

General Membership Meetings

Our Next Union Meetings Will Be Held:

- Minneapolis:** August 4 & September 1, 2016
6:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane
- Becker:** August 18 & September 15, 2016
6:30 p.m. - 12423 Pine St
Becker Union Hall
- Mo Valley:** August 30, 2016 - 7:30 p.m.
St. Anthony - Union Hall
September 16, 2016- 7:30 p.m.
Grand Rapids Union Hall
300 SE 17th St, Grand Rapids
- Great River :** August 11 & September 8, 2016
6:00 p.m. - 12423 Pine St
Becker Union Hall



Local 160 Phone Ext.

- | | |
|-------------------|-------------------|
| Stacy - Ext. 102 | Jenny - Ext. 101 |
| Kurt - Ext. 105 | Rose - Ext. 103 |
| Charlie- Ext. 108 | Shari - Ext. 104 |
| Bob - Ext. 109 | Tom C. - Ext. 106 |
| | Dan - Ext. 205 |
| | Jon - Ext. 125 |

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

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Kurt Z. - (763) 262-1189
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From the Editor

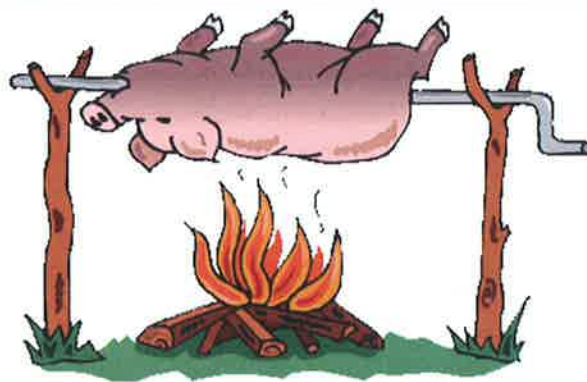
Rose M Eiden

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.

Retirement Club

The Local Union 160 Retirement Club would like to welcome new member Paul Seawell.

The next meeting is not until October. Watch for your postcards for the Pig Roast and October's meeting.



IMPORTANT DATE CHANGE

2016's 33rd Annual Pig Roast date has changed due to the International Convention being held the week of September 19, 2016.

So please mark your calendars: September 29, 2016 will be Local Union 160's Annual Pig Roast.

Time: 11:00 a.m. to 8:00 p.m.

Where: 2909 Anthony Lane
St. Anthony, MN 55418

LASTING EFFECTS

A father wanted to teach his ill-tempered son a lesson. So he told him to drive a nail into their old fence every time he felt angry. The boy banged a lot of nails into that fence, gradually learning to control his temper.

Then, the father told his son to pull out one nail for each time he held his anger in check. Soon, the boy proudly showed his father the "nailless" fence.

"You've done well, Son," agreed his father. "But look—the damage is still there. Always remember that you actions have consequences. Learn to think before you physically or emotionally lash out.

Adapted from the Afterhours website

A Word or Two From Your Business Manager/Financial Secretary

Sisters and Brothers,

By the time you read this we will have celebrated the 240th birthday of this great country, enjoying the freedom and at times taking this for granted. We shall never forget as Billy Rae Cyrus sings in his 1992 release "Some Gave All". Take this opportunity to thank a Veteran whenever given the chance. Hopefully, you all had a pleasant, enjoyable, with no uneventful experiences during the long 4th of July weekend.

Regarding the proposal on the table for Xcel Energy employees under this agreement, explanation meetings were held on June 30th at the St. Anthony Union Hall at 9:00 a.m. and 6:00 p.m. Meetings are also scheduled for July 11th at the Union Hall in Becker at 9:00 a.m. and 6:00 p.m. Please vote and drop the ballot back in the mail when received; then you will be assured your vote will be counted. Ballots will be counted on July 28th at the St. Anthony Union Hall.

Business Representative Kurt Zimmerman has recently concluded the first contract negotiations for the newly organized Quality Control Inspectors with Monticello Nuclear Generating Plant, Xcel Energy, which was unanimously accepted by the group. Congratulations!

I am happy to report Business Manager Brother Bob Boogren is back in the office getting back his strength soon to be up to full speed.

For all our Sisters and Brothers working under the Missouri Valley Labor Agreement, have health care provided by Blue Cross/Blue Shield of Illinois. Blue Cross/Blue Shield of Minnesota has announced coverage plan changes but as the name implies, this has no effect on your health care coverage.

