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# Local 159

**IBEW 159**

**JULY 2015**

## **Business Manager's Report**

**Robert Doyle**

### **BOOK REPORT**

INSIDE	
BOOK I (AVAILABLE)	<b>54</b>
INSIDE	
BOOK II	<b>84</b>
RESIDENTIAL	
BOOK I	<b>2</b>
RESIDENTIAL	
BOOK II	<b>0</b>
VDV	
BOOK I	<b>4</b>
VDV	
BOOK II	<b>3</b>



### **JULY 9, UNION**

#### **MEETING AGENDA**

Agenda will include:

Prevailing Wage Update

Training Center Remodel Update



Dear Brothers and Sisters,

There have been lots of changes in the IBEW in the past 30 days. International President Ed Hill stepped down from his position on June 1, and 6th District International Vice President Lonnie Stephenson has taken his place. David Ruhmkorff then filled the 6th District V.P. position. This will not affect our day-to-day operations, but these people, along with the other 10 vice presidents, will determine the future of the IBEW. At our Local, Lisa Goodman has been made business agent in charge of outreach and communications. She began her new position on Monday, June 22. I am confident that Lisa will enhance our presence in Madison with her strong communication skills. Please stop by the office and welcome Lisa.

Training Center construction is moving right along. Most of the walls are up and the heavy steel is set. Schultz Electric is busy with the electrical rough-in, and the area is taking shape. Our goal is to have the facility ready for meetings by August, and for classes by September. The grand opening is slated for October 10. At the last JATT meeting, we voted to purchase several new pieces of equipment for the Training Center, including a Greenlee 881 bender and table, a 6505 tugger and a 555 DX bender. There is much to do, as we work to equip the Training Center and prepare for the grand opening. This is an exciting time, as we prepare to embrace the challenges of today's market and train our members on new technologies.

In Solidarity,

Robert P. Doyle

*There are risks and costs to a program of action. But they are far less than the long-range risks and costs of comfortable inaction. ~ John F. Kennedy*

## **Referral Agent's Report**

Work has been pretty steady. There are a lot of school projects underway. The work outlook is fairly good for summer, and I'm hoping things are going to pick up. We're keeping our eye on the Judge Doyle Square and Union Corners projects.

Reviewing some of our summer events:

There was a good turnout for the June Retirees luncheon and pin ceremony at the Labor Temple.

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The RENEW Committee really worked hard organizing the Trap Shoot. We had a nice turnout, and a good time was had by all. Congratulations to Cameron Knuteson, Eric Proce and Josh Stern on a job well done. Hoping to see more Local 159'ers at this event next year.

A handful of members volunteered at the Building Trades Council's Take Kids Fishing Day at Vilas Park, on June 27. We gave lunch, fishing rods and bait to a crowd of eager kids (and adults), and then shared their excitement as we helped them land panfish, many for the first time. Several adults told us that without this event, they would not have had the opportunity to take their kids fishing. We met some great people, and look forward to next year's outing.

Remember to sign up for the Poker Run, Saturday, July 11. Register in advance, or on the day of the event. Registration runs from 9:00 to 10:45 a.m. at the Labor Temple, and then the ride leaves at 11:00 sharp. Bring any type of vehicle, tractor, car, motorcycle or whatever. All are welcome. (If this is your first poker run, everyone gets a playing card at the start and at the finish, and a card at each of the three stops along the 75-mile route; the best hand wins.) Raffle, food and soda are included with the \$20 per person registration fee, with all proceeds going to Toys for Tots.

Holiday Fantasy in Lights work is gearing up. We have worked on few new display designs and repaired some old ones. Stay tuned: toward fall, we may be looking for some help with final prep.

No-dogs and tape measure holders are available at the office now, for \$15 and \$7, respectively. If you have taken a Code of Excellence class anytime since January 2015, feel free to stop by the office to pick up your free Code of Excellence t-shirt.

