

IBEW Local Union 965 News

Fall 2011

FROM PRESIDENT IRWIN

I would like to thank the membership for allowing me to attend the IBEW convention. We took unusual measures to control the cost to our membership. I found out the international's effort on organizing paid off with roughly 130,000 new members, but we had 160,000 members retire. This shows the importance of organizing. I also learned from President Hill's report that in 2005 we had one lineman die per week due to a work related accident. In 2010 we have improved to one every 9 to 10 days; while this is still not acceptable, there is improvement.

While at the convention I had a number of brothers and sisters come up to me and thank us for our efforts in fighting for bargaining rights. Please note they thank us for fighting for bargaining rights of fellow union brothers and sisters--this is what we are fighting for: "your rights to bargain for wages, healthcare, pensions; the basic rights that we enjoy in our union". You will be asked to support your local union's effort in preserving union rights as the fight continues to preserve our rights to bargain.

In Solidarity,

Rick Irwin

IN MEMORIAM

The following members of Local Union 965 have passed away in the 3rd quarter of 2011:

Lorraine Priebe—Retired—Alliant-Mineral Point—July 11

Mary B. Giese—Retired—Alliant-North Area—August 6

Mike Schultz—Alliant-Edgewater—August 17

Patrick Doyle—Retired--Alliant-Dane County—September 18

Gerald Schmitt—Retired--Alliant-North Area—October 14

James Williamson—Retired—Alliant-Southern Area—October 16

If we have missed anyone, please let us know. When possible, the obituaries are posted on the IBEW 965 website.

UNIT NEWS

Unit 2-ACEC, Reedsburg Craft/Non-Craft; Alliant: Baraboo, Kilbourn, Tomah/Mauston

No Report

Unit 4-Alliant: Cedar Ridge, Edgewater, Sheboygan

Last month stewards attended the Utility Workers Coalition Conference in Madison. A great deal of time was spent on the upcoming CSAPR rules that go into effect 1/1/2012. These rules are going to have a major effect on the way we operate our power plants. The biggest is limiting load or idling units until emissions equipment is installed. Many plants are now trying out temporary systems to fix the problem until permanent systems are installed. The group asked many questions of which the PSC did not have any real answers other than it is a wait and see issue now:

- How will the lost MW's from idling units be recovered? Run gas
- How do we run gas when it is limited in the winter? They did not answer

The PSC went over the plans for the upgrades to the transmission system. There are a lot of upgrades and new construction planned all the way out until 2020. These upgrades are intended to help make the system more reliable by connecting more areas of the MISO footprint. Winter is around the corner. It is time to be checking out heating systems and preparing for winter driving.

Be Safe It Starts With You.
Joe McClurg

Unit 6-RCEC, RCPU, Muscoda Public Works, Muscoda Police, Fennimore, Cuba City; Alliant: Mineral Point, Nelson Dewey, Bent Tree

First off, I need to give a shout out to our Brothers and Sisters at the Richland Center Public Utility, a majority of whom will remain 965 members. They stood up and said no to Scott Walker and his corporate handlers who thought busting unions in Wisconsin would be easy. The members who have elected to stay with 965 will have to mail a check every month to cover their dues, but they know that workers in this state are under attack and if they wish to be in this fight they need to be union members. Solidarity is a word that gets tossed around quite a bit and these people are showing us how it works. If you meet one of them, give them a pat on the back and say thank you.

Mike Pyne along with Brian Hart report that they have had some success in their organizing efforts at the old Mid American Stoneman power plant in Cassville. They had a well attended informational meeting with several people ready to sign cards to trigger an election. This is not a done deal by any measure, but is an encouraging sign.

The Scott Walker recall has been announced to start November 15th. People, I feel that nothing is more important to the workers in this state or the members of 965. The simple truth is that the Republican Party, backed up by an ocean of money, are out to destroy unions in the country. If we are not able to stop this GOP agenda here in Wisconsin, practically the birth place of labor, than there is little hope for the rest of the country. Walker may have as much as 70 million dollars to fight this recall. The only weapon we have is boots on the ground. We can't afford to sit this one out. If we wish to stay part of the middle class, if we wish our children to have a shot at a middle class life, we need to get active.

