

General Membership Meetings

THE RETIREES CLUB IS CANCELED UNTIL FURTHER NOTICE. PLEASE CHECK THE WEBSITE FOR ANY UPDATES

Our Next Union Meetings Will Be Held:

- Minneapolis:** December 2 & January 6, 2022
6:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane
- Becker:** December 16 & January 20, 2022
6:30 p.m. - 12423 Pine St
Becker Union Hall
- Mo Valley:** December 28, 2021 - 7:30 p.m.
St. Anthony - Union Hall
January 28, 2022 - 7:30 p.m.
Grand Rapids Union Hall
300 SE 17th St, Grand Rapids

Please Note: Due to Covid - Please make sure you check our website for meeting cancellations each month.

Reps Cell Phone #'s



Bob Boogren - (612) 308-5520
Kurt Zimmerman - (612) 991-0022
Eric Spielmann - (612) 799-3997
Mike Ringstad - (763) 355-7283
Nick Steckelberg - (612) 655-5210
Darrin Helget - (763) 276-8908
Justin Arbach - (763) 213-3536
Andy Kieffer - (612) 258-5833

Minneapolis Tel # (612) 781-3126

Minneapolis Fax # (612) 781-4225

Grand Rapids Phone Number

Tel. # (218) 326-0533

Fax # (218) 326-0534

Becker Office Numbers

Eric S.- (763) 262-1198

Kurt Z. - (763) 262-1189

Fax # (763) 262-1168

Website - www.ibew160.org

Email address - 160@ibew160.org

Facebook - [Ibewlocal160](https://www.facebook.com/Ibewlocal160)

Welcome Brothers and Sisters, new and old!

In 1891 we, the IBEW, were founded from humble beginnings through the union of ten linemen who were looking for a better way.

Knowing full well that many of them would not live to see old age so long as they stayed in the trade; they strove to build a union for the betterment of their brothers/sisters and their families.

While our founder's dreams were modest the fruit of their efforts is the safety, fairness and prosperity we all share in the workplace. We are united in the unswerving values that workers should have a seat at the table and a voice in their futures.

Together we are stronger!

Hello Brothers and Sisters,

I hope you all have been doing alright in the many months since the last newsletter went out. If you remember I asked the membership for some ideas for the newsletter and many of you came through. I received feedback to regularly showcase sportsman pictures, interviews with retirees about their post work hobbies and a question & answer section.

If anyone would wish to contribute to the newsletter with any of these suggestions give me a shout!

I hope you all have a great holiday season!

Thank you,

Andy Kieffer

Membership Development Coordinator

IBEW Local Union 160

adk@ibew160.org

From the Editor, Andrew D Kieffer

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.

Hall Closures

December 23/24 and 31

A Word or Two From Your Acting Business Manager/Financial Secretary

As I write my first letter as “Acting Business Manager” (Not official until Jan 1) I would like to say hello to all the brothers and sisters of Local 160 and introduce myself. I am Kurt Zimmerman, I’ve been a 160 member since 1988.

I would like to say thank you to Bob Boogren for all your years of service to this local and personally thank you for your support, guidance and most importantly the friendship you have shown me over the years. I wish nothing but the best for you and your family in your well deserved retirement. I know your grand kids will keep you busy. I’d also like to thank the executive board for it’s support and trust in appointing me to this new position. I know that there will continue to be many challenges ahead of us and I will continue to navigate the membership through them by keeping in mind what is best for the membership in my decision making.

If you have not heard, Bob isn’t the only person at the hall to be moving to the next faze of life. Tom and Rose have also recently retired. The membership is lucky to have such dedicated people working on their behalf. Thank you for everything and have fun in retirement!

In closing, this letter will find you sometime around the holidays. I would like to wish everyone a Happy Thanksgiving, Merry Christmas and Happy New Year! Continue to work safe, watch out for each other and continue to help each other out.

I will continue to keep the “open door” policy here at the hall. If you ever have any questions please don’t hesitate to reach out to me, Office– 612-781-3126/Cell 612-991-0022.

In Solidarity,

Kurt W. Zimmerman

A Message From Your President

Dearest Members,

The Code of Excellence, that’s my topic this month. As we finished up the summer and look back at the past 18 months, the amount of primary electrical contacts is alarming me. To my knowledge our local has had 2 contacts in the past 6 months and followed by 2 more with the other IBEW locals in the state. Again, that’s just what I can recollect as I write this. A primary electrical contact is a very serious event that not only effects the member that’s involved but the coworkers and his/her family for a lifetime. I’m not going to Monday morning quarter back any of these events due to the fact that I was not at any of them, nor do I have all the facts.

