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The Local 159 Line

IBEW 159

MAY 2014

Online Version

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Business Manager's Report	Robert Doyle
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Dear Brothers and Sisters,

March and April were eventful months. A lot is happening in and around Local Union 159. Please continue to challenge us by giving feedback about what you think is or is not working. We serve you, and together we are the union.

Negotiations, by definition, involve a give-and-take process. Both Inside and Residential negotiations are ongoing. At our last meeting, the members voted to reject the Inside proposal from the contractors. We will continue to meet weekly with our NECA contractors to arrive at a mutual agreement. I am confident that we will grow from this process and come out stronger on the other side.

We are fortunate to be in an industry with high demand. As you drive around town, it is hard not to notice the cranes and numerous construction sites. Even though electricians will always be in demand, we face challenges to our market share from non-union contractors. Many of the project managers are hiring non-union companies. How can we reverse this trend? The business agents and I are crafting a plan to address this issue. We will share this plan at the next meeting. In addition, we are examining our training and education processes to strengthen the skills of our workforce to stay competitive.

As the saying goes, “The first secret to success is showing up.” The last meeting was encouraging with so many members in attendance. Think about ways we can improve what we do, as individuals and as a union, to become a strong force in the fight for workers’ rights. See you at the next meeting.

In Solidarity,
Robert P. Doyle



Referral Agent's Report	Jeff Crocker
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Hello, Brothers and Sisters,

We're almost finished setting up the Labor Power bid system. Member information has been entered and now we're finalizing a few details with Technical Support. As soon as it is ready to go, the office will be sending out a postcard in the mail to give you step-by-step instructions on how to use the new system.

Work in the area remains slow. Projects are being bid but nothing has started yet. Calls for Staff have slowed down. Epic is not expected to call until August. The cookout at Kromrey School was postponed because the jobsite was too wet. The cookout at Edgewater is on May 1.

The VFW Hall out on CV needs help with their outdoor lighting. **Would you be willing to volunteer a few hours to help our Vets?** Please call me at the hall at (608) 255-2989.

In Solidarity,
Jeff Crocker



Membership Development Report	Casey Healy
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Save the date: We will be having a Local 159 Summer Picnic on August 9 at Warner Park shelter. Details and time of the picnic will be announced by the Entertainment Committee in the next newsletter. It should be a good time for families and friends to enjoy sun, fun, games, food, brotherhood, sisterhood, and just hanging out.

As you've noticed, we've been working hard to get new classes for JW's to earn CEU's. We held an Article 517 Health Care class on April 21, and a Mine Safety and Health Administration certification class on April 23, 24, and 25. I would like to thank all who attended. We hope these classes were beneficial to you.

Just a reminder; when you come to a class, in order to file your CEU's with the State of Wisconsin (DSPS), you must provide your License Credential number to the instructor. Some other useful items to bring to any class include your 2011 code book, notepaper, and a pen or pencil.

We will announce new classes on the IBEW 159 website, in the newsletter, and by email. Please make sure that you have a current email on file with the office. If you need to submit a new or updated email, send it to sblue@ibew159.org.

To search for classes online, go to www.ibew159.org. In the far upper left corner, scroll down to "Member Resources." Move your mouse to the right to click on "Class Offerings." You will be able to view what's available, and some details about the class.

We do not have an official date set, but the Apprenticeship Office is taking calls for anyone interested in a Journeyman- or Master-prep class. They will monitor the list, and when enough people sign up, the class will be scheduled.

There will be a Building Automation HVAC class on May 14 and 21 at the Labor Temple. This six-hour class runs from 4:30 to 7:30 p.m. both nights and earns 6 CEU's. You must be present for both Wednesday evening classes in order to receive your CEU's. Register with the Apprenticeship Office. Call them at (608) 221-3321.

Unite as one and be strong,
Casey Healy



Organizer's Report

Jeremy Waugh

All of the organizers from Wisconsin get together once a month and have an Organizing Blitz in a designated Local's jurisdiction. In April, we all got together in Local Union 159. There is a lot of planning to put this in motion that provides us with useful information.

In a one-day blitz of seven teams of 2 organizers each, we discovered which shops have closed their doors, which have moved, which are interested in continuing education, which are in need of manpower, and which shops are interested in learning what the IBEW can do for them. We also learned who was interested in throwing the nearest thing on their desk in our general direction.

