Brothers and Sisters,

The Grand Opening of our new facility on October 10 was impressive. The weather was beautiful, the food was delicious, but most importantly, we had a great turnout.

The speakers included: Dane County Executive Joe Parisi; International Vice-President David Ruhmkorff; Carol Johnson; Master of Ceremonies, Doyle; Congressman Mark Pocan; Work-Based Learning Coordinator for Madison Schools, Sherrie Stuessy (in photo, L to R). Thanks to Dan McGrath, the audio sounded great.

Thank you to all of the instructors and volunteers who were on hand to welcome and guide the guests. Bill Clingan, from WRTP Big Step shared information with potential applicants, as did Mike Wagner from the Apprenticeship office.

To the office team: Sue Blue, Jeff Crocker, Lisa Goodman, Casey Healy, and Kara Menzel; thank you for the countless hours of preparation and late nights, to meet the deadline. Thanks also to the many members who helped organize, scrub and polish the building, and set up the lab areas: Kevin Bracken, John Carlson, Roger Handler, Cameron Knuteson, Tom Rowley, Kevin Waggoner and Dan Walker. A special thanks to our President, Tom Lemens, who took the lead on organizing and completing countless last-minute tasks. We couldn’t have done it without the help of these dedicated people.

Owning this building results in a $36,000 per year savings. It is an asset and resource that will serve us well. When members come by and tour the building, they are proud. This facility reflects our commitment to being well-educated, skilled professionals.

Office operations continue to support and advocate for our members. We will continue to grow and strengthen our relationships and community partnerships. We also want to ensure that elected officials and the general public understand how trade unions work, see the value of organized labor, and the good we do in our communities. With better understanding of one another, we can work together more effectively to advance labor-friendly policies.

Our organization has many parts (members, contractors, apprenticeship office, IBEW International Office (the IO), and NECA). With so many partners, it takes a
great effort to unite all toward a common purpose. At times, it is tempting to give up, but completing large projects and implementing new initiatives takes time, collaboration, and hard work. I hope you accept this invitation to become involved.

At press time, I received a call from the District OSHA office, asking if we could teach electrical safety classes for some of their agents – an exciting development. Our potential is great. Let’s keep working to be the best we can be. Thank you for the opportunity to serve you.

In solidarity,
Robert Doyle
rpdoyle@ibew159.org

Referral Agent’s Report

Calls continue, slowly. Epic may be hiring more by the end of the year.

Thank you to all of the volunteers who helped make sure the Grand Opening went smoothly. The event was well-attended, and everyone enjoyed themselves.

The Judge Doyle Square project was approved. But at press time, it was being reviewed by the city, due in part to Exact Sciences stock plummeting shortly after the project was approved. Thanks, Tom Lemens, for attending the September 29 City Council meeting. CWA and PLA documents are being finalized.

The Madison Schools projects are moving forward. Miron has Midvale and Hawthorn Schools; Scherrer Construction has Hamilton and Van Hise Schools. These jobs have gone nearly 100% union.

This year’s Sixth District Conference – including the Women’s and RENEW Conferences – were the best I’ve ever attended; very strong presentations. Our new national president, Lonnie Stephenson, spoke well. He is very open to positive changes for the IBEW. He gave a strong pitch for the new Veterans Initiative.

Thank you to the dedicated crew that has spent months on the Fantasy in Lights displays: John Zwettler, Jim Virnig, Tom Tomlinson, Elmer Racek, Bill Holler and Tom Corcoran. It’s not the same this year without Denny Wieczorek. And thanks again to ironworker Ed Smith for all the great displays. Thank you, Astrit Buzi, for help with early HFIL prep, and getting the labs and classrooms ready for the first classes. We appreciate everyone sharing their time for the greater good.

There will be a lot of new sights at HFIL this year. Set-up begins at Olin Park on Wednesday, November 4, at 7:30 am. We’ll need at least 6-8 volunteers per day. Call me, or just show up. Dress for the weather. Please bring basic hand tools. Lunch will be provided. This year, the Lights-On Celebration will be on a Saturday; November 14, at 6:00 pm. This is a great family event. As the lights go on, runners will leave the starting line of the new Fantasy 5k Run, and pass through a lighted maze. For anybody who beats Business Manager Robert Doyle in the run, he will donate $5 per person to a local charity. The Firefighters, Local 311, have upped the ante: anyone who runs a faster 5k than their ringer will also prompt a charitable donation. At 6:30 pm, hot cocoa will be served in the shelter. After 7:00 pm, cars will be permitted to drive through the display area.

We were all here to greet 30 new faces at the New Member Orientation. There was a lot of enthusiasm in the room. Welcome to all the new members, we wish you a safe, productive career in Local 159. If you have not been sworn in yet, bring your (current) yellow union card/dues receipt to the next union meeting.

