



# IBEW LOCAL 159

## MAY 2021



### BUSINESS MANAGER'S REPORT

Greetings 159 Family,

Like many of you, I am feeling hopeful and re-energized as we welcome the arrival of spring, the season of new beginnings and growth. For many of us the past year has challenged us in many ways but with COVID-19 vaccinations readily available, we are seeing the beginnings of a bit of normalcy returning to our lives.

Currently, 40% of Wisconsinites have received a COVID-19 vaccination and almost 28% of us are fully vaccinated. I know this has been a controversial topic. I have heard all the arguments for and against getting vaccinated, but what I find most concerning is how politicized this has become. I am not going to change any of our members' minds who choose not to get vaccinated. I am just truly saddened that our Country is so divided and a virus that has killed more than 3 million people worldwide and left thousands more with long term side effects, is still referred to by some, as a hoax. This issue and the aftermath are unfortunately, far from over.

**We will send out a survey (via Survey Monkey) to all active members, by classification, to VOTE on the breakdown of the upcoming wage/benefit increase. (See page 8)**

I want to thank all our working members who are participating in the \$0.10 per hour voluntary COPE (Committee On Political Education) donation. Contractors deduct this from your check when you have signed the authorization form. These contributions are paid into WEEBF on their monthly reports, and at the end of each month that money is sent to our International Office. These funds are used for a multitude of purposes that benefit IBEW workers and their families. I am proud of you and your commitment to support the fight to protect union issues like our retirement plan, apprenticeship, OSHA regulations and laws that uphold unions and union members' rights. If you are not currently participating, or you are unsure, please contact me and I can send you the form. We need to do a better job of explaining to members exactly what this money goes for and how it benefits our members. It is used to advocate for and against legislation and elected officials who do and don't support the agenda of working families and union worker rights. I can request a donation for local candidates who are labor-friendly, and it does not restrict those donations to any specific political party. **One very important piece of legislation that passed the House back in March is the PRO Act. There is a lot of language in the PRO Act that will benefit union workers,** and even counter some of the devastating effects of Act 10 and being a Right to Work (for less) state.

I have had several meetings with our building committee, and we continue to look at all our options and hope, in the very near future, to be able to present that information to members.

**The PRO Act and Union Dues** – Existing laws in 27 states prevent companies from requiring its employees to pay union dues or fees as a condition of employment. These laws are called "Right-to-Work" laws. Those who back labor unions say Right-to-Work laws crush unions. The PRO Act language states that employees can be required to pay union dues "notwithstanding any State or Territorial law."

Employees who decline to pay can be fired. Right-to-Work would be made null. Google "PRO Act" to read the entire Act, and contact and encourage your Senators to support passing it. Also Google the "American Jobs Plan" to read all the initiatives that would promote jobs, especially within the IBEW.

These are the reasons we need to continue to support union-friendly candidates and legislation and to do our part to sign up for the \$0.10/hour COPE donation. Your future and the future of the union electrical industry truly depends on you, and needs you. Please feel free to contact me if you have any questions about the COPE donation. I get an updated report each month from WEEBF and it is great to see the names grow each month. Your \$0.80 a day investment is a great way to ensure your union wages and benefits continue to grow.

May is going to be a busy month. **We will continue to have our monthly Q&A Session. The next will be May 13, at 5:30** on Microsoft Teams, until we can hopefully resume union meetings in person, in June. Contact [office@ibew159.org](mailto:office@ibew159.org) for a link to attend. **All active and retired members are welcome to join and get updates** on work, the office, agent reports, steward reports etc. One big topic we will be discussing will be **whether or not to seek to reinstate the apprentice rotation**. So whether you are pro or con, let your voices be heard. We will also discuss the need for more office, class and training center space. **We will also discuss the upcoming electronic VOTE on our wage/benefit increase.**

We are ramping up our Code of Excellence Trainings and scheduling a virtual Steward Training class. If you would like more information on one or both of the above, please send an email to [office@ibew159.org](mailto:office@ibew159.org), and in the subject, put "COE" or "Steward Training." Include your name and best contact information, and we will add you to the lists. We should have firm dates on both very shortly, but we are looking at Tuesdays and Wednesday 4:30 – 7:30.

