



IBEW 483

Newsletter of the International Brotherhood of Electrical Workers, Local 483

October 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 •

--Heroic Efforts Recognized--

**IBEW International Union Life Saving Award
Presented to IBEW Local 483
Brother Kenneth Wickstrom**

Congratulations and heartfelt thanks to **Brother Ken Wickstrom**, employee of **Peninsula Light Company**, for receiving the International Union's Life Saving Award! He was nominated for the award by his shop steward, Byron Allen also of Peninsula Light. Brother Wickstrom was returning to his shop at the end of the workday when he saw a man lying face down in a ditch with a group of bystanders looking on at the situation. The man in the ditch suffered a heart attack, and Brother Wickstrom started CPR with the help of a bystander. Through his quick thinking and application of CPR, Brother Wickstrom saved the man's life.

Brother Wickstrom said after it was over, **"I got to give somebody a second chance at life. I'm not troubled by how I would've felt if he died, but how I would've felt if I just stood by and did nothing."**

The award will be presented to Brother Wickstrom at our **October general membership** meeting. Please stop by and help us honor him for his kindhearted samaritan effort.

Negotiations Update

CLICK! Network and Construction Technicians

CLICK! Network and Construction Technicians negotiations continue. We have made some progress over the last few months. We are working towards an agreement for the work rules concerning these two classifications and hope to resolve the remaining issues shortly.

Special Thank You!

A special *thank you* to **Doug Gregersen** for delivering the BBQ to Senator Marilyn Rasmussen's Annual Corn Feed, cooking all day, and then returning the BBQ to the union hall all clean and ready for the next function.

**IBEW Local 483
Member Education & Shop
Steward Training**

*Mark your Calendars for
upcoming training!*

When: Saturday, Nov. 3, 2007

Where: IBEW 483 Union Hall

Time: 8:30 a.m. – 2:00 p.m.



Purpose: This training is recommended for all members whether you are a

steward or not that want to learn more about your rights and how to interpret your contract. If you are interested or have questions, please call the hall and register at (253) 565-3232.

Third Annual Chelan County PUD Lineman Rodeo

*Congratulations to our team for
placing Second overall!*

Kevin Kelley, Eli Yates, and Ray Leske represented IBEW 483 at the Chelan County PUD Lineman Rodeo.

From the Desk of Alice Phillips, Business Manager's Report

What's Happening . . .

Staffing Changes at IBEW 483 Office



If you have been by the union office within the last month, you may have noticed a new member of our office staff. Please welcome **Emma Ruhl** to our IBEW 483 family. Emma has a long history within our labor community. She previously worked at United Way of Pierce County as the Labor Liaison. **Judy Sharnes** is now working at the Pierce County Central Labor Council office. Let's wish Judy good luck in her position at the Labor Council.

Contract Negotiations

I need your help as contract negotiations are upon us. If your contract is opening, and you have received our request for proposals, please fill them out and return them to the local union office as soon as possible. These are the planning sessions for your contract negotiations. Please plan to attend any unit meetings that are scheduled. The local wants to insure that we address all of your concerns. If we hear from you, we can address your concerns.

Tacoma Pay and Compensation Review Process

The City of Tacoma has set up work groups. We are selecting our members to participate in these work groups. If you are on a committee or would like to help your union stay involved in the review process, please contact the union office. Your union is asking you to participate, because there is more at stake than our wages and benefits.

Without our union members' input, there could be reclassifications to your jobs that may place you in non-represented classifications or in a different union. All of these changes must be bargained before the changes take effect. Joint Labor is requesting on-going updates from Milliman Consultant and Actuaries Firm on the process and findings of this study. I am also in communication with the City Council as this process moves forward.

Political Action Committee (PAC)

The PAC fund provides our union with a voice from our members to fund the right political candidates running for office. Not one penny of your union dues or general fund money goes to any political event or campaign. Local 483 must maintain our position in the political arena. We cannot do this without your help. As *an example*: we have approximately 1,000 union members in our local. If everyone gave just \$1 per month to our PAC fund, that would generate \$1,000 a month. Issues like the pay and compensation study is a good example as to why our PAC fund is so important. With this kind of funding, our Local would be at a great advantage of helping the right candidates get into and stay in office.

We also need members to volunteer for our PAC Committee. We meet four times per year, but during campaign season we meet more often to interview and make decisions on who we would like to endorse for candidacy. Please contact the union office if you are interested in becoming a committee member.

VERY IMPORTANT!

It was brought to my attention that one of our members has recorded a union meeting. Everyone should be aware that in the State of Washington it is a criminal offense to record anyone at anytime without their expressed consent. This was done without prior knowledge or permission of the members that were present at the meeting and without authorization from the union's leadership. Furthermore, the recording of our union meeting(s) is a clear violation of our constitution. I do not know why the act was committed. If it was used to assist management in any way, it is truly an act of cowardice, and the member who committed this action is a traitor and devoid of honor. I have no problem fighting for the rights of our members, but to have our own members sabotage our efforts to protect our rights is not acceptable.