Last item I wanted to share, we have already lost more than 6 minutes of day light since June 21st. Take the time to enjoy the long days of summer; drive safe, work safe and play safe!

Fraternally and Solidarity,

Daniel J. Kieffer
Assistant Business Manager

Roy knocked on his supervisor's door. "Boss, I need tomorrow off. My wife wants to clean the whole house, and she needs me to move the furniture and rearrange things and climb the ladder to reach the high spots—"

"Forget it, Roy," the boss said. "We're shorthanded as it is. I can't let you go tomorrow."

Roy nodded. "Thanks, boss. I knew I could count on you."

A banker and a friend were out sailing in the friend's boat when a sudden swell flipped the banker overboard. The friend grabbed a life preserver and got ready to throw it to the banker if he needed it.

"Can you float alone?" cried the friend.

"Yes," said the banker, "But this is a heck of time to talk business!"



URA UNION
RETIREMENT
ALLIANCE
HELPING MEMBERS RETIRE WITH CONFIDENCE




**COMO PARK
ZOO & CONSERVATORY**



IBEW 160 MEMBERS

YOU'RE INVITED

Mark Reichow of Union Retirement Alliance
Invites you to an Appreciation BBQ Picnic

When: Saturday, July 23, 2016

Time: 11:30am – 1:30pm

**Where: Como Park Pavilion – South
(Attached to Como Zoo)
1199 Midway Parkway
St. Paul, MN 55108**

Fun for the whole family! Bring your spouse, children and grandchildren and join us for good food, games and prizes. Come when you can, and leave when you need to!

Mark Reichow, from Union Retirement Alliance, is making a donation to the Como Zoo on your behalf, so come for the food and feel free to stay and visit the zoo!

**RSVP by July 20, 2015 via email to Mark at mark.reichow@lpl.com, or call 952-683-9100.
Please leave your name, phone number and how many people will be attending.**

LOCAL UNION 160'S SCHOLARSHIP WINNERS AND ALTERNATES

David C. Ring College/University

Winners: Cassandra Hamm
Lyndon Hills

Alternates: Brady Peterson
Louis Meysenbourg

David C. Ring Vocational, Technical or Trade School

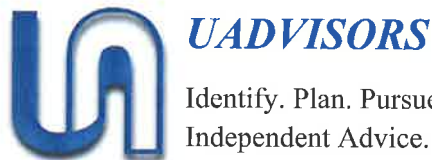
Winners: Austin Berstein
Jenna Vadnais

Alternates: Bryce Polson
Marshall Shoepfoerster

Amy O'Sullivan Ongoing College/University

Winners: Matthew Boogren
Eli Bettin
Savannah Bettin
Mitchell Boogren

Alternates: Brianna Curtis
Tanner Beck



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- Step 1: Go to www.uadvisors.com
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- Step 3: Select "Get Started"
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- Step 5: Answer the questions and submit!

Once completed, we will be in touch to review the results with you.



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Office: (651) 447-2235

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Allina Nurses Go All In

Sometimes solidarity comes shaped like a popsicle. That's what one nursing assistant, on her way in for the evening shift at United Hospital in St. Paul, delivered to nurses picketing in blazing 95-degree heat.

Five thousand members of the Minnesota Nurses (MNA) walked out June 19, kicking off a weeklong strike at five Allina hospitals in the Twin Cities. The immediate sticking point is health insurance, but this is also a showdown over nurses' power on the job, as Allina pushes to hand over staffing decisions to a robot.

The company's unwillingness to budge an inch "leads me to believe they really are trying to get rid of the union," said 30-year nurse Gail Olson, a bargaining team member. "For patient safety sometimes we slow things down. They don't want to tolerate it anymore."

"If we don't stare Allina down, all these things we have right now will be gone," said post-anesthesia nurse Theresa Swehla. "If we give in on insurance, they have no incentive to bargain with us on any other issue."

It's the biggest of four late-June strikes by National Nurses United affiliates, totaling nearly 10,000 nurses. Nurses are walking out at Kaiser's Los Angeles Medical Center, Brigham and Women's Hospital in Boston, and Watsonville Community Hospital in California.

The strikes vary in demands and length, but syncing them up maximizes the impact by squeezing the supply of scabs. Hospitals pay through the nose to fly in replacement nurses from around the country and put them up in hotels. Allina offered \$400 travel bonuses, to boot.

