



IBEW 483

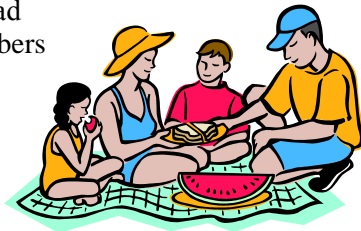
Newsletter of the International Brotherhood of Electrical Workers, Local 483

July 2007

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 • RCE Flagging • Osmose • Northwest Line Construction •

Annual IBEW Picnic Set for August 18th

The annual IBEW Local 483 & Utilities People Picnic will be held on Saturday, August 18, 2007, starting at noon at the Tacoma Sportsmen's Club, 16409 Canyon Road East, in Puyallup. All Local 483 members and their families and guests are welcome to stop by and enjoy an afternoon of activities for the whole family.



The menu includes fried chicken, hot dogs, hamburgers, potato salad, macaroni salad, baked beans, chili, chips, watermelon, cookies, soda, coffee, and assorted adult beverages. Serving starts at noon.

Kids games begin at 12:30 p.m. Clowns Unlimited will provide face painting, balloon animals, and an inflatable bouncer. Throughout the afternoon, raffles, bingo, and the annual horseshoe tournament will be held. One free raffle ticket will be given to each person who donates one non-perishable food item. Some sports equipment will be available, but you can also bring your own.

Volunteers are also needed on the day of the event. If you would like to help out or if you have an idea for something that would be lots of fun, contact Kirk Sloan or call the Union Office.

**Don't forget to save the date: AUGUST 18TH
Come hungry and stay late!**

Search for a New Building Continues

During the past few months, we have toured six different sites and have made an offer on only one building. The owner of that building followed up with a counter offer we couldn't accept.

Asking prices are down from this time last year, but the market appears to be climbing slowly. The money we received for the old building is not enough to come anywhere close to purchasing a comparable building in the existing real estate market. We may suffer a severe case of "sticker shock" when we do find the building that meets just our *basic* needs.

We welcome your input and are open to suggestions. If you see available land or a vacant building that might meet our needs, call the Office and let us know.

1st Annual CSA Call Center Summit

In May, Local 483 was invited to attend the First Annual Customer Service and Call Center Summit hosted by Local 77. We were fortunate to bring two Customer Service Assistants to the two-day event. Local 77's Business Manager, Don Guillot, their Executive Board Members, and Business Representatives made us feel very welcome.

The Call Center Summit required substantial input from the members and shop stewards from Puget Sound Energy and Snohomish PUD. The summit was very insightful and helped us realize the common concerns shared by employees in this industry regardless of location. We became aware of the similarities among the different methods of monitoring, tracking, and the often times stressful environment that CSAs are subjected to on a daily basis.

Valuable discussions provided insight into concerns regarding the industry-wide lack of training, fear of outsourcing, technical abilities and expectations, and the daily distribution of work. Puget Sound Energy and Snohomish PUD Seniors and CSRs provided us with information on their compensation and benefits.

We also heard about retention issues and burnout. The Summit was very informative; we are always amazed to find out that others doing the same type of work have the same type of issues. Local 77 anticipates making this an annual event, and the Local wants to include more CSAs and/or Senior CSAs next time.

Thanks to the representatives from Puget Sound Energy and Snohomish PUD who worked after hours over many months to put this summit together. You can see pictures of the event on Local 77's website at www.ibew77.com.

**International Brotherhood
of Electrical Workers
Local 483**

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Business Manager/
Financial Secretary Alice Phillips
President Mike Shook
Vice President Kirk Sloan
Recording Secretary Janet Davis
Treasurer Ken Severe

Executive Board Members:

Gordon Cavanaugh .. Nancy Douglas
Dave Olson Sam Palmisano
John Parker Mike Snider

Asst. Bus. Mgr. ... Gayleen Wederquist
Asst. Bus. Mgr. Gil Miller
Office Manager Julie-Ann Corbin
Secretary Rianne Cornelison
Secretary Judy Sharnes
Building Maint. Eugene Nollan

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Local 483 Files Unfair Labor Practice Against Click! Network

Late last summer our Click! members advised us of the reorganization of some of the work they regularly performed. We requested information from both our members and the Management Team concerning the scope of work and amount of time involved in the processes. Management declared the work “*de minimis*,” a Latin expression meaning trivial or of insufficient significance. Management based this determination on a time study that has yet to be shared with the Local. Subsequently, two new, non-Union positions were created and then filled as a result of the *de minimis* work being reassigned.

