



IBEW 483

Newsletter of the International Brotherhood of Electrical Workers, Local 483

December 2006

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

483 Members Donate From the Heart

Let's hear it for the Tacoma Street and Signal Shop (TSSS). We received a check for the Brotherhood Fund for the amount of \$147.00 from our members at TSSS.

This is a small shop located just down the street from the Union Office. The members at TSSS are part of the Tacoma Power Unit. They collected the funds and called the hall to see if there were any families in need. The staff suggested the Brotherhood Fund.

Hats off to the members of Tacoma Power who passed the hat for a family that has been displaced by the recent flooding in the Sumner-Orting area. They collected \$600.00 to help out this family in need.

If your unit has helped out over this holiday season, please let us know so we can recognize the good will that Local 483 members contribute to our communities.

Mark Your Calendars for Upcoming Trainings

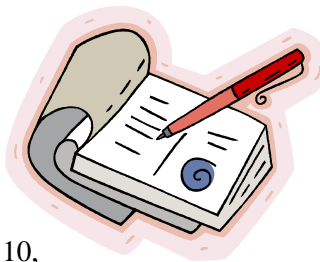
You have two great opportunities for training coming up in early 2007.

- ✓ **February 10 - Shop Steward Training**
- ✓ **March 10 - Leadership Training**

Rick Hite, our very own 9th District Representative, will be conducting a Shop Steward Training class on Saturday, February 10, here in the Union Hall from 9 a.m. to 2:30 p.m. This is a good way for current Shop Stewards to update their skills and for any member who may be interested in becoming a Shop Steward in the future.

The second class is a Leadership training class designed to familiarize Local 483 members with the duties and responsibilities of holding an elected position in an IBEW union. I encourage all current unit and Local officers, and particularly anyone who is considering running for office in the upcoming elections, to attend this training. More information on this class will be available prior to the start of the training.

These classes are open to all Local 483 members. Lunch will be provided. Please call the Union Office to let us know if you will be coming so that we can order your lunch and have all your materials prepared.



Lucky Union Members Win Free Turkeys!

Warren Darnell, Line Equipment Operator; Ken Severe, Wire Electrician; Justin Lybrand, Apprentice Lineman; Gerald Holcomb, Craft Helper; Ken DeHut, Equipment Operator; and Gerald Love, Journeyman Tree Trimmer, won \$25 Fred Meyer gift cards at the November General meeting.



Six more "turkey" gift cards will be given away at the December 14 meeting. The meeting starts at 6:30 p.m. Come and join your union brothers and sisters for the last meeting of the year, and you might be bringing home a turkey, too!

In Memory of Sister Iris Melm

It is with deep sadness that I inform you of the passing of Iris Melm on November 29, 2006.

Sister Melm was a retired Electrical Meter Relay Technician from Tacoma Power. In her 26 years as a member of IBEW 483, she served as Vice President, Executive Board Member, and Shop Steward. In addition, Iris put in countless hours as Chair of the Brotherhood Fund and volunteered for membership activities such as the IBEW Picnic and Old Timers/Brotherhood Night. She always gave freely of her time to help the members of this Local and the community we serve.

Our thoughts and prayers go to the family of this loyal and dedicated unionist.

**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 Ken Severe

Executive Board Members:

Gordon Cavanaugh . . . Frank Merritt
Rita Oster Michael Shook
Kirk Sloan 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

4421 South Orchard Street
Tacoma, WA 98466
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What Can I Do to Help My Bargaining Team Win?

I am writing this article to help our members understand and become involved in our union. With your involvement our rate of success will increase. In this article we will be covering what you can do to help your bargaining team present and justify our proposals at the bargaining table. What is an unfair labor practices and why they are important.

The process of bargaining can be at best one of the most frustrating processes a union leader or member will participate in. The most important part of the process is preparation. Knowing what you are asking for, having the justification for it and planning what you are willing to do to get it.

Wages are the most complex of any issue. There are three parts to a wage proposal to consider. The first is market rate. Market rate is based on what other companies or cities are paying for like services. At 483 we have a tendency to look at other unions or our own units and compare different classifications to each other. Remember our wages are based on the market for each classification. Each job class is unique in skill level, risk level, recruitment, and retention level. It is important to match job duties.

The second part is increased duties. This one is straight forward, but there are a few pitfalls to be aware of. New tools do not count. In other words if you normally drive a car as a function of your job and management assigns you a pickup, this would be an example of a new tool. Using the same example, if you drive a car as part of your job but management assigns you to fly an airplane, this is an increase in duties because it requires a different set of skills. Another example would be if you work on text documents and management then has you performing accounting duties; this would be considered an increase in duties.

The third is recruitment and retention. If management is having difficulties hiring qualified people and retaining current employees, this could be justification for a wage increase. One way to determine if you have an issue of recruitment is to look at how many people apply for an open position. Also for retention you would look at the turn over rate and the length of employment.