NEIGHBORS CHIP IN

Despite the heat—and Father's Day—Twin Cities nurses reported a strong first-day turnout, with 600 walking the lines at the largest hospital, Abbott Northwestern. The bargaining team is asking everyone to picket at least as many hours as she or he would have worked this week.

The first morning, many showed up early to support the night nurses coming off their final shift. A nurse's last daily task is to give a "report" on each patient to the nurse who's taking over duty. Those working that night had the unsettling, sometimes emotional experience of handing their patients over to the care of scabs.

The security guards walked them out as a group—and they had to move their cars out of the hospital's parking before joining the picket lines. A church across the street from Unity Hospital is letting nurses park there, now that the Sunday rush is over.

Another sympathetic neighbor volunteered his shady yard, where the nurses have set up coolers of water, a barbecue, even a porta-potty.

"The generosity of this man is unbelievable," said Swehla. "But his wife was a patient at Unity—and because of the excellent care she received, he's more than happy to support the nurses."

Bargaining team member Katie Quarles, an intensive care nurse, spent 12 hours on the picket lines the first day. As the temperatures soared, picketers beat the heat with spray bottles and '90s pop music. Mercifully temperatures cooled the next day, and the picket line crowds grew.

"We're getting a lot of support," Swehla said. "People are driving by honking and waving. There must be some Teamster trucks, because every time a semi goes by..." She mimicked a double blast of the truck horn.

OASIS OF DECENCY

Minneapolis-St. Paul saw a giant nurses strike six years ago, when 12,000 nurses at 14 hospitals walked out for a day, defeating an attack on their pension. The hospitals ducked a rematch in 2013, agreeing to bargain over wages only.

Five out of six hospital chains did the same thing this year, and quickly reached three-year deals with raises of 2, 2, and 2 percent. So Allina nurses are out on their own. The upside is that their pension is safe—Allina can't force it open without the other chains' cooperation.

Continue on next page

But this time the company is after their health insurance. Over the years the nurses have sacrificed on other issues to maintain good health plan options, with zero deductibles and low or no co-pays.

Meanwhile the national trend is toward health plans where the deductibles and co-pays are getting so high, it's almost like not having insurance at all. That's the kind of plan Allina wants to push the nurses into, and the kind its service and tech employees already have—a "crappy corporate plan," as Quarles puts it.

Olson and Swehla both know co-workers on Allina's plans who've been hounded by bill collectors or come near to bankruptcy. "And that's with health insurance," Olson said. "It's disgraceful."

MNA has defended an oasis of decency. Olson's son, now 23, was diagnosed with diabetes at age 13. His routine medical supplies, which would rack up large bills on Allina's plan, cost her just \$11 co-pays. "It has kept my son out of the hospital, because of the care we've been able to give him with this plan," she says.

"Allina says it's unfair that only the nurses get better plans," Quarles said. "We said other employees could also move into these plans. They didn't go for that suggestion."

"It's not that we think we should have better than anyone else," Olson said. "We think everyone should have these kinds of plans. Actually I think we should have single payer. We should bargain over other things at the table, like patient safety, and leave this out of it."

STAFFING BY ROBOT

The strike is technically over alleged unfair labor practices, which gives the strikers legal protection against being permanently replaced. Nurses charge that the company is refusing to produce information about the health plans—and refusing to respond to the union's proposals on any other issue, including staffing, education, and workplace violence.

On staffing, the nurses have backed off their opening proposal for guaranteed nurse-to-patient ratios. They're still asking that the charge nurse (an experienced nurse who runs the unit, assigns patients, and acts as a resource for other nurses) not be assigned patients herself, and that each department and shift get a break nurse to relieve the others.

"There is a problem with nurses not getting their breaks," Olson said. "We now have a break room in almost every unit, because people don't feel comfortable leaving."

Allina wants nurse staffing determined by computer, based on patients' electronic records. The union objects to removing charge nurses' judgment from the staffing equation. Charge nurses consider factors not documented in a chart—family and psychosocial issues, the intensity of nursing required, the experience and skill of particular nurses.

Beside, Swehla points out, the computer data may be out of date. "Nurses do first and chart later, because it's more important to take care of the patient," she said. "The input into the computer about a patient's conditions may happen two hours after you've delivered the care. They're deciding staffing in real time with this program—but we're not charting in real time, because we don't have the time."

On workplace violence, the nurses' demand is modest they just want union representation on committees already created by state law.

