



IBEW LOCAL 159

MARCH 2021



BUSINESS MANAGER'S REPORT

Greetings 159 Family,

With the weather warming up we can all be encouraged that spring is right around the corner. Work is also showing signs of picking up and I'm happy to report about a third of the apprentices just got put back out to work. Vaccines are out in greater numbers and hopefully we will be getting COVID-19 managed, allowing us all to get back to a new normal.

With the number of JWs on Book I, our contractors have been informed since late October that no overtime is to be worked without the agreement of the business manager, except in emergency situations as referred to in the Unemployment Restriction, Section 3.02 (G) of the Inside Agreement (Inside contract, or CBA). Contractors have also been notified that if they are placing anyone on furlough, they must notify the office, two days in advance, as stated in Article 3.15. In our efforts to strengthen Local 159, first and foremost, we must enforce the contract. There is language we don't like, and language that doesn't go far enough to protect our members, and that is why it is even more important to enforce the language that does, and to expect our members to do the same.

Contractors were also reminded that no new CWs were to be hired when 5% of apprentices had been off 30-plus days. This language is in our Market Recovery Agreement (MRA). With the recent referral of apprentices, we are currently below that number now. We are also addressing the portability issues and have been requesting documents from our contractors to show they are also in compliance with all language in that agreement.

We are in the process of setting up a compliance check each month by going thru the WEEBF contractor reports and verifying the numbers to show that contract language is being adhered to.

What the above paragraph should be relaying to members is: if you are working OT, you need to ask if it has been approved by the Business Manager. If you have been furloughed, you need to ask, has the union office been notified, and then make sure to contact the office. Members can always call the office and check. Every member should get very familiar with their working agreement (CBA). Number One: it is there to protect you, and Number Two: it informs you of what you, as a member, should and SHOULD NOT be doing as it relates to all aspects of being a good union member. We have filed grievances and notified our contractors of contractual conditions being implemented per contract language. (OT, furlough, etc.)

I want to thank our stewards and members on the jobsites that are helping to keep us informed about any contract issues or concerns. We need you and appreciate your efforts to help us do our job of representing and supporting you. COVID has impacted the regular jobsite visits we continue to do, but we have, and will continue to come to ANY jobsite when requested, and on a regular basis as part of our responsibility and duty to our members. We will be expanding our stewards and if anyone out there is interested in upcoming Steward training, please call the office and get your name on the list.

Hopefully the first part of this month, all former H&H employees will be receiving their \$3,000 settlement for wages. We have also recouped benefits on some of those projects and litigation continues to recover even more.

We will have in-person classes starting again at the hall the first week of March, with limited numbers and with strict social distancing measures enforced. With changes in the lifting of some restrictions for social gatherings in Dane County, we will most likely resume our union meetings starting in April, barring any unforeseen changes or restrictions. We will send out information on that, and what procedures we will be following.

We are also scheduling member orientations and Code of Excellence Trainings to take place at the training center starting in March. I have spoken to some of our contractors to do specific trainings for our members working on some of the higher profile job sites in our area, and get the Code of Excellence banners on those sites. We are going to be meeting with area GCs and developers to talk with them about the benefits of using our union contractors and the value this training gives them when they do.

We will also be organizing workshops, many virtually, for members with a wide range of topics from Employee Rights and Protections, Worker's Comp and Safety, Respectful Jobsites, Mentoring and many more.

For those of you who have attended any of the online Member Q&A Sessions (second Thursdays, 5:30 pm), you know there is discussion underway regarding space needs. We have members who have shown interest to be on the building committee, and any and all members are welcome to be a part of this process. COVID-19 has made it undeniable that we have outgrown our space. There are concerns about offices, bathrooms, parking, training space, limited classroom space and opportunity to provide CEUs and training to ALL our members. We will explore all options from renovations to building. Currently there are opportunities for grants we will be exploring that could help offset expenses. We need to invest in our future, and to realize the consequences of not seeing that as a priority. So, if you have questions, comments, concerns, get involved in the process firsthand.

Just a reminder, another pay increase is right around the corner for all classifications. As of now, I have not heard of any increases in our health insurance premium. If any members would like a copy of their current wage and benefit package, you can either contact the office for one, or log in to the website.

As we move into spring, let's use this season as a new beginning, a new commitment, a new opportunity. COVID-19 and our political environment have taken a huge toll on this Country, our families and each of us. Let's be willing to grow as individuals, and be the change the want to see. Take care. Let me know if you need anything.

Susan Blue, (608)255-2989 ~Ext 115 ~ Cell: (608)772-0435 ~ blue@ibew159.org

"You are where you are today because you stand on somebody's shoulders. And wherever you are heading, you cannot get there by yourself. If you stand on the shoulders of others, you have a reciprocal responsibility to live your life so that others may stand on your shoulders. It's the quid pro quo of life. We exist temporarily through what we take, but we live forever through what we give." —Vernon Jordan

"Won't it be wonderful when black history and Native American history and Jewish history and all of U.S. history is taught from one book. Just U.S. history." —Maya Angelou

Referral Agent, Kenneth Jungenberg

Greetings Brothers & Sisters,

The work has picture has not improved yet. Epic has slowed with more layoffs. Sources say they will pick up again soon. I am expecting work to pick up by April.