Thanks to everyone who has been involved recently in updating me and other agents about non-union job sites. There are many aspects of organizing and this is one where even the slightest information can be helpful.

We are looking for another test proctor to help the Exam Board give exams. The next test will be the third Thursday at 4:30 p.m. Test begins when all examinees are present, and last for three hours.

In Brotherhood Everybody Wins,
Jeremy Waugh



Union Meeting and Events Page

Questions and Answers on “Robert’s Rules of Order”

Question: What is a “friendly amendment,” and how does it work?

Answer: Though most people think a friendly amendment can be accepted by the person who made the original motion, this is not the case. Once a motion has been stated by the chair, *it becomes the property of the entire assembly*. When any amendment (friendly or otherwise) is proposed, the chair will ask if there are any objections. If there are none, the chair can declare the amendment adopted. If even one member objects, the amendment is subject to debate and a vote.

Presented on behalf of President Tom Lemens. Do you have a question about the Rules of Order that are used to keep our union meetings orderly? Please email newsletter@ibew159.org.

May Meeting Agenda Items

- 1) Approval of the **IBEW Local 159 Policy and Procedures Manual**. This manual was drafted at the behest of the 6th District, and has been approved by the Executive Board and will now be submitted to the Membership for a vote of approval. A preview will be posted on the web site soon and available at the office. Copies will not be mailed, as this document is over 30 pages long.
- 2) With negotiations under way for the **Residential and Inside contracts**, the Negotiation Committee may bring proposals to the membership for a vote at the May meeting. It is the position of the Officers and the Negotiating Committee that this is **your** contract to approve or reject—please come and participate.

~ Save the Dates: May, 2014 ~	
May 1	Member Forum, 4:30 p.m. , Labor Temple, Room TBA (Please RSVP by April 30, 4:30 p.m.)
May 3	Fundraiser for Brother Steve Staples (see flyer on last page for details)
May 8	Union Meeting, 5:30 p.m.
May 10	Re-Sign the Book, May 10 – 16
May 12	Retirees Luncheon, 5 th Quarter Sports Bar in Verona, 12:00 p.m.
May 16	Last day for Re-Sign for month of May-June
May 21	SCFL Bean Feed, 6:00 - 7:15 p.m., Labor Temple
May 31	Deadline for early-bird registration , Bob Palmer Golf Classic, \$65
June 30	Last day to register for Bob Palmer Golf Classic, \$75
July 19	Bob Palmer Golf Classic , Suchoman Scholarship Fundraiser Bridges Golf Course, Madison.
August 9	Local 159 Summer Picnic, Warner Park

How Do You Define Professionalism?

Compiled by Lisa Goodman

According to the Merriam-Webster dictionary, "professionalism" is the conduct, aims or qualities that characterize or mark a profession or a professional person.

The website Dictionary.com offers these definitions:

1. Professional character, spirit, or methods.
2. The standing, practice, or methods of a professional, as distinguished from an amateur.

The thesaurus adds these synonyms: polished skill, expertise, thoroughness, respectability, dedication and civility.

Here, and throughout the newsletter, are more definitions from our members.

“For me, professionalism means performing ones job to the highest of industry standards. Being respectful of not only client needs but of other tradespeople on the job, and cooperating to reach the same goal of producing a quality product on time.”

~Rain Zephyr, JIW, retired



“Professionalism means taking pride in your work and knowing your coworkers tolerance for shenanigans.”

~ Brenda Egli, JIW



“Professionalism to me is someone who does what they are trained or schooled in for a career. Every day presenting themselves in a manner in which others see them and think, sometimes out loud even, ‘Someday that’s what I want to be like.’ Nothing worthwhile comes easy, you have to work for it, and you will be rewarded by your co-workers.”

~ Jeremy Waugh, Local 159 Organizer



“Professionalism is something you recognize, even over the phone. In less than 30 seconds you can sense whether they’re a professional or not. Someone who respects your time, pays attention, and treats you the way you’d like to be treated. And the way you try to treat other people. Professionals are people that care.”

~ Jeff Soellner, Local 159 Spouse



“Professionalism is a vision of integrity. Being able to cast off interpersonal and social distractions to perform the tasks at higher than anticipated levels. Proving by example that we possess the superior knowledge, skill, and attitude to complete the job with quality.”