I would also like to encourage our members to send us celebratory information. We all need good news and reasons to celebrate. If you are getting married, having an anniversary, birth of a child etc., let us know and we will share the news with your brothers and sisters. We are looking at a date for a day at the Mallards for 159 and will keep you informed on that. If any members would like to put an article in the newsletter, post an event, buy or sell something, or provide or need a service, we will put in a "Members" section for those purposes. Just send me an email, [blue@ibew159.org](mailto:blue@ibew159.org).

Happy Mothers' Day to all the 159 Mothers and Grandmothers.

Have a Safe Memorial Day Weekend.

Lastly, congratulations to all the 159 family members graduating this summer!

Take care.

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

## ***Referral Agent, Kenneth Jungenberg***

Hello brothers and sisters, the work picture is finally picking up. All apprentices are working, and we have been referring JW's out almost every week to Westphal, Electric Construction, Nickles, and Staff. I'm hoping it picks up a bit more. Calls have been going deep in the book, I expect many are working on the road. I'm also hoping to have the book clear by mid-summer or sooner.

- **It is very important to let the hall know if your status changes. We do not always get your termination slips; or notification from the contractor if you are furloughed.**
- I'm asking all of you to let me know if you think your jobsite looks out of ratio, or if you have any other concerns that may warrant a visit. (See Inside CBA Sec. 4.12; VDV CBA Sec. 11.08, re ratio.)
- You will see us making more jobsite visits now, as work picks up. Office staff have all been vaccinated and are doing our part to stop the spread.

We have made some changes to the referral policy: you will no longer have to contact the employer to see if you will be accepted. We will call you by 10:00 am, to let you know if you have a successful bid. You

can then confirm you want the call. I will contact the employer with successful bidders' names. I encourage the employer to accept all bidders. If the contractor declines you, I will then contact you. If you want, you have the remainder of the day to contact the employer to resolve any issues. If the employer spins anyone, the call will be considered filled. If the employer wants more workers, they would have to re-post the call for the following day and may face penalties for not accepting a candidate. Referral paperwork can be emailed to you, or you can stop in to pick it up.

We will be starting to work on prepping the Fantasy In Lights displays soon. The LMCC has bought another trailer with a lower profile and higher ceiling for storing displays, and I am looking for a second. They will be wrapped with Christmas graphics, IBEW, NECA, and The Electric Group logos. We are out of room inside the Local 159 building for storage, and one trailer we have needs to be retired. I will continue to update you in the newsletter and at monthly Q&A Sessions, and in person, when we get back to in-person union meetings.

<b>BOOK #'s:</b>
<b><u>INSIDE</u></b>
Book I - 80
Book II - 18
<b><u>RESIDENTIAL</u></b>
Book 1 - 0
Book 2 - 0
<b><u>VDV</u></b>
Book I - 3
Book II - 4

The Electric Group has purchased 15 tool bags (with tools), to present to new Habitat for Humanity homeowners. The tool bags include a contact list of union contractors. This will be a good opportunity to make a positive change in these families' lives. We thank all those who have put their time into Habitat houses.

**Ken Jungenberg, (608)255-2989 ~ Ext 114; Job Line: (608)255-0169 ~ [referral@ibew159.org](mailto:referral@ibew159.org)**

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## **Membership Development /Organizer Report - Casey Healy**

The IBEW Local 159 exists solely to represent the interests of workers in the electrical industry. It is an organization of workers for workers.

The IBEW or, International Brotherhood of Electrical Workers, is a non-profit labor organization. Basically, the IBEW is an organization of workers with common concerns and aspirations.

One of the goals of the Local is to "cultivate feelings of friendship among those in our industry." This means the Local's goal is to maintain a friendly but firm relationship with employers employing IBEW members.

Without a union, employees effectively work under an industrial dictatorship. Employees have little or no say in their terms and conditions of employment. With a union, employees empower themselves by forming an organization to balance the goals of the employer with the goals of employees. Employees then can speak with one strong voice to address their issues and concerns with management. Therefore, industrial democracy is the right of workers to form or assist labor organizations which can better their working lives.