I have been looking into having the out of work list viewable for members. Members on the book would be able to view other members and their location on the book.

I am looking for your input on this, is this something you as members would like to see? Feel free to send me an email. Before we make any decisions on this, we can do a trial for a period if needed. Please and thank you for your input. There has not been much response on this subject. We can put a survey out to all to get more input on this. I think it may put more information out than our members are willing to share. Members can come in and view the book you are on, anytime I am in the office, just call ahead to be sure I am here.

There is work available for members who are interested in traveling. Always call ahead to the Local, to get up to date information.

If you did not resign for February, you must send me an email to put you back on the book.

JIW BK1= 97, BK2= 26

Inside Apprentice = 17

VDV Tech BK1= 5 Bk2= 4

VDV Trainee= 2

RIW BK1= 1

Buy Union-made/U.S.-made whenever possible.

Ken Jungenberg: (608)255-2989 ~ Ext 114 ~ Job Line: (608)255-0169 ~ referral@ibew159.org

Membership Development /Organizer Report - Casey Healy

REGISTERED ELECTRICIAN: if you are working under a "Registered Electrician" credential, you need to take 24 CEU's (continuing education units or credits) each year, before the expiration date on your one-year credential. If you let your Registered Electrician credential expire, you will be charged a late fee. You still need to complete 24 CEUs to renew. Info at <https://dsps.wi.gov/Pages/Professions/>, or call DSPS at (608) 266-2112. See continuing education classes offered by Local 159 at www.ibew159.org. To sign up for a class, call the Local 159 office to register, at (608) 255-2989.

If you are an indentured Electrical Apprentice, you just need to send in a \$15 renewal fee each year. First- and second-year apprentices can get their renewal fee reimbursed by Local 159. (Send the receipt to bookkeeper@ibew159.org, and ask to be reimbursed.) Apprentices can register for Local 159 continuing education classes by calling the Apprenticeship office at (608) 221-3321.

If you know of anybody that is interested in getting into the apprenticeship program, they need to have their application completed by April 16. They need to include their high school transcripts to show they graduated or have a (GED). They also need one full year of high school math, minimum Algebra or higher, with a grade of "C" or better. They must be 18 years of age before the time of assignment. To request an application, they can email: office@ibew159.org, or they can call the office on weekdays, 8:00 AM - 4:00 PM.

If you know of a person that is already an Electrician or a VDV Technician and they want to join the union, or they are just looking for information about the trade, have them contact chealy@ibew159.org or dglenn@ibew150.org, or call the office at (608) 255-2989.

We need to embrace and encourage each other to be organizers by promoting the values of the IBEW to the unrepresented workers and open shops. When we stand united and work toward a common goal, that is solidarity.

United we stand. Divided we fall.

Casey Healy, (608)255-2989 ~ Ext 111 ~ Cell: (608)515-3552 ~ chealy@ibew159.org

Organizer/Business Agent Damon Glenn

Sisters & Brothers,

I Hope all of us are taking care of ourselves and families during COVID-19.

Currently our Organizing Team has been actively reaching out to General Contractors who perform work in the "mixed-use" sector (buildings that house both commercial and residential tenants), and they also run projects like hotels/motels, strip malls, movie theatres, assisted living facilities, condos and apartments, etc.

This is the market where our current signatory contractors are not active players.

All those types of projects fall under the scope of our Market Recovery Addendum. That is work that we are trying to get back.

The five main General Contractors (GCs) that we determined are major players in these market recovery jobs are **Stevens, McGann, Krupp, Encore and Connery Construction**. We reach out to the project managers of each of the projects on our radar, and we ask them to please inform us on all the electrical contractors that bid on each project. We look over that information to see if any of those contractors are signatory to IBEW 159. Other than the relationship that Krantz Electric has with Stevens Construction, our signatory contractors are not often mentioned as bidding on these jobs. Then we reach out to our signatory contractors and ask why not, and what can we (IBEW 159) do to change that? It's an uphill journey that we are working hard on, to get back into the game. It still bamboozles me that we gave up our Residential program and even had past Union JATC members willing to scrap Residential! We are in this predicament due to bad decisions made in the past to scrap the Residential sector. That's 50% of the work that were trained to perform, that was left by the wayside. That's not acceptable! I will say this: each one of these General Contractors that we speak to that are players in the mixed-use Market Recovery sector always state to Casey and me that they "would love if Union Contractors bid the work"! That sounds like opportunity for our Local 159 members to fill that void. If you have considered becoming a signatory contractor of Local 159, let's talk. We have resources to help you get started. Last month you read about Local 159 member Mark Eckstein, who recently took our union contractor class, and became a contractor. He also offered to talk with fellow 159 members who are interested in becoming contractors.