Work is good all over the state. If anybody wants to travel, feel free to give me a call.

*Jeff Crocker*

## **Membership Development**

### **Organizer Report**

Local 159 and WRTP/Big Step are working together to put on a career fair somewhere within our jurisdiction, outside of the greater-Madison area, and possibly outside of Dane County. We want to reach out to different regions to educate people about the benefits of union membership: camaraderie, education, wages, medical, dental, pension, long- and short-term disability benefits, life insurance, multiple contractors to work for within our Local, and the ability to take your ticket and sign Book 2 anywhere there is work.

The construction of the new Training Center is underway. I believe this will be a great investment in our Local. Thanks to all who have backed this and voted yes. We have posted pictures of the construction on the Local 159 Facebook page, and will keep you up to date as it progresses.

When I am doing organizing work with other building trade organizers, visiting job sites, handing out literature and meeting non-union workers, I find that workers are usually interested in the union pay and benefit package, but they are curious about having steady employment if they join the union.

A big thank you to the 159 members who have encouraged friends or family to get in contact with us about becoming union members. If you are on a jobsite where non-union electricians or low voltage technicians are working, please give me a call. This is a great opportunity for you and the Local to engage in conversation with these workers about the benefits of being an IBEW 159 member. We also have brochures that you can leave on their carts, or hand to them in person.

Remember our incentive program, please help Local 159 organize.

Help organize a new member - \$25

Help organize a shop with 4 members or less - \$50

Help organize a shop with 5 members or more - \$200

United we stand,

*Casey Healy*

## Outreach & Communications Report

Here are some of the big items on my to-do list:

Coordinating outfitting of the Training Center. For some time, people have been talking about the classes that will be taught at the new facility. My role is to connect with the many partners involved to coordinate planning and acquisition of any needed equipment and furnishings, and help the ideas become reality. The first priority is to be ready for classes that will be taught here this fall, which leads to:

Planning and publicizing the Training Center Grand Opening event on October 10. Save the date. Along with inviting elected officials and dignitaries, we have invited 6<sup>th</sup> District V.P. Ruhmkorff to be on hand, and the invite list keeps growing. Stay tuned, we will need your help to make this happen.

Another project is Community Outreach. Long-term, the Local wants to better serve the members and be better engaged in the community. The Training Center will enable us to offer classes for CEUs, and better serve the membership with training in a variety of areas. There are so many possibilities for what we can do here. In addition, we want to share the Training Center with the community. We want to provide opportunities for middle- and high-school students to visit, and get an introduction to what electrical work involves, and show them the pathway to get into this work after high school. We are partnering with Madison and other nearby school districts, to help make this happen. This is the beginning. Through these efforts, we want to grow our members' capabilities, and begin to offer opportunities to those who might someday be future IBEW members. Let us know if you want to get involved in outreach to schools, perhaps in your school district. Even two or three hours of your time, just once, can make a difference.

I attended a workshop sponsored by the Wisconsin Dept. of Workforce Development (DWD) on Labor Law, about fair hiring practices, unfair application/interview questions, and related topics.

I invite you to get in touch if you have something to share, want to be part of these efforts, or if you have ideas for other ways to connect with young people, and your local schools. Get in touch anytime, [lgoodman@ibew159.org](mailto:lgoodman@ibew159.org), 255-2989 extension 112.

*Lisa Goodman*

**Which of these is an illegal question(s) for an employer to ask?** In an interview or on an application form. (Read on, for the answers.)

- a.) Are you a U.S. citizen?
- b.) Have you ever been arrested for a crime?
- c.) How old are you?
- d.) Are you authorized to work in the USA?