If you’re looking for work in Local 159, there are two ways to find out about jobs: 1) Go online and bid; 2) Call the Job Line at (608) 255-0169.
Apprentices and CWs/CEs: if you get laid off, contact the office immediately so we can get you back to work. Also, if you need help with anything, anytime, let us know. Whether it’s a “how-to” question, or a question or concern about work or school, contact the office. We can help. In brotherhood,  
Jeff Crocker  
jcrocker@ibew159.org

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Membership Development  
Organizer’s Report  
Mary Volkman, Casey Healy, Rep. Chris Taylor  
October was a busy month in Local 159. We put a lot of work into painting and cleaning, getting product on the walls, and stations set up for classes in the hands-on labs. Everything looked great for the open house. Thank you to everyone that helped with these projects. Without your help, this would not have been a great success.

I would like to thank Lisa Goodman and Ellicia Pluemer for helping out with the Dane County Job Center career fair that was held at the Alliant Energy Center. It’s a great event to talk with individuals, and explain what IBEW Local 159 has to offer. It’s also an excellent way to promote what the union stands for, Brotherhood & Sisterhood, good paying jobs, great benefits, education, training, certifications, and more.

I just coordinated a state organizers blitz in our Local. What that involves is all the organizers from Locals 14, 388, 158, 577, 159, 890, 494, 430, 127, 2150, 953, and the Wisconsin State Organizer Coordinator, get a packet with a pre-planned route, and addresses of non-union electricians and business owners. We stop by the address and talk with the individual or owner, and explain the benefits of becoming an IBEW member. In a one-day event, we visited over 240 addresses, and had a lot of productive conversations. It’s a great day when people come together to educate others about the good that unions bring.

It’s about building relationships with trust and honesty.  
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Outreach & Communications Report  
Casey Healy  
chealy@ibew159.org  
The Grand Opening was wonderful, because so many contributed in so many ways. Thank you everyone! It was a pleasure to meet Local 159 members and spouses, friends, elected officials, and staff from other Locals; and to listen to all of the stories and ideas.

Periodically, we send out email blasts, containing time-sensitive information. For example, if a member passes away, notice goes out directly so members can attend the funeral. Thanks for being aware of these emails. Please help by sharing them at work; not everyone receives email. Let us know the best way to keep you in the loop, to serve you better. If your contact information changes, please tell the office.

We recently hosted a dozen area high school students who are learning more about the trades through a class based at McFarland High School. We look forward to working with them again. Next on our student outreach calendar: November 11, the School Makes a Difference program,
sponsored by the Madison Schools. Want to tell students about your career journey? Contact me. (December and January dates, too.)

Just when it seems as though Wisconsin’s political scene could not get crazier, something else happens. Whether it’s restructuring (dismantling) the nonpartisan Government Accountability Board, or Scott Walker signing legislation to do away with John Doe investigations, it’s like watching a train wreck. We’ll be taking a closer look in future newsletters, and thinking ahead to the spring elections on April 5. With Voter ID now in place, this is a good time to be sure everything is in order for you to vote. Have an elderly relative or friend who no longer holds a driver’s license? Perhaps you can help them get a valid ID, or find other solutions, such as “indefinitely confined” voter status, etc. Find more information at bringit.wi.gov. Have you moved recently? Are you registered to vote at your new address? Your city or town clerk’s office is a good resource. Do you know if you are registered to vote? Find out at myvote.wi.gov. Other helpful resources include gab.wi.gov; and sites like conservationvoters.org/elections/voter-resources and lwvwi.org; wisafclio.org.

Solidarity,
Lisa Goodman
LGoodman@ibew159.org

Bookkeeper’s Corner

For month ending Sept. 30, 2015:
General Fund Accounts: $1,739,082.90
Total Assets: $2,582,734.16

For month ending Sept. 30, 2014:
General Fund Accounts: $2,032,502.78
Total Assets: $2,111,869.60

The last couple months have been a whirlwind in my realm, which is why I did not have a report in last month’s newsletter; my apologies. This month we have quite a bit to explore.

First, our Annual External Audit is complete; which means Fiscal Year ending June 30, 2015 Financial Statements are available to review in the office. There were no significant findings from the audit – no material weaknesses – and only one opportunity for improvement: to Improve Controls over Cash Receipts. Leadership, in cooperation with the Executive Board, will write a policy that addresses this control. In addition to this policy, our Executive Board will be drafting a policy addressing missing credit card receipts.

Second, our Form LM-2 was reviewed by Treasurer Greg Storkson and President Tom Lemens, and submitted before the September 15 deadline. This Form is a public disclosure, and can be reviewed online or in the office.

The last filing deadline we face, for Fiscal Year ending June 30, 2015; is our Tax Return, Form 990, being due on November 15. We are working with Wegner to prepare this, and should be reviewing the Draft 990 soon. Once filed, our 990 is also available as a public disclosure and can be reviewed in the office.

As we approach January 1, the half-way point for our fiscal year, we will seize this opportunity to thoroughly review our budget and plans for the last half of the fiscal year. We will use our findings to assess whether any adjustments are needed for Jan – June 2016. A revised budget will be presented at the January membership meeting.