Inside Agreement/CBA, ARTICLE III, FURLOUGH:

SECTION 3.15 - An employee who has been furloughed on a temporary basis for a period of twenty-one (21) consecutive working days shall be terminated. An employee who has been furloughed on a temporary basis for a period of five (5) consecutive normal working days shall be given termination for lack of work, upon request. A period of a minimum of five (5) consecutive working days shall separate any furlough period. Avoidance of the intent of this Section shall not be permitted by pretense of leave of absence. No leave of absence shall be granted for the purpose of employment in another jurisdiction or outside the industry. The Employer shall notify the Union of the number of workers to be furloughed and duration of the furlough 2 working days prior to the furlough start date.

If you are currently sitting furloughed, let us know! Contact Referral Agent Ken Jungenberg. Keeping the office informed helps us do everything we can to advocate for you and get you back to work.

Damon Glenn, (608)255-2989 ~ Ext 112 ~ Cell: (608)338-9075 ~ dglenn@ibew159.org

Business Agent Lisa Goodman

The April 6 Election is just around the corner. Now is a great time to make sure your registration is current and to request your absentee ballot at www.MyVote.Wi.gov. What is your voting plan?

Save the Date.

March 4	Education Committee, first Thursday, 4:30 pm, Zoom.
March 11	Local 159 Member Q&A Session, second Thursday, 5:30 pm, Microsoft Teams
March 17	Deadline to register to vote online, or by mail. *Still OK to register at Clerk's office.
March 24	Local 159 Women's Group, fourth Wednesday, 5:00 pm, Teams
March 25	Electrical Workers Minority Caucus, fourth Thursday, 5:00 pm, Teams
April 6	Spring Election, Tuesday. Polls open 7:00 am – 8:00

Spring Election, Tuesday, April 6

Polls are open from 7:00 am – 8:00 pm.

By state law, Wisconsin (Wis. Stat. Ann. § 6.76)

Workers may take up to three consecutive unpaid hours off

work on election day, to vote. The elector shall notify the affected

employer before election day of the intended absence. The employer may designate the time of day for the absence.

<https://docs.legis.wisconsin.gov/statutes/statutes/6/iii/76>

Voters may register online until the week before the election, or at the polls on election day.

www.MyVoteWisconsin.gov is your one-stop resource to

- **Register or update registration.**
- **Request absentee ballot**, available now.
- **In-person absentee voting begins two weeks before April 6 election**
Contact your municipal clerk for details, <https://myvote.wi.gov/en-us/MyMunicipalClerk>
- **What is on My Ballot? See sample ballot** <https://myvote.wi.gov/en-us/MyBallot>
- **Endorsements**
 - SCFL www.scfl.org; and AFL-CIO <https://www.wisafclcio.org/>
 - Building Trades Council SC Wisconsin
- **Candidates' Answers**, nonpartisan info about the races, at <https://my.lwv.org/wisconsin/voter-information/learn-more-about-candidates-issues>
<https://www.lwvdanecounty.org/>
- **Statewide Voting Information**
 - <https://my.lwv.org/wisconsin/voter-information>
 - <https://www.vote411.org/wisconsin>
- **City of Madison Clerk's office, voting info**, <https://www.cityofmadison.com/clerk/elections-voting>
- **Wisconsin Elections Commission**, <https://elections.wi.gov>,
or call
Toll-Free Voter Help Line: 1-866-VOTE-WIS

At <https://myvote.wi.gov/> you can see your sample ballot, find your elected officials, and more.

Absentee ballots: witnessed, signed ballots are due by 8:00 pm, April 6.

Learn more about voting absentee at www.MyVote.wi.gov

Voting Checklist:

- Decide how you will vote, and when.
- Take your Wisconsin ID to the polls (or provide ID when requesting absentee ballot online).

Acceptable forms of ID, <https://myvote.wi.gov/en-us/PhotoIDRequired>

- **Voters may register at the polls on election day.**



To register, or update voter registration, provide proof of residence, <https://myvote.wi.gov/en-us/ProofofResidence>

On the ballot:

- **State Schools Superintendent**, this is a non-partisan statewide election.
- **Candidates to be judges** in Courts of Appeals in three of the state's four appellate districts and local circuit courts, local nonpartisan roles.
- There will also be special primaries for State Assembly District 89 and *State Senate District 13. **This race affects Local 159 members** living in SE Dane County, and SW Dodge Co. (as well as eastern Rock Co, and much of Jefferson Co. and beyond).
When we elect labor-friendly candidates, their decisions affect us all.

Watch your email for office updates.

Not receiving emails? Contact office@ibew159.org, or call (608) 255-2989

Lisa Goodman, (608)255-2989 ~ Ext 122 ~ solidarity@ibew59.org

RETIREES UPDATE

Due to the COVID-19 virus outbreak, and with an abundance of caution, the retiree luncheons will be canceled. We will be continuing to monitor the COVID-19 situation monthly and advise/inform as to when it is believed safe and allowable to have the retiree luncheons again.