The Local strives to promote community activities by its members. We all know that by working together, we can accomplish what we cannot accomplish alone. The Local serves as a vehicle to bring together people of many talents to achieve service to the community and mankind. Together, we all add to the organization.

What does it mean to treat someone with dignity and respect?

It means being valued and respected for what you are, what you believe in, and how you live your life. Treating other people with dignity means treating them the way we'd like to be treated ourselves. Having dignity means being treated with respect AND treating others with respect.

United we stand. Divided we fall.

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

## Organizer/Business Agent Damon Glenn

Sisters & Brothers,

I hope everyone is continuing to take care of themselves. Our organizing team here continues to figure out how we can get our contractors to go after the mixed use (millennial) buildings. As of now, from what our records show **Krantz Electric** and **Electric Construction** are the two signatory contractors that have been going after this work. We have identified the main General Contractors in this sector of work as being **Stevens Construction, McGann Construction, Krupp Construction, Horizons Construction, Encore and Connery Construction**. We have been reaching out to these general contractors inquiring on how they release bids to their job and who are they sending them to. After getting in contact with a few project managers and speaking with them, it sounds like these General Contractors quite often send plans to our signatory contractors and often would like to see Union Electrical labor on their jobsites. They just don't seem to have many sub signatory contractors that do bid on these jobs. I view this as opportunity for our members to think about opening their own shop and take advantage of the lack of electrical interest in the mixed-use sector of construction.

*The story of the labor movement needs to be taught in every school in this land.... America is a living testimonial to what free men and women, organized in free democratic trade unions, can do to make a better life. We ought to be proud of it.*

--HUBERT HUMPHREY

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

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## Business Agent Lisa Goodman

Do you remember how you felt when you first came into the union? There is a lot to learn. If you work with newer members, a little kindness goes a long way. We are also still looking for a few more mentors for new members. if you want to be a mentor, or want more information, contact [solidarity@ibew159.org](mailto:solidarity@ibew159.org)

The April election is over, but 2022 will be here before we know it. Believe it or not, the candidates we elect to local offices -like school board, etc.- can make the difference between school district jobs going union. Instead of non-union. That means more work for us. We want to keep 159 members informed about issues and legislation that matter to workers and their families. One is the PRO (Protecting the Right to Organize) Act, introduced in Congress February 4, and passed by Congress in March. This bill would be the largest change to labor law in decades and would strengthen unions, and workers' rights.

If passed, the PRO Act would restore the right of workers to freely and fairly form a union and bargain together for changes in the workplace. The PRO Act is landmark worker empowerment, civil rights and economic stimulus legislation, and an essential part of any plan to build back better from the COVID-19 pandemic and recession. It would

- Override anti-union "Right to Work" laws that have now spread to a majority of states
- Allow workers to take employers to court when they've broken collective bargaining laws
- Make it easier for newly formed unions to secure their first contracts
- Bolster workers' rights related to strikes and boycotts

Learn more, and share with your co-workers.

<https://sites.google.com/a/flcio.org/proact-toolkit/toolkit>

Stay well. Stay safe. Let us know how we can help.

**Lisa Goodman, (608)255-2989 ~ Ext 122; Cell: (608)622-2160 ~ [solidarity@ibew59.org](mailto:solidarity@ibew59.org)**

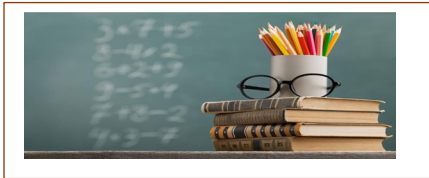
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## **RETIREES UPDATE**

**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 & allowable to have the retiree luncheons again.

In solidarity,

**Tim May, IBEW 159 Retiree**



## **EDUCATION CORNER**

Dear Members,

As many of you know the academic year is nearing a close, with the remainder of the classes finishing up. I do not anticipate many more classes to be run until the fall. However, there has been some interest in an 8-hour conduit bending class targeted towards CWs, so watch for dates for that class. That being said I know that many members struggled to get all of the CEUs they needed for renewal this year. This was especially true for our CE/CW members, who need 24 CEU's every year. This was partially because they are newer and not all of them understood that they had this requirement until it was too late. So, I would encourage our more experienced members to help inform them. Knowing this, I would encourage you to take as many classes as you can, as they become available.