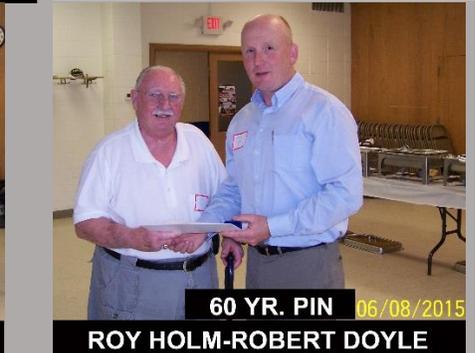
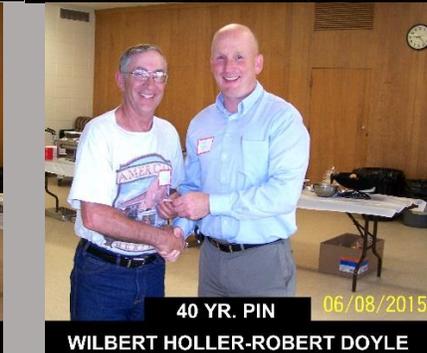
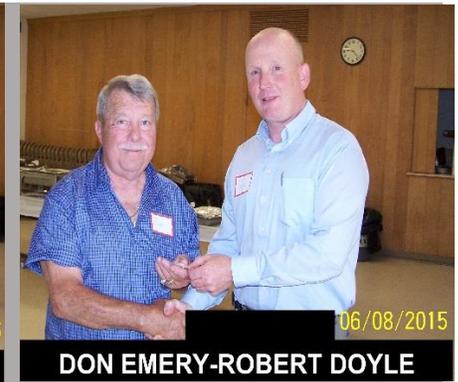
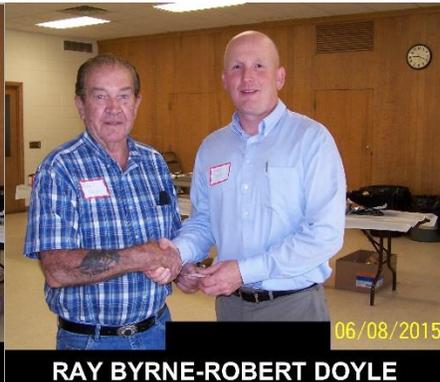
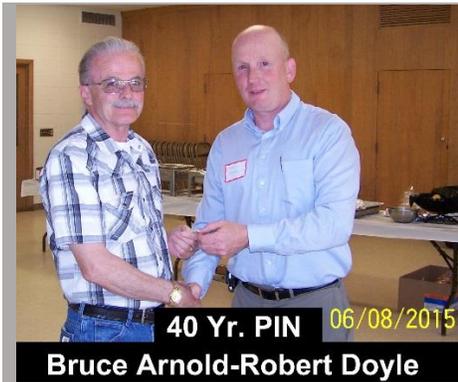
## Retirees' Club – Elmer Racek



We met at the Labor Temple on Monday, June 8, and celebrated nine members' milestone years of service with a pin ceremony: Bruce Arnold, pictured below at top left (40 years of service), Ray Byrne (25), Don Emery (40), Merlin Graham (50), Bill Holler (40), Roy Holm (60), Dick Jones (35), Bill Kracke (35), Elmer Racek (50).

Congratulations to all. May you spend your well-earned retirement in good health and with much happiness. (Those honored are pictured below. Photos and captions by Elmer Racek. Photo of Elmer Racek by Jeff Crocker.)

Next month the retirees will meet on July 13, at noon, at Fitz's on the Lake in Lodi. Remember to call Sue and make a reservation. Hope to see you there.



**Dave Johnson** is breathing easier after a brief stay in the hospital for respiratory issues. We're glad to hear you're feeling better, Dave. Stay strong!

## In Memoriam

LAKE WISCONSIN / SUN PRAIRIE - **Nathan "Nate" Williams** (April 26, 1926 - May 30, 2015)

Nathan Williams passed away at age 91, surrounded by family and loved ones. He was born on, in North Bristol, Wis., to Robert and Selina (Meland) Williams.