Fraternally,

Tim May ~ IBEW 159 Retiree



EDUCATION CORNER

Dear Members,

Classes this term have continued to look differently than what we would have traditionally had. We have had classes running virtually and a few in person. The virtual apprenticeship courses are nearing an end for this term. It has certainly been a challenging change for the teachers and students, and I would like to thank everyone for their hard work. However virtual learning has also presented us with the opportunity to run convenient online courses for our members. We have already run a few of these courses, and hopefully can add some more soon. As for our in-person apprenticeship courses for this term, they have been postponed a couple times due to COVID-19 concerns. They should be starting in early March, keeping in mind all social distancing guidelines.

We are also starting the process to get classes scheduled for next year. It is still unknown what classes in the fall will look like (in-person or virtual), but we are preparing for everything we can. With next year's classes in mind, we are looking for instructors for various classes. Our biggest need at this point is an instructor for an advanced conduit bending apprenticeship course. If you are at all interested in teaching, please reach out to me or the Hall to get an instructor application.

Next, I would still like to invite anyone who wishes to attend the education committee meetings. We are still hosting our meetings using video conferencing methods. If you would like to attend these meetings, please get a hold of me to get the link to you for joining the video conference. Our normal meeting is the first Thursday of the month at 4:30 PM.

Sincerely,

Sam Everly (Part-Time Education coordinator) ~ sam.everly87@gmail.com



If you are 35 or younger, there is a RENEW committee which meets before the meeting at the Labor Temple in Room 201 A&B. The RENEW committee is about developing friendships, doing well for the community, and building brotherhood among IBEW members

Members in good standing,

In addition to the resources our great Local 159 provides, there are a lot of additional programs that benefit us as labor-minded union members. The University of Wisconsin School for Workers is the original university-based labor education program in the United States. Started in 1925 as one of the first operational components of the Wisconsin Idea, the School's faculty and staff have long brought teaching, research, and outreach to thousands of workers, unions and employers throughout Wisconsin, the nation, and the world. Also, Union Plus is a benefit program for union members that aims to improve the quality of life for working families through their unique products and services including money, home and auto, shopping and discounts, hardship help, insurance, health, education, and travel.

<https://www.unionplus.org/>

Final numbers are in, and our total funds raised to benefit Special Olympics Wisconsin at the Polar Plunge (including our \$2,500 sponsorship) ended up at \$3,257!!! Thanks to everyone who supported this event including but not limited to Mitch Johnson, Lisa Goodman, Cam Knuteson, Josh Stern, myself, and a special shout out to brother Armand Lee from LU 2150 for his generous donation.

The Young Workers Committee of the South-Central Federation of Labor (YWC SCFL) will be resuming its meetings via Zoom. Come and share what is going on in your world and hear the same from your brothers and sisters in a wide variety of unions in the area. If you would like to attend send me an email.

RENEW 159 now has promotional items! We have hardhat stickers, koozies, and coloring books. We plan to pass them out at meetings and events as soon as they resume. However, if you would like some for you and/or your jobsite before then email renew@ibew159.org and I can meet you in downtown Madison and give you some.

If you do the Facebook thing, search "Renew 159" then give our page a like to stay in the swing of things happening with your young workers committee in between "Renews letters."

In solidarity,

Pablo Baxter ~ Chairman, RENEW 159



Brothers & Sisters,

EWMC has been working on our Chapter Challenges. Our current challenge that we are working on is Instituting a Mentoring Program. EWMC 159 members Mitch Johnson and Lisa Goodman stepped up to take the lead. One of the objectives of the EWMC 159 is to promote equity in the employment and equal opportunities for minorities and underrepresented workers in all positions at the International level of IBEW. We are looking forward to 2021 for a more inclusive, equitable work environment for all workers with IBEW 159 jurisdiction.

I would like to invite and encourage anyone to attend who is interested in learning more about the EWMC and what we stand for. Please contact the union hall or me by e-mail.

ewmc@ibew159.org. ALL INTERESTED MUST BE IN GOOD STANDING.

**In Solidarity,
Shaun Daniels, EWMC President**



Election

IBEW International Convention

The IBEW International Convention is currently scheduled to begin on Monday, August 30, 2021 in Chicago, Illinois. A letter has gone out to all members with information on the nomination procedures. **Nominations are due March 11, 2021, and election will be held by mail ballot on April 8.** Please direct questions to elections@ibew159.org.

Pension Committee Report

In December's Newsletter I told you I would be back with more changes made to the Electrical Workers Local Union 159 Retirement Plan. There have been many changes in the last couple years, which has delayed our new Summary Plan Description. Every time we thought we were ready, something else needed changing. In November of 2019, the committee made the decision to replace our Investment Consultant (WHN Investment Consulting Services) with a company called AndCo. I know I reported this in one of our last in-person meetings, but I will mention it again for those who were not in attendance. Three firms were interviewed and AndCo was the top presentation of the three. John Mellinger of AndCo went straight to work to see were we needed to make any changes to improve our plan. There were many, but for this writing I will discuss the Core Balanced Fund and the changes that are coming.

