



# IBEW 483

Newsletter of the International Brotherhood of Electrical Workers, Local 483

October 2009

*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. • JTS, Inc. • Henkels & McCoy •  
• RCE Flagging • Osmose • Northwest Line Construction NECA • Pacific West Corporation • KVA •

## 2009 Dan Ross Award Recipient Amy Middleton



Congratulations to Amy Middleton for being this year's Dan Ross Award recipient. Amy has not only been an active member of IBEW Local 483, but she has been a leader. Some of her many accomplishments are Shop Steward, Bargaining Team member, Unit Officer and Brotherhood Fund board member to name a few.

Amy was responsible for getting IBEW Local 483's name on a Dragon Boat team and she is the founding member of our Relay for Life Team. The achievements that Amy has accomplished show her Union pride in the purest form. Thank you Amy and congratulations on receiving the Dan Ross Inspirational Award.

## Shop Steward Training

Are you interested in becoming a Shop Steward? Rick Hite, our 9<sup>th</sup> District International Representative, will be presenting this recommended training for all IBEW Local 483 members:

WHEN: Saturday, October 3, 2009  
WHERE: IBEW Local 483's Hall  
TIME: 9:00 a.m. – 4:00 p.m.

All members are encouraged to attend whether you are currently a Shop Steward or just want to learn more about your rights and how to interpret your contract. There is no fee for the class and lunch will be provided. If you are interested in signing up for the class or have questions please contact the hall today at (253) 565-3232.

## Dues Increase For All "A" Members

As amended at the 37<sup>th</sup> IBEW Convention held in September of 2006, your monthly dues payments to the International Office will increase \$1.00 effective January 1, 2010 for a new fixed amount of \$27.00 per month. The breakdown of dues is as follows:

\$12.00 Monthly Dues  
\$14.00 Monthly PBF (Pension Benefit Fund) Contribution  
\$26.00 Monthly Dues plus \$1.00 Monthly Union Dues  
\$27.00 Monthly Total

## Mark Your Calendars!!!

IBEW Local 483's General Membership Meeting time has changed. It is still on the 2<sup>nd</sup> Thursday of every month, but the meeting will now begin at 6:00 p.m. Also, don't forget about the Attendance Drawing and the Jackpot Drawing for your chance to win a little extra cash! Hope to see you there!

## Holiday Gift Card Give Away!

Come and join us at the November and December General Membership meetings for your chance to win one of several gift certificates that will be given away to the attending members. Every year IBEW Local 483 purchases gift certificates from a local grocery store to give to our members for the holiday season. We hope to see you come join your Union brothers and sisters and see if you will be one of the lucky winners!



## **IBEW Local 483**

### ***Agency Fee Payers Objection Policy***

Any non-member paying agency shop fees pursuant to a collective bargaining agreement shall have the right to object to expenditures by Local 483 for political and ideological purposes not reasonably related to collective bargaining. Examples of these expenditures include contributions to or on behalf of candidates for political office, or political parties or organizations; financial support of activities directed at influencing legislation not reasonably related to terms and conditions of employment of the members of Local 483; and payments to or on behalf of ideological, charitable, or religious activities or causes not reasonably related to collective bargaining.

***Note: All political activities are paid from Local 483's PAC fund, which is funded by volunteer donations and held separate and apart from the Local Union's general funds.***

An individual who perfects his or her objection pursuant to the procedures set forth below shall be entitled to a reduction of that proportion of his or her annual payments to Local 483 allocated for such purposes. Objections must be filed annually and are effective for a single calendar year (January 1 - December 31). An annual Notice of the IBEW Agency Fee Payers Objection Plan will be published in the IBEW Journal each year. An agency fee payer must file an objection in writing with the *International Secretary at the International Office of the IBEW, 900 Seventh Street NW, Washington, DC 20001-3886*.

Objections must be postmarked during the month of November preceding the calendar year for which the objection will be in effect or during the first 30 days after the objector commences paying fees to the IBEW as required by a collective bargaining agreement. No special form is required; however, the objection must include the member's full name, mailing address, the Local Union to which the member pays fees, and the member's Social Security number. The International Office will forward all timely objections to the Local Union. Dues and fees paid by employees covered by IBEW bargaining agreements consist of a portion payable to the Local Union and a portion that is transferred to the International.

