

IBEW Local Union 965 News

Winter 2011

FROM PRESIDENT IRWIN

First I would like to welcome everyone to a new year here at IBEW Local 965. I believe our future looks very promising. I would also like to stress to all our members and families to be safe. According to the National Safety Council you are five times more likely to be hurt off the job than on the job.

In my last two newsletters, I stressed buying USA made Products. I have received very positive responses from our membership. I would like to share a couple web-sites that my wife and I use to research for products made in America. This helps us when we go out shopping. We know what brands to ask for and question why they are not supplied.

<http://madeinusaforever.com>

<http://www.americansworking.com>

Please try these web-sites and hopefully you find what you're shopping for made in America.

Fraternally Yours,
Rick Irwin

IN MEMORIAM

The following members of Local Union 965 have passed away in the 4th quarter of 2010:

Mervin Stone (Retired-Alliant)—Nov.30, 2010

James "Swede" Hanson (Retired-Alliant)--Dec.14, 2010

Elizabeth Madigan (Retired-Alliant)—Dec. 22, 2010

Carlton Burton (Retired-Alliant)—January 9, 2011

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

UNIT NEWS

Unit 1-CWEC: Alliant: Marion & Wisconsin Rapids

Medical insurance? Retirement? Wages? These are just few of the things being bantered about "around the water cooler" lately as we prepare to head into contract negotiations with Alliant. Everyone has a topic they would like to see addressed at contract talks. While the negotiating committee probably won't be able to make everyone happy on every issue, please keep in mind that they will be doing their best to address the issues that affect the majority of 965 members.

Please help them out by doing your part:

1. Stay informed--Attend unit and solidarity meetings to keep up with negotiations. Call the negotiating hotline. Check your e-mail. (If you don't have your e-mail registered with the union office, now would be a good time to do so.) That way you will be able to separate "fact from fiction."

2. Support your union and the negotiating team--This could range from attending solidarity functions to wearing pins, buttons, hats or a certain color clothing on a specific day to show our 965 solidarity.

3. Continue to work safely--Contract negotiations can be a stressful time, especially if talks drag out. Keep your mind on task so you can return home in the same condition as you left. (Unless you stop off for Happy Hour ☺). Do your talking at the ballot box when it comes time to vote on the contract.

4. Contact the union with any info that can be used during negotiations by e-mail, fax or US mail. It's better to use written info rather than a voicemail.

Hope to see you at one of the solidarity rallies!

In Solidarity
Mike Patoka
Unit 1 Chairperson

Unit 3-Alliant: Beaver Dam, Berlin, Fond du Lac, North Area, Neenah, Ripon

Unit 3 members--we have found a recording secretary! Dale Birschbach will fill the position for the time being. We thank him for that.

We just learned of the company's decision to get out of HVAC and according to them no one is losing their jobs.

According to the UNITE email, a timeframe for informational meetings about negotiations has been set up. Also, the solidarity event at the union hall will also be for a LIEN BURNING PARTY, now that we own the building.

Here's something for our newer members to think about: IF YOU DON'T START GETTING INVOLVED WITH YOUR LOCAL AND BEING FULLY INFORMED ABOUT WHAT'S GOING ON, WHO AND WHERE ARE THE FUTURE LEADERS GOING TO BE COMING FROM WHEN THIS OLDER WORKFORCE STARTS RETIRING??? It takes some time out of your evening but a couple hours aren't much for a bit of insight as to what's going on with your local and the company. If you have any concerns get a hold of me or the office.

Mike Broome
Chief Steward Beaver Dam
Unit 3 Chairperson

Unit 5-Everbrite, Village of Sauk City, Village of Prairie du Sac; Alliant: Columbia, Portage, Poynette, Prairie du Sac Hydro

At a recent unit meeting, the members of Unit 5 voted to donate their charitable donation money of \$100 to Habitat for Humanity of Columbia/Sauk County. Today I dropped the check off at their office in Baraboo. It was well received by the staff at their office.

Late last year I had the honor of presenting a 50 year IBEW service award to Robert France of Prairie Du Sac, Wis. Robert retired in 1986 and was employed at the Prairie Du Sac Hydro Dam. He was surprised that the IBEW would have kept track of him after he had retired.

Due to recent decisions from regulators, Alliant Energy has suspended some projects at the Prairie Du Sac hydro and at Columbia Generating Station. They are soon deciding what work they are not going to do based upon losing some major dollars from their budgets. Alliant has also decided to discontinue HVAC work which is performed by the Service Dept.

