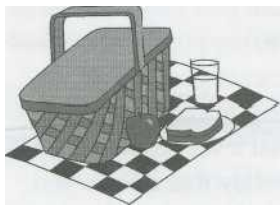


*Representing:*

*Light • CFS • Clerical • Water • Water Pollution Control • Building Maintenance • Supervisors • Click! Network  
Elmhurst • Fircrest • Lakeview • Milton • Ohop • Parkland • Peninsula Light • Sumner • Eatonville • Pierce County  
Traffic Signal • Asplundh Tree • Trees Inc. • Henkels & McCoy • Northwest Line Construction • RCE Flagging*

**Annual Picnic - July 23, 2005**

IBEW Local 483 and the Utilities People are hosting the annual picnic Saturday, July 23, 2005 from 10:30 a.m. to approximately 6:00 p.m. It will be held at the Tacoma Sportsmen's Club, 16409 Canyon Road East, Puyallup. All Local 483 members, Utilities People and guests are welcome.



- Food - serving starts at 12:00 (noon), featuring fried chicken, hot dogs, hamburgers, potato salad, baked beans, chips, watermelon, cookies, soda, coffee and adult beverages.
- Kids Games & Prizes  
Clowns Unlimited 12:30 p.m. to 3:30 p.m.  
Air Bag Bouncer, Face Painting, Balloons

- Horseshoe Tournament
- Raffle - starts at 12:00 (noon)
- One nonperishable food item per person = 1 FREE raffle ticket
- Softball, Volleyball
- BINGO - from 1-3 pm

**Negotiations Update**

<u>Contract</u>	<u>Expires</u>	<u>Contract</u>	<u>Expires</u>
Asplundh Tree	12/31/07	Milton	In Neg.
Building Maintenance	12/31/06	Northwest Line Construction	01/31/07
CFS	Pending	Ohop	04/30/09
Clerical	Pending	Osrose	In Neg.
Click! Network	09/15/06	Parkland	03/31/07
Eatonville	12/31/07	Peninsula Light	In Neg.
Elmhurst	03/31/08	Pierce County Traffic Signal	In Neg.
Fircrest	In Neg.	Sumner	12/31/05
Henkels & McCoy	01/31/07	Supervisors	12/31/05
Joint Labor	12/31/06	Trees Inc.	12/31/07
Lakeview	03/31/07	Water	12/31/05
Light	03/31/07	Water Pollution Control	12/31/06

**Local's Benefit Plan Remains A Good Bargain**

For a monthly premium of \$6.50, Accident and Sickness Benefits are \$70/week (\$10/day) for occupational or non-occupational causes.

- Payments for disability caused by an accident begin on the first day; payments for an illness begin on the eighth day of illness, payments begin on the first day of hospitalization. The plan will pay a maximum of 26 weeks for each disability; however, no participating member shall be entitled to more than 26 weeks of payments during any one calendar year, whether for one disability or more, or whether caused by one accident/sickness or more.
- Members with pre-existing conditions will be paid only after the participating member has completed coverage under the plan for a continuous period of 52 weeks.
- Eight-week benefit for in-patient alcohol treatment.
- \$1,000 - death benefit for natural causes and \$2,000 for accidental death.

## CDL Holders Beware

In 1999 Congress passed the Motor Carrier Safety Improvement Act (MCSIA) for the purposes of:

- A) To improve the administration of the Federal Motor Carrier Safety Program and to establish the Federal Motor Carrier Safety Administration (FMCSA) within the Department of Transportation.
- B) To reduce the number and severity of large-truck accidents.
  - Increased commercial motor vehicle operation inspections and motor carrier compliance reviews.
  - Stronger enforcement measures against violators.
  - Expedited completion of rulemaking proceedings.
  - Effective and nationwide CDL testing, record keeping and sanctions.

As a result of MCSIA, Washington State has passed SHB 2532 for CDL compliance. Beginning July 1, 2005 certain violations received while operating a non-commercial motor vehicle will affect your ability to maintain your CDL. We have included the bill for you and strongly urge all CDL carrying members to pickup a current commercial drivers guide from the Department of Licensing. It offers a detailed look at the expanded violations and the resulting penalties.