We are setting up classes for next year, and there is still uncertainty about what classes will look like for the fall. There are still issues with the pandemic and we are trying to make the best decisions to keep everyone safe and healthy while offering the best training that we can. We are also trying to develop more classes for our JW and CW/CE members, and then find instructors to teach the courses. If you are interested in teaching something, or have an idea for a class, I encourage you to reach out.

I would like to invite anyone who wishes to attend the education committee meetings. We are still hosting our meetings using video conferencing. If you would like to attend these meetings, please get a hold of me in order 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

**Sam Everly ~ Part-Time Education Coordinator, [sam.everly87@gmail.com](mailto: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

Vote early, vote often. A phrase many like to reiterate because it rings so true. Exercising your right to vote is one of the most patriotic things you can do as an American and a union member. The most recent election results and those of many before it have filled me with joy as I see the direct impact that we as union members have on putting candidates who support labor in office. Whether we're knocking on doors, making phone calls, sending texts, sharing on social media, or making sure our voter registration is current, every little bit helps. If you haven't visited the polls in a while, I encourage you to do so at the next election and every election thereafter. Find your polling place and update your registration and more at [myvote.wi.gov](http://myvote.wi.gov)

On Saturday, April 3, we returned to Second Harvest Foodbank for our annual day of volunteering. We normally have this event in March, but since so many members of the community stepped up to volunteer this year, the earliest we could secure a spot was a month later. Our efforts this year helped feed over one thousand families! Thanks to everyone who attended, and we hope to see you again next year.

The Young Workers Committee of the South-Central Federation of Labor (YWC SCFL) will be resuming its meetings via Zoom. Come and share what's going on in your world and hear the same from your siblings in a wide variety of unions in the area. If you'd 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](mailto: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 "RENEWsletters."

In solidarity,

**Pablo Baxter ~ Chairman, RENEW 159**



Brothers & Sisters,

I hope all is well with you and your families. Currently, EWMC 159 is working on our Chapter Challenges "Institute a Mentoring Program" and "Prison to Work Advocacy." We are hoping our mentoring program will help Apprentices and CW/CEs become more successful in the field. We are still thinking about which school we are going to adopt per our Chapter Challenge #6, Adopt a School. Due to COVID-19, some things had to be tabled for the moment. There is an opening on our executive board that needs to be filled. Due to National EWMC bylaw changes our official election date had been pushed back. We are looking forward to having our first official election soon. If you are interested in becoming an EWMC member, or just curious about the committee, please contact **Shaun Daniels at [ewmc@ibew159.org](mailto:ewmc@ibew159.org)**

In Solidarity,

**Shaun Daniels ~ EWMC President**

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#### **OFFICE MANAGER:**

Hello Local 159 Members! Just wanted to take a moment to remind you of a few things:

- ❖ The next round of Apprenticeship Applications will be picked up on August 20. If you know someone who would like to get into the electrical trade, have them request the application, [office@ibew159.org](mailto:office@ibew159.org) or 608-255-2989.
- ❖ First- and second-year apprentices get their electrical license fee reimbursed upon paperwork submission. Please send an email to [akuricheti@ibew159.org](mailto:akuricheti@ibew159.org)
- ❖ Just remember whenever there is classification change from CW to apprentice, or apprentice to JIW, there is a fee to change the classification. Should be contact the office at 608-255-2989.



As always, if you have any questions please contact me!