The Alliant negotiations are fast approaching with several meetings with the company and work days with the negotiating committee being held this past week. Proposals will be exchanged in late February with a solidarity event to be held at the union hall on Feb 21st at 6:30 pm.

A recent project at Columbia which involves receiving and loading coal into semi trucks has resulted in additional equipment operator fuels position being opened on day shift.

In Solidarity,
Bruce Giese
Columbia Chief Steward
Unit 5 Unit Chairman



Unit 7-Village of New Glarus, Village of Mazomanie, Stoughton Utilities, Union Financial; Alliant: CSC, Dane County, Madison GO, Monroe

Unit seven had a change in unit recorder. Welcome in to Brad Argall as our new recorder. Thanks to Deb Farrey for her help as unit recorder for the last 3 years.

Our union will begin working towards a new contract with Alliant Energy, and your solidarity and support is a vital piece of this process. Through out negotiations there will be meetings to inform all members on the status of the contract. This is your union--be sure to get out, be active and to vote when your time comes. Show your union support by wearing your union solidarity shirts.

This year's "Fantasy in Lights" was again a great success. Local IBEW 965 sponsored 2 weeks of handing out candy canes to the local area families. Unit seven has shown our support of the community both in handing out the candy canes and then returning charitable donations to area food pantries for their communities. Let's continue to show our caring and support of our communities through this event. This year we will be donating on behalf of IBEW 965 and Alliant Energy to 17 charities based on the recommendations of the volunteers, with our main focus on the local community food pantries.

Our meetings are held at 6:00 on the second Tuesday of each month at the local union office at 701 Watson Avenue, Madison. Pizza is provided at 5:30. Please join us. Talk with your Chief Steward, call your Unit Chair, Mark Schoen @ 669-5700, or call the office for details. I'd like to challenge each and every one of you to attend one meeting in the next year for your local unit. Watch your monthly fliers for other pre-meeting events over the next several months.

Finally a quick safety message: Don't get distracted by all of your work and family activities. Now more than ever slow down, and focus on your safety. Be proud of our safety accomplishments, over the last 3 years we've reduced our OSHA recordable accidents by more than 25%. Remember "Nobody Gets Hurt."

Yours in Solidarity,
Mark Schoen – Unit 7



Jim Maratik presenting Unit 4 donation to Salvation Army



Jim Maratik presenting Unit 4 donation to Sheboygan Food Pantry

BLUE HAT REPORT

We certainly ended 2010 on a very busy and positive note. It was very good to see that we have made significant improvement in our safety program by showing a reduction of recordable and lost time injuries for this year compared to 2009. To me, that means that our employees are becoming more aware of the importance of getting involved with safety and promoting working safely so that we may all have a higher quality of life for ourselves and our families. In the last couple of months I and other 965 members have been actively involved in the area of safety policies and procedures so that we may have a clear understanding of the safety guidelines we all follow.

Looking ahead to 2011 I would like to encourage everyone to take safety to a more personal level. Please take the time at home to follow those safety rules that you follow at work. Just by wearing the appropriate PPE such as safety toe footwear, safety glasses with side shields, hearing protection, and gloves or other protective clothing, that may save you from a serious injury. Please continue to work safely and be diligent in identifying hazards so that "Nobody Gets Hurt".

Thank you
Michael Cichocki
Safety Blue Hat-Generation East

PROGRESSIVE RAFFLE DRAWING **Holly Kaiser - Vice President**

Below are the names that were drawn for the months of November and December 2010.

Names Drawn for the November Unit Meetings - \$125.00 Fund

Steven Walsh (Sauk)
Gordon DeZoute (Columbia)
Greg Coenen (Village of Prairie du Sac)
Kory Volbright (FDL Ops)

Names Drawn for the December Unit Meetings - \$150.00 Fund

Mike Manthey (Everbrite)
Jerry Breitreutz (FDL Ops)
Debra Stiemsma (Everbrite)
Keith Menke (Sheboygan)

The Progressive Raffle Fund will increase to \$175.00 for January, 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 SCHOLARSHIP PROGRAM
Vice President Kaiser

Information will be out shortly regarding the scholarship program. It is open to dependents of members of Local 965 who will graduate from high school in the 2010-2011 school year. Watch your union boards and the union website for more information and details!

WE NEED YOUR HELP!
Solidarity Committee

We are looking for your creativity for slogans or designs for our next solidarity merchandise item for 965 Contract Negotiations. Please submit any suggestions or ideas you have to the union office at ibew965@ibew965.com. If your entry is selected, you will be eligible for a prize!