After many months of trying to schedule meetings with Click! Network management to discuss these changes in work assignments, the Local filed an Unfair Labor Practice (ULP) complaint with the Public Employment Relations Commission (PERC) against the City of Tacoma. The City’s response was to ask PERC to dismiss our claim. The Union’s attorney is preparing our response to the City’s request for dismissal. PERC will issue a determination on moving this case forward once all information has been received.

Members need to be aware that any reorganization, or potential reorganization, of your work **must be bargained**. As soon as you know of changes taking place, no matter how minor it may seem at the time, call the Hall and let us follow up on the issue. Due to time limits imposed on pursuing a resolution, it is imperative that we be informed as quickly as possible.

Negotiations Update

<u>Recent Agreements:</u>	<u>In Negotiations:</u>	<u>Accepting Proposals:</u>	
Tacoma Power	Henkels & McCoy	CFS	Clerical
Parkland	Osmose	Water	Water Poll. Ctrl.
		Supervisors	Eatonville

Requests for Donations

The great news is that you were asked to volunteer in your communities and you have. When I stopped by the track at Mt. Tahoma, I saw Larry DeForrest, Danessa Kenfield, and Amy Middleton walking for a cure for cancer during the 2007 Relay for Life. The same weekend, Lisa Ross and other 483 members were out at Ft. Lewis entertaining the athletes between competitions at the Special Olympics. And there are many more of you out there volunteering in our community.

Now the tough part. Local 483 has limited funds available to donate to all the worthy causes we receive requests for. I have asked the new Executive Board to develop an application form and guidelines to help evaluate requests. They would welcome your suggestions regarding the selection process.

New CEO at Peninsula Light

Local 483 is looking forward to working with the new CEO at Peninsula Light Company, Jafar Taghavi, who comes to the Pacific Northwest from Anaheim, California.

Jafar has initiated an entirely new atmosphere of communications and cooperation between his managers, the employees, and this Local. He has stated his intention to work in partnership with the Union in matters related to the business affairs of the utility.

We accept this gesture of good will and wholeheartedly endorse the concept. We are more than willing to put the past behind us and begin to resolve our differences in a more positive manner for the benefit of our members as well as the customers of Peninsula Light Company.

Good & Welfare

Condolences to the Families and Friends of:

- ◇ Cy Davis, retired
- ◇ Donald Olson, retired
- ◇ Larry Soos, retired

Get Well Wishes to:

- ◇ Charlotte Clark, Clerical *
- ◇ Jack Frost, Construction
- ◇ Darick Gill, Construction
- ◇ Garry Green, Construction
- ◇ Cinda Johnson, Clerical *
- ◇ Mark Kissner, Ohop
- ◇ John Larsen, TPU Flagger
- ◇ Greg Munford, Tacoma Power

* ***Approved for sick leave donations***

Business Manager's Report

What's Happening . . .

The results of the Local Union elections for Officers and Executive



Board Members are in, and I am honored to have been chosen as your Business Manager for the next three years.

To those members

who supported my election to the position of Business Manager, thank you. I am committed to representing this Local and its membership to the very best of my ability. Those members who were looking for a change, I ask you to work with me and the new leadership of Local 483, so that we can address your concerns and make our Union stronger. We may not always like the answers we are given, but I am committed to finding the honest answer and following through on the issues you present to this Local.

Brother Larry DeForrest will be handing off his duties as President to Mike Shook. Brother DeForrest has been active with our Local for his entire career. He has served as Shop Steward, Executive Board Member, and President. He is a delegate to the Pierce County Central Labor Council and Chair of our PAC Committee, just to name a few of his other responsibilities. He has also received the Dan Ross Leadership Award. Although it was his decision to turn the helm over to the next generation of union leadership, I know he will remain active as a volunteer. I am honored to have worked with Brother DeForrest. On behalf of IBEW Local 483, I say, "Thank you, Larry, for your honor, loyalty and dedication to IBEW Local 483 and the organized labor movement in general."