He graduated from West High School in Madison in 1941. After high school he joined the U.S. Army Air Corps, serving in World War II with the 8th Air Force, 351st bomber group. He was the recipient of the Distinguished Flying Cross, the Air Medal, the Purple Heart and the P.O.W. Medal among many others. He achieved the rank of T/SSG. He worked for as an electrician and was member of IBEW 159 for 65 years.

Nate married Mary Burke in 1946 at St. Raphael's in Madison. They were happily married for 68 plus years. Nate was a member of Badger Chapter of Ex POWs. He enjoyed wood working, computers and spending time with his family.

Nate is survived by his spouse, Mary of Sun Prairie; son, David (Kathy) Williams of Edgerton; six grandchildren, Karen Kalinowski, Robert Corcoran, Amy (Randy) Sprauge, Sandy (Marc) Kleist, Jesse (Sara) Sieger and Elizabeth Sieger; 11 great-grandchildren; and one great-great-granddaughter.

Nate was preceded in death by his parents; sisters, Jeanette and Vivian; and his beloved daughter, Lin.

Visitation was held on June 4, 2015, and a Mass of Christian Burial was held June 5, 2015, with burial following at Sacred Hearts Cemetery in Sun Prairie. In lieu of flowers, the family requests memorial donations be made to St. Albert the Great, the Dane County Humane Society or the Badger Childhood Cancer Network.

**Robert Feuling** (November 16, 1933-June 6, 2015)

Robert Feuling passed away at the age of 81 after a brief illness. He was born in Madison to Alma (Feuling) Jacobson and Leroy Feuling. After graduating from East High School, he joined the Marines and served in Korea. Returning to Madison, he worked as an electrician for Havey Electric and was very active in IBEW Local 159.



Bob had a great sense of humor, loving to make his friends and family laugh. He was a voracious reader, particularly of American history. He closely followed Wisconsin sports teams, watching the Brewers faithfully until Bob had a great sense of humor, loving to make his friends and family laugh. He was a voracious reader, particularly the end. An avid lifelong fisherman, he retired to Friendship in Adams County in 1997 where he spent many enjoyable hours fishing on Castle Rock Lake with fishing buddy Tom Kreisler. He also loved his retirement routine of going out to breakfast daily to connect with friends and read his daily newspapers.

Bob was predeceased by his parents Alma (Feuling) Jacobson and Leroy Feuling, step-mother Alice Feuling, step-father Sonny Jacobson, brother Gary Storlid, and longtime companion Elda Petterson. He is survived by siblings John (Frani, Atlanta), Cynthia Marino (Milwaukee), Mary Navis (Calvin, Hilton Head), Mike (Miami), Tom (Sun Prairie), Steven (San Francisco), Jerry Jacobson (Barbara, Wilton), Joyce Conant (Wilton), daughter Dana (Robert, San Diego), and grandsons Chris Ferguson (Emily, San Diego), and James Ferguson (Seattle).

A celebration of life will be held on July 11, 2015 at noon at Carlson's Rustic Ridge Supper Club in Friendship.



**Shirley M. Phelan**, age 91, passed away Thursday, June 11, 2015, surrounded by the love of her family. She was born on January 21, 1924 in Madison, the daughter of Albert and Dorothy (McCann) Reed. She graduated from Central High School in 1941. Shirley began her career, working as a dental assistant at Truax Field and enjoyed many great friendships she valued and maintained throughout the years.

She was united in marriage to William Phelan on June 16, 1949 and they were blessed with 11 children and a huge extended family of brother and sister-in-laws and dozens of nieces and nephews that have remained a close knit family throughout the years

She waitressed nights at the Cathay House when her children were young and eventually found her career as a bookkeeper for the Madison Labor Temple and IBEW #159 Electricians Union where she worked for over three

decades. She got to meet many wonderful union members that were blessed by her kind spirit and compassionate nature. She loved people and always had a soft spot for the underdog, the less fortunate and anyone in need of her help. She never said no.