### SHB 2532: CDL Compliance

Purpose: Brings state laws into compliance with federal regulations that govern commercial driver licensing (MCSIA, USA Patriot Act, and federal audit). Specifically, the bill:

- Prohibits the stay of an administrative suspension, revocation, or denial of a person's Commercial Driver's License (CDL) resulting from a DUI or physical control violation;
- Provides that courts cannot defer findings for traffic infractions committed by CDL holders;
- Expands the definition of a "serious traffic violation" and includes prior non-CMV violations in the court of serious traffic violations that results in a disqualification of the driver's CDL;
- Prohibits a CDL instruction permit holder from transporting hazardous materials;
- Requires applicants for a CDL instruction permit to pay an application fee and an exam fee, and pass the CDL general knowledge test;
- Establishes additional CDL hazardous materials endorsements eligibility standards that include fingerprints and background checks;
- Requires a school bus operator knowledge and skills test and license endorsement;
- Provides that certain offenses committed in a non-CMV may result in the disqualification of a CDL;
- Requires that an applicant for a CDL include information on all states where a driver's license has been issued within the last 10 years.

Effective date: Provisions that are primarily MCSIA-related are effective July 1, 2005. The balance of the bill went into effect June 10, 2004.

## Apathy

This is the most common obstacle to participation, and one of the most difficult to deal with. If you are not prepared to even try to change things then you deserve the conditions you get.

The whole point is that nobody can do it alone. At the end of the day it does not matter why you participate - whether it's the need to protect yourself from unscrupulous employers, fear of redundancy, belief in trade unionism or simply a concern for the profession you have chosen and the way it is headed.

As a member, you can get as involved as you like or sit back and let someone else do all the work. Whatever your reasons and whatever you want to get out of it, as a member you are part of a Union that looks after you, supports and advises you and represents you, at a local level in your day-to-day working life and at a national level influencing government policy that affects you. How many more reasons do you need?

### Signs and Symptoms of Apathy

A complete withdrawal from a person or people. There is no real attempt to contact oneself and no attempt to contact others.

Demonstrating traits that appear very docile and obedient, if sick, state of not being. It is near death or an imitation of death. For example, a person in apathy would say, "What's the use? All is lost."

We must work together to strengthen our Union and fight the apathy and anger among us. Local 483 is committed to educating the public and channeling our energy in positive ways.

## From The Desk of Judy Sharnes

Since I'm leaving my position with the City of Tacoma, it looks like it's time to say goodbye to the friends in Local 483 whom I've met in my short (only 24 years, 3 months and 22 days - minus time off for bad behavior in October of 1992) time with the City. No, I was not table dancing in the 7<sup>th</sup> floor lunch room. I'm referring to that little Clerical rebellion a few years back!!

Looking back on those years makes me realize how much this Union has grown and how proud I am to have been even a small part of that [history](#). [I.B.E.W. Local](#) 483 is one of the most respected unions in Pierce County and the credit goes to you members who have walked picket lines, held protest signs, donated money, volunteered for barbecues and fundraisers, and literally shown the other unions what true unionism looks like.

Starting in July I will be serving Local 483 in a different capacity - as a member of the office staff. Even though I am a little sad about not being an active 483 member anymore, I will be joining the Office and Professional Employees International Union Local 23, another union with a very distinguished history.

I look forward to working with Julie-Ann and Rianne and supporting Alice, Gayleen and Gordon as they continue their work for you. In solidarity and forever a 483 member in my heart.

*Judy Sharnes*

*Executive Board Member*

## Breakthrough Change Initiatives are a Mandatory Issue of Bargaining

Well, the news is out, the City of Tacoma is going to balance the budget. You have seen the letter to employees and heard the water cooler stories, now here are the facts. The Breakthrough Change Initiatives cover issues that will change hours, wages and working conditions which are mandatory issues of bargaining under the Public Employee Relations Commission (PERC) rules.

Therefore the powers that be at the City of Tacoma are required to bargain these issues before they are put into place. There are some issues that may in fact be in our best interest. So as we enter into this process keep an open mind and know that we are not interested in losing employee benefits or balancing the City of Tacoma budget problems on the backs of the represented employees. The City Council has stated that they want all employees treated the

same. I was recently made aware that the non-represented employees are being offered Retirement Health Saving (RHS) accounts. The Light Unit at Tacoma Power has had to fight to get their RHS accounts. My question would be, why union members were not contacted and offered the same program? I do not know of one bargaining unit that would have turned down a chance to have a Retirement Health Savings account.

So please be aware of what is happening with the Breakthrough Change Initiatives and be aware that the contracts that are opening this year are going to be tough. The HR staff at the City is new and the direction they have been given has changed on more than one occasion. Our strongest weapon is our solidarity. Don't wait for your brother or sister to act, do it now for yourself for your family and for your union. Your job and your way of life may

## Good and Welfare

### *In Memory*

Our condolences to the families and friends of:

John R. Petersen

### *Get Well Wishes*

Keith Holland

Lyle "Rocky" Swinney

Tad Osada

John Peterson

Anita James

## Property Search Continues

IBEW Local 483 has been searching for a new building for quite some time. We have found a building of interest at the corner of 112<sup>th</sup> and C St. (Park).