~ Fred Brown, JIW

Scholarship Committee [Survey](#)

The scholarship committee is very active in an attempt to be able to award a scholarship as soon as possible. If each member had bought one raffle ticket for the April 10 drawing, we would have been almost halfway in giving one. The participation level was very low and we are still at square one.

To help guide us in the right direction, please follow this link (or type into your browser) to take a brief Scholarship Committee Survey: <https://www.surveymonkey.com/s/RNSHHNH>.

The first 50 members to take the survey will be entered in a drawing to win a No-Dog. Thank you for your input!



Bob Palmer Golf Classic

Now is the time to register and pay for the **Bob Palmer Golf Classic**. It is \$65 through the end of May, and \$75 for the month of June. That is an 8 a.m. shotgun start at the Bridges on July 19, with 18 holes, a cart and a meal. If you don't have a foursome, we will combine singles, doubles and threesomes to make one.



Congratulations to the raffle winners!



Jeremy Waugh with his new television



Rich Nelson, left,
won the rifle.



Kevin Grundlach
right, won the
computer.

Sue Roseliep won the knife with blade embossing of a grizzly bear, and Rob Jacobsen won a high-quality winter coat with an embroidered 159 logo on the back.

A special thanks to Keith Miller. Keith sold the most tickets of a non committee member. Thank you to all who bought tickets and also to all that helped sell tickets.

These are our generous sponsors who have come on board with us this year. If your contractor isn't on board, ask them to contribute.

Best Buy

DC Green Acres

Hill Electric

Nickles Electric

RT Custom Creations

Radio Doctor

Wisconsin Vision

Wilderness Fish and

Game

Please do business with our sponsors and let them know you appreciate their support.

In Brotherhood, Tim Coger

Membership News

Happy Anniversary



Mary and Butch Hyatt celebrate their 42nd wedding anniversary on April 29! Congratulations and many more years of happiness.

Happy Birthday

Happy Birthday to retired brother Nathan Williams who turned 90 on April 26.



Hello Brothers and Sisters.

Thank you to the apprentices who came to the April union meeting. With your help, the floor approved the reimbursement of the license costs for first and second year apprentices. During the discussion, many people said that this is a cost of being an apprentice, and that apprentices have many advantages today (tuition reimbursement, pay during school) and don't need another one. In part, they are right. We do have many advantages that we take for granted. For all that is provided to us, what can we give back in return?

Time. We can simply give some time. The biggest reason that people don't come to the meeting, volunteer for different committees or other activities has the same answer, time. A monthly membership meeting is usually two to three hours. Committee meetings, and activities such as setting up or tearing down for Labor Fest, again, generally take three hours at the most.

I challenge every apprentice (and all members), to take three hours per month and give back to our Local. We can return some strength to our Local and help ensure a prosperous union. Be proud. Be Union.

*~Brother Ian Eidt,
3rd year Apprentice and member of the Education Committee*

“Professionalism is pride in what you do, and everything that you are.”
~ Nano Farres, 3rd year Apprentice

Retirees' Club

We had a great turn-out this month. Two new retirees came out to join us; John Adams and Keith Hutzler. Hope to see them again. This month's birthdays were Rich Gorst, John Zwettler, Bill Kracke, and Dennis McGinley. Next month we plan go to 5th Quarter in Verona on May 12. Hope to see a good group then.

~Elmer Racek

Ken Goss	Jim Stewart	Tom Corcoran
David Boe	Jeff Rowley	John H. Adams
Roy Holm	Lee Lemens	Denny Strander
Ron Disch	Elmer Racek	Clarence Dresen
Jim Virnig	David Baltes	Steve Greenheck
Rich Gorst	Bernie Braun	Dennis Wieczorek
Ray Becker	Keith Hutzler	
Bill Kracke	John Zwettler	
David Krey	Don Dusheck	
Mike Stassi	John Holler	



Be Positive! Be Happy!

Did you know being positive and helpful can boost your health and well-being? Incorporating these three actions can help you reap healthy benefits.