ICYMI (in case you missed it): At the October membership meeting, information was presented about the “real” cost of the building; along with supporting documentation. Here are the highlights:

1. Building purchase price: $540,380.00
   a. Less credits for taxes through purchase date ($10,557.60)
   b. REAL purchase price: $529,822.40 (cashier’s check & earnest money from General Fund)
2. Training Center remodel: $203,200
3. IBEW outdoor sign: $15,441.36
4. Landscaping: $2,874.88 (one time cleanup cost)
5. Construction Expenses: $26,620.62
   a. Moving expenses, interior painting, and related expenses, to prepare the office space. Expenses to make building ready for Administrative Offices
   b. Not all of these costs were capitalized, some were straight expenses (capitalizing an expense – like the remodel, the sign, and certain office equipment, etc. – is the recording of the cost on the balance sheet as a fixed asset versus on the income statement as an immediate expense. When capitalizing, the whole amount is recorded in the proper fixed asset account, while a calculated amount of depreciation is recorded at the end of each fiscal year of that item’s “useful life”. This depreciation is then expensed and recognized on the income statement at the end of each fiscal year.)
6. One-time expenses: $777,959.26, of which $782,776.77 are capitalized as assets (we record the purchase price as the asset [extra $10,557.60] which offset the construction expenses, which were not capitalized)

Here is a comparison of our expenses for Jan – Sept 2014, versus the same period for 2015:

<table>
<thead>
<tr>
<th></th>
<th>Jan - Sep 15</th>
<th>Jan - Sep 14</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reimbursement and Rebates</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LMCC Reimbursement</td>
<td>9,900.00</td>
<td>0.00</td>
</tr>
<tr>
<td>TOTAL Reimbursement and Rebates</td>
<td>9,900.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Expense</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Umbrella Insurance</td>
<td>904.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Liability Insurance</td>
<td>3,281.00</td>
<td>2,819.00</td>
</tr>
<tr>
<td>Total Insurance</td>
<td>4,185.00</td>
<td>2,819.00</td>
</tr>
<tr>
<td>Building Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real Estate Taxes</td>
<td>10,557.60</td>
<td>0.00</td>
</tr>
<tr>
<td>Gas Utility</td>
<td>2,537.16</td>
<td>0.00</td>
</tr>
<tr>
<td>Electric Utility</td>
<td>2,676.59</td>
<td>0.00</td>
</tr>
<tr>
<td>Water Utility</td>
<td>1,100.92</td>
<td>0.00</td>
</tr>
<tr>
<td>Disposal Service</td>
<td>1,172.27</td>
<td>0.00</td>
</tr>
<tr>
<td>General Maintenance</td>
<td>1,794.93</td>
<td>0.00</td>
</tr>
<tr>
<td>Grounds Maintenance</td>
<td>3,784.96</td>
<td>0.00</td>
</tr>
<tr>
<td>Total Building Expenses</td>
<td>23,624.43</td>
<td>0.00</td>
</tr>
<tr>
<td>Rent</td>
<td>7,781.00</td>
<td>31,548.00</td>
</tr>
<tr>
<td>Total Expense</td>
<td>35,590.43</td>
<td>34,367.00</td>
</tr>
<tr>
<td>Income less Expenses</td>
<td>-25,690.43</td>
<td>-34,367.00</td>
</tr>
</tbody>
</table>

Comparing the first nine months of building ownership versus the previous year, renting at the Labor Temple:
1. We saw a slight increase in expenses related to operating the building (i.e. garbage removal, lawn mowing etc.). But that was offset by the new revenue coming in from the LMCC renting space to store Fantasy in Lights displays.

2. Renting at the Labor Temple (for the nine month period above) cost the Local $34,367 of pure expense, while owning the building has only cost $25,690.43 over the same period. On top of that, we now have a physical asset in land and building, to show for it.

3. Some of these expenses were one-time expenses, never to be paid again by the Local. We also have negotiated new income from the MJATT for renting the training rooms, which will offset the recurring costs of maintaining the building.

What are those recurring costs? I’ve prepared them in a table below forecasted (based on the average usage/bills thus far) over a monthly and annual schedule. Here is the forecast for actual cost of operating/owning the building:

<table>
<thead>
<tr>
<th></th>
<th>Monthly Forecast</th>
<th>Annual</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reimbursement and Rebates</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>LMCC Reimbursement</td>
<td>$ 1,010.00</td>
<td>$ 12,120.00</td>
</tr>
<tr>
<td>Reimbursements from MJATC</td>
<td>$ 500.00</td>
<td>$ 6,000.00</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>$ 1,510.00</td>
<td>$ 18,120.00</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Insurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Umbrella Insurance</td>
<td>$ 75.33</td>
<td>$ 904.00</td>
</tr>
<tr>
<td>Liability Insurance</td>
<td>$ 273.42</td>
<td>$ 3,281.00</td>
</tr>
<tr>
<td><strong>Total Insurance</strong></td>
<td>$ 348.75</td>
<td>$ 4,185.00</td>
</tr>
<tr>
<td>Building Expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Real Estate Taxes</td>
<td>$ -</td>
<td>$ -</td>
</tr>
<tr>
<td>Gas Utility</td>
<td>$ 281.91</td>
<td>$ 3,382.88</td>
</tr>
<tr>
<td>Electric Utility</td>
<td>$ 297.40</td>
<td>$ 3,568.79</td>
</tr>
<tr>
<td>Water Utility</td>
<td>$ 122.32</td>
<td>$ 1,467.89</td>
</tr>
<tr>
<td>Disposal Service</td>
<td>$ 130.25</td>
<td>$ 1,563.03</td>
</tr>
<tr>
<td>General Maintenance</td>
<td>$ 150.00</td>
<td>$ 1,800.00</td>
</tr>
<tr>
<td>Grounds Maintenance</td>
<td>$ 400.00</td>
<td>$ 4,800.00</td>
</tr>
<tr>
<td><strong>Total Building Expenses</strong></td>
<td>$ 1,381.88</td>
<td>$ 16,582.59</td>
</tr>
<tr>
<td>Rent</td>
<td>$ 58.00</td>
<td>$ 696.00</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>$ 1,788.63</td>
<td>$ 21,463.59</td>
</tr>
<tr>
<td>Income less Expenses</td>
<td>$ -278.63</td>
<td>$ -3,343.59</td>
</tr>
</tbody>
</table>

