



IBEW 483

Newsletter of the International Brotherhood of Electrical Workers, Local 483

December 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 •

IBEW New Organizing Policy

Immediate Implementation and Affects on Your Local

In October of this year, the IBEW initiated a new policy pertaining to expectations regarding local union organizing. Recognition and emphasis are being put on removing obstacles and supporting the local union Business Manager in the efforts to organize workers. Organizing is the number one priority of the IBEW and its local unions.

How does this affect our local? Effective immediately all full-time local union officers or representatives who receive a salary from the local's general fund are expected to make contacts with an average of two (2) nonunion workers per week or a total of eight (8) per month. It is recognized that other priorities may take precedence at times however the requirement is to average eight (8) contacts per month. Construction locals are required to have at least one full time organizer on staff. The Organizer shall be renamed the Membership Development Representative. Our local is categorized as a construction utility local.

Effective January 1, 2008, all local unions will submit a list of Membership Development Volunteer Committee (MDVC) names, addresses, email addresses, phone numbers, to the International Office. The MDVC may be called upon to assist with activities associated with organizing and educating potential new members.

As a part of this policy we are required to complete a market share survey in our area and this will be an annual requirement beginning January 1, 2008. The expectation of the IBEW which is clearly stated in the first objective of the IBEW Constitution "To organize all workers in the entire electrical industry in the United States and Canada" is very much at the forefront of the new organizing policy.

As we proceed with adapting this policy to our local we will need the help of the membership in order to succeed with the implementation. If you are interested in participating or able to assist in MDVC activities please contact the hall. Membership participation is a key factor in the success of our membership development program.

**The Union Office will be closed Christmas Day
and New Year's Day.**

Building Update

Last month, our Executive Board visited two buildings that are for sale and no offers were made.

The first building is located at 11020 S Tacoma Way near the North Gate of McChord AFB. This building is approximately 6850 sq ft, built in 1979 with ample parking.

The second building is located at 4717 111th St SW in Lakewood and was previously a church built in 1968 and has a large lot.

The lease on our current building expires next fall. We will continue to keep you informed as the Board pursues other options and properties that become available.

Happy Holidays



**From Your Local 483 Staff,
Alice, Gayleen, Gil,
Rianne, Emma,
Gene & Julie-Ann**

Business Manager’s Report



Holiday Wishes

December is the time of year that we all reflect back on the memories of the year. The first thing that comes to my mind is to remember the loss of lives the IBEW’s in our area has suffered. Please join me by taking just a moment to stop and remember our friends and co-workers who are no longer with us. The loss of a family member or co-worker due to an illness is heart breaking; mourning the loss of a family member or co-worker on the job due to an accident is often times preventable. I want to remind everyone to think about your safety and the safety of your co-workers, friends and family, because you need to preserve those that are so important to you.

We are all guilty of thinking:

- We need to get the job done; if we do it this way it will take less time; it is less work if we just...

Here are some statements that I hear at every accident review meeting:

- It was a simple job; I have done this job hundreds of times; I did not think we needed to take cover, shoring, etc.; it was the end of the day, we were just finishing up the job; I was not watching and I just heard...

The questions of co-workers are also the same:

- What about his/her family; we should have; if we would have; and I don’t know why we didn’t...

My goal for the upcoming year is to help insure that no one will have to attend another funeral of a co-worker that dies or is severely injured on the job.

During this holiday season and all year long, take some simple steps to insure your safety and the safety of those around you: Be aware of fire hazards, think about ladder safety, and please don’t drink and drive. Remember that these hazards are things that can rob our family, friends and co-workers of the one gift no one can buy or replace; and that gift is... YOU.

Condolences to the Families and Friends of:

Steve Swinney, retired Tacoma Power Equipment Operator and former Local 483 Assistant Business Manager

Benjamin Brewster, retired Wireman

Dyer Dymont, retired Line Helper

Cameron Thain, Click! Network Telecom Tech

City of Tacoma – Pay and Comp Study

Thank you, to the members who have stepped up to help oversee the City of Tacoma’s pay and comp study. As you maybe aware, the study has been slowed down to allow for the proper study of job descriptions. Every employee in the City will be given a survey and will be allowed time during work hours to complete them. If you do not receive a survey, or you are not allowed time to complete it, call the union office. If you have a manager that wants to change the information you have provided, let me know.

Some of the job descriptions that are in place today have been changed without review or they have not been updated in years. Please take the time to fill out the survey as accurately and completely as possible.



January Meeting Schedule


Executive Board	Thurs	Jan.	10	5:00 p.m.	Union Hall
General Meeting	Thurs	Jan.	10	6:30 p.m.	Union Hall
Water	Tues	Jan.	15	5:30 p.m.	Union Hall
CFS	Thurs	Jan.	17	6:15 p.m.	Union Hall
Clerical	Wed	Jan.	23	5:30 p.m.	Union Hall

February Meeting Schedule

Executive Board	Thurs	Feb.	14	5:00 p.m.	Union Hall
General Meeting	Thurs	Feb.	14	6:30 p.m.	Union Hall
Water	Tues	Feb.	19	5:30 p.m.	Union Hall
CFS	Thurs	Feb.	21	6:15 p.m.	Union Hall
Clerical	Wed.	Feb.	27	5:30 p.m.	Union Hall

March Meeting Schedule

Executive Board	Thurs	Mar.	13	5:00 p.m.	Union Hall
General Meeting	Thurs	Mar.	13	6:30 p.m.	Union Hall
Water	Tues	Mar.	18	5:30 p.m.	Union Hall
CFS	Thurs	Mar.	20	6:15 p.m.	Union Hall
Clerical	Wed.	Mar.	26	5:30 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 us so that we may arrange necessary accommodations for you.*

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