Kent Schumann
Unit 6 Chair

Unit 8-Beloit Admin., Rock Energy; Alliant: Beloit, Rock River, DDC, Elkhorn, Janesville, Southern Area

Hello from unit 8. Here as well as all over the Company we are again struggling thru a Company reduction. We need to give our support to our brothers and sisters in the Service dept. as they work thru these trying times. These changes might put some jobs in some locations; we are losing jobs in others. Along with the cut in pay that does not help in these trying times. All of your stewards were at the Utility Workers Coalition conference in Madison last month. We discussed many subjects that ranged from insurance, to staffing, to discipline. We had some very good speakers that talked about our industry working thru these hard times. A lot of information was exchanged with union brothers and sisters from all around the Midwest. Contracts were discussed and ideas were given to those that are coming up on their negotiations. As always it was a very informative conference to attend and learn from.

We will be coming around to get you signed up for a raffle thru the union office for a choice of either a gun up to \$500 or a 2 night stay at the Kalahari hotel in the Dells. So good luck and be safe.

Dan Smith
Unit 8 Chair

PROGRESSIVE RAFFLE DRAWING
Holly Kaiser - Vice President

Below are the names that were drawn for the months of July, August, and September 2011.

Names Drawn for the July Unit Meetings - \$200.00 Fund

Stephanie Boettcher (CSC)
Howard Johnson (SA/Beloit)
Shelley Ziarnik (ACEC)
Dave Marshalek (Marion)

Names Drawn for the August Unit Meetings - \$225.00 Fund

Tim Barlow (Beloit)

Aimee Bork (ACEC)
Richard Charles (Prairie du Chien)
Mark Van Asten (Columbia)

Names Drawn for the September Unit Meetings - \$250.00 Fund

Melinda Belken (CSC)
Jeannie Hansen (Beloit)
Andrew Furseth (Janesville)
Joshua Lobenstein (CSC)

The Progressive Raffle Fund will increase to \$275.00 for October 2011. We hope to see you soon at one of the monthly Unit Meetings and good luck! For meeting information, please check your union bulletin board or with your Chief Steward.

IBEW 965 Finances

I am happy to report that IBEW 965 continues to be financially strong even though we are surrounded by difficulties in this economy. Despite a continued loss of membership (Alliant), we continue to find ways to reduce expenses and maintain a steady cash flow. However we cannot rest on today's successes as we need to plan for tomorrow's challenges.

In 2009 the members of IBEW 965 approved monies to be used to purchase the IBEW 965 Building. While that expense was high, the payback is becoming a large part of our cost savings. To start with, we have owned the building since January of 2010. By March of 2010 we had completed the necessary work to move into the building. When all of the bills were paid we were able to complete the purchase and the necessary work for the \$500,000 that was approved by the members. By the end of 2010 we paid off our bank note and the building is owned by the members of Local 965. At the time of purchase we had two tenants in the building that signed lease agreements with us to stay. One of the tenants left later that year but Aviation Jewelry is still with us. We also signed additional lease agreements over the next year with Union Financial, CWA Local 4630 and Superior Executive Services. All of the building space is occupied by either tenants or is space that the Local uses. We have also rented out our large meeting room w/ kitchen as well as our conference rooms for additional income. When all the income is added and the expenses taken out, the building shows a net income. Prior to the building purchase we were spending over \$25,000 annually on rental space for our offices.

We have not stopped there and have looked to other areas of cost savings. Some examples of saving include, but are not limited to, car pooling, limit conference participation, reduce lost wages, doubling up hotel rooms, renting multi room condos versus multiple hotel rooms, teleconferences versus mileage, volunteer cleaning and working on building, etc. We will not stop here and in fact the Executive Board has been sent a list of additional ideas on cost savings to be reviewed and discussed. It is our hope that we can continue to maintain a positive cash flow and will work diligently to make that happen.

Now to hit one of the biggest areas that can help secure our financial future; organize the unorganized. I know all of us have heard about this and have seen the fruits of our Labor over the years in organizing. Since 2001 we have organized the City of Stoughton Craft, Beloit Schools Administrative Support, Cuba City Craft, Village of Mazomanie, Reedsburg Craft and Non-Craft, Union Financial, City of Fennimore, Village of Muscoda and Rock Energy Cooperative. This has taken our membership in the non Utility sector from approximately 200 members to over 300 members. This is a significant increase while at the same time we continued to lose members at Alliant as they continue to downsize through attrition, closing of plants, automating meter reading, discontinuing HVAC, etc. We continue to have active organizing campaigns but need your help to establish additional targets. If anyone knows someone, no matter their occupation, who could use the benefit of Union Representation and collective bargaining, please contact our Union Office. We can set up a confidential meeting at any location to discuss what we can do for them. It is up to all of us to secure our future.

