

Brotherhood Broadcasts

Local Union #112

August 2022

Travis E. Swayze

VOLUME 58 , No. 8 #631

Bus. Mgr. / Fin. Secy.



A MESSAGE FROM THE BUSINESS MANAGER

INTERPRETATION OF THE COLLECTIVE BARGAINING AGREEMENTS

Brothers & Sisters:

This month's article will highlight living up to the Collective Bargaining Agreement (CBA), what it means, and what we can do to keep our elite status in the electrical industry.

Many times I get asked, how do I interpret our CBA? The best answer is that there are three people who can interpret our local CBA's: the Local Business Manager, the Executive Manager of NECA/Management, and the Council on Industrial Relations/ Arbitration. What this means is that there are some areas of the CBA that needs clarification or needs further explanation, and these three people/entities can do that. Now, this doesn't mean that our Brothers and Sisters can't read black and white or that they have issues comprehending words, but in some cases we need the history and conversation as to why it was put in there or how its been handled in the past. We must also understand that there are only two common denominators when it comes to negotiations and contract enforcement.

We have always explained that there are two parties in negotiations, Labor and Management, so we must understand that a CBA as a whole does not favor one side or the other. There will be some items that management needs to be successful in bidding work and completing projects to be competitive, and there will be some items that Labor needs in regards to safety and general conditions to increase the longevity of our members working in the industry. We wrap all of this up into hours, wages, and working conditions and they must be negotiated in good faith. For most contracts, they are negotiated every 3-5 years depending on negotiations.

In order for the IBEW and NECA contractors to remain the best in the electrical industry, Labor and Management must abide by the CBA so we can turn our focus to the completion of a project. This will put our contractors in a competitive position and give our Brothers and Sisters the ability to support a family. I believe if we can avoid the problem of individuals or contractors interpreting different parts of the CBA for the purpose of self-serving, we will all be in better shape. For clarity, I am not saying that an individual shouldn't read the contract, but if there is a question, then we need to be open minded and willing to hear the other person out and if need be, use our resources mentioned for interpretation. I hope we can all keep a questioning attitude, be willing to accept a questioning attitude, and learn as we go.

On an individual basis, how can we do our part? I believe that when we get the right information, receive the right tools, and are provided the right materials, we are very successful. Once these are achieved, we have everything we need to finish the job on time and on budget. This is a 2-way street because as a Journeyman Wiremen, we also get asked to supervise our peers, so when this happens it is now your job as a Foremen to provide the correct information, tools, and materials to keep the job moving. Most of our issues on the job stem from contract interpretations, information, tools, and material availability. The better we are at reducing these issues and correcting them amongst each other, the more it confirms to the customer that the IBEW and NECA are made up of the most professional people in the electrical industry.

ORGANIZING REPORT

We continue to see positive results from our Blitz back in June, having organized several new members with Oregon licenses from local area contractors. Unfortunately, one of our members decided to take it upon himself to accuse one of these new members of moonlighting for his former employer because his old company truck was still at his house. Instead of calling the hall to ask about this new member, they somehow got a hold of the new members phone number and threatened him with a fine if he was in fact moonlighting for his old employer. Had he called the hall, we could have told him that the new member in question had just started with his new employer that day and probably hadn't had the time to clean out his old work truck of all the personal tools he had collected over the course of the last ten years.

The IBEW has come a long way from the county club mentality that plagued our ability to maintain market share and union density and we don't need those old union stereotypes being reinforced by the misguided actions of some of our members. Organizing is the key to regaining our market share and one of the most powerful organizing tools that we have are the positive experience that new members have and the desire to share that with their former co-workers. It's not a very positive experience when the first interaction a new member has with the Brotherhood, before he has even taken his obligation, is the threat of a fine. If anyone believes someone might be in violation of the IBEW constitution you owe it to yourself and the Local to make a call to the hall. Because when you act unilaterally on your assumptions you embarrass yourself and the entire Local and make my job that much harder.

Rylan Grimes, Membership Development Rep.



We are working with the *Union Sportsmen's Alliance* to complete a project at the McNary National Wildlife Refuge in Burbank. We will be building eight ADA blinds for hunters and will involve building the frames and delivering them to the site. We are coordinating with the affiliates to build them at UA598 hall/training center. If you are interested in being a part of this project, please contact the hall.

COMMISSIONING TECH CORNER

Our Mechanical Handling team has been walking down, reviewing, and modifying procedures on our crane systems. These systems are a vital part of our operation, the systems will be moving bubblers, consumable changeout boxes (CCB), containers, and various other instrumental objects. Recently, we successfully pulled a bubbler from one of the Melter ports. Our management has stated that it is a "huge victory".