We are asking that Local 483 members take a minute to check out this building and tell us what you think.

depend on it. The Joint Labor Committee has been in medical negotiations with the City of Tacoma for the past 5 and 1/2 months. Even though we have met weekly I am afraid we may not reach our goal of having an agreement by July.

We have exchanged offers and I can tell you that the City has offered to pay 5% above last year's premium, modify the benefit levels and have the employees pay 5% of the premium increase. The union has offered to stop the \$30.00 Choices - Flex Spending Account, start a wellness program and change the prescription provider from Regence to Clear Point.

This is not an in-depth outline but more of an overview to let you know where we are and where the City of Tacoma is. We are continuing to meet and we will be providing updates at the unit meetings and our general meeting.

## 2005 Utility Conference

Executive Board members Judy Shames, Kirk Sloan and Mark Hallman joined Business Manager, Alice Phillips at the annual Utility Conference in Baltimore, Maryland. The conference included information on the aging workforce and gave us a perspective on how the Pacific Northwest is doing.

The major issues facing union members today are health care costs, outsourcing of jobs and an aging workforce. There are no easy answers, but here are some ways that we can try to limit the impacts of these issues.

### Health Care Cost:

Become a wise consumer.  
Ask for generic prescriptions when ever possible.  
Do not use emergency room unless it is an emergency.  
Follow your doctor's treatment plan. Don't stop medication when you start feeling better finish them.  
Choose a healthy lifestyle.

### Aging Workforce:

By 2010, as many as 60 percent of today's experienced utility workers will retire. A survey conducted last fall by the Carnegie Mellon University Electricity Industry Center found that utility human resources executives listed the aging workforce as their number one concern.

Eighty percent of those surveyed placed the aging workforce as their biggest worry, far above the other listed concerns, which included cost of benefits and a skilled workforce. The managers represented more than 200,000 workers from utilities across the country.

Those executives have done the math and the numbers do not work out in their favor. Climbing poles and repairing wires in extreme outdoor conditions is hard physical work. By the age of 55 or

60, most journeymen linemen are ready for retirement.

"We are facing a huge depletion of highly trained people," Hunter said. "Some workers who have been in the industry for 30 years are not being replaced, and more than that, are not being given an opportunity to transfer their knowledge to the new workforce because there isn't one."

The industry is running out of time. "If the industry continues to ignore this problem, all of society will be paying the price," said IBEW International President Edwin D. Hill. "A modern, technologically dependent economy must have a professional workforce to maintain its vital infrastructure or it will no longer be the reliable system we have come to take for granted."

## Peninsula Light Members Need Our Support

We have entered into contract negotiations with Peninsula Light Company, which is solely represented by IBEW Local 483. We have met with management several times with very little movement taken. I have outlined the issues that are on the table which you can see is an offer full of take backs.

- D Change medical insurance carriers;
- Increase employee retirement contribution from 6% to 50% of increases;
- Discontinue the employer paid OJI 90 day supplement coverage (to make the employee whole during a long term on the job injury). The company will allow the employee to use their sick leave to offset the loss of wages during an OJI injury;

Cost of Living Adjustment (COLA) - There is no adjustment for 2005, 2006 and 2007. Management is offering 80% of the CPI-W for Urban Wage Earners and Clerical Workers in Seattle-Tacoma-Bremerton area.

This is not the complete package proposal presented by management but just the major issues that are of great concern to this Local and the IBEW Peninsula Light Bargaining Team. Please help us by supporting our brothers and sisters at Peninsula Light Company. They are heading into the fight of their lives and we need to be there for them,

## 54th Annual Governor's Industrial and Health Conference

will be held at the  
Tacoma Convention and Trade Center  
September 28th - 29th

### INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

#### Officers and Staff

Business Manager/  
Financial Secretary ..... Alice Phillips  
President ..... Larry DeForrest  
Vice President ..... Mark Hallman  
Recording Secretary ..... Janet Davis  
Treasurer ..... Keith Holland

#### Executive Board Members:

Frank Merritt      Kenneth Scudder  
Judy Shames      Kirk Sloan  
Michael Shook      Gayleen Wederquist

Asst. Bus. Mgr..... Gayleen Wederquist  
Asst. Bus. Mgr..... Gordon Caudill  
Office Manager ..... Julie-Ann Corbin  
Secretary ..... Rianne Cornelison  
Building Maintenance ..... Eugene Nollan

4421 South Orchard Street  
Tacoma WA 98466  
Telephone: (253) 565-3232

**Band-Aid Fixes**

It is only in extreme cases that regulators have entered the fray on staffing levels in the electricity industry. Two years ago, the New Jersey Public Service Commission chided FirstEnergy, parent company of Jersey Central Power and Light (JCP&L) for what it considered unacceptably long response times for power outages. The utility was ordered to hire 300 workers, but the unusual mandate has not solved the staff shortage problem at JCP&L. Five New Jersey IBEW locals representing 1,350 JCP&L workers went on strike last December after rejecting a contract offer requiring workers to remain on call 24 hours a day (essentially forced overtime).