The income we receive (from renting storage space to LMCC, and classrooms to JATT) is enough to offset the majority of our recurring expenses.

Which means it only costs the Local $278.63 each month (or $3,343.59 each year) to be in the building! This takes into account recurring bills, but does not include any future work on the building.

In conclusion, when we look at the numbers, it makes sense. For one year at the Labor Temple, we paid almost $45,000 in rent and insurance. For one year in the new building, we will only pay roughly $3,500 in expenses. Saving the Local $41,500 per year!
If we divide the cash we paid for the-REAL purchase price ($529,822.40), by the annual savings ($41,500), we get a break-even point of 12.76 years on the building. Translation: based on savings alone, in 12.76 years the purchase cost of the building would be paid off.

As you saw at the beginning of this report, our 2015 General Fund Account balances (our cash) are down $293,420 from 2014 (after purchasing the building). Bottom line, we are within $293,420 of where we were, before we purchased the building (for $529,822.40). This means we are well on our way to breaking even, when we haven’t even been in our building a full year yet!

I’m in the office Monday through Friday from 8:00am to 4:30pm, to address any questions or concerns you may have!

Cheers!

Kara L. Menzel
kradloff@ibew159.org

Dues Payments
Remember, if you are mailing in your dues payment to the union office, please address it to 4903 Commerce Court, McFarland, WI 53558. We are still getting payments forwarded from mail that was sent to our old address on Park Street. If you have your dues payment sent automatically from your banking institution, make sure to notify them of the change of address. Remember to check on your death benefits when paying dues, to see if there is an additional amount due.

Effective January 1, 2016, the IO portion of membership dues will increase $1.00 per month.

<table>
<thead>
<tr>
<th>Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly dues</td>
<td>$35.75</td>
</tr>
<tr>
<td>Quarterly</td>
<td>$107.25</td>
</tr>
<tr>
<td>Semi-Annual</td>
<td>$214.50</td>
</tr>
<tr>
<td>Annual</td>
<td>$429.00</td>
</tr>
</tbody>
</table>

Union dues are each member’s responsibility. We only send reminders to members if they are two months, or more, in arrears. If you are more than one month behind in dues, you are no longer a member in good standing, and could jeopardize your pension and death benefit if something were to happen to you during that timeframe. After three months in arrears, the International automatically assesses a $30 reinstatement fee. You may also get a statement if you are significantly behind in paying your death benefits, or if you have topped out of the Local 159 Construction apprenticeship, and not paid the $50.00 difference in your initiation fee. We have a new software program that will show those balances due, even if they go back a considerable amount of time.

At the November union meeting we’ll discuss, and possibly VOTE on, adding the option to pay dues by credit or debit card; at the office, or by phone. We could have a six-month trial period.

New Members
Please be sure you are signed up as a union member. You should have a yellow “official receipt” (also called your union dues ticket, or card). If not, stop by and get squared away. You should have your ticket with you at work, and be able to produce it if requested. You will also want your ticket in hand when attending union meetings. Becoming a member, and remaining a member in good standing, will ensure that you receive full retirement and other benefits.

With your Wisconsin “Registered Electrician” or “Electrical Apprentice” License, you need 24 CEUs each year to keep your license current (info at dsps.wi.gov). The fall/winter months are a great time to take classes. There is a schedule of the (free) continuing education classes that are held at the Local 159 Training Center. The Apprenticeship & Training office updates this schedule regularly. View the schedule and class descriptions at ibew159.org under Member Resources, Class Offerings.
Are there classes you would find helpful, that are not listed in course offerings? Your suggestions are always welcome.

**What about health insurance?**

*Except for beginning CW-1’s, all Apprentices, Journey-level workers and CWs/CEs* earn health and welfare (H&W) benefits by working. If you work at least 150 hours per month, your premium is covered in full, and you should not need to pay anything extra out-of-pocket. Any additional hours worked (above 150) will go into your dollar bank. Those dollars are applied to your health insurance premium. With exception of CW and CE classifications, in addition to the dollar bank, you also have a flex spending account that can be used for out-of-pocket expenses for dental, medical and vision. Health insurance is administered by the Wisconsin Electrical Employees Benefits Fund (WEEBF), 2730 Dairy Drive, Madison, WI 53718. [weebf.org](http://weebf.org), (608) 221-3321.