The Code of Excellence was created by the IBEW to work in conjunction with our employers. It only works when both parties come to the table and decide to work harmoniously with each other in a trusting fashion. Would it not be easier to know that we’re all based off the principals of working of safely and productively?

This really hit home as I was sitting at the utility conference in Detroit a couple of years ago. A DTE (Detroit Edison) Vice President spoke to the group about how they believed their safety program was top notch and heading in the right direction. What happened next was a primary electrical contact which resulted in a fatality that opened DTE’s eyes, they knew they needed to do something different. DTE reached out to IBEW Local Union 17 for help and so began their journey together in adopting the Code of Excellence. The DTE Vice President admitted that the journey, though rough at times, was one of the best decisions they have made.

The Code of Excellence is food for thought as we move forth. Personally, I’ve been through the training as an E-Board member and wonder why we don’t adopt this ourselves, with the other IBEW Locals in the Xcel footprint. Everyone on the same page, striving for the same goals, together.

I will close with this. The eyes and ears of the Local are its members. If you see or hear something that just doesn’t seem right, contact your area steward or your Business Agent. Without the membership’s participation in the field, the business office is blind.

Be proactive! The voice of the membership needs to be heard for the local to be healthy!

In Solidarity,

Kevin Kaeter

CODE OF EXCELLENCE **IBEW**

The Code of Excellence is a program designed to bring out the best in our construction members and demonstrate to our customers that IBEW members:

- **Perform the highest quality and quantity of work**
- **Utilize their skills and abilities to the maximum**
- **Exercise safe and productive work practices**

The Code of Excellence is not only about an IBEW job built right the first time, on schedule and under budget; it is also about pride in IBEW membership and craftsmanship and leaving a lasting impression of quality workmanship with the customer... thus, prompting him to again employ the IBEW on future projects. The Code of Excellence program is also a means to build and project positive attitudes about who we are and the work we do... on and off the job.

Local Union training with respect to the Code of Excellence program may be facilitated by an International Representative but, regardless of delivery method or by whom, the Code of Excellence program training is to convey a strong message that IBEW construction members will:

Come to work on time, fit for duty and ready to work.

Obey recognized customer and employer rules.

Demonstrate zero tolerance for alcohol and substance abuse.

Exercise proper safety, health and sanitation practices.

Own up to '8 for 8' and be on the job unless otherwise allowed or authorized to leave.

Follow safe, reasonable and legitimate management directives.

Encourage respect for the customer's rights and property, as well as for others on the job.

Exercise the skills and abilities of the trade.

Care for tools and equipment provided by the employer.

Eliminate waste and other forms of property destruction, including graffiti.

Limit lunch and break times to allocated periods; adhere to established start and quit times.

Leave inappropriate behavior to those of lesser knowledge.

Employ the proper tools for the job and maintain personal tool responsibilities.

Not solicit funds or sell merchandise without the Business Manager's approval.

Curtail idle time or pursuit of personal business during work hours, including cell phone use.

Expel job disruptions and refuse to engage in slowdowns or activities designed to extend the job or create overtime or any other conduct that cast the IBEW in a bad light.

As with Stewards, IBEW members employed in management/supervision must have knowledge of the Code of Excellence program principles, its relationship to IBEW organizing and overall membership responsibilities to the Brotherhood. Yet, more importantly, members in these roles need to know how effectively managing their jobs will be a corresponding obligation to the Code of Excellence program. IBEW 'rank and file' members honoring the Code of Excellence program will rightfully have similar expectations of Brothers and Sisters in management/supervision, with these being in the areas of:

- Management responsibilities to the collective bargaining agreement.
- Total acceptance of supervisory positions and related responsibilities.
- Communication and cooperation with the job Steward.
- Employee encouragement but, if necessary, fair and consistent discipline,
- Job safety, health and sanitation needs or requirements.
- Ample job layout/directions to minimize down time and maximize employee productivity.
- Availability and timely delivery of necessary materials.
- Proper number and type of tools and equipment to ensure job progress.
- Maintenance and upkeep of tools and equipment.
- Storage and protection of employer and employee tools and equipment.
- Employ adequate number of employees to perform efficiently or, conversely, limit number of employees to the work at hand.



A Message From An Executive Board Member

Hello Brothers and Sisters,

I want to thank you for your support in electing me to the E-board. It can sometimes be challenging but at the end of the day we do what's best for Local 160 and I am proud to be a part of our Union. When our board meets (once a month), we often need to make decisions through discussion of policies and past procedures. Instead of sitting back, get involved and help your union. If you have a problem, help come up with a solution, this is your union.