A LOOK BACK AT 2010

As I took a quick look back at 2010 financials, one number really stuck out at me, and no, it wasn't my salary. It was the amount of money members gave to local charities in their communities. Even in these tough financial times, members took the time and thought to give back. We gave to the Salvation Army, Habitat for Humanity, Boy Scouts of America, Gilda's Club, 4-H, OccuPaws, Juvenile Diabetes Research, and over 10 different food pantries. This really shows what kind of members Local 965 has and I don't foresee these acts of kindness slowing down in the year to come. If you have a nonprofit charity you would like to give to, attend your monthly Unit meeting and put in your request. Your Chief Steward can guide you through the process if you have any questions.

In Solidarity,
Todd Haakinson (Local 965 Treasurer)

A WORD FROM UNION FINANCIAL

It's that time of year again, so from all of us at Union Financial, we wish you a safe, healthy, and profitable New Year. And if you haven't thought about it yet, it's time to:

- Recheck the allocations in your 401(k), non-qualified accounts, and any other IRAs you may have outside of work. Determine if you have transferrable funds in the 401(k) or elsewhere and take advantage of rollover provisions available outside the 401(k).
- Determine whether you need changes to your ROTH IRA, whether you should convert traditional money to a ROTH, or even open a new ROTH to take advantage of tax free income in retirement.
- Monitor all your accounts and consider consolidation of other accounts to take advantage of a reduction in management fees, duplication of investments, or simply a reduction in paperwork to make your investment life easier in the future.
- Check beneficiaries of any asset accounts and make necessary changes. If you got married, divorced, had a death in the family or added a family member now is the time to address those changes.
- MAKE SURE YOU HAVE POWERS OF ATTORNEY AND A WILL IN PLACE. THESE SIMPLE DOCUMENTS (WE WILL FURNISH YOU WITH THEM AT NO CHARGE) COULD SAVE YOUR LOVED ONES COUNTLESS HOURS AND UNTOLD PROBLEMS.

As always, the planning processes we provide are free of charge to our union brothers and sisters. We urge you to contact us with any questions you may have. Please call Chip Buehrle 262-893-4411 or Joe Fenlon 414-258-6220 for appointments.

STRETCHING AND SAFETY

As 2010 comes to an end we can look back at many accomplishments but none more important than the improved safety record. While we can look at many reasons why the safety record has improved, the truth is it has improved because of each of us taking the time to do our work safely.

All of us should have been exposed to stretching techniques and the various tools and videos to assist us in stretching. This is good news but not as good as it can be. There are still areas in which our members do not stretch in preparation for the work at hand, even though stretching has reduced the number of injuries in the types of work we do.

In our roles as Union Leaders we need to be involved in stretching exercises in our work areas and we need to encourage ALL members to be active in stretching as a part of their daily work. Stretching needs to be as much a part of our workday as any other task we do as a part of our work. Management has made stretching a priority and if there are any areas that management is not allowing stretching or in any way discouraging stretching, please follow up with local management and if you have no success please follow up with our Blue Hat positions at Alliant or the Union Office. On the other hand, if our members are resisting the stretching, we ask you to talk with them and if it continues to be a problem share that information with the Code of Excellence Stewards or the Blue Hats and they will follow up individually.

The IBEW was started on the premise of safety concerns in 1891. Today, safety still needs to be our top priority. Stretching is one of those tools that help us go home in the same condition we came to work. As we move through 2011 it is up to each of us to make this an even safer year than 2010. Together we can succeed.

If you should have any concerns or questions with stretching or safety, please feel free to contact the Blue Hats or the Union Office.

In Solidarity,
Tony Bartels
Business Manager

ALLIANT NEGOTIATIONS SOLIDARITY EVENTS BEING SCHEDULED

By Tony Bartels

Last fall, while meeting at every work location to gather proposals and discuss ideas for the 2011 contract negotiations, there was a suggestion to hold regional meetings to periodically update the status of negotiations. Based on that suggestion, we are planning to have solidarity meetings every two weeks during Alliant negotiations to discuss progress. The meetings will be rotated around the service area and each meeting will include the latest information so none of these meetings will cover the same information.

We also plan to show our solidarity throughout negotiations by wearing and displaying Union Logo items every Tuesday beginning March 15, 2011 until we have an agreement. If you do not have Union Logo items plan to wear orange.