For a long time now the funds in the Core Balanced Fund are held at the US Bank and all the reports I have been making on the Core Balanced Fund have been lagging by a quarter. The reason is US Bank would only value the fund on a quarterly basis and could not get revalued up to date in time for the next pension committee meeting. This is about to change. We are removing those funds from US Bank and moving them to Prudential. Prudential has set a target date for July 2021 when the Core Balanced Fund will be held at Prudential which will then be valued daily so you can see the performance of your funds up to date. You will also be able to move your funds in and out of the Core Balanced Fund daily if you wish instead of once per quarter. This has been a trouble spot for several years and Prudential has come up with a program to make this work. Stay tuned for more changes next month.

I want to Thank Pablo Baxter for volunteering to sit as a Trustee in the Pension Committee. He is filling the seat formerly held by Brother Brian Genz, who had to step down due to time constraints to make the meetings. Brian has been on the committee for many years and has contributed greatly to the success of the program. Thank you, Brian, for your services.

Mark Hoffmann, Committee Chair

“A community is democratic only when the humblest and weakest person can enjoy the highest civil, economic, and social rights that the biggest and most powerful possess”

-A. Philip Randolph

“I would like to ask that we begin to dream about and plan for a different world. A fairer world. A world of happier men and happier women who are truer to themselves.

**And this is how to start: we must raise our daughters differently.
We must also raise our sons differently...”**

-Chimamanda Ngozi Adichie

Meet a Member of Local 159, Chuck Belin



Q. Where did you start out, and how long have you been in the trade?

I was born and raised in Milwaukee. In 1998 I became a material handler, then I began my apprenticeship in 1999. Flowers Electric was my first contractor. I topped out in 2004, and I have made a lot of good friends. I enjoy it a lot.

Q. You would not guess...

Chuck is very low key, and not one to blow his own horn. But before he joined IBEW 159, he belonged to another union --he played in the NFL for the Rams, from 1993-1996. And before that, he played for the Badgers. Sometimes, when someone would hear that I played in the NFL, they would look at my Mercury Tracer, and do a double take, "That's your car?!" But I am a frugal guy. And I was engaged when I went into the NFL. Then we got married and

had kids. Not every professional football player earns millions of dollars. If you earned \$135 - 195,000 a year, that's good money, but that is not going to retire you.

Q. Did you have mentors? What have others taught you?

One mentor I had when I was an apprentice was Greg Dressler. He taught me a lot about patience, and being a good JW, and not rushing people in their process. And celebrating when things work out. Take somebody putting in their first outlet; to a seasoned JW, it may not seem like a big deal, but for that person it is a first. Everybody starts somewhere.

Q. What are some memorable jobs you have worked?

I have been on some neat projects, including the Overture Center. That is unique stuff you do not see every day. Working on a 30-40' organ. Being 80' in the air. Some of the lighting fixtures were unusual and came from some place far away. I remember the very first time I went to a play at the Overture Center, and I spent so much of the time looking at the lights. Those lights looked good.

I also worked on Nine Springs wastewater treatment plant. It was not glamorous, but there was a lot that was new to me, like industrial work. One day we had a magnificent snowstorm, like 16". My car got stuck, and they pulled me out with the Lull.

As an apprentice, I worked at Portage power plant, and at RockGen power plant. Each apprentice was given a trailer to de-mouse. We would take a piece of pipe and bang on people's bibs every morning. Mice were climbing in people's pockets. There were a lot of them.

Q. What do you enjoy about this work?

I feel blessed to be in the trades. I like to see people make it, and do well, even if the odds were against them. I really believe being in the trades has allowed me to stay more active than if I had been working a desk job. Being a bigger guy, getting to be on my feet vs. at a desk, has been a godsend for me. I have seen others who went from the NFL to working office jobs, and they are much bigger these days.

Q. Do you have any advice for someone considering a career in the trades?

It is important to understand that in the trades you must take things seriously. People do not always realize the importance of being on time. Also do not take an extra-long break. Pick up after yourself. We are being looked at every minute of every day. It is not about what somebody **else** is doing.

Chuck is part of the Local 159 Electrical Workers Minority Caucus. He looks forward to mentoring 159 members.

I like how the EWMC is open to everyone who wants to be part of it. It is not exclusive – the point is to welcome and include everyone, and to work together to make a difference.

I am not the best and not the worst JW. But I have often felt that being able to work with people is an important talent. And being able to uplift people who are having a rough day. Obviously, you want to work hard, and be productive. But it is also about being able to work as a team. I think it is good if people know how to accept our differences. And know how to work well together.

In the NFL, they taught us: if a person drops a ball, it is not that person, it is the **team** that dropped the ball. It takes all of you, all the time, to be successful. If you have a lot of people individually doing well, and some not so well, you cannot pass the buck.