Her passion in life was always family and her Catholic faith. She may have had the Guinness world record for donating to missions and Catholic charities. She was always an active parishioner at St. Bernard's Church and School or St. Patrick's Church and School, where her children attended. She was active with Catholic Daughters. She loved music and dancing and even won a jitterbug contest in her younger days. But family get-togethers and celebrations were what she loved most. Family was her biggest priority and greatest source of joy. She was also a dedicated and loving daughter. She enjoyed traveling and took many road trips with her mother Dorothy and other family members. She cared lovingly and unselfishly for her Mother until she passed away at the age of 98. They both taught us many valuable life lessons.

She is survived by her children: Al (Pam), Kathleen (Gim) Middleton, Rita, Susan (Stephen) Blue, Billy (Judie), Dorothy (John) Russ, George (Debbie), Shirley (Tom) Kaltenberg, Carol (Todd) Schommer and John; son-in-law, David Ziech; 25 grandchildren, 32 great-grandchildren and many nieces, nephews, other relatives and friends.

She was preceded in death by her parents, her daughter, Mary Ziech, her grandson, Shaun Blue and brother, Albert Reed. A Mass of Christian Burial was held on Wednesday, June 17, at St. Patrick's Catholic Church, 404 E. Main St., Madison, with Msgr. Kevin Holmes officiating.

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## **Bookkeeper's Corner – Kara Menzel**

It's getting pretty busy in my corner of the office lately, as I prepare for our end of fiscal year. We will have the CPA firm Wegner LLP in the office July 29-31 to prepare our consolidated financial statements and tax returns. Our Local 159 Audit Committee will conduct the Fourth Quarter Audit on July 15. In addition, our outside accountant starts to prepare our Form LM-2 to submit to the Department of Labor, which is reviewed and signed by the Treasurer and President.

We've all heard the acronym "DOL," but what exactly is the Department of Labor, and what does it do? *The Department of Labor (DOL) administers and enforces more than 180 federal laws (dol.gov).* These laws cover areas like: Wages and Hours (Fair Labor Standards Act), workplace safety (the OSH Act), worker's compensation, employee benefit security (ERISA), unions and their members (Labor-Management Reporting and Disclosure Act (LMRDA)), employee protection, Family Medical Leave Act, and Veteran's Preference to name a few.

The LMRDA is the main law governing unions and is administered/enforced by the Office of Labor-Management Standards (OLMS). This law requires us to file a Form LM-2. These are publicly disclosed and can be accessed at [www.unionreports.gov](http://www.unionreports.gov) and at the Hall. In preparing the LM-2 we, as a union, are required to maintain financial records and other related records that clarify or verify any report filed. "...it is not possible for OLMS to precisely define what records must be maintained by every union." (<http://www.dol.gov/olms/regs/compliance/lmrdarecordkeeping.htm>) But, the DOL offers many examples and compliance tips to aid unions in proper recordkeeping and developing procedures to safeguard the financial integrity of the Local.

At Union meetings, I have a folder available with the latest LM-2 Instructions (they get revised every so often), DOL Audit Tips and a new compliance tip each month. These tips cover everything from Lost Time Payments to credit card disbursements to common mistakes. On some of these tips it states that the DOL does not offer one best policy, but makes suggestions and recommendations for the Local to take in order to be compliant.

The Local leadership has made it a priority to improve recordkeeping, policy-making, financial education and transparency. Our financial records are open to review, by appointment, by any member. Detailed reports are provided at Union Meetings. Thorough internal audits are performed quarterly. Meeting

minutes are maintained as documentation of authorization of expenses. In addition to the E-Board-approved General Policies and Procedures for the Local (kept electronically and in a binder at the Hall), we maintain a separate policy and procedure book for Local 159 accounting.

“DOL” is one of those acronyms that can incite fear in people, especially if the DOL wants to do a Compliance Audit. Take heart that the leadership you’ve elected has taken great strides to write detailed policies to protect Local funds and ensure compliance with the laws that govern our Local’s finances. The DOL’s main responsibility (as related to the union finances) is ensuring compliance with federal law, our International Constitution, Local Bylaws and Local Policies.