- 1. Be grateful**—showing gratitude can make you happy. Focus on things you are truly grateful for, like family, friends, or even a great meal.
- 2. Laugh!** Laughter is proven to increase endorphins and lower stress. Watch a good comedy or even learn to laugh at yourself.
- 3. Be helpful.** Charitable people are less likely to have high blood pressure and depression. Giving a gift of your time can trigger “feel- good” brain chemicals. So lend a helping hand and help yourself to a happy, healthier life.

~Provided by Sue Blue, Office Manager

TRUE OR FALSE?

Sexual harassment affects four times as many MEN as WOMEN in Local 159.

ANSWER: TRUE

Sexual harassment is a form of bullying that's been around for a very long time. It's not about sex—it's about *power and control*.

According to the Employment Equal Opportunity Commission, in the past four years, 16% of sexual harassment suits in the U.S. were brought by men, often against other men. Of the 902 men actively working in Local 159, 16% equals 144 workers, roughly four times as many men as our 38 women JW's and Apprentices.

Men are much less likely to recognize and report sexual harassment than women. They may be embarrassed to report it, or think it's not something that happens to men. Especially in the trades, men worry that they could be harassed by others just for making a claim, allowing the perpetrator to continue harassing other people. When one man calls another man a “fag,” is that sexual harassment, or just teasing? It can change from case to case; the main problem is when the person doing the name-calling creates a “hostile or offensive work environment.” Sexual harassment can also include “unwelcome sexual advances, or requests for sexual favors.”

Sexual harassment can cause a co-worker to be distracted and stressed, so that they don't perform as quickly or well as they usually would. It drives away good candidates for apprenticeships. Contractors lose bids because the company has a poor reputation surrounding sexual harassment or bigotry.

Who has the best chance to prevent sexual harassment? **You.** Be a good bystander—stand up for anyone who's being targeted for sexual harassment, or other forms of bullying. If you're being harassed, tell them to stop. Your foreman or the Hall can help if needed.

Today, we all work with people of different genders, races, religions, cultural backgrounds, and orientations. Recognizing and avoiding sexual harassment and bigotry isn't a “problem” of following a bunch of new rules—it's a chance to solve a problem that's affected all of us for far too long.

~By KT Wolf

Source: http://www.eeoc.gov/eeoc/statistics/enforcement/sexual_harassment_new.cfm

You may also be interested in: “[Male Sexual Harassment is Not a Joke](#)” by NBC news

Code Question: 517.19(C) by Ed Kroth

Two questions came up in our Article 517 seminar on the evening of April 21, 2014:

- 1) If we install the 10 AWG bonding conductor in the Patient Care Vicinity can we also run that conductor to the luminaires in the same vicinity?
- 2) Can we bond to all of the receptacles in the room, even though some of them are not in the Patient Care Vicinity?

I consulted with the Code guru, Phil Simmons. Here is a summary of his response.



Section 517.19(C) is a hold-over from the requirement years ago when electricians were required to bond everything in a critical care area that was metal and didn't move to a reference grounding point and a patient equipment grounding point. We used to route the 10 AWG conductor to door and window frames as well as to metal switch and receptacle boxes in an attempt to create an equipotential plane and reduce shock hazard in that space.

This optional bonding in 517.19(C) applies to the Patient Care Vicinity in the Patient Care Area (defined in 517.2). If installed, it is intended to create an equipotential plane to reduce shock hazard in that space.

The bottom line is, no harm would be done if lighting fixtures (sic) above 7'6" or receptacles beyond the 6' horizontal perimeter were also bonded, but it would not be required.

Labor History

Voter Suppression, Then and Now

By Cindy Johnson, 159 Union Maid

Voter suppression in every form has been practiced since the founding of our country and continues to this day. Every scheme has been tried to prevent minorities, poor people, seniors, and women from voting, including poll taxes, literacy tests, lynching, and constant changes in voting laws.

When thinking about voter suppression, many people think of Jim Crow laws in the South in the 1960's. Those days are over right? Wrong. During the 2000 Presidential election, tens of thousands of legal voters were purged from the Florida voter rolls. In 2008 and 2010, even more voter-suppression laws were enacted in over 30 states.

Even though it has been proven over and over that voter fraud is almost zero, it is being used as an excuse to jam through many voter ID laws in swing states, including Wisconsin. Up to 11% of qualified voters do not have the required ID and would have to take exceptional steps to get the correct ID.