During the month of January, the International and IBEW Local 483 will mail separate reduction checks to each objector who has filed a timely objection with the International Secretary, along with detailed explanations of the expenditures on which the fee reductions are based.

An objector who disagrees with the proportional allocation made by the Financial Secretary may appeal to an impartial arbitrator under the procedures of the American Arbitration Procedure. The appeal must be made to Local 483 in writing within 30 days of receipt of the rebate check. Decisions by the arbitrator shall be final. Each party shall bear the expense of its own representation, and all other expenses incidental to the arbitration shall be divided equally. In the event any objector challenges both the International's and Local 483's reductions, such appeals will be coordinated.

Employees who elect to become agency fee payers forfeit the right to enjoy a number of benefits available only to members. Among these benefits are the right to attend and participate in Union meetings; the right to run for Union office, and to nominate and vote for candidates for Union office; the right to participate in contract ratification and strike votes; the right to participate in the development and formulation of IBEW policies; the right to participate in the formulation of IBEW collective bargaining demands; and the right to serve as a delegate to the International Convention.

*This summary is provided for your convenience. More detailed information on this subject can be found in the upcoming edition of the IBEW Journal or the IBEW Electrical Worker.*

***Please remember to contact the Hall if you have had a change of address, telephone, name change, etc.  
Also, if you are on an unpaid status please contact the Hall to make sure your dues stay current.***

**Business Manager’s Report...by Alice Phillips**



**The Recession Has Taken Its Toll  
On The Members OF IBEW Local 483**

My hopes had been that we would make it through this recession without any trouble. We have been really lucky but we have taken some hits. The impacts to our members at the City of Sumner resulted in unpaid Furlough Days. Our members at Peninsula Light Company have agreed to open their contract to adjust the COLA and retirement and in return will receive a one year extension on their current agreement. We are also currently looking at the possibility of reconsidering our COLA with the City of Milton.

I am saddened and concerned with the latest turn of events, but there is one thing that I am very proud of...our members at the City of Sumner, Peninsula Light Company and the City of Milton who all pulled together to protect their brothers and sisters and their jobs. They all felt that if they took a hit as a group maybe they could avoid the possibility of having one member and their family from baring the load alone. My hat goes off to these members! In Solidarity and God Bless these brothers and sisters!!!

**City of Tacoma Pay and Compensation Study**

I want to take a moment to thank all of our members who have jumped in and helped us get ready to meet with management. You’ve stayed many long hours to help and to make sure that our voice is heard. The Water Unit has had the greatest number of members show up to find out what we are doing and to provide help wherever they can. It is so much easier to stand on the outside and throw stones, but a true Union member will stand up and help block the blows from management.

So where are we now? We have requested dates and are waiting to hear from management. We are also checking on the wage numbers to verify that they are aged correctly. We will be placing all of this information on an Excel spreadsheet for each classification so it is easy to understand. Once this is done the information will be given to each unit to review.

If you have any questions or concerns please come to your unit meeting so that your questions can be answered correctly. Make sure you have the complete story and most importantly don’t give up!

**Local 483’s Political Action Committee Endorsements**

- Julie Anderson.....Pierce County Auditor  
(Remember that this race is subject to rank choice voting, so PLEASE mark Julie as your first choice)
- Marilyn Strickland.....At Large
- Jacob Fey.....Tacoma City Council, Position 2
- Marty Campbell.....Tacoma City Council, Position 4
- Beckie Summers-Kirby.....Tacoma City Council, Position 5
- Victoria Woodards.....At Large
- Eric Choiniere.....University Place City Council, Position 3
- Rose Ehart.....University Place City Council, Position 5
- Catherine Ushka-Hall.....Tacoma SD 010 Director, Position 2

**In Memory of Doug Gregersen**

Long time IBEW Local 483 member Doug Gregersen, who was a Journeyman Lineman at Ohop Mutual unexpectedly passed away on July 2, 2009. Brother Gregersen’s passing was a shock to the many of us who knew him. His loss is felt today and will be felt for many years to come.

Brother Gregersen’s daughter Haley graduated from high school recently and had intended to go to Pierce College, so a fund has been created to help finish what her dad (Brother Gregersen) had started for Haley’s education. Currently, due to the kind support of the IBEW members and friends of Brother Gregersen, Haley has \$2,000.00 to start school. If we can get her through her first two years, she will be eligible for Pell Grants and student loans.