One cannot deny the humanity of another without diminishing one's own.

--James A. Baldwin



TROY	ACKER	DANIEL	HEAD	TURNER	POAD
JEREMY	ADLER	JEFFERY	HEIMANN	JUDSON	QUINN
JUSTIN	ANTHES	RODNEY	HELLENBRAND	MICHAEL	RAISBECK
ALBERT	BAKER	KYLE	HENDRICKSON	KASRA	RAMYAR
PATRICK	BEINBORN	TIMOTHY	HENNING	JOHN	REGEZ
ROBERT	BIRD	LEE	HERFEL	NATHAN	RETZLAFF
TRACY	BOX	BRANDEN	HOLT	RANDALL	REUTER
KEVIN	BRACKEN	ANDREW	HOTCHKISS	LANCE	REVERE
JOHN	BRANDENSTEIN	DAVID	HYATT	JOSHUA	RICHARDSON
DANIEL	BREIBY	SCOTT	JAEGER	JEFF	RICKERT
JEFFREY	BROWN	GERALD	JENKINS	LINCOLN	ROSONKE
WILLIAM	BRUNSELL	BRETT	JENSEN	BRIAN	RUSS
JOSH	BUTCHER	ANDREW	JOHNSON	NATHAN	SCHNEIDER
KEIWON	CALDWELL	ANGELA	JONES	COLTON	SCHULTZ
COLE	CHESMORE	NOAH	KEARNS	RANDALL	SCHULZ
PATRICK	CHILDERS	RONALD	KELLER	AUSTIN	SHRADER
RYAN	CLERKIN	PAUL	KERR	KEVIN	SIMONSON
ROMAN	COLLINS	DOUGLAS	KIRKEENG	JEREMY	SMITH
DANIEL	CRANS	BRIAN	KNOCHE	RANDY	SMITH
JEFFREY	CROCKER	CAMERON	KNUTESON	DAVID	STACK
DARREN	CULLES	TRENT	KREITLOW	TY	STEWART
PRESTON	CUNNINGHAM	MICHAEL	KRONE	CHASE	STIETZ
BRYAN	DELORIMIER	LINKOLN	KRUGMAN	ANDREW	STRASBURG
JOHN	DIGGLES	ETHAN	LANGE	KYLE	SYVERSON
TRENTON	DISKE	ASHLEY	LASECKI	CHRISTIAN	THEEL
JORDAN	EGLI	COREY	LAUFENBERG	STEVEN	THOMAS
PAUL	ERICKSON	TRAVIS	LEE	JOSHUA	TOWNSEND
PATRICK	FAHEY	BRENT	LEIGH	MATTHEW	TWOMBLY
TYLER	FREY	MARK	LEMOINE	JASON	VAN HELDEN
ARIC	GEISSBUHLER	JEREMY	LEVINGSTON GROSS	MICHAEL	VIOLA
JEREMY	GEMPELER	RYAN	LOCK	JOHN	VOLKMAN
MARCUS	GENRICH	ERICA	MCVAY	KEVIN	WARD
THEOPHILUS	GENTLE	MATTHEW	MEIER	COLIN	WAYNE
RYAN	GOLDADE	ROBERT	METZ	CHRISTOPHER	WEBER
SCOTT	GRAFF	KEITH	MILLER	ANDREW	WENDORF
KEVIN	GRANIERO	LUCAS	MOHELNITZKY	NICHOLAS	WIESE
CAROL	GRUNDAHL	TYLER	NIESL	SHAD	WILLIAMS
GUY	GRUNOW	ROSS	PADLIN	GEOFFREY	WILSON
ROBERT	HALVORSEN	MAXWELL	PILLATH	MICHAEL	WINKELMAN
AXEL WOODMAN					
MICHAEL ZOUSKI					

Please help keep your family and the office staff safe while avoiding re-instatement fees – by paying your dues online or sign up for automatic withdrawal!

Union Dues DUE DATES:

Union Dues are due as follows: 1st Quarter = December 31st, 2nd Quarter = March 31st, 3rd Quarter = June 30th, 4th Quarter = September 30th.

Union Dues AMOUNTS:

BEGINNING THE FIRST QUARTER OF 2021 (JANUARY 2021), THE INTERNATIONAL DUES ARE AS FOLLOWS:

"A" Members: Per quarter (3 months): \$129, Semi-Annually (6 months): \$258, Yearly (12 months): \$516

"BA" Members: Per quarter (3 months): \$63, Semi-Annually (6 months): \$126, Yearly (12 months): \$252

Methods of Payment:

1. Automatic Dues Withdraw from your checking account. Download the form in the link, mail it in with a voided check and never worry about being late again. [Download form to set up by clicking this link.](#)
2. Visa, MasterCard, or Discover Card – This can be done by phone, in person or [online by clicking this link, www.ibew159.org.](#)
3. Cash – Only accepted for in-person transactions
4. Check (Be sure to include Member's full name) – This can be mailed to the hall or dropped off in person.
5. Money Order (Be sure to include Member's full name) – This can be mailed to the hall or dropped off in person.