*If you are a CW-1*, you will receive H&W benefits after working 1,200 hours. It is always a good idea to keep your own personal record of the hours you work. If you ever need to verify anything, you will have the information in hand. Many members use their (free) IBEW pocket calendars to record their hours. Pick up your 2016 calendar at the office today.

All CWs and CEs work under the *Inside* contract or CBA, (Collective Bargaining Agreement). VDV and Residential workers each have their own respective CBAs.

**Working in the field**

CWs, CEs, and Apprentices should not be working on a site without a JW present. The JW need not be in the immediate area, but they should be close enough to be accessible, if needed. This is covered in detail under the Inside CBA, Article IV, Section 4.13. If you are ever hurt on the job, even if it’s only a cut finger, always report it. By documenting it with your foreman, you are covered (by Workers Comp), should it become infected and require medical care.

**Questions? We are here to help. Office hours are 07:00-4:30 weekdays, (608) 255-2989.**

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**President’s Corner**

We have ordered a plaque to honor the late Dave Johnson.

The Safety Committee is forming again, chaired by Jeremy Crabb, and looking for members. Time commitment: quarterly meetings of 1-2 hours each. **First meeting: Thursday, November 5, at 4:30, at Local 159.** Any Local 159 member in good standing may serve, regardless of classification. Contact me, or the office, if you’re interested.

**Holiday Fantasy in Lights (HFIL) set-up begins on November 4, at Olin Park.**

This event puts smiles on so many faces every year. I can’t tell you how many members of the public have come into the new building, seen the displays, and were surprised to learn that *we* are the ones behind HFIL. Remember, HFIL is our charitable contribution to the community. Volunteering our labor helps keep costs down, and enables us to make more charitable donations. We desperately need volunteers; they will be given gas cards, as a thank you. Anyone may participate, regardless of classification: VDV, Residential, Retiree, CW/CE, Apprentice, all are welcome. Enjoy some time outside working with good people, and contributing to the community. Lunch is provided. Meet new people, and feel the satisfaction of making a difference. Please support our cause, and bring your family to the Lights-On celebration, and the first-ever Fantasy 5k Run, both on Saturday November 14 (see calendar for info). Contact Jeff Crocker if you can help.
We are facilitating a fiber optic upgrade at the Labor Temple. There will be Cat 6 cabling in every office, to help keep the building current. The Labor Temple will be one of the few buildings in the state to have this level of technology. Initially it will support network equipment; later it will also support phones.

**At the Last Meeting**

We passed a Bylaws change at the October meeting. We're waiting for a decision from the IO. The language is posted on the web site under Member Resources/Meeting Minutes. Members voted to keep union meetings at the Labor Temple. All other Local 159 functions and committee meetings will be held at the new Local 159 office (in McFarland), unless otherwise specified. A motion was made and accepted to direct the November and December Scholarship and COPE proceeds to Tim Baker. A motion was approved to purchase a flagpole and flags for the building.

**Come to the November 12 Meeting**

If you haven’t been to a union meeting recently, how about coming back? Attending meetings helps you stay current and contribute to the Local’s future policies, directions, and health. You’ll get information about upcoming jobs, and which contractors are getting them. Learn about projects like the new and improved Fantasy in Lights, and how to get involved. Going to meetings is also a chance to see old friends and meet new ones, and to help welcome and support new apprentices, and provide a good example.

**Please support Tim.** The November and December meetings will also be fundraisers for Tim Baker.

I sometimes hear people say, “The union doesn’t do anything for me.” For starters, your union membership benefits include: free classes for continuing education units (CEUs) to keep your knowledge and your license current; and access to a well-equipped training facility with unlimited potential to provide classes on more topics than ever before. Local 159 also represents the membership at state and local meetings (ie. to support local projects like Judge Doyle Square etc.); and works in the state legislature to fight against further erosion of workers’ rights. The Local 159 office is an information hub, helping members (and spouses and families) find answers to questions about everything from benefits and paperwork, to assisting members with workplace safety questions, and everything in between. And, of course, Local 159 is a hiring hall, working to keep you employed. If you travel, the union provides information about work opportunities on the road, and writes a “good-guy” letter. Let’s continue the conversation. What does your union do for you? Call me or send an email. Come to a meeting and find out more about what your union is doing for you.

*Tom Lemens*

*president@ibew159.org*

**Solidarity**

Think back to your first union meeting: Did anyone greet you, and make you feel welcome? Did you know anyone else in the room, or understand all of the language? Afterward, were you interested in attending again or getting involved? Let’s welcome newcomers, and encourage them to get involved.

**Giving Back**

Local 159 members are volunteering their time and talents to help some local organizations. Fellow 159’ers recently helped remodel the living quarters at the Respite Center, which is part of the Center for Families, in Madison. BJ Electric provided the materials for this project. Next: helping at Heartland Farm in Verona, a sanctuary for farm animals who need a home.