**Ammu Kuricheti ~ Office Manager & Bookkeeper ~ [akuricheti@ibew159.org](mailto:akuricheti@ibew159.org)**

## **Save the Date**

- May 6 4:30 pm, Education Committee, (first Thursday) Zoom. [Sam.Everly87@gmail.com](mailto:Sam.Everly87@gmail.com)  
May 6-12 National Nurses Week  
**May 8 11:00-12:30, Stand with Nurses!** at the State Capitol, State Street entrance.  
Watch for **updates** at [www.facebook.com/SEIUHCWI/](https://www.facebook.com/SEIUHCWI/)  
May 13 5:30 pm, Local 159 Member Q&A Session, (second Thursday) Microsoft Teams  
To sign up, email [office@ibew159.org](mailto:office@ibew159.org)  
May 20 3:00 pm, Inside Apprenticeship Committee (open session)  
May 26 5:00 pm, Local 159 Women's Group (fourth Wednesday) Teams  
May 27 5:00 pm, Electrical Workers Minority Caucus (fourth Thursday) Teams  
June 1 IBEW/NECA National Disease Emergency Response Agreement (NDERA) is expected to end.  
See [www.ibew159.org](http://www.ibew159.org)

## **May 8, Let's All Stand with the Nurses**

The nurses at Meriter Hospital recently reached an agreement with Unity Point Health-Meriter. Now they stand united with their colleagues at UW and St. Mary's hospitals to declare, "We will not stop until ALL nurses and essential workers have union rights for a better future." On May 8, they invite us to stand with them at the Capitol, from 11:00-12:30. At Meriter, because nurses have the right to negotiate a union contract, they recently reached a groundbreaking agreement which ensures they have the time they need to heal; that they are valued for their sacrifices; and that they have a real voice in public health emergencies moving forward. But thousands of nurses at UW and St. Mary's Hospitals do not have a union, and so they have had no meaningful way to address their concerns.

## **Events Coming Up**

**June 24-26 Midwest School for Women Workers**, University of Illinois-Chicago. Virtual or in-person options,  
<https://publish.illinois.edu/polkschool/>

**August 5-8 UALE National Women's Labor School** (virtual),  
**Tentative dates.**



## **Want to attend one of these events? email**

[solidarity@ibew159.org](mailto:solidarity@ibew159.org). Workshops typically include courses on labor rights and representation skills • Plenaries featuring national speakers • Interactive workshops on current issues • Leadership training • Networking opportunities • Special events featuring Midwest labor history, culture, film, arts, and activism. • Instruction from experienced university, union, and community-based educators

## **Stay in Touch: News of events, info and more**

- **Watch your email** for updates from the office.
- IBEW Local 159 web site [www.ibew159.org](http://www.ibew159.org)
- IBEW Local 159 Facebook page <https://www.facebook.com/IBEWLocal159/>  
You do not need a Facebook account to view these public posts.
- **This newsletter is available by US Mail and by email.** Contact the office to update your preferences. Newsletters are archived at [www.ibew159.org](http://www.ibew159.org).

## **Need Continuing Education CEUs to Renew Your Electrical License?**

CWs/CEs, and anyone with a Registered Electrician license all need 24 CEUs every year, to stay current. Local 159 probably won't be offering any more courses until fall, so if you are looking elsewhere for CEUs, here are two possible sources, for a fee:

- **City of Madison** <https://www.cityofmadison.com/dpced/bi/contractor-training/3540/>  
Webinars are available for free, on demand. But there is a fee to obtain the six CEUs.
- **DSPS list of preferred providers, for continuing education**  
<https://dsps.wi.gov/Documents/DSpscCourseProviderList2020.pdf>

These providers should be approved by the State of Wisconsin. There is a fee for these courses.



**Coming Soon – VOTE on breakdown of your upcoming wage/benefit increase, mid-May. Your input matters. Watch your email.**

**Looking for a COVID-19 Vaccine?**

**When we protect ourselves, we protect others.**

- \*Wisconsin Department of Health Services, <https://www.dhs.wisconsin.gov/covid-19/vaccine-get.htm>
- \*Public Health Madison – Dane County, <https://www.publichealthmdc.com/coronavirus/covid-19-vaccine>
- \*Sign up at [www.vaccinate.wi.gov](http://www.vaccinate.wi.gov)