Tony Bartels
Business Manager

Wind Generation

The State of Wisconsin continues to struggle with wind generation and what to do with it while the states around us like Minnesota, Iowa and Illinois keep expanding this alternative generation source across their states. So this month, Wisconsin State Senator Frank Lasee, R-Ledgeview, made a move and announced he is the process of introducing a bill that will, more than likely, lead to a moratorium on wind generation in our state for a period of time, similar to the moratorium we have currently on Nuclear Generation in Wisconsin. This would again put our state way behind on the list of states with Wind energy being generated and answering the RPS standard and some of the other concerns over the environment.

State Senator Lasee wants to put a stop to the expansion of wind generation until there are more complete health studies done and more proven data if there are ill effects on human health of those individuals living near wind turbines and what detrimental long range effects they might be on these people. Now no one has made a claim that wind turbines are a carcinogen yet, but they have identified some potential serious side effects from long exposure to the decibel levels a wind turbine makes when turning and a phenomena called shadow flicker and long exposure to it. Neither has been proven to do great harm yet and it somehow has not affected the workers at a wind farm.

In the meantime, probably the last large wind farm you will see being built in Wisconsin is in the construction stage by We Energies located in eastern Columbia County near highway 33, east of Pardeeville. This farm is in the process of being built using the setback standards for wind turbines that were agreed to by all parties over a year ago, and then back in March of this year the new state legislature went along with Governor Walker and his friends and had them removed and replaced them with a very strict setback language that has so far cancelled construction of three "to be built" wind farms and moved a lot of that equipment to sites in Illinois. These were construction jobs that would have lasted for a couple of years and put a great deal of trade unionist back to work for that period of time.

At Local 965, we know that in Wisconsin Wind generation is not the solution to cleaning the air or replacing coal fired plants that we represent today. We are also not opposed to working with our employers in developing new technologies in generation sources and making sure that they are good paying union jobs as we have done with wind with the two WP&L wind farms that have employees represented by Local 965. We know that wind alone will not be the answer to a diversified fleet of generation, but we also know that wind is a clean source of energy that should be utilized. We as unionized workers need to work with coalitions that do not understand the principles of the generation market, the principles of electricity and the principles of interconnection and transmission systems. There is an old saying that no man is an island and that proves true when it comes to power generation. We need them all and at 965 we will be paying attention and definitely listening. Make sure your family and neighbors understand the difference in alternative generation and base load generation.

Mike Pyne
Assistant Business Manager

Status of our Municipal Employees

At the present time, IBEW Local 965 represents about 103 municipal employees that fall under Governor Scott Walker's bill to break the unions. Our municipal contracts are not affected until they expire. We have eight contracts that expire at the end of this year.

Here is a list of the changes:

- The contract will be thrown out if the municipal wants it gone.
- Maximum of a one year contract.
- No more grievance or arbitration language. We can still represent them as a consultant only.
- No seniority.
- Pay rate can only be a maximum of the consumer price index or less.
- We can no longer get dues from payroll deduction; we have to collect them every month by them sending us a check.
- They have to vote every year to be represented.
- To have a vote, we have to pay two hundred dollars for every municipal each year; If a member does not vote it is considered a no vote.
- Increase in the medical as the municipal sees fit.

To sum it up, they have been stripped of all their representation. It is basically putting them back to the 1930's. Not all of the municipals in the state were union. But the ones that were not were given good wage and benefits not to be union. So the unions have kept the municipals union and non-union with fair wage and benefits, which they now lose. The municipals are losing also. We have already had three line positions at the municipals quit and go to private locations where they have union rights.

It is a terrible shame and I hope all of you remember this when it comes to a recall for Walker. Please remember to vote.

Kemp Grutt
Assistant Business Manager

COPE Contributions – Win a Prize (Gun or two night stay in the Dells)

Over the past several years, Local 965 members have voluntarily contributed 1000's of dollars to COPE (Committee on Political Education). We need to start out with a big Thank you to all of us that have made those voluntary contributions. In light of what is happening in Wisconsin with the loss of Union Rights for municipal workers we need to go on the attack and fight back. One of the best tools in this fight is COPE monies that will be used to help educate working families on the issues that affect us.