We have great wages, good benefits and good retirement. UNION FOLKS before us fought hard to get all this. If we are going to fight for better wages and benefits we need to get involved to make our union stronger. We have a lot of new members that need an education about their union, be a mentor to them. If you want to make a positive impact, volunteer to be a steward. A steward's job is to make sure that if the contract is violated, an employer is challenged and there is an attempt to resolve the problem. If the manager won't work with you a BA is brought in to help. The grievance process can take a long time but its important that we use this procedure to protect our Brothers/Sisters.

Have a safe month and be your brother's keeper!

You are the union, you have a voice, speak up!

In solidarity,

Scott E Knight

Organizing Report

Hello Everyone,

As most of you have probably heard, our country has recently become a hotbed of long awaited union activity. Workers around the country have been organizing, going on strike and speaking up for raises at rates that our nation has not witnessed in more than a generation. Approximately 68% of Americans hold a favorable view of labor unions and many are willing to get involved to improve their workplaces.

Our union's founding fathers understood that the only way our organization would thrive is to spread our message and educate others in what the IBEW has to offer. We all need to do our part to get this message out!

Lately we have had several active organizing campaigns in full swing. In the end of September we filed for a union election for the Control Room Supervisors at the Monticello Nuclear Plant, I wish I could report the results of their election but the company decided to contest the group meaning we had to bring it to a hearing. We hope to receive a favorable decision soon!

We have also been meeting with a couple of other groups and I hope I can announce their elections in the next newsletter.

I hope you all find time to enjoy the coming holidays with your friends and families!

In Solidarity,

Andy Kieffer

2021 International Lineman's Rodeo



USA's 11th Annual Roofers Twin Cities Sporting Clays Shoot



Happy Retirement Bob, Dan, Tom and Rose!



A Minute with Marty

- I lost my new job at the bank, a customer asked me to check his balance, so I pushed him over.
- I had a pencil with two erasers, it was pointless.
- Never trust atoms, they make up everything.
- I used to think I was indecisive but now I'm not sure.
- "Kindness is the language which the deaf can hear and the blind can see" – Mark Twain

Respectfully Submitted,

Marty Carey

Have you been struggling with mental illness, drug or alcohol use? Its important that you reach out for professional guidance to get through difficult times.

Don't go through this alone!

Greater MN Intergroup Alcoholics Anonymous	952-922-0880
Employee Assistance Program (Xcel Energy)	866-248-4096
Member Assistance Program (Mo Valley Unit)	800-332-2191
National Suicide Hotline	800-273-8255

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Jeff Kolodjski, AIF®
Office: (651) 447-2235
Email: jkolodjski@northpointadvisorgroup.com
Website: northpointadvisorgroup.com



Proudly working with IBEW Members for over 10 years.

**The August 2020 GATT Rate will be used for
2021 retirees.**

Start your planning NOW!

As of 2014, the GATT rate calculations changed from November rates to August rates. This may bring up the following questions to address regarding pension and retirement planning:

- **What is the new GATT rate?**
- **How does this interest rate affect my Pension Benefits?**
- **Is this the right year for me to retire?**
- **How do I plan for my retirement?**

Reach out to our office to discuss how this could effect you individually.

Securities offered through LPL Financial, Member FINRA/SIPC. Investment advice offered through Great Valley Advisor Group, a registered investment advisor. IBEW 160, Great Valley Advisor Group, North Point Advisor Group and LPL Financial are separate entities.