I encourage questions! If I cannot provide you with an answer I am happy to reach out to the DOL branch office for direction. Through education and understanding the role of the DOL, I hope we can move from a fear of them to a respect of what they do.

## Upcoming Events

**July 9** – Union Meeting, 5:30 p.m. at Labor Temple.

**July 11** – Poker Run, meet at **Labor Temple**. Registration 9:00-10:45 a.m. Ride leaves at 11:00 sharp.

**July 25** – Bob Palmer Golf Classic to benefit the Suchoman Scholarship, Foxboro Golf Course, Oregon. Raffle/door prizes, best ball, hole prizes, fun for everyone. Sign up at 7:00 a.m., start at 8:00.

**August 15** – Union Picnic, Vilas Park Shelter, 10:00 – 3:00

Special thanks to PNC Bank for their generous contribution of \$1,000 to fund the picnic.

Beanbag toss, sack races, bocce ball, baseball. Hot dogs, burgers, brats, picnic food, bring lawn chairs, baseball gloves and equipment, volunteers needed to help with food and organize the games. Call the office.

**September 7** – Volunteers needed for the annual Labor Day Festival, at the Labor Temple.

**This fall**, we’ll be offering classes at the Training Center for those in the Residential Reclassification program. Any open slots will be available to CWs and CEs.

**MSHA recertification** will be offered when 12 or more members have signed up. Call the office to get on the list.

*If you are interested in participating or volunteering for any of the above events, contact the union office (608) 255-2989, or email [sblue@ibew159.org](mailto:sblue@ibew159.org)*

**Correction: In last month’s Upcoming Events, we incorrectly stated that the Poker Run will begin at the New Union Building. The Poker Run will begin at the Labor Temple.**

**Answers to Fair Employment questions on page 3** – B. *Have you ever been arrested for a crime?* is the one illegal hiring question. A more acceptable way to ask or answer the question would be, “Have you any pending charges against you at this time?” Or, “Have you ever been convicted of a crime? (Please list all convictions and dates.)” An employee might reply, “I have no pending charges against me at this time.” Or, “I have/not been convicted of a crime.”

Under Title VII of the Civil Rights Act of 1964, questions are illegal if they ask about national origin, citizenship, age, marital status, disabilities, arrest record military discharges and certain other information. Many questions illegal under Title VII are not illegal under the Wisconsin Fair Employment Law, but they could potentially make an employer vulnerable for unlawful discrimination. Employers’ application and interview questions should relate only to the knowledge, skills and ability needed to do the job. Question A. An employer would be wiser to ask,

“Are you authorized to work in the USA?” Question C. “Are you over the age of 18?” is all an employer needs to know. That is an acceptable way for an employer to ask about age.

## **Do you have an electrical license? Why the heck not?**

We are seeing a lot of new faces lately, as new apprentices and CWs/CEs come in to join the union. Many are not familiar with Wisconsin’s electrical licensing requirements; it’s time to get acquainted with the Department of Safety and Professional Services (DSPS). As of April 1, 2014, “...no person...may install, repair or maintain electrical wiring unless the person holds a license or registration issued by the department...” VDV workers do not have to be licensed.

Visit the credentialing office, at 1400 East Washington Ave. in Madison, or download an “Electrical Apprentice Registration” form; for CWs and CEAs use the “Registered Electrician Registration” form. Include a copy of your Apprenticeship contract. Your license is good for one year, and to renew it you will need 24 CEUs each year. Veterans are eligible to get their first electrical license for free (read about waiver of initial credentialing fee at [www.WisVets.com](http://www.WisVets.com)). To learn more, or check the status of your license and CEUs, visit [dsps.wi.gov](http://dsps.wi.gov), or phone (608) 266-2112.