But right now, Allina won't even talk about these issues. "They say they're unwilling to discuss anything with us at this point unless it involves transition of our MNA plans," Quarles said.

"To me that's not negotiating, it's bullying," Swehla said. "And they would never pull that crap, in my opinion, if we were men."

LOCAL 160 WELCOMES NEW MEMBERS

- | | |
|----------------------|------------------|
| Zachary Bechtold | Jeffrey Beck |
| Arnie Bona | Kody Calgaro |
| Cary Christensen | Michael Cook |
| Nicholas Czech | Daniel Daggit |
| Shane Dengerud | Timothy Dobson |
| Caleb Drentlaw | Trevor Dukowitz |
| Troy Fasching | Edward Frazier |
| Chad Gehling | Thomas Gleason |
| Cole Gould | Cameron Graber |
| Mitchell Grosz | Jacob Healy |
| Jeffrey Heidelberger | Travis Helm |
| Joshua Horstmann | Bethany Jarvis |
| Elijah Kaufhold | Garret Lenzen |
| Beau Maciej | Jason Maki |
| Joshua Malin | Thomas McKenzie |
| Paul Michalski | Steven Millerman |
| Jordan Mohs | Zachary Moriarty |
| Steven Newgard | Andrew Nowak |
| Todd Pickar | Matthew Quick |
| Samuel Rogers | James Schmidt |
| Dalton Stang | Matthew Steffl |
| Thomas Steinkopf | Michael Tesch |
| Matthew Townsend | Kurt Triemert |
| David Vandervort | Charles Wedde |
| Andrew Yotter | Cory Zapf |
| Branden Ziebarth | David Zimmerman |

Membership Count = 3117



CONGRATULATIONS TO THE FOLLOWING BROTHERS ON THEIR RETIREMENT.

- Mark Allen - Xcel Energy
- Kurt Anderson - Xcel Energy
- Randy Anderson - Xcel Energy
- David Booth - Xcel Energy
- Blaise Boser - Xcel Energy
- Gene Brehmer - Mo Valley
- Howard Brinkman - MN Valley Electric
- Al Cragoe - Xcel Energy
- James Ecklund - Great River Energy
- Patrick Flahave - Great River Energy
- Mark Haider - Xcel Energy
- Dave Kline - Xcel Energy
- Jim Lindenfelser - Mo Valley
- Mary Miller - Xcel Energy



GET WELL WISHES WERE SENT TO THE

FOLLOWING MEMBERS:



- Richard Anderson - Xcel Energy
- Richard Ferrell Jr - Mo Valley
- Darren Gifferson - Madelia Light & Power
- Gary Graf - Xcel Energy
- Jon Michels - IBEW Business Rep
- Dale Nygaard - Xcel Energy
- David Wehr - Xcel Energy

IN MEMORIAM

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

- John Diebold - Retired NSP - Died 6/24/16
- Warren Fagerlin - Retired Mo Valley - Died 6/17/16
- Clyde Henning - Retired NSP - Died 6/20/16
- Terry McMorrow - Retired Xcel Energy - Died 6/25/16



DISCOURAGEMENT, ENCOURAGEMENT, AND APPRECIATION

By Dr. Paul White

You plan, prepare, work hard, try your best, and still things don't turn out as you hoped. Unforeseen circumstances arise creating obstacles that thwart your progress. Life can be difficult, and in times like these it's easy to become discouraged.

When we feel this way we can get frustrated or angry and begin to lash out at the people near us; maybe we withdraw and stop communicating altogether. We might binge on ice cream, exercise, or turn to other vices, in an effort to feel better. But are these "coping" mechanisms effective?

Discouragement literally means, "without courage." When we are discouraged we lose that fighting edge to "go get 'em" and attack the challenges of the day. We lose heart, feel worn out, and question whether our goals are worth our time and effort.

The antidote for discouragement is encouragement and appreciation. Encouragement is coming alongside someone to "give them courage" to keep going and let them know that their efforts aren't in vain. Appreciation is the act of communicating, in a meaningful way, what you value about a person and their accomplishments. The focus of encouragement is the present and future. The emphasis of appreciation is for actions demonstrated in the past.

When you see someone is discouraged, tell them: "You are doing great, Jeanne! I am impressed with how much progress you've made on this project this week." Check in just to ask how they are doing. Find out if there is any way you can help them move forward on the task at hand. Surprise them with a cup of coffee or their favorite treat.

Your actions will make them feel appreciated in a way that will encourage them to persevere.