If that is not enough encouragement, we have added some additional encouragement for people to give to COPE. Anyone who currently gives or signs up to give \$2.50 or more per pay period through payroll deduction or a voluntary contribution of \$60 or more by March 31, 2012 will be entered in a drawing to win a choice of a gun (up to \$500 value) or 2 nights at the Kalahari in Wisconsin Dells. The prizes are sponsored by Union Financial. If you are already giving to COPE through payroll deduction there is a line on your pay stub/advice. If that is \$2.50 or more per pay period you will be in the drawing. If you are interested in doing payroll deduction, you can contact your Chief Steward or the Union Office to get a payroll deduction authorization card. If you want to make a contribution, you can make checks payable to IBEW 965 COPE fund. The drawing is open to all members of IBEW 965 and retirees that worked in an IBEW 965 covered position at the time of retirement.

Tony Bartels
Business Manager

Local 965 Retiree Club

Our Local Union Retiree Club had its meeting on Monday, October 17, 2011 at Sam and Maddie's Restaurant in Dodgeville, WI. As always we try to have speakers attend the meeting that will speak to subjects interesting to our retirees.

Marcia Whalen, Benefits Award Manager reviewed the medical plan under the voucher plan to be managed through Extend Health for retirees 65 and older. She did a Q & A with the retirees on the different aspects of the plan. She also made herself available outside of the meeting for questions on an individual basis.

Scott Hassett, Attorney, with Lawton and Cates reviewed what the law firm could do for the retirees in its members-only Legal Services Program. The program offers members with free or reduced-cost legal representation in a wide array of areas. They offer free 15-minute consultation, reduced injury contingent fees, reduced hourly rates, legal updates, estate planning, and online information.

Chip Buehrle and Joe Fenlon, Union Financial, reviewed what is going on in the Stock Market and what action retirees should look at taking in the near future. They also make themselves available to any retirees that want individual advice on their finances.

Tony Bartels, Business Manager of the Local Union, updated us on how the Union is being affected by the political agenda of Scott Walker and the Republicans. The municipal members are negatively affected as far as collective bargaining rights. We need to organize the unorganized. He also asked for volunteers for the Fantasy of Lights at Olin Park for 2 weeks starting Friday after Thanksgiving. There are 2 shifts, 4:30 p.m. to 7:30 p.m. and 7:30 p.m. to 10:00 p.m. They also need volunteers for handing out info on recalling

Scott Walker and help in planning for Local Union 965's 75th Anniversary. We were organized in June 13, 1937. If there are any retirees or members that can help it would be appreciated.

Since the inception of our Retiree Club we have brought a lot of different speakers to our meetings. Besides the speakers above, we have had Deb Ramharter from Benefits, Julie Bauer from Alliant Foundation, David Nack from the School for Workers, etc. Many retirees have commented that more information is given out at our Retiree Club meetings than at Alliant's Retiree meetings. Our meetings take place in April and in October. The April meetings are at the union office in Madison. The October meeting is at an outside location. We have met in Wisconsin Dells, Beaver Dam and Dodgeville. If you have suggestions for places to meet next October, please let us know. If we have any retirees that have not joined, it is free, please call Lori Richardson at the Union Office at 608-274-5600 ext. 201.

Gene D. Samuelson
President of the IBEW Local Union 965 Retiree Club

Nelson Dewey Adopt-A-Highway

In 2009, while I was still the Unit 6 Unit Chairperson and Chief Steward of the Nelson Dewey Generating Station, Tony Bartels Business Manager and Financial Secretary of IBEW Local #965 asked the question of how the local could gain more exposure. While driving home from that Executive Board meeting the one thing that kept popping into my head was those Adopt-A-Highway signs that are all along the roads of Wisconsin and most other states. That was going to be my contribution to the task that was given us.

It started by filling out an on-line form on the WISDOT website and sending that to Donna Sanford, who was the SW Regional Coordinator for the program with the WISDOT. Months past and I finally received confirmation that the DOT received the application, but that the state only sponsors state highways. The stretch of highway that I had in mind was a county road. I was informed that the application would be forwarded to Grant County because they do participate in the program at the county level. Months and almost a year past and I then received word that my application was received and would be reviewed by the county at the County Supervisors meeting. More months then past and I had received a call from John Burton, Supervisor of the Grant County Signs Department, that the location was approved and they would put the sign up as soon as I gave them the specifics to what the sign was going to say. The sign was finally installed in the spring of this year.

The stretch of road that is covered is County Highway VV from State Highway 133 to Closing Dam Road roughly 3.5 miles. Not only does this road go right in front of Nelson Dewey Generating Station but also Stonefield Village, Nelson Dewey State Park, and the home of Nelson Dewey the 1st Governor of Wisconsin. The latter 3 of these are local tourist attractions for Cassville and Southwest Wisconsin.