Negotiations Update

<u>Contract</u>	<u>Expires</u>	<u>Contract</u>	<u>Expires</u>
Asplundh Tree	12/31/07	Milton	12/31/08
Building Maintenance	<i>Out to Ballot</i>	NW Line Construction	<i>Negotiating</i>
CFS	12/31/07	Ohop	04/30/09
Clerical	12/31/07	Osmose	12/31/07
Click! Network	12/31/08	Parkland *	03/31/07
Eatonville	12/31/07	Peninsula Light	03/31/08
Elmhurst	03/31/08	PC Traffic Signal	12/31/08
Fircrest	12/31/08	Sumner	<i>Negotiating</i>
Henkels & McCoy	<i>Negotiating</i>	Supervisors	12/31/07
Joint Labor	12/31/07	Trees Inc.	12/31/07
Lakeview *	03/31/07	Water	12/31/07
Light *	03/31/07	Water Poll. Control	<i>Out to Ballot</i>

* *Preparing Proposals*

**The Union Office
will be closed
Monday,
December 25, and
Monday, January
1, 2007.**



from Your Local 483 Staff!

Business Manager's Report

What's Happening . . .

On behalf of the staff and myself I would like to wish you and your family a very joyous holiday season. Another year has come and gone. We have many challenges coming our way but this is a time for gratitude. As I look back over the last year I can see areas where we have made great strides forward. I would like to share with you a few of the events that I am grateful for.



Over the course of this last year we have had several members who were disciplined at work unjustly or to excess. These Brothers and Sisters were placed in financial distress due to lengthy suspensions. I came to you and asked for help. You were there giving what you could to ease the burden placed on their families.

We have faced several on-the-job accidents that have seriously

injured or taken the life of one of our own. Through these unbearable times you came forward to help these families through the heartbreak. During this holiday season keep these families in your thoughts.

I am grateful to those members who have given the most important thing that we can give. This gift cannot be purchased and it cannot be returned. The gift they gave was their time. Those who gave their time to help with membership activities, for example by attending shop steward training, helping with our picnic, attending unit meetings or the general meetings. We have members who helped on the Audit Committee, Budget Committee, and the Exam Committee. These are just a few of the committees and events that you have given your time to make possible.

I would like to thank the Officers and the Shop Stewards who work hard every day on behalf of our membership.

I am grateful to be employed, to have health care insurance, and to be in good health. We sometimes forget that there are workers who have no health care insurance or are unemployed.

On a more personal note I am grateful for the opportunity to serve the members of IBEW Local 483. Over the years we have had our victories and we have had our share of losses, but we will always have the ability to engage with our employers and fight for those things that are important to us as a Union.

I am grateful to my staff, Gayleen, Gil, Julie, Rianne, Judy, and Eugene. They take pride in their work and the dedication of these folks is truly amazing. Thanks all of

you for the long hours and the hard work you do every day.

One of the most important blessings I have is your support. This job would not be possible without you – the membership – standing up for what you need and for what is just. Thank you.

As we spend time with our families please do not forget those members who are serving our country. Remember those who have passed on during this year and keep their families in your hearts. Remember those who have so much less than we do, the homeless and the forgotten. Look at what we have and have a full heart because there for the grace of God go I.

**Thank you for all you
do – everyday.**

*Condolences
to the
Families and
Friends of:*

- ◇ Iris Melm, retired Meter Tech
- ◇ Robert E. Stone, retired Wireman
- ◇ Rudy K. Valor, retired Wireman

NEW E-MAIL ADDRESSES FOR UNION OFFICE STAFF!

Alice Phillips

Alice@ibew483.org

Gayleen Wederquist

Gayleen@ibew483.org

Gil Miller

Gil@ibew483.org

Julie-Ann Corbin

Julie @ibew483.org

Rianne Cornelison

Rianne @ibew483.org

Judy Sharnes

Judy@ibew483.org

*Get Well
Wishes
to:*

- ◇ Rick Knapp, Peninsula Light
- ◇ Dick Aardal, Construction
Lineman



***** Please Note:** Beginning in January 2006, the General and Executive Board meetings will be held on the **2nd THURSDAY** of the month. ***

January Meeting Schedule				
Executive Board	* Thurs	Jan. 11	5:00 p.m.	Union Hall
General Meeting	* Thurs	Jan. 11	6:30 p.m.	Union Hall
Water	Tues	Jan. 16	5:30 p.m.	Union Hall
CFS	Thurs	Jan. 18	6:15 p.m.	Union Hall
Clerical	Wed	Jan. 24	5:15 p.m.	Union Hall
February Meeting Schedule				
Executive Board	*Thurs	Feb. 8	5:00 p.m.	Union Hall
General Meeting	*Thurs	Feb. 8	6:30 p.m.	Union Hall
Water	Tues	Feb. 20	5:30 p.m.	Union Hall
CFS	Thurs	Feb. 15	6:15 p.m.	Union Hall
Clerical	Wed	Feb. 28	5:15 p.m.	Union Hall
March Meeting Schedule				
Executive Board	*Thurs	Mar. 8	5:00 p.m.	Union Hall
General Meeting	*Thurs	Mar. 8	6:30 p.m.	Union Hall
Water	Tues	Mar. 20	5:30 p.m.	Union Hall
CFS	Thurs	Mar. 15	6:15 p.m.	Union Hall
Clerical	Wed	Mar. 28	5:15 p.m.	Union Hall

We encourage all members to attend the 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**
4421 South Orchard Street
Tacoma, WA 98466

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