"These are just band-aid fixes," Hunter said. "Eventually that person is not going to continue to work 1,000 hours of overtime a year. They are just trying to prolong the inevitable. We are not going to have enough trained, qualified people to do the work."

Not only are the utilities failing to reconstitute dismantled training programs and neglecting to replace those who have retired, some - like Pepco in Washington, D.C., and Maryland and Connecticut in Delaware, New Jersey, Maryland and Virginia - continue to offer their workers early retirements. As the utility work force dwindles, companies are using more and more non-union contractors, further depleting the ranks of highly trained IBEW members.

The lack of knowledge transfer and loss of institutional understanding are a particular concern of IBEW members who have spent years honing their skills in a challenging and

dangerous field. The specialist niche of utility construction has been severely cut due to the lack of new investment in transmission and distribution. Deregulation and its attendant uncertainties have eliminated any inclination on the part of utilities to spend money on capital improvements and even more importantly, even less on the maintenance necessary for sustaining reliable infrastructure.

"Every time that a person with 30 years of experience walks out the door, the problem gets worse." (a portion of this article is taken from the IBEW Journal, March 2005)

**A Life On The Lines**

The job of a utility lineman is varied and complex. It takes five years to train a lineman to a journeyman level, and most in the industry acknowledge that it takes 10 years to become a well-rounded lineman. There is much to learn, said Utility Department International Representative, Don Hartley, who came out of the Virginia Power training program. It takes years to gain the skills to construct and maintain the full spectrum of the utility infrastructure.

"There is no short-term learning curve for working safely in an environment that has the ever-present potential for injury or death," Hartley said. Years of one-on-one, hands-on training is necessary to learn the mechanics of dealing with the vast assortment of wire sizes and tensions, understand complex equipment capabilities and develop effective trouble-shooting skills, not to mention getting comfortable with climbing 55-foot poles and 200-foot transmission

towers and the art of maneuvering large utility trucks through alleys and congested streets.

Richmond, Virginia, Local 50 member Dave Barham said when he joined Virginia Power 26 years ago, his service area shared nearly 50 helpers, or "groundmen," that assisted linemen on crews. Now the Virginia Beach service area he works in has been doubled, but there are only seven groundmen. Barham said the utility preaches safety on the job, but the worker shortage itself is a safety issue. "They want us to have safety culture but don't want to admit that it's an older workforce and that there's not enough people on the jobsites," Barham said.

Despite the evidence of a shortage, the computer modeling increasingly in use as a Management tool indicates just the opposite. "Man-hour reports keep telling our supervisors we have too many people on the job for the work that we do," Barham said.

The work is also getting more technical, with utility companies increasing employing computers to track workers in the field and monitor job assignments, Hunter said. "But no matter how advanced technology is, when a line is lying down in the road, it takes a body and a bucket truck to put that line back up," he said. "There is no technology that we have that can do that."

Virginia Power is relying more and more on calling in workers for repairs, but to keep the number of those calls down, they are using the first response crews to make temporary fixes instead of using call-outs for proper repairs by repair crews.

**July Meeting Schedule**

Executive Board	Tues	July 12	5:00 PM	UnionHall
General Meeting	Tues	July 12	6:30 PM	UnionHall
Water		**No July Meeting**		
CFS		**To Be Announced**		
Clerical		**No July Meeting**		
Annual Picnic	Sat	July 23	10:30 AM	Sportsmen's Club

**August Meeting Schedule**

Executive Board	Tues	Aug 09	5:00PM	UnionHall
General Meeting	Tues	Aug 09	6:30 PM	UnionHall
Water		**No August Meeting**		
CFS		**To Be Announced**		
Clerical		**No August Meeting**		

**September Meeting Schedule**

Executive Board	Tues	Sept 13	5:00 PM	UnionHall
General Meeting	Tues	Sept 13	6:30 PM	Union Hall
Water	Wed	Sept 14	5:30 PM	UnionHall
CFS	Thurs	Sept 15	6:15 PM	UnionHall
Clerical	Wed	Sept 28	5:15 PM	UnionHall

Notice to handicapped members - We encourage all members to attend the Union meetings. If you have special needs, please contact the local Union office so that we may see that you are accommodated.

International Brotherhood of  
Electrical Workers  
Local 483  
4421 S. Orchard St.  
Tacoma, WA 98466

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