Info From DSPS About CEU Waivers for License Renewal

If you work under the Inside Agreement, you know the State of Wisconsin requires you to maintain a current electrical license. The Department of Safety and Professional Services (DSPS) is the agency in charge of licensing. **All Local 159 members who hold an Apprentice, or a Registered Electrician credential must renew yearly**, by the anniversary of the date it was issued. As Casey mentioned, those with a Registered credential also need to take 24 CEUs, or CEs each year, (See [www.ibew159.org](#) for a class schedule.) JW's and Master's licenses are renewed every four years. Members who work under the Voice, Data, Video (VDV) Agreement do NOT need a license.

From the DSPS:

We realize that COVID-19 has led to cancellations and postponements of conferences, conventions and other meetings where individuals often earned continuing education credit. If you are unable to complete your Continuing Education (CE) requirements because of COVID-19-related disruptions, you may request a CE waiver. If you are requesting a CE Waiver due to COVID-19 disruptions, you will not be charged a CE waiver fee. In order to request a waiver, please submit a statement regarding the inability to complete CE requirements due to COVID-19 related course disruptions. Please be sure to include an email address in order to receive confirmation of your CE waiver. Please be aware that granted waivers will **not** eliminate the need to complete CEs.

DSPS will renew licenses with a CE extension provision. This will now expire on June 30, 2021. Any CE earned during the extension will first be applied to any 2020 renewal deficits. Once 2020 CE requirements are satisfied, any extra credits earned will be applied to the next renewal period.

Phone: 608-266-1352

Web: <http://dsps.wi.gov>

Email: dsps@wisconsin.gov

<https://dsps.wi.gov/Pages/Professions/>

If you are caught working without a current Wisconsin license, both you and your employer will be fined. And you will be removed from your job.

Women's History Month, March 2021

Women in Construction Week, March 7-13

The focus of Women in Construction Week is to highlight women as integral members of their team and highlight their growing role in the construction industry. It is also a chance to educate others about the options open to them and their children, and to promote the trades as careers for **everyone**. Share your experiences of being a female construction worker on your social channels with the hashtag #WomeninConstructionWeek This is also a great opportunity to take time to **Ask a co-worker, classmate, friend or family member what it's like** to be a woman working in construction. **And then take the time to listen.**

On Equal Terms: Gender & Solidarity is an interactive (online) exhibit honoring the experiences of women in the construction trades, by IBEW member, artist and writer Susan Eisenberg. The exhibit includes audio clips from interviews with women in construction, a collection of outhouse art, and much more. Check it out! www.onequalter.ms

Know someone considering a career in the trades? Tell them about the **WRTP|Big Step virtual Women in Construction Roundtable, on March 10**, at 4:00 pm. Learn more at the QR code, or call (608) 255-0155, or email southcentral@wrtp.org



International Women's Day, March 8

International Women's Day is one of the most important days of the year to celebrate women's achievements, raise awareness about women's equality, lobby for accelerated gender parity, and to fundraise for female-focused charities.

This year's theme is #ChooseToChallenge

A challenged world is an alert world. Individually, we're all responsible for our own thoughts and actions - all day, every day. We can all choose to challenge and call out gender bias and inequality. We can all choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world. From challenge comes change, so let's all **choose to challenge**. Learn more at www.internationalwomensday.com/

*** MONTHLY DUES (effective 1/1/2021) ***

\$19.00 IBEW Pension

\$20.00 Due to IBEW General Fund

\$ 1.75 Local 159 Dues

\$40.75 Total

1st Quarter (Jan/Feb/Mar) Pay by December 31

2nd Quarter (Apr/May/June) Pay by March 31

3rd Quarter (July/Aug/Sept) Pay by June 30

4th Quarter (Oct/Nov/Dec) Pay by September 30

Death benefits are assessed for any active or retired member who passes away. Active members pay \$1.00 for each death benefit. This is also a benefit for all #159 active and retired members. We are currently on death benefit #269. **If you currently have your union dues set up on auto pay with your bank, make sure you are sending \$40.75 each month.** Remember to check on death benefits. We accept checks, cash (in person), debit/credit cards (in person or by phone during business hours) and money orders.

**DUES NOT PAID IN A TIMELY MANNER
MAY CAUSE THE
LOSS OF SOME OR ALL BENEFITS.**

**IT IS YOUR RESPONSIBILITY TO PAY
DUES TIMELY. IBEW #159 IS NOT
REQUIRED TO SEND OUT BILLING
STATEMENTS**

**IBEW LOCAL 159
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MCFARLAND WI 53558
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**Follow us on Instagram, [ibewlocal159](https://www.instagram.com/ibewlocal159/);
on Twitter [@ibewlocal159](https://twitter.com/ibewlocal159)
like us on Facebook,
facebook.com/IBEWLocal159**



In Honor of Women's History Month, March 2021, Here are some definitions and resources

Be an Ally

An ally is someone who is on your side, like a more experienced teammate who is your *ally* in convincing the coach to give you more playing time. An ally can also be someone who supports another individual or group of people. Such someone who stands up for people of color, women, and LGBTQ+ workers on a job site.