The regional meetings scheduled so far are:

- Monday, February 21, 2011 at 6:30pm – Union Office
- Thursday, March 17, 2011 at 7pm – Fond du Lac Labor Temple (location tentative)
- Thursday, March 31, 2011 at 7pm – Janesville/Beloit Marine Corp (location tentative)
- Thursday, April 14, 2011 at 7pm – Mineral Point (location to be announced)
- Thursday, April 28, 2011 at 7pm – Wisconsin Dells/Mauston (location to be announced)

ALLIANT NEGOTIATIONS UPDATE

By Tony Bartels

Hats off to the members on the Alliant property for the overwhelming response rate on returning negotiations surveys. Over the past two weeks, the Alliant negotiations committee has met to review every comment and the overall results of the surveys. The Committee has also met with various groups to help prepare for negotiations. We met with Alliant to get all of the data concerning the medical plan cost. We had a presentation from financial representatives to discuss proposals with pensions, medical and 401(k). We also met with other Local Unions to discuss the status of their negotiations and how that may affect us in our negotiations.

As we continue to move forward to negotiations, we remind everyone of key dates. We are exchanging proposals with Alliant on February 21, 2011. The proposals will be shared with those that attend the Solidarity gathering that evening and, later that week, will also be sent out with an email update to the members. We plan to begin negotiations on March 15, 2011 and will continue to negotiate each week from that point forward. All members should plan to show their solidarity by wearing and displaying Union logo items every Tuesday. If you do not have Union Logo items you can show your solidarity by wearing orange.

As we get ready for these negotiations we continue to have questions from members wondering if we will have much success in negotiations. First, remember a Union is only as strong as its members, so membership support will certainly affect our success. Now to focus on what would be a success in these negotiations. Over the past couple years, we have watched an economy that has suffered and we have experienced little inflation. Typically, in negotiations, success is measured when wages and benefits are equal to or better than inflation or, in other words, we do not take a step backwards. In these economic times, it is difficult to guess how we will do in negotiations. To be successful we need to develop a plan, communicate the plan and then work through the plan. Our plan was to hold listening sessions (fall 2010), send out surveys (November 2010), tally surveys (January 2011), develop proposals (February 2011), research company proposals (February 2011) and begin negotiations (March 2011). To this point the plan is continuing to be on track.

While we go through these negotiations we ask all members to help. Here is the short list of things you can do:

- Work Safely
- Attend Solidarity activities
- Wear Union Logo items or orange on Tuesdays beginning March 15, 2011
- Read email updates and share with those who do not have access to email.
- Send written comments and questions to the Union Office
- Show up for contract negotiations explanation meetings
- Vote on contract

PSC 135 NATURAL GAS

Local 965 has been working alongside the other gas utility unions of the Utility Workers Coalition to help make needed language changes to the regulations contained in PSC 135. Chapter 135 of the State Code deals with Utility Natural Gas Standards for operators of gas distribution and transmission systems located in the State of Wisconsin. The rules specifically deal with the regulations on things like public building inspections, inspections on newly constructed gas mains, contractor installations on mains and services, carbon monoxide testing on customer premises, regulation stations, rapid emergency shut-off valves curb valves, welding requirements and procedures and relief valves to name a few of the issues contained in the chapter of the Code. This process began in the year 2002 when the PSC announced that they needed to open up the chapter and make some changes to the State Code to better comply with some of the federal codes that changed and took place in the Pipeline Safety Act. This chapter was pushed onto the back burner and almost fell off the radar screen until recently. Local 965 was there at the beginning and participated in many meetings and sessions.

As stated before, over the years we had many joint meetings with the other unions and we attended numerous PSC hearings. We have met and testified through the joint efforts of our Wisconsin Utility Workers Coalition and we have spent many nights working on a joint viewpoint of our goal to tighten the safety standards already contained in the Chapter and to maintain and increase the reliability of these gas systems. Some of the employers in the State have either currently made cuts or are proposing to make further cuts

through their interpretations that we feel could jeopardize the customer and public safety and could make our system less reliable than it already is considered.

We have now reached the eleventh hour of this process. We have met at various union halls on various night, including numerous times at Local 965, to get the UWC's verbal testimony and written comments prepared to send to the Administrative Law Judge at the Public Service Commission and then to the Public Service Commissioners themselves. Then we will wait to see if the PSC Commissioners will make a clear and proper decision that will help promote the furtherance of the current chapter 135 and continue to ensure that we will maintain a reliable and safe gas system.