**Scholarship Opportunity**

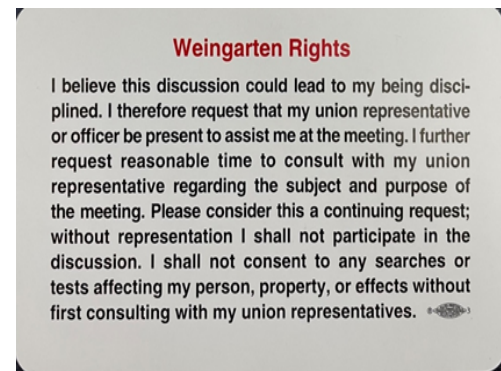
The South-Central Federation of Labor (SCFL) will award four \$1,000 scholarships; and the Dodge County chapter of SCFL will give two \$500 scholarships. Find application, eligibility info, and complete rules at [www.scfl.org](http://www.scfl.org). **Deadline: June 25.**

**Unemployment Updates**

- DWD has launched an updated Unemployment portal <https://dwd.wisconsin.gov/press/210330-claims-portal.htm>
- On September 4, 2021, pandemic-related unemployment benefits will end. These are the PEUC and PUA benefits, (Pandemic Emergency Unemployment Compensation and Pandemic Unemployment Assistance). <https://dwd.wisconsin.gov/uiben/caresact/progression/>

**What are Weingarten Rights?**

**Employees have a right to union representation** at investigatory interviews, based on the 1975 U. S. Supreme Court case (*NLRB vs. Weingarten, Inc.* 420 U.S. 251). Employees have Weingarten Rights only during investigatory interviews. That is when a supervisor questions an employee to get information that could be used as a basis for discipline or asks an employee to defend his or her conduct. If an employee has a reasonable belief that discipline or other bad consequences may result from what he or she says, the employee has the right to request union representation. Employees do not have the right to union representation if the meeting is only to tell them about discipline that has already been decided, or to give other direction. Management is not required to inform the employee of his/her Weingarten rights; it is the employee’s responsibility to know and request. These wallet cards are available from the Local 159 office.



When an employee requests for a union representative to be present, management has three options:

- They can stop questioning until the representative arrives;
- They can call off the interview; or
- They can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative (an option the employee should always refuse.)

Source: <http://www.seiuhealthcaremi.org/workplace-rights/>

**Resources for Local 159 Members**

- **Union Plus** provides discounts and benefits to union members, such as: car rental discounts, car loans, AT&T discount, insurance, money transfers, mortgages, movie tickets, restaurant discounts, scholarship opportunity. Also hardship help, including mortgage assistance [www.unionplus.org](http://www.unionplus.org)
- **Employee Assistance Program** - We can access this resource via our Health & Welfare benefits. Addiction, mental health, nutrition, legal or financial advice, and more. Assistance is available by chat; by text: MSEAP to 53342; or by phone, 888.893.6585. Learn more at [www.Workhealthlife.com/NM3](http://www.Workhealthlife.com/NM3),



**Survey – Informed members are empowered members**  
***If IBEW 159 offered workshops, which ones would you take?***  
Tell us at [www.surveymonkey.com/r/7HYRXMQ](http://www.surveymonkey.com/r/7HYRXMQ)



## **Be an Upstander, Not a Bystander**

**If you see someone being harassed, YOU can use these intervention strategies to help**

1. Direct: Confront the situation with clear communication and action.
2. Distract: Indirectly disrupt the situation by shifting attention.
3. Delegate: Ask someone else in a better position to help.
4. Delay: If you can't help in the moment, follow up immediately after.
5. Document: Take note of what is taking place to share later.
6. Speak: Speak up for what is right even when it's unpopular.
7. Support: Offer reassurance and connect them to resources.
8. Stand: Stand up to your peers and hold them accountable.
9. Stay: Monitor those you feel may be at risk, don't leave them alone.
10. Seek: Never hesitate to call for professional help when necessary.

## **What is Harassment?**

Generally "harassment" is unwelcome attention and/or behavior.

### **Legal Definition of Harassment**

Harassment in the workplace may be illegal under two circumstances. The first is when an employer, supervisor or co-worker singles a person out for harassment because of that person's race, color, creed, ancestry, national origin, age (40 and up), disability, sex, arrest or conviction record, marital status, sexual orientation or military services. The second situation is when the content of the harassment itself relates directly to any of these protected characteristics (e.g. sexual harassment, use of derogatory ethnic or religious terms, age or disability related comments).