IBEW Local Union 160 does not endorse any specific financial advisor

LOCAL 160 WELCOMES NEW MEMBERS

Abdiaziz Abdinasir	Robert Gray	Joshua Peters
Robert Aguirre	Jacob Groehler	Dalton Peterson
Jacob Anderson	Alexander Gruber	Justin Potter
Trent Anderson	Brock Gullickson	Uriah Reed
Mathew Andrist	Zachary Hauer	Jorden Reeves
Sabastian Arroyo	Nicholas Haugen	Luke Richards
Brandon Bargrain	Sharlai Hendrickson	Brett Richison
Nathan Barry	Alfredo Herrera Rios	Nickolas Risberg
Damon Bates	Liam Higgins	Elisa Roe
Cory Belisle	Dustin Hjelmer	Nicholas Roussopoulos
Shawn Bengston	Joshua Honer	Jake Sable
Sean Blackowiak	Adrian Hotzler	Gerardo Salcido
Daniel Broberg	Alexander Huddock	Jamie Sathre
Bodie Brown	Austin Hudnall	Kellie Schaapveld
Sean Campbell	Blake Huwe	Greg Schiller
Dawson Caroon	Howard Immel	Andrew Schmelzle
John Cerero	Mollie Johnson	Thomas Schulz
Blake Clark	Dennis Joiner	Steven Schwab
Randy Constantino	Gavin Jordan	Brett Sether
Jacob Cortese	Theresa Klassen	Evann Sether
Marvin Creel	Drew Koontz	Burke Sexton
Kit Culver	Kate Kuechenmeister	Matthew Simon
Riley Cuscaden	Nicole Kuhlman	Casey Smith
Ashley Czech	Austin Lapoint	Nicole Smith
Kelli Daly	Dakota Larimer	Christopher Sommerfield
Chance Davies	Cole Larson	Cody St. Cyr
Darren Debaere	Miles Lee	Raine Stade
Joseph Delapena	Joseph Linder	Nathan Stadler
Mason Devine	Jesus Lopez	Trever Stockton
Joshua Dobbs	Jose Lopez Osorio	Gary Stommes
Steven Dobbs	Brandon Lundgren	Jesus Tapiz
Steven Dobbs	Brandon Magnus	Joshua Thompson
Matthew Dolejs	Justin McDonough	Matthew Thompson
Garett Eggersdorfer	Keifer Mcgee	Mitchel Thompson
Ethan Erickson	Joseph Mckernon	Mason Van Gerpen
Lucas Evans	Darrien Meixell	Harold Virchow
Robert Ewer-Gurtz	Zayne Mesck	Jacob Walderon
Beau Flandrick	Joseph O'Connell	Travis Warriner Towers
Johnathan Forsberg	Cade Olsen	Tanner Whitesel
James Forstner	Nicholas Olsen	Parker Wiessinger
Dustin Gadiant	Craig Olson	Zachary Wilkinson
Kevyn Glem	Asa Overton	Zachary Young

Membership Count = 3262



GET WELL WISHES WERE SENT TO THE FOLLOWING MEMBERS

- Bruce Carlson - North Itasca Electric
- Daniel Coughlin - Great River Energy
- Kevin Rieland - Xcel Monticello Nuclear
- David Larson - East Central Energy
- David Sarvie - Xcel St. Cloud Gas
- Max Nelson - Xcel Energy
- Alex Nygaard - Xcel Energy
- Wendy O'Neil - Xcel Collectors
- Kevin Kloss - Xcel Sherco
- Greg Rosnow - Xcel Monticello Nuclear
- Jeffrey Leukuma - Xcel Energy
- Brian Soltis - Xcel Sherco
- Russel Stang - Xcel Sherco

IN MEMORIAN

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

- Eric E. Bergren - Active Xcel Energy - Died 8/21/21
- Robert Burton - Retired NSP - Died 9/12/21
- Eric Haukendahl - Active Mo Valley - Died 8/22/21
- Craig King - Retired Mo Valley - Died 8/31/21
- James Micheln - Retired Mo Valley - Died 12/12/20
- Terry Pedersen - Retired Xcel Energy - Died 8/12/21
- Joe Prihoda - Retired Mo Valley - Died 10/8/21

CONGRATULATIONS TO THE FOLLOWING BROTHERS & SISTERS ON THEIR RETIREMENT.

- Donald Baird - Mo Valley
- Barbara Bourgeois - Connexus
- William Coleman - Mo Valley
- Patrick Eliason - Mo Valley
- David Fitzgerald - Xcel Energy
- Matthew Goenner - Xcel Energy
- John Hindy - Mo Valley
- Gary Hughley - Xcel Energy
- Patricia James - Agralite
- Eileen Karna - Xcel Energy
- Daniel Kieffer - IBEW Local Union 160 Business Rep.
- Scott Kiekow - Connexus
- Michael Kunz - Xcel Energy
- James Larson - Mo Valley
- Bradley Loun - Mo Valley
- Patrick McMullen - Xcel Energy
- Thomas Michel - Minnesota Valley
- Marvin Mickelson - Great River Energy
- Karl Nordberg - Wright-Hennepin
- Daniel Olson - Connexus
- Karl Petersen - Xcel Energy
- James Rhodes - Xcel Energy
- Daniel Rice - Xcel Energy
- Guy Rogers - Xcel Energy
- Harlan Rose - Xcel Energy
- Robert Ryti - Xcel Energy
- Theron Schmiginske - Xcel Energy
- Thomas Schneider - Xcel Energy
- David Senger - Mo Valley
- Scott Skalicky - Asplundh
- Robert Steckelberg - Xcel Energy
- Roger Steiner - Xcel Energy
- Christopher Streit - Xcel Energy
- Kenneth Weber - Xcel Energy



Happy Holidays