So, if you can.... please help us send Haley to school! The Haley Gregersen Fund has been established at Key Bank, and any branch should accept donations. Thank you for all your support!

**Historical Moment at Peninsula Light Company**

Mark it on your calendar that on September 17, 2009 at 2:00 p.m. Bus. Mgr. Alice Phillips, Asst. Bus. Mgr. Byron Allen, E-Board Member Kevin Odegard and Shop Stewards: Vicki George, Don Wilcox and Richard Danison were all invited to the Peninsula Light Company board members retreat in Gig Harbor. It was an opportunity for us to meet the board members and to reflect on how far we have come in rebuilding our working relationship with Peninsula Light Company.

Through the leadership set forth by Jafar Taghavi, CEO at Peninsula Light Company, we have made some great strides towards putting the past where it belongs, in the past. Mr. Taghavi has seen that his Union employees are the greatest asset that Peninsula Light has. Thank you Mr. Taghavi! I look forward to a long and productive relationship with you and Peninsula Light Company.

**Did you know that IBEW Local 483 has an Accident and Sickness Benefit Plan???**

Looking for some additional coverage in case of an emergency? Please find a brief description below of IBEW Local 483's Accident and Sickness Benefit Plan.

**BENEFIT PLAN SCHEDULE OF BENEFITS FOR PARTICIPATING MEMBERS**

Accident and Sickness Weekly Benefit.....\$70.00  
 Monthly Premium.....\$8.50

Payments for Accident and Sickness Weekly Benefits commence with the first day for an accident, and the eighth day for sickness, or on the first day of sickness if hospital confined. A maximum of twenty-six (26) weeks of payments will be made for each period of disability. However, it is further provided that only twenty-six (26) weeks payments will be made for each calendar year, whether for one disability or more. A period of disability is hereby defined as "All time in which a member is certified by a physician as being disabled from an accident or sickness."

Payment of benefits under this section for any injury, sickness or disability existing prior to the commencement of coverage under the Plan will be provided only after the participating member has completed coverage under the Plan for a period of fifty-two (52) weeks.

A maximum of eight (8) weeks of accident and sickness benefits are payable for alcoholic treatment in an approved rehabilitation center beginning with the first (1<sup>st</sup>) day of treatment.

Payment of benefits under this section does not include time off for surgical procedures which would be considered cosmetic. A surgery that is cosmetic is defined as one that aims to improve the appearance, rather than for the usefulness of a structured body.



**DEATH AND DISMEMBERMENT TABLE OF BENEFITS**

(These benefits are separate from any other benefit of the Plan)

<u>In the Event of Loss of</u>	<u>The Benefit Will Be</u>
Life, Natural Cause.....	\$1,000
Life, Accidental.....	\$2,000
A Hand.....	500
A Foot.....	500
An Eye.....	500
More than one of the above through one accident.....	1,000

With respect to a hand or a foot, "loss" means dismemberment by severance through or above the wrist or ankle joint.

With respect to an eye, "loss" means the entire and irrevocable loss of the sight of such eye.

The Benefit Plan hereby agrees to pay a benefit determined by the Table of Benefits immediately upon receipt of due proof that such loss resulted directly and independently of all other causes, from bodily injuries sustained solely through accidental means; and that such loss occurred within 90 days after the date of the accident causing such loss. Such benefits shall be payable to the member, if living at the time of payment; otherwise, to a beneficiary designated by the member in writing.

In the event any benefit remains unpaid at the time of death of the participating member, the Executive Board of IBEW Local 483 shall have the option of paying to any one of the following relatives of the member in this order: wife, husband, child, mother, father, brother, sister – unless otherwise instructed in writing by the participating member while living. **If this is something you may be interested in please contact the Union Hall today to request your application.**

**IBEW Local 483 E-mail Contact List**

Business Manager  
[alice@ibew483.org](mailto:alice@ibew483.org)

Assistant Business Managers  
[gayleen@ibew483.org](mailto:gayleen@ibew483.org)  
[byron@ibew483.org](mailto:byron@ibew483.org)

Office Manager  
[rianne@ibew483.org](mailto:rianne@ibew483.org)

Secretary  
[april@ibew483.org](mailto:april@ibew483.org)

## The Code of Excellence

Soon we will be offering IBEW Code of Excellence classes to all of our members. This class reminds our membership that if we are going to demand the best wages and working conditions, we have to be the best workers. A full day's pay for a full day's wage must be the rule not the exception. We have to show them that we are the safest and most productive workers out there.