"Sexual" harassment includes unwelcome sexual advances, requests for sexual favors and verbal or physical conduct of a sexual nature when:

- Engaging in such conduct is made an implicit or explicit term or condition of employment.
- Acceptance or rejection of such conduct is used as the basis for an employment decision affecting an employee.
- The conduct interferes with an employee's work or creates an intimidating, hostile or offensive work environment.

### **When is conduct unwelcome?**

Conduct is unwelcome when an employee does not invite it and when the employee regards the conduct as undesirable or offensive. Since sexual attraction is a normal factor in employee interactions, the distinction between advances that are invited, uninvited-but-welcome, offensive-but-tolerated, and flatly rejected may be difficult to discern. This distinction is important because conduct is unlawful when it is unwelcome.

It is important to note that harassment is in the eye of the beholder. What might be acceptable to one worker might be offensive and unwelcome to another. The U.S. Supreme Court has adopted the "reasonable person" standard in determining if conduct is harassing.

**Source:** Wisconsin Department of Workforce Development, Learn more at <https://dwd.wisconsin.gov/er/civilrights/discrimination/harassment.htm>



DUSTIN	ACKER	DAREN	GUNDERSON	CONNOR	PETERS
JOHN	ADAMS	TRAVIS	HAAG	ERIC	PETERSON
PATRICK	ALLEN	JIM	HAAK	CHRISTOPHER	RATHERMEL
KEITH	ATTLESON	CRAIG	HARBORT	DAVID	REIBLE
JOSHUA	AUSTIN	DENNIS	HAVEY	THOMAS	RIECHMAN
ERIK	BADE	CLAYTON	HAYES	TERRENCE	RIECK
PABLO	BAXTER	TIMOTHY	HERBSLEB	ROBERT	RYAN
GEROD	BEHRENDT	KENNETH	HILLEBRAND	JOHN	RYAN
CURTIS	BELTER	JOHN	HOLLER	MITCHELL	RYMAROWICZ
JAMES	BINGER	CARMON	HOWE	VINCENT	SCHAAF
KELLEN	BLETSCH	ROBERT	HUMPHREY	RICHARD	SCHLAGENHAFT
TIMOTHY	BOETTCHER	TIMOTHY	JOHNSON	JOHN	SCHMIDT
NIKOLAS	BOLIN	RYAN	JOHNSON	WILLIAM	SCHRACK
DAVID	BORN	RICHARD	JONES	MICHAEL	SCHUETZ
RYAN	BRAUSEN	GERALD	KALSCHUR	JASON	SCHULTZ
RANDY	BYRNE	DONALD	KEMPFER	ANDREW	SCHWARTZ
GORDON	CASEY	TREVER	KLEIN	JONATHAN	SEYMOUR
TAYLOR	CAYGILL	DAVID	KREY	ANDREW	SLETTEN
TROY	COFFEY	RYAN	KRUEGER	MATTHEW	SMITH
STEVEN	COLLYARD	TERRANCE	KRUSER	DUSTIN	SOLCHENBERGER
THOMAS	CONNERY	TRAVIS	KUJAWA	SHANE	SPARKS
CHRISTOPHER	COTTON	GREGORY	KURTH	JEFFERY	STACY
JEREMY	CRABB	THEODORE	LAGGER	CONNER	STRASSBURG
KALEB	CRANE	DEREK	LANSDALE	ANNE	SWARTZ
JORDAN	DAUMAN	KENNETH	LARSEN	AARON	THORNTON
KENNETH	DEUBEL	RAYMOND	LEFEBVRE	ANDREW	TOLLEFSON
JENSEN	DOYLE	DONALD	LEONARD	WAYNE	TOMLINSON
CADEN	EICHORST	WILBERT	LIEGEL	BRIAN	TRUJILLO
KIRK	EILENFELDT	DAVID	LUDWIG	NATHAN	TUGGLE
LIZA	FEHR	THOMAS	MCCAULEY	MICAH	TYSK
BRYAN	FIELDS	CHAD	MECKLEY	TIMOTHY	VIERUS
GARY	GANDER	CODY	MECKLEY	JARED	VOS
SCOTT	GERRY	TANNER	MEEHAN	CATLIN	WADDELL
GARET	GETCHELL	REED	MILLER	RICHARD	WARREN
THOMAS	GILBERT	BRIAN	MURPHY	JOHN	WHITMAN
TIMOTHY	GONZALES	DONDI	NELSON	STEVEN	WICKERSHAM
KENNETH	GOSS	JACK	ORELLA	HEATHER	WIPPERFURTH
MICHAEL	GRASSY	MAX	PALZKILL	DAN	WOLFF
ELLIOTT	GREGG	MATTHEW	PARKS	GLEN	WOLFGRAM
MICHAEL	GROSS	JOSEPH	PESTA	ANDREW	YAHN
JUSTIN YOUNG					
KRISTINE ZWEIFEL					