We, as the Utility Workers Coalition, think that the changes that have been proposed for Chapter 135 by the PSC staff are good moves for the gas customers and for the safety of the gas systems in Wisconsin. Some of the companies in our State are looking for ways to further reduce costs and they would welcome fewer regulations or looser rules. We at the UWC feel that it would be a bad move for all to lessen the current regulations and in fact in some cases they need to be expanded. We will have to see if these changes are passed through the PSC and the Commissioners, which is the process and then they will have to be presented to the State Legislature and receive their approval along with the Governor's. That process will also require a great deal of time and work to get passage from them. As we have witnessed an increase in gas related catastrophes recently in Wisconsin and around the country, we do not want to stand back and watch some of the state utility gas operators promote a gas system that could become more neglected and less regulated than it already is.

Mike Pyne
Assistant Business Manager

UNION OFFICE ADDRESS UPDATE

We have been informed by the Postal Service that we need to add a Suite number to our address since there is more than one business in our building. Therefore, when mailing any items to the union office, please add Suite 200 to our mailing address. So it should not read: IBEW Local 965, 701 Watson Ave., Suite 200, Madison, WI 53713.



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.

BRAD JAMES ANDERSON MEMORIAL SCHOLARSHIP

Bradley J. "Brad" Anderson passed away Sunday, March 7, 2010 from injuries resulting from a snowmobile accident on Legend Lake, Keshena, WI. He was only 51 years young. Brad left behind his wife of over 30 years, Marjie, their son Luke and daughter Sabrina Weller. He also left behind three grandchildren and his brother Jeff and family.

Brad was an avid outdoorsman, enjoying fishing, hunting, boating, and snowmobiling. He also enjoyed his work with Alliant Energy where he worked for over 30 years and was a Lead Line Technician. Brad was one of those people that left an impression on everyone he met and had many co-workers and friends that truly miss him.

In order to honor Brad, the Bradley James Anderson Memorial Scholarship has been established from funds received from family, friends and co-workers. The scholarship will be awarded annually to a son or daughter of an Alliant-Wisconsin Power and Light employee, who is a high school senior and will be going on to school in the electrical field. (Line Technician, Electrician, Electrical Engineer or electrical related field)

The Bradley James Anderson Memorial Scholarship is open to all children of employees at Alliant/WPL who will graduate from high school in the current school year. This year they will be awarding 2 (two) scholarships in the amount of \$1000.00. The Bradley Anderson family will determine the winner. Should there not be any applicants or qualified applicants, the family reserves the right to either not award the scholarship that year or award the scholarship to another deserving individual that will be pursuing a degree/certificate in the electrical field that can show the financial need.

Please see the IBEW 965 Website (www.ibew965.com) for an application.

UPCOMING EVENTS

Upcoming Unit and Union meetings/notices for February & March 2011:

Feb. 1	Unit 1, 7:00 p.m., Iola
Feb. 2	Unit 6, 5:00 p.m., Richland Center; Unit 4, 7:00 p.m., Sheboygan
Feb. 3	Alliant Negotiations Comm. Meets; Unit 3, 6:00 p.m., Ripon; Unit 2, 7:00 p.m., Mauston
Feb. 8	Unit 7, 6:00 p.m., Union Office
Feb. 9	Unit 8, 6:30 p.m., Beloit; Unit 5, 7:00 p.m., Portage
Feb. 10 & 11	Local Union Audit
Feb. 16	Executive Board, Noon
Feb. 21	Alliant Negotiations Comm. Meets; Union Solidarity Event, 6:30 p.m. Union Office
Feb. 22	Alliant Negotiations Comm. Meets
Feb. 23	Alliant Negotiations Comm. Meets
March 1	Unit 1, 7:00 p.m., Iola
March 2	Unit 6, 5:00 p.m., Cassville; Unit 4, 7:00 p.m., Sheboygan
March 3	Alliant Negotiations Comm. Meets; Unit 3, 6:00 p.m., Ripon
March 5	2 nd Annual Solidarity Outing, 11:30 a.m., Prairie Lanes, Sun Prairie
March 8	Unit 7, 6:00 p.m., Union Office
March 8-10	IBEW Utility Conference
March 9	Unit 8, 6:30 p.m., Beloit; Unit 5, 7:00 p.m., Portage
March 10	Unit 2, 7:00 p.m., Adams
March 14-17	Alliant Negotiations Comm., Meets
March 15	UWC Legislative Comm., 9:00 a.m.
March 17	Solidarity/Negotiations Event, 7:00 p.m., Fond du Lac
March 22-24	Alliant Negotiations Comm., Meets
March 29-31	Alliant Negotiations Comm., Meets
March 31	Solidarity/Negotiations Event, 7:00 p.m., Janesville/Beloit

****Dates and times are subject to change****

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