Bob Jung
Nelson Dewey

Adopt-A-Highway program (Wisconsin's litter control program)



Help keep Wisconsin's roadsides beautiful

- Reduce litter along Wisconsin's highways.
- Build statewide support for the anti-litter and highway beautification programs.
- Educate the traveling public to properly dispose of litter.
- Enhance the environment and beautify Wisconsin's roadsides.



Financial Info from Chip

In January of 2011 Alliant Energy approved an addition to the 401(k) summary plan allowing for age 59 1/2 in-service rollovers. The in-service rollover allows the 965 member to roll over up to 100% of eligible plan funds to outside qualified accounts (IRAs). By rolling over in plan funds the membership may chose investment vehicles not available within the 401(k). The in-service rollover may prove to be a convenient method to insure future cash flow for retirement while still working. The rollover has no negative impact on the 401(k) regarding contributions and company match and may allow for a more "protective" approach to investing while still allowing for market growth. Many of you have already taken advantage of this provision and we look forward to helping many more.

LUMP SUM OR PENSION

As most of you are aware, Alliant has, in addition to the above, allowed a "LUMP SUM" distribution at time of retirement. The Lump Sum distribution allows for the membership to withdraw the entire value of the pension based on requirements contained in the pension plan description. In most cases a summary of monthly pension payments will "out live" a lump sum distribution. TAKE CARE, BE AWARE. The lump sum distribution is calculated using a formula of gross pension payment, years of credited service, and age. If considering a lump sum distribution, based on current Modified Yield Curve calculations, it would appear that the three interest rates that compose the MYC (published in December for the next calendar year) are experiencing a modest drop. The calculation method equates to "lower rates, more money to the member." In other words, if taking a Lump Sum distribution it would probably be more beneficial to wait until 2012 to take the distribution. If there is good and valid reason to take the lump sum this year (health issues for example) do not hesitate to secure the payout. Lump Sum distributions are "qualified" monies so taxes would be due if taken directly rather than rolled over.

If you have questions regarding any of the above, please call Chip Buehrle or Joe Fenlon of Union Financial for detailed explanations and dollar estimates. Chip can be reached at 262-252-2197 and Joe is available at 414-258-6220 ext. 139.

Meet the Gas Tech Apprentices for 2010-2011



Have info you want to share with the IBEW 965 Membership? Contact Lori Richardson, Office Administrator, at 608-274-5600 ext 201 or by email at lr@ibew965.com. She can put it in our quarterly newsletter or post it to the IBEW 965 website.



Are you on the IBEW 965 email list? If you aren't, you are missing out on email updates and getting the newsletter sent directly to you by email. If you want to be added to the email list (home emails only—not work), send an email to Lori at lr@ibew965.com and she will get you added!

Have you checked out the IBEW 965 Website lately? If there is something you think should be on the site, please let us know!

If you are on Facebook, sign up for the IBEW 965 Facebook group. See the link on the website.

Are you on Twitter? Should IBEW 965 create a Twitter account? Let Lori know if you think we should add one!



Per Section XI of the Working Rules re: Organizing: Local 965 will give a reward to any current member in good standing with the IBEW and Local 965, who secures a person who is working in a non-union work environment at the time, who will be willing to take an active role in assisting Local 965 in organizing said work group. The amount of the reward to be presented shall follow the guidelines of: 1-6 people= Fifty dollars (\$50.00) cash; 7-12 people=One Hundred dollars (\$100.00) cash; 13 or greater=Two Hundred and Fifty dollars (\$250.00) cash. The reward will be paid to a current Local 965 member, (excluding all Constitutional Officers and Business Representatives of Local 965), when the determination is made by the National Labor Relations Board or the WERC to recognize Local 965 as the sole representative bargaining agent of the non-union work environment. The Local 965 Business Manager, along with the Local 965 Organizer, must approve all targets in order to qualify for a reward. The Local 965 Business Manager, along with the Local 965 Organizer, will make the determination that there was sufficient and positive work and/or assistance for the Local Union to warrant a reward to be given to the current Local 965 member.

IBEW Local Union 965
701 Watson Ave., Suite 200
Madison WI 53713
608-274-5600 or toll free 1-800-354-5460
608-274-2980 (fax)
www.ibew965.com

Newsletter of IBEW Local Union 965 to be published quarterly. Any articles or suggestions should be sent to Lori Richardson, Office Administrator, or Tony Bartels, Business Manager.