## Code of Excellence Training Coming Soon

Local 159 is about to begin presenting Code of Excellence (COE) trainings. The first to be trained will be members currently working on Code of Excellence jobs, Sun Prairie High School and Subzero, as requested by contractors, Nickles and Pieper. Those job sites will also have Code of Excellence banners posted prominently in public view. Once those members have been trained, the entire membership will have access to training. The COE trainings will be ongoing, so everyone will have access. If you have taken COE training in the past, what you see this time will be an updated version. According to our records, roughly 400 members have taken COE training so far. Let's double that number and go beyond. Going forward, jobs designated as Code of Excellence jobs will call for workers who have had COE training. **Members who have taken COE training will ultimately be eligible for more jobs.**

## What is the Code of Excellence?

According to the International Office, the IBEW Code of Excellence for the electrical industry is designed to ensure the highest standards of excellence on every IBEW workplace. Members commit to demonstrating the IBEW's core values in everything they do. Those core values are known as **SPARQ**: SAFETY, PROFESSIONALISM, ACCOUNTABILITY, RELATIONSHIPS, QUALITY.

## What are the goals of the IBEW Code of Excellence Program?

In the electrical industry, the customer or end-user of our services will decide whether or not we perform work for them in the future. When people think of the IBEW, they think of quality, professionalism, safety, and overall excellence. When that happens, the IBEW is seen as the first choice for the job. To that end, the goals of COE are to

- Create a culture where safety is a top priority
- Hold one another accountable to the standards of excellence
- Provide a mechanism for addressing issues on the job before they escalate
- Promote a sense of pride in our work

The IBEW Code of Excellence is an IBEW program, designed to instill a sense of pride and professionalism in our members. Leaders and members of the IBEW who commit to the COE do so because they know that demonstrating our SPARQ values are what set us apart from other electrical workers.

## New Member Training

**Watch your mail: new members of Local 159 will soon receive invitations to New Member Training.**

These trainings will be ongoing. COVID-19 has delayed our being able to offer these trainings, so we want to catch up with everyone. Going forward, as new apprentices are indentured, and new members join the local, we want to ensure that everyone is promptly brought up to speed on how the union operates, and about the benefits of being union, and the resources available to them.



SATURDAY, MAY 8, 2021 AT 11 AM CDT – 12:30 PM CDT

**This Nurses Week We Are Speaking UP!**

~ Save Money! In this issue: Info about reimbursement and scholarship opportunities ~

## Contacts

Local 159 Office	(608) 255-2989, <a href="mailto:office@ibew159.org">office@ibew159.org</a>
Local 159 Job line	(608) 255-0169, 5:00pm -7:00am
Apprenticeship Office	(608) 221-3321, <a href="http://wijatc.org">wijatc.org</a>
Department of Safety & Professional Services (DSPS)(Licensing)	(608) 266-2112, <a href="http://dsps.wi.gov">dsps.wi.gov</a>
WEEBF, Health Insurance & Benefits	(608) 276-9111, <a href="http://weebf.org">weebf.org</a>
(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](mailto:fundoffice@weebf.org)  
Apprenticeship office, (608) 221-3321. **Apprenticeship applications are due August 20, 2021.**  
**To receive an application, email [office@ibew159.org](mailto:office@ibew159.org), or give us a call between 8 AM – 4 PM.**

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