

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

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NEWSLETTER - 169TH EDITION

JULY/AUGUST 2014

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

IBEW Local 160's 31st Annual Pig Roast

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



Local 160 Phone Ext.

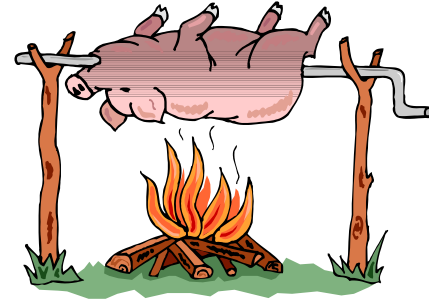
Kurt. - Ext. 105	Jenny - Ext. 101
Charlie- Ext. 108	Rose - Ext. 103
Bob - Ext. 109	Shari - Ext. 104
Jon - Ext. 125	Tom C. - Ext. 106
	Dan - Ext. 205
	Tom K. - Ext. 115
	Kevin - Ext. 126

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



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.



"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:

Pension Options, 401K Investments, Retirement Income Needs, and Social Security & Health Care.

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

Proudly Serving Brothers and Sisters of IBEW Local 160

www.uadvisors.com

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.

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

A Word or Two From Your Business Manager/Financial Secretary

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.

SCHOLARSHIP WINNERS & ALTERNATES

SCHOLARSHIP WINNERS & ALTERNATES

David C. Ring College/University

Student

Parent/160 Member

Winners

Tayler Schwalbe

James Schwalbe

John Anderson

Timothy Anderson

Alternates

Jamee Schoephoerster

Michael Schoephoerster

Amanda Temple

Jolene Temple

David C. Ring Vocational, Technical or Trade School

Winners

Gwendolyn Bauer

Wayne Bauer

Sara Sunde

David Sunde

Alternates

Shawn Strom

Joseph Diethelm

Jacob Nelson

Daniel Nelson

Amy O'Sullivan Ongoing College/University

Winners

Alexis Mollner

Kent Mollner

Lane Kloskowski

Matthew Kloskowski

Alternates

Sylvia Michels

Jon Michels

Mitchell Boogren

Robert Boogren

Amy O'Sullivan Ongoing Vocational, Technical, or Trade School

Winners

Paige Kloskowski

Matthew Kloskowski

Jennifer Zahler

Dean Zahler

Alternates

Matthew Boogren

Robert Boogren

Catherine James

Patricia James

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."

Continue on next page

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."

LOCAL 160 WELCOMES NEW MEMBERS

Brent Anderson	Chet Barnes
Noah Barton	Travis Bottelson
Eric Bramer	Charles Brandes
Jesse Bullis	Joseph Burton
Eric Chryst	Nicholas Clapp
Brian Cooley	Daniel Cooper
Mitchel Coopman	Lucas Davis
Blaine Eichstadt	Lamar Flowers
Nicholas Fobbe	Jason Fredensborg
Michael Garcia	Jeremy Hagedorn
Dillon Headington	Bruce Healy
Clayton Hills	Scott Holm
Jason Horton	Jeffrey Johnson
Kale Kenyon	Kevin Kloss
Matthew Koester	Jakob Kopecky
Garrett Koppelman	Derrick Krueger
James Kurosky	Kevin LaCourse
Charles Lane	Tyler Lugar
Michael Mahlum	Joshua Mensing
Chad Muehlbauer	Bryce Nelson
Joseph Noah	Chad O'Brien
Matthew Oeffling	Zachary Omdahl
David Paull	John Petros
Brian Pick	Mark Rassat
Daniel Reginek	Daniel Rehbine
Darek Rekstad	Shayne Rentz
Samuel Richert	Andrew Rollison
Austin Schnieders	Shefiu Shonibare
Benjamin Sillerud	Ramsey Simons
David Sonstebly	George Stout
Jeffrey Theisen	Jeffrey Trettil
Joel Urban	Arin Van Culin
Mitchell Volpi	Jon Walker
Joseph Wappel	Michael Westphal
Lily Whitney-Eliason	Scott Wick

Membership Count = 3104

GET WELL WISHES WERE SENT TO THE

FOLLOWING MEMBERS:

Anthony DeMuri - Mo Valley
John Frederick - Xcel Energy
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



IN MEMORIAM

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

CONGRATULATIONS TO THE FOLLOWING MEMBERS ON THEIR RETIREMENT.

Patrick Ayers - Xcel Energy
Brian Bartsch - Benco Electric
Hans Dubois - Great River Energy
Jeffrey Erickson - Xcel Energy
Charles Graves - East Central Energy
Robert Harren - Xcel Energy
Michael Neis - Xcel Energy
Daniel Schade - McLeod Cooperative
Thomas Wilcox - Xcel Energy