**RENEW and 6th District Progress Meeting**

Hello Brothers and Sisters,

The last month has been exciting and eventful for the RENEW committee. First I’d like to give you a quick recap of what we've been up to since our inception last November. February we organized and
participated in The Polar Plunge. March we attended the international RENEW convention and AFL-CIO Next-Up Summit in Chicago. We have hosted two trap shoots at Deerfield Rod and Gun Club (May and September); and mostly recently, we attended the 6th District RENEW conference and Progress Meeting, hosted by LU 58 in Detroit.

While in Detroit, I was able to connect with LU 58’s organizer, Brad Ballard, and learn how he is using online tools to effectively advertise the IBEW and its apprenticeship, as well as successfully organize non-union workers. Mike Arnold and I were able to network with a multitude of other RENEW members, with more established committees, who will be a great a resource for bettering our RENEW committee here in Madison. To that point, I believe our best discovery from Detroit was learning that IBEW LU’s 2304 and 965, also based in Madison, have RENEW committees of their own that we will be able to collaborate with, and therefore have a greater impact within the communities we collectively serve!

Conferences such as Chicago and Detroit are a worthwhile investment. We come back each time more empowered, and enabled to make a positive difference. So, thank you. We greatly appreciate the members affording us these opportunities!

We are always looking for new members to join us and help make a difference. Meetings are the first Thursday of each month at 4:30. Locations are subject to change. Call the Hall for our contact info. Thank you all again for your support.

In Solidarity,
Joshua Stern

Retirees Club

For our October gathering, we tried a new place, the Park Side Pub, in McFarland. Everyone reported that the food was very good, so we will be back. The retirees’ attendance numbers (22) are about the same as some of the union meetings. Door prize winners were: Roy Holm, Don Boe, Dave Ruhnke, Bill Holler, Ron Disch, Bill Kracke, Dave Krey and Bob Call. Next month we’ll be at the Fifth Quarter in Verona. - Jim Virnig

Milestones

Curtis and Rachel Belter welcomed their first child, Arlo Kingsley Belter, on October 10. He checked in at 1:51 pm, weighing 7 pounds and 7.6 ounces; and 20.5” long.

Tom and Jeanne Verbsky celebrated their 32nd anniversary on September 30. Congratulations! Here’s to 32 more years full of happiness and good health.

Get Well Soon, Tim!

Tim (Baker) has suffered a stroke and is currently at UW Hospital, on B4 in room 444. He is receiving great care and improving daily. He has a long road ahead, so please keep him in your thoughts and prayers. He will be at UW until (early November). Please feel free to visit. – Tina Baker

Raffle proceeds from the November and December union meetings will benefit Tim.

Support Union Contractors

Wondering which Union contractor to call when you need a new furnace, water heater, or replacement window? Check out the directory at the Building and Construction Trades Council of SC Wisconsin web site, btrades.com, “Official Directory.”
Media Watch
Local 159 has been in the news recently: The Grand Opening was featured on WKOW 27 News, and in the McFarland Thistle. Robert Doyle was interviewed on WORT’s Labor Radio program. The Badger Herald ran a story on the shortage of trade workers, with a photo and quotes from Local 159, and others. Holiday Fantasy in Lights will be in the news. If you see or hear Local 159, The Electric Group or the IBEW in the news, or in an ad, let us know what you saw, where, and when.

November 2-8 is the first National Apprenticeship Week, per the U.S. Department of Labor. On Monday, November 2, Local 159 will have a two-minute commentary about apprenticeship on WORT. Catch it at 5:00, 6:30, 9:00am, or 2:00 pm. On the Insurgent Radio Kiosk, at 89.9 FM, and wortfm.org.

In Memoriam
Our condolences to the family. Eleanor’s husband and grandson are Local 159 members Ken Goss and Jeremy Adler.

MADISON - Eleanor M. (Becker) Goss, age 91, passed away on Friday, Oct. 9, 2015, at home surrounded by her loving family. She was born on Feb. 2, 1924, the daughter of Henry and Martha (Radtke) Becker in Columbus. Eleanor attended Highland Mendota Beach School and graduated from West High School in Madison in 1942. She worked at Gisholt’s after high school and later at Wisconsin Department of Natural Resources. Eleanor was united in marriage to Kenneth I. Goss from Tracy, Minn., on Sept. 19, 1947, in Madison. Together they raised four daughters and lived in the Spring Harbor neighborhood. They always had a big garden with flowers and vegetables for canning. Eleanor loved sewing quilts and knitting afghans, endless sweaters and mittens. She couldn’t miss her daily crossword puzzle and always had cookies for anyone stopping at the house. She played softball, bowled a 300 game and loved a good game of euchre. She participated in Senior Olympics and took her daily walk along Lake Mendota. Ken and Eleanor watched many of their grandchildren’s and great-grandchildren’s sporting events. She had a big heart for family gatherings and held us together with love. Eleanor is survived by her husband of 68 years, Ken Goss; children, Jean (Paul) Giesler of Reedsburg, Patricia (Dan) Adler of Middleton, Janis Goss (Jake Beard) of Wisconsin Dells and Kathy Esch of Oregon; grandchildren, Beth (Chris) Keune of Scottsdale, Ariz., Jody (Jason) Reed of Dresser, Kristine (Brent) Lindell of Verona, Jeremy Adler (Tasha Hargrove) of Middleton, Sara (Patrick) Houlihan of Ankeny, Iowa, and Steve (Marloe) Esch of Milwaukee and their father, David Esch; great-grandchildren, Levi and Tanner Reed, Logan, Keegan and Carson Lindell, Gavin and Zach Adler and their mother, Tricia; and siblings, Dorothy Scheer of DeForest, Dutch (Dee) Becker of Verona, Don (Diane) Becker of Carson City, Nev., and Dennis Becker of New Lisbon. Memorial services were held on October 24. Private family committal in Sunset Memory Gardens, Madison. The family thanks Home Health United Hospice for the amazing care and devotion during our time of need. Online condolences may be made at www.gundersonfh.com.