This class was designed by International President Hill to show us what the expectation of this great brotherhood is all about. We WILL NOT cut corners or slow work down just because. We WILL perform our trade as if the world is watching... Because it is!

I received an e-mail the other day from a member who was in a bar after work having a cold one before heading home. He was listening to some other worker talk about how they worked for two hours and got paid for eight. The worker then proceeded to announce that he was an IBEW Local 483 member who worked for a local utility.

My question to you is this...how would you feel if you hired a contractor to do some work paying them by the hour, you then find out that they only worked for two hours out of the eight hours that you paid them for? Act as if your wages are coming out of your own pocket and put yourself in the consumers' shoes!

This class is intended to help you and your co-workers to be the best of the best. If this story applies to you or someone you know, sign up and bring them along. More details on when this class will be available will be provided soon.

## 2009 Local 483 Picnic

This year's IBEW Local 483 Picnic was a huge success! I would like to send a big THANK YOU to all of the members, their families and guests that attended this event. Once again IBEW Local 483's Vice President Kirk Sloan and his crew did a fantastic job organizing this annual event.



Nancy Douglas, Ronda Martin and Kirk Sloan

This year IBEW Local 483 raised \$779.00 from our adult and kids raffles, which is going to be donated to a charity or person in need. This year the Executive Board chose to donate the money to the 2010 IBEW Local 483 Relay for Life Team.



President Mike Shook Clowning Around

On behalf of the local Union and its members, I would like to give thanks to those Executive Board members and all of the volunteers for your outstanding help. If you are interested in volunteering next year please call the hall at (253) 565-3232.



Beckie Summers-Kirby – candidate for Tacoma City Council, Position 5 and Alice Phillips

## Get Well Wishes

- Eugene Nollan, Retiree & Bldg. Maint.
- Brian Theer, City of Milton
- Bill Bratton, Retired Lineman
- Vernon Green, Owner of Moza Const.
- Levi Minich, Click! Network
- Glen Curnutt, Light Equip. Operator
- Kimberly Weite, Cust. Svcs. Asst.
- Andrew Walston, Meter & Relay Tech.
- Carl Busenius, Click! Network
- Ronald Swalling, Utilities Field Inv.
- Steven Rick, Light Equip. Operator

## Volunteers Needed

We are always in need of volunteers to help with the maintenance and repairs of the local Union Hall. So please call the hall to volunteer today!

(253) 565-3232



**International Brotherhood of  
Electrical Workers, Local 483**

3525 South Alder Street  
Tacoma, WA 98409

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***CHANGE SERVICE REQUESTED***

**October Meeting Schedule**

Executive Board	Thurs. Oct. 8	5:00 p.m.	Union Hall
General Meeting	Thurs. Oct. 8	6:00 p.m.	Union Hall
Water	Tues. Oct. 20	5:30 p.m.	Union Hall
CFS	Thurs. Oct. 15	6:15 p.m.	Union Hall
Clerical	Wed. Oct. 28	5:30 p.m.	Union Hall
Peninsula Light	Mon. Oct. 12	4:30 p.m.	Peninsula Light Co.

**November Meeting Schedule**

Executive Board	Thurs. Nov. 12	5:00 p.m.	Union Hall
General Meeting	Thurs. Nov. 12	6:00 p.m.	Union Hall
Water	Tues. Nov. 17	5:30 p.m.	Union Hall
CFS	Thurs. Nov. 19	6:15 p.m.	Union Hall
Clerical	To Be Determined		
Peninsula Light	Mon. Nov. 9	4:30 p.m.	Peninsula Light Co.

**December Meeting Schedule**

Executive Board	Thurs. Dec. 10	5:00 p.m.	Union Hall
General Meeting	Thurs. Dec. 10	6:00 p.m.	Union Hall
Water	Tues. Dec. 15	5:30 p.m.	Union Hall
CFS	Thurs. Dec. 17	6:15 p.m.	Union Hall
Clerical	To Be Determined		
Peninsula Light	Mon. Dec. 14	4:30 p.m.	Peninsula Light Co.

*♿ We encourage all members to attend Union meetings.*

*If you have a special need that makes it difficult for you to participate, please contact us so that we may arrange necessary accommodations for you.*