Brother Mark Hallman is another member who has brought great

honor to our Local. Mark has been a Shop Steward, Executive Board Member, and Vice President. Brother Hallman is also a voting member of the Electrical Utility Safety Advisory Committee (EUSAC). He has shown great leadership and dedication to the IBEW and his trade. Thank you, Mark, for your service to the membership of IBEW Local 483. I have learned a great deal from you and have been privileged to have served this Local with you.

Brother Frank Merritt has also stepped down as one of our Executive Board members. Although Brother Merritt has been on the Executive Board for only one term, his "can do, let's get it done" attitude will be missed. He has served as the Recording Secretary for our PAC committee and was a member of the Building Subcommittee. Brother Merritt, thank you for your honesty and your loyalty to IBEW Local 483. I wish you a long and prosperous career. Your service will have a lasting impact to this Local and the labor movement in Tacoma.

Let me introduce your new Officers:

- Mike Shook President
- Kirk Sloan Vice President
- Janet Davis Recording Secretary
- Ken Severe Treasurer

and Executive Board Members:

- | | |
|------------------|-------------|
| Gordon Cavanaugh | Dave Olson |
| Nancy Douglas | John Parker |
| Sam Palmisano | Mike Snider |

Appointed Positions

One of the first of many issues Local 483 will be taking the lead on is the proposed trainee program in the Water Department. Water Unit members have rejected the proposal by the Water Department to start a trainee program along the lines of Tacoma Power's program, and I have voiced your concerns about this type of

program. The trainees would be appointed, which is a violation of the City Charter and the Civil Service Rules. This Local is ready to file an appeal before the Civil Service Board to convert all appointed employees who do not meet the criteria outlined in the City Charter and the Civil Service Rules to classified employees. While this is a huge undertaking, I feel strongly that the Unions in this City must hold the City accountable to their own rules.

Contract Negotiations

With the election behind us, I am turning my full attention to contract negotiations. I want to share with you my plan for the upcoming negotiations. Water, Clerical, Water Pollution Control, Customer Service, and Supervisors will all open at the same time. I will be directly involved with negotiating each contract along with the assistance of Gayleen and Gil. This will help coordinate the proposals that are common among all of the contracts.

The Peninsula Light, Elmhurst, Asplundh, and Eatonville contracts will also be open with the same narrative applied to these negotiations – two representatives at each bargaining table.

This is one of the ways to give both Gil and Gayleen additional exposure to the bargaining process. In addition, when more than one representative understands the work processes and the contracts of our entire membership, we can answer your questions and provide better service to each of you.

Solidarity Day XXVII
August 26 - Cheney Stadium
Free general admission tickets
will be available from your
Shop Steward or
the Union Office in August.

*Don't miss important information from your Union.
Let the Union Office know if you change your address.*

July Meeting Schedule				
Executive Board	Thurs	July 12	5:00 p.m.	Union Hall
General Meeting	Thurs	July 12	6:30 p.m.	Union Hall
Water	*** <i>No meeting in July</i> ***			Union Hall
CFS	*** <i>No meeting in July</i> ***			Union Hall
Clerical	*** <i>No meeting in July</i> ***			Union Hall
August Meeting Schedule				
Executive Board	Thurs	Aug. 9	5:00 p.m.	Union Hall
General Meeting	Thurs	Aug. 9	6:30 p.m.	Union Hall
Water	*** <i>No meeting in August</i> ***			Union Hall
CFS	*** <i>No meeting in August</i> ***			Union Hall
Clerical	*** <i>No meeting in August</i> ***			Union Hall
September Meeting Schedule				
Executive Board	Thurs	Sept. 13	5:00 p.m.	Union Hall
General Meeting	Thurs	Sept. 13	6:30 p.m.	Union Hall
Water	Tues	Sept. 18	5:30 p.m.	Union Hall
CFS	Thurs	Sept. 20	6:15 p.m.	Union Hall
Clerical	Wed	Sept. 26	5:15 p.m.	Union Hall



*We encourage all members to attend Union meetings.
If you have a special need that makes it difficult for you to participate, please contact the Local Union Office at (253) 565-3232 so that we may arrange necessary accommodations.*

**International Brotherhood of
Electrical Workers, Local 483**
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Tacoma, WA 98466

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