The suppression includes cutting back on the number of days and length of time polls are open, which makes it harder for voters to get to the polls while juggling work and family schedules. Scott Walker recently signed into law a bill eliminating early weekend voting in Wisconsin, saying it is "unfair to rural voters."

For more information, follow the link below or look ask your library for "New G.O.P. Bid to Limit Voting in Swing States" in the New York Times, March 29, 2014. An excellent voting rights history and time-line can be found on-line at "Civil Rights Movement Veterans" webpage hosted by Tougaloo College, Mississippi.

Sources:

<http://www.nytimes.com/2014/03/30/us/new-gop-bid-to-limit-voting-in-swing-states.html? r=0>

<http://www.ms civilrights veterans.com/>

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*Share your newsletter ideas, stories,
feedback: newsletter@ibew159.org
Or call, or write.*

Union Dues for 2014	
Monthly	\$ 33.75
Quarterly	\$101.25
Six Months	\$202.50
Yearly	\$405.00
<i>Contact the office for the current death benefit.</i>	
Dues may be paid with check, money order, cashier's check, or cash.	

Contributors to this month's newsletter include: Sue Blue, Fred Brown, Tim Coger, Jeff Crocker, Robert Doyle, Brenda Egli, Ian Eidt, Fernando Farres, Lisa Goodman, Casey Healy, Cindy Johnson, Ed Kroth, Mike Leaderman, Elmer Racek, Jeff Soellner, Jeremy Waugh, Kathleen Wolf, and Rain Zephyr.

Reminders From the Office

Resign Instructions

ALL classifications must resign between **April 10 – 16**. Sign in person, by Fax, U.S. Mail, or email resign@ibew159.org.

You must still re-sign if you're on short-call.

Member Forums

The next forum will be May 1, at 4:30 p.m., Local 159 office. Tell your officers what's important to you and help plan for the LONG-TERM success of our union. Dinner included. RSVP to sblue@ibew159.org by April 30, so we can order food.

Job Line

Phone after 5:00 p.m. to hear about calls to be dispatched on the next work day (608) 255-0169. Updates made daily.

Travelers

The "Registered Electrician" license allows you to work in Wisconsin under the supervision of a licensed master or licensed journeyman electrician. The yearly renewal requires 24 CEU's, which must be completed within the first 9 months. Download a license application form from <http://dsps.wi.gov> or pick up one at the DSPS Trades Credentialing office, 1400 E. Washington Ave., in Madison. Cost: \$35.

Meet our New Office Person!

Next time you are in the office, say hi and welcome our new office person, Kara Radloff. Kara was hired April 9th and will be working full-time as our bookkeeper/administrative assistant



Fundraiser for Brother Steve Staples and his Family-to-Be

Steve and LaRhonda Staples want to have a child more than anything else in the world. Due to medical reasons, they are not able to conceive a child naturally. They still want to complete their family and are hoping to adopt their first child as soon as possible. A benefit has been organized on their behalf to assist with the adoption expenses.

**Join us May 3rd 1:00pm
@ The Rivera Bowl
51 Polk St Sauk City, WI**

We are currently accepting donations for the silent auction and raffle. If you or someone you know would like to donate, please contact us or R&J's at (608) 795-2251 or nmurphy0540@gmail.com keehnma25@gmail.com evcalvert85@yahoo.com



***FOOD
MUSIC
BOWLING
RAFFLE
BAKE SALE
SILENT AUCTION***



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Organizers Needed for Blood Drive



The night before this newsletter was emailed to the Membership, a total of thirty-one EF-2 and EF-3 tornadoes ran through Tornado Alley. In Arkansas, 18 people are reported dead and at least 150 homes were destroyed. Over 20,000 people lost power in Arkansas alone: five other states were also affected. By the time you read this newsletter, the death toll will doubtless be higher as searchers discover more of the missing.

In the past, a number of members have suggested that Local 159 organize a Blood Drive through the Red Cross. Brothers and Sisters, there is no better time. All indications are that this tornado season could be severe and the season may be longer than normal, and while our blood donations will not directly help those injured in last night's tornado, the need to maintain stocks of blood for the victims will be high as long as the tornados keep coming.

GIVE BLOOD



SAVE LIFE

If you are willing to help organize a blood drive, please email newsletter@ibew159.org and put "Blood Drive" in the subject line.