Pro Union Contractor Class
There are still seats for the Pro Union Contractor Business Class at Local 159, January 21-23, 2016. Participants will attend from around Wisconsin, and beyond. Open to anyone who has ever considered becoming a contractor, and to any signatory contractor interested in working smarter and growing their business. The class covers a variety of topics, including estimating, accounting, payroll, writing contracts, new technologies and more. Earn 20 CEU’s. Cost is $550. Spouses attend for free. Brochure is at ibew159.org, in the Newsletter section. To register, email LGoodman@ibew159.org, or (608) 255-2989.
### Calendar

<table>
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<tr>
<th>Date</th>
<th>Event</th>
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<tr>
<td>November 4</td>
<td>Fantasy in Lights, Set-up begins, Olin Park</td>
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<td>November 9</td>
<td>Retirees Lunch, Fifth Quarter, in Verona</td>
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<td>November 12</td>
<td>Union Meeting, 5:30 pm, Labor Temple</td>
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<td>November 14</td>
<td>Fantasy in Lights, 6:00 pm, Lights On</td>
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<td><em>CARS PERMITTED AFTER 7:00 pm</em></td>
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<tr>
<td>November 14</td>
<td>Fantasy 5K Run, 6:00 pm, Olin Park</td>
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<td>November 17</td>
<td>Class: Conductor Installation, Bill Neitzel, 4:30 – 7:30 pm, 3 CEUs</td>
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<td>December 4</td>
<td>Blood Drive, McFarland Lutheran Church, 12:30 – 5:30 pm</td>
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<td>December 5</td>
<td>Class: Conduit Bending Basics, Jeremy Crabb, 7:30 – 4:00 pm, 8 CEUs</td>
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<tr>
<td>December 7</td>
<td>Class: Exothermic Welding, Dave Dixon, 5:00 – 8:00 pm, 3 CEUs <em>NEW DATE</em></td>
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<tr>
<td>December 10</td>
<td>Union Meeting, 5:30 pm, Labor Temple</td>
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<td><em>YEARS OF SERVICE PINS</em></td>
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<td>December 12</td>
<td>Safety Open House with the Firefighters, Olin Park, 9 am-12 pm</td>
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<tr>
<td>December 15</td>
<td>Class: Transformers 1, Bill Neitzel, 4:30 – 8:30 pm, 4 CEUs</td>
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<tr>
<td>January</td>
<td>Medium Voltage Splicing, watch <a href="http://ibew159.org">ibew159.org</a> for date <em>DATE PENDING</em></td>
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<tr>
<td>January 21-23</td>
<td>Class: Pro Union Contractor Business Class, Matt Kolbinsky 20 CEUs</td>
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<tr>
<td>April 5</td>
<td>Spring Election, Registered? Have valid photo ID? <a href="http://www.lwwwi.org">www.lwwwi.org</a></td>
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### Continuing Education

Every member of Local 159 is invited to take continuing education classes, regardless of their classification. Classes are free.

Per the March 21, 2015 union meeting minutes, here is the language about when lunch shall be provided by the Local for continuing education classes:

Motion made, seconded and approved: Where the local sponsors an all-day class, the Hall will get a number of enrollees from the Apprenticeship office two days before the class is to take place. Using these enrollee numbers the hall shall provide morning refreshments (for example coffee, juice, and doughnuts), as well as a lunch for those in attendance. This shall be considered an ongoing expense of operating the union and not need to be approved on an individual basis. This shall be considered as part of the expenses of educating our members. This policy pertains to continuing education classes which are enrolled in and taken voluntarily. This policy DOES NOT obligate the Hall to provide for classes that are part of the established apprenticeship program for nights. While not obligated to do so, the Hall has the discretion to, and should provide the same, to all-day Saturday classes to which apprentices are required to attend, such as First Aid/CPR.

*To register for a class, call the Apprenticeship office, (608) 221-3321.* Don’t delay. If there are not enough people signed up two weeks prior to the start date, the class could be cancelled.
If you sign up for a class, and you will NOT be able to attend, please contact the Apprenticeship office as soon as possible, so you don’t prevent someone else from taking the class.

