voted against the union and even if you don’t like the contract.

STEWARDS TRAINING



Approximately 46 Local 160 Union Stewards attended 160’s Annual Stewards Training on Saturday, March 7, 2015.

The first speakers were Joe Herbulock and Todd Gadtke from Gadtke & Brennan, PA. Joe and Todd led a panel discussion on work comp and short term disability plans. It was shown how some of our employers will try to push the members to use their short term disability benefit to avoid paying a work comp claim. Just another reason for the members to have a steward with them for any meeting with management.



Steve Krueger, was the next speaker. He is a commercial vehicle inspector with the Minnesota State Patrol. Steve is in charge of all the training for troopers and vehicle inspectors for the state. He is a very animated speaker, who took what could be at best described as a dry subject and made it very entertaining as well as educational. Some of the topics he talked about were distracted drivers, load



securement, which violations take the vehicle out of service until repaired, and the importance of medical cards as it applies to a CDL.

Afterward each speaker finished their presentation, there was a question and answer time for the Stewards.

We would like to thank all of the Stewards for participating this year and hope you enjoyed the presentations, lunch, and giveaways!

LOCAL 160 WELCOMES NEW MEMBERS

David Baldwin	Michael Beaudry
Chad Beavers	Christopher Carruth
Joel Crombie	David Dixon
Neil Dwire	Craig Fobbe
Cody Gruel	Eric Hagen
Alan Imholte	Tyler Lafferty
James Martin	Daniel Morris
Justin Nelson	Courtney Ott
Ryan Ridout	Joseph Schmidt
Craig Shaffer	Jacob Wurm

Membership Count = 3118



Kids Say The Darndest Things

- ♦ A great quote as we approach the end of the holiday season. A 9 year old boy says to his twin brother during a conversation about believing in Santa "All I know is that when you stop believing in Santa you start getting all clothes for your Christmas presents!"
- ♦ A daughter's prayer "Lord thank you for family and for all the blessings you've given us. Thank you for my mom and dad, my brother and my sister and for all these many stuffed animals who may or may not come alive at night! Amen"
- ♦ I believe you should live each day as if it is your last, which is why I don't have any clean laundry because, come on, who wants to wash clothes on the last day of their life? Age 15
- ♦ Often, when I am reading a good book, I stop and thank my teacher. That is, I used to, until she got an unlisted number. Age 15
- ♦ As you make your way through this hectic world of ours, set aside a few minutes each day. At the end of the year, you'll have a couple of days saved up. Age 7
- ♦ When I go to heaven, I want to see my grandpa again. But he better have lost the nose hair and the old-man smell. Age 5
- ♦ It would be terrible if the Red Cross Bloodmobile got into an accident. No, wait. That would be good because if anyone needed it, the blood would be right there. Age 5
- ♦ Think of the biggest number you can. Now add five. Then, imagine if you had that many Twinkies. Wow, that's five more than the biggest number you could come up with! Age 6

GET WELL WISHES WERE SENT TO THE

FOLLOWING MEMBERS:

Mark Allen - Xcel Energy
Randy Breeggemann - MN Valley Electric
Marvin Dinville - Xcel Energy
Tom Goebel - Xcel Energy
Randy McLean - Agralite Coop
John O'Brien - Xcel Energy
Paul Silseth - Xcel Energy
Nathaniel Trisco - Xcel Energy
Dean Walter - Redwood Electric
Lewis Wesenberg - Xcel Energy
Barry Williams - Great River Energy



IN MEMORIAM

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

William Baird - Retired LU 160/ NSP - Died 2/26/15

Thomas Vanderlinde - Retired Mo Valley - Died 2/20/15

Ronald Wickstrom - Retired Mo Valley - Died 3/2/15



CONGRATULATIONS TO THE FOLLOWING MEMBERS ON THEIR RETIREMENT.

Philip Felleson - City of Redwood Falls

Arthur Gilliland - Wright Tree

Helen Goebel - Xcel Energy

Parley Hanson - Xcel Energy

Timothy Johanix - Xcel Energy

David Murphy - Xcel Energy

Richard Paso - Xcel Energy

George Reed - Mo Valley

Robert Smith - Wright Hennepin

William Soreneson - Mo Valley

David Woodley - Xcel Energy