Search for a New Building Continues

Over the last few months, several buildings have been toured and some were toured by the Executive Board. The buildings were determined to either need many repairs or costly renovations and would not have met our space and parking needs. If you see a building, business, or piece of property that might fit our needs, please let us know, so we can check on it.

Governor’s Health & Safety Conference for 2007 convened in Tacoma, Washington

This year’s conference convened at the Greater Tacoma Convention and Trade Center. The conference was held from September 25 – 26. The 2008 conference will be held in Spokane, Washington. Tacoma Public Utilities hosted the Utility Pole Top Rescue Competition. Pole top rescue competitions simulate the rescue of a person stricken on a pole either by electrical shock or other related injuries which requires someone to physically bring the victim on the pole down to the ground. This is a judged and timed competition. The final four competitors were: Avista, Snohomish PUD, Seattle City Light, and Grant County PUD.

Condolences to the Families and Friends of:

- **Alex K. Brown**, retired Wireman
- **Harry Aspden**, retired Wire Shop Supervisor
- **Virgil R. Butler**, retired Hydro Electric Utilityman
- **Donald Larsen**, Flagger
- **Yvonne Box**, former Customer Service Assistant

**International Brotherhood
of Electrical Workers
Local 483**

Officers and Staff

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 Emma Ruhl
 Bldg. Maintenance Eugene Nollan

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

Joint Labor:

Joint Labor has met twice and is in negotiations. The benefit package including the employer paid life insurance, vacation accrual levels, medical premiums, and coverage levels for dental and prescription are being discussed.

Pending Negotiations:

- Asplundh
- CFS
- Clerical
- Eatonville
- Osmose
- Supervisors
- Water
- Water Pollution Control

Happy Holidays!

Turkey gift cards will be given away at the November and December General meeting.

**Political Action Committee (PAC)
Endorsed Candidates and Ballot Measures
General Election – Tuesday, November 6, 2007**



These candidates have been approved and recommended for support by our PAC Committee. Please vote for the below listed candidate names for *Tacoma City Council* as follows:

<i>Tacoma City Council</i>	
Position 1	Harold Moss
Position 3	Lauren Walker
At-Large, Position 7	Julie Anderson
At-Large, Position 8	Marilyn Strickland

These ballot measures have been approved and recommended for support by our PAC Committee. Please vote for the below listed *Local Ballot Measures* as follows:

Local Ballot Measures

NO on I-960
Would lead to endless, expensive elections; make government less efficient; waste taxpayer money; and slow government response. (www.no960.com)

YES on Referendum 67
Would require the insurance industry to be fair and pay legitimate claims in a reasonable and timely manner. (www.approve67.org)

YES on EHJR 4204
Will allow school levies to pass with a simple majority vote, instead of the 60% rule that is now required. (www.simplybetterschools.org)

YES to Regional Roads & Transit (RTID)
To support a balanced and comprehensive approach to solving our region’s traffic problems. (www.yesonroadsandtransit.org)

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 members 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.

October Meeting Schedule					
Executive Board	Thurs	Oct.	11	5:00 p.m.	Union Hall
General Meeting	Thurs	Oct.	11	6:30 p.m.	Union Hall
Water	Tues	Oct.	16	5:30 p.m.	Union Hall
CFS	Thurs	Oct.	18	6:15 p.m.	Union Hall
Clerical	Wed	Oct.	24	5:30 p.m.	Union Hall
November Meeting Schedule					
Executive Board	Thurs	Nov.	8	5:00 p.m.	Union Hall
General Meeting	Thurs	Nov.	8	6:30 p.m.	Union Hall
Water	Tues	Nov.	20	5:30 p.m.	Union Hall
CFS	Thurs	Nov.	15	6:15 p.m.	Union Hall
Clerical	<i>To Be Announced</i>				Union Hall
December Meeting Schedule					
Executive Board	Thurs	Dec.	13	5:00 p.m.	Union Hall
General Meeting	Thurs	Dec.	13	6:30 p.m.	Union Hall
Water	Tues	Dec.	18	5:30 p.m.	Union Hall
CFS	Thurs	Dec.	20	6:15 p.m.	Union Hall
Clerical	<i>To Be Announced</i>				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 us so that we may arrange necessary accommodations for you.*

**International Brotherhood of
 Electrical Workers, Local 483**
 4421 South Orchard Street
 Tacoma, WA 98466

Change Service Requested

Non Profit Org.
 U.S. Postage Paid
 Tacoma, WA
 Permit No. 329