If you are interested in a particular course, but do not see it offered, contact the Apprenticeship office and ask to be put on the “interested” list.

**SCFL Scholarships for Our Kids: Fundraiser November 14**

Did you know that children of members of South Central Federation of Labor (SCFL)-affiliated unions (including Local 159) may be eligible for a SCFL scholarship? For details, [scfl.org/files/scholar.pdf](http://scfl.org/files/scholar.pdf).

On November 14, SCFL is holding a scholarship fundraiser, from 4:00 – 9:00 pm, at Fat City Emporium, 2617 Atwood Ave., in Madison. On your way to the Fantasy in Lights Lights-On celebration, stop by for some good food and drink, and chances to win fabulous prizes. Tickets are $5 each, or three for $10. Your raffle ticket(s) will get you in the door. Learn more at [scfl.org/feature/artful-negotiations](http://scfl.org/feature/artful-negotiations)

Tickets are available online, or at the Local 159 office.

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We may have all come on different ships, but we’re in the same boat now.

~ Martin Luther King Jr.
Years of Service Pins at December Union Meeting, *Congratulations, everyone!*

### 5 Years
- Bader, Cole
- Damon, Derek
- Folmer, Kurt
- Fuehrer, Nate
- Heimann, Jeffery
- Hendrickson, Kyle
- Hiltbrand, Jesse
- Kopp, Ryan
- Krenz, Kyle
- Langlitz, Brian
- Martinson, Phil
- Masarik, Joel
- Miller, Charles
- Murray, Bryan
- Niesl, Tyler
- Peterson, Cody
- Pluemer, Ellicia
- Ruff, Jerren
- Schell, Joshua
- Smith, Gerald
- Sutton, Michael
- Terrill, Tanner
- Wright, Shayna

### 10 Years
- Bader, Charles
- Bates, Timothy
- Blankenship, Martin
- Breunig, Tyler
- Decker, Daniel
- Doyle, Robert
- Fillion, Jeffery
- Gander, Daniel
- Gehin, Anthony
- Handler, Roger
- Heider, Shinar
- Henning, Timothy
- Johnson, Joshua
- Kahlow, Neil
- Kepler, Colin
- Knoche, Angela
- Koklanes, Aaron
- Kopish, John
- Larson, Randy
- McCarthy, Aaron
- Moon, Timothy
- Murphy, Brian
- Neuman, Floyd
- Oosterwyk, Eric
- Recob, Scott
- Rogers, Eric
- Roughen, Mark
- Russ, Brian
- Schoeneberg, Ryan
- Storkson, Matthew
- Swartz, Anne
- Tiedeman, Wade
- Tolleson, Andrew
- Trager, Branden
- Vinje, Derek
- VonAllmen, Nicholas
- Wagner, Michael
- Wallander, Shawn
- Wineke, Brian

### 15 Years
- Acker, Lucas
- Attleson, Keith
- Behm, Chuck
- Bradley, Bryan
- Eckert, Douglas
- Fauser, Lonnie
- Geiger, John
- Gibbs, Lee
- Heller, Michael
- Kedley, Jamie
- Lemoine, Mark
- Lewellin, Todd
- Lewis, Michael
- Lomas, Travis
- Lund, Christopher
- Manderino, Sam
- McCauley, Thomas
- McGaw, Brandon
- Owens, David
- Pitzner, David
- Portz, Herbert
- Robertson, Randy
- Ryan, Robert
- Schmidt, Mark S.
- Schulte, Paul
- Schumann, Bryan
- Stawicki, Susan
- Sutter, Kyle
- Thomas, Russell
- Thomsen, Troy
- Van Veghel, Eric
- Vande Hey, Joel
- Vos, Jared
- Zanoya, Randall

### 20 Years
- Asani, Asan
- Bakken, Erik
- Blumer, Steven
- Danz, Mitch
- Handel, James
- Heath, Allen
- Hebblewhite, John
- Heding, Richard
- Klepper, Kevin
- Parks, Matthew
- Richardson, Dale
- Schultz, Jason
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<tr>
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<td>Buntrock, Kevin</td>
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<td>40 Years</td>
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<td>Boe, Kenneth</td>
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<td>50 Years</td>
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<td>55 Years</td>
<td>Miller, Gerard</td>
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<td>Holm, Roy</td>
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Criticism is the defense reaction that scared people use to protect themselves against change.

~ Robin Sharma
Blood Drive
Friday, December 4, from 12:30 – 5:30 pm
at McFarland Lutheran Church, 5529 Marsh Rd.
Please eat a healthy meal before donating, and drink plenty of liquids
Appointments are preferred, walk ins are welcome
Make an appointment at RedCrossBlood.org
or 1–800–Red Cross, use code “McFarland”

Mcfarland Lutheran Church, 5529 Marsh Rd.
South on 51 (or on Triangle St.), exit East on Siggelkow Rd., South on Marsh Rd.

Watch the Facebook page for breaking news, and more
facebook.com/IBEWLocal159