Ally comes from the Latin word *alligare*, meaning "to bind to," like nations who are allies in wartime — they will act together, and protect one another. You can also use *ally* as a verb, meaning "join forces with."

On a job site, women and people of color face additional challenges every day, just to do their job. Such as figuring out how to deal with someone who continues to ask them out, even after they've been repeatedly told "no." Chances are women and people of color feel isolated, and tend to find themselves working alone. They are not in on the in joke. They may actually be the butt of the joke. They are not invited out to the bar after work. Put yourself in their shoes, then take the next step. Be an ally. www.guidetoallyship.com

Being an ally is an extension of solidarity. It is part of being a good union member.

Bringing others onto equal footing means we all win. Elevating others not only strengthens those workers, it strengthens the person doing the elevating, not to mention our work crews, and our union. It is good for our industry. With fewer people going into the trades, let's welcome everyone.

According to Chicago Women in Trades: An ally listens to...many voices of those they are allying with, is... constant(ly) learning, and reflects on how someone's status of race/gender/class/religion/sexual orientation (and more) confer an advantage... An ally takes ongoing (public and collective) action to support the communities that do not benefit from... advantage.

You don't have to be an executive board member to set a positive example. Any rank and file member, of any classification, can be an ally.

TO BE AN ALLY IS TO...

- Take on the struggle as your own.
- Transfer the benefits of your privilege to those who lack it.
- Amplify voices of the oppressed before your own.
- Acknowledge that even though you feel pain, the conversation is not about you.
- Stand up, even when you feel scared.
- Own your mistakes and de-center yourself.
- Understand that your education is up to you and no one else.

***Do your little bit of good where you are;
it's those little bits of good put together that overwhelm the world.***

-Bishop Desmond Tutu

In Honor of Women's History Month, March 2021, Here are some definitions and resources

Take a walk in someone else's shoes

There are many organizations working to level the playing field.

Chicago Women in Trades, and the National Center for Women's Equity in Apprenticeship and Employment resources for women and allies in the trades, <http://womensequitycenter.org/best-practices/>. Including a tip sheet called, being a Male Ally: Recommendations for Supporting Women's Success in the Building Trades.

Electrical Workers Minority Caucus, www.ibew-ewmc.com

Pride at Work, www.prideatwork.org, and their union guide to discussing LGBTQ People and Issues, www.prideatwork.org/wp-content/uploads/2015/04/LGBTQunionguide.pdf

Reckoning Trade Project, making the trades safer for non-traditional workers, www.reckoningtradeproject.org

The story of women's struggle for equality belongs to no single feminist, nor to any one organization, but to the collective efforts of all who care about human rights.

-Gloria Steinem

Merriam-Webster

sex-ism | **Definition of sexism**

1: prejudice or discrimination based on sex *especially*; discrimination against women

2: behavior, conditions, or attitudes that foster stereotypes of social roles based on sex

Definition of misogyny

Hatred of, aversion to, or prejudice against women, a culture that promotes violence and *misogyny*

The (Etymological) Roots of Misogyny

Misogyny may be distinguished from the closely related word *sexism*, which signifies discrimination based on sex (although it most frequently refers to discrimination against women) and also carries the meaning "behavior, conditions, or attitudes that foster stereotypes of social roles based on sex."

Misogyny refers specifically to a hatred of women. The word is formed from the Greek roots *misein* ("to hate") and *gynē* ("woman"). Each of these roots can be found in other English words, both common and obscure.

Continuing Education Opportunity

Conduit Bending, March 16 - April 27, Tuesdays 4:30-7:30 pm, at IBEW 159 Training Center. 18 CEUs. To register: contact the Local 159 office (608) 255-2989.

Class schedules will continue to be posted at www.ibew159.org



Find breaking news & information at the Local 159 Facebook page: facebook.com/IBEWLocal159

Contacts

Local 159 Office	(608) 255-2989, office@ibew159.org
Local 159 Job line	(608) 255-0169, 5:00pm -7:00am
Apprenticeship Office	(608) 221-3321, wijatc.org
Department of Safety & Professional Services (DSPS)(Licensing)	(608) 266-2112, dsps.wi.gov
WEEBF, Health Insurance & Benefits	(608) 276-9111, weebf.org
(Wisconsin Electrical Employee Benefit Fund)	or (800) 422-2128

The WEEBF office will be open for phone calls, but not for walk-in visitors, email fundoffice@weebf.org
Apprenticeship office, (608) 221-3321. **Apprenticeship applications are due April 16, 2021.**
**To receive an Apprenticeship application, email office@ibew159.org, or give us a call
(608)255-2989, between 8:00 AM – 4:00 PM.**

Stay Safe