Irene Pacheco, Steward

SEPTEMBER MEETINGS

Tri- Cities	September 1st	7:00 pm
Hermiston	September 8th	7:00 pm
Yakima	September 15th	7:00 pm
Executive Board	September 22nd	5:30 pm
RENEW	September 7th	6:00 pm
PAC Committee	September 16th	6:00 pm

International Brotherhood of Electrical Workers

~~Bringing The Power To You~~

114 N. Edison Street, Kennewick, WA 99336 ~ (509) 735-0512 Phone www.ibewlu112.com



APPRENTICESHIP & JOURNEYMAN TRAINING

At this time, we are working on the following items:
 The JATC is preparing to interview apprenticeship applicants that applied during the month of June. Our number of applicants remained consistent, with 80 to 90 passing the aptitude test and moving onto interview. On the topic of interviews, we have modified the policy pertaining to re-interviews. Prior, an applicant had to successfully complete one of the two following items and then they could re-apply one year after their interview date:

- (1) Documentation that you have gained at least 1,000 hours of electrical construction work experience.
- (2) Documentation that you have successfully completed two or more post-secondary, trade related classes which may enhance your chances for possible selection into the apprenticeship program
- (3) Now, you must still complete one of the two above listed items, but you no longer must wait a year to request a re-interview.

The JATC is working to fill our vacant Training Director position. We received (7) applications and will be working to get interviews set for late August or early September.

The JATC has completed the initial process of selecting a designer for the new training center and will be meeting in the very near future to kick off the design and scheduling process. Our intent is to have the building complete in the fourth quarter of 2023.
Travis Sellers, JATC Committee Member

THANK YOU TO THE FOLLOWING SPONSORS

**25th Annual Golf Tournament
 IBEW LOCAL 112
 GOLD SPONSORS**

Alpine Electric, Tri-CU Credit Union, McMorgan & Company, Voya Services Co., Phase 2 Electric

SILVER SPONSORS

CREM, WTCC, Rehn & Associates, Baker & Giles P.S., North Coast Electric

BRONZE SPONSORS

DR Services, LLC American Income Life Insurance Turner, Stoeve & Gagliardi, PS Platt Electric Supply

Retirees' Breakfast

FRIDAY, SEPTEMBER 2ND @ 9:00 AM @ THE HALL



In Memory

James T. Jeffs

1954—2022

Brother James T. Jeffs passed away on Friday, July 15, 2022 at the age of 68 after a courageous battle with cancer. Jim was initiated into Local 112 as an apprentice wireman in 1980 and completed the four year apprenticeship program, becoming a Journeyman Wireman in 1983. He left the jurisdiction for almost 30 years and came back in 2014 and re-organized into the Local that time. He last worked at the VIT Plant in 2019.



RENEW UPCOMING FALL EVENTS

RENEW will be hosting @ Middleton Farms for a fireside hang out on Oct 15th starting at 5:00 pm. Ticket info will be coming shortly.

Trunk or treat will be Oct. 31 at the Hall please contact myself or Matt Morris for sign-ups

Softball sign-ups are going to continue until 9/7/22 for the men's team and the co-ed team. Games will be Mondays at 6:00 pm for the men's league and Thursdays at 6:00 pm for the coed league. There will be double headers for both teams.

They are scheduled to begin the week of Sept 19th through the end of October.

Any questions please let me know contact through the Facebook RENEW page or at (541) 915-4020.

Moses Torrescano, Committee Chairman



SAFETY SPOT

The Importance of Sleep

A good night's sleep prepares the body for physical and mental alertness. Deprived of rest, important cognitive processes become slowed, dull and less responsive. This creates a perfect storm for workplace disaster. The Institute of Medicine of the National Academies reports that people struggling with sleep have a much higher risk of accidents. Harvard Medical School reports that sleep deprivation critically impairs job performance with potentially disastrous results. Sleep sharpens our cognitive ability, enabling us to think fast, act fast and act smart. Without sleep, the human body becomes less predictable. Highly fatigued workers are 70% more likely to be involved in workplace accidents, compared to workers with lower fatigue levels.

One beer has the same impact on a person with four hours of sleep, as six beers on a well rested person. 20% of all serious car crash injuries are associated with driver sleepiness. \$31 billion is the estimated cost of sleep related workplace accidents and mistakes. With this information, it is easy to see how important a good nights sleep is.

I hope we will all take the time to plan our day so we can have a good night's sleep. We owe this, not only to ourselves and our Brothers & Sisters, but especially to our family and friends. Have a safe fall !
Butch Manthei, Committee Chairman



U.S. POSTAGE
 PAID
 PERMIT #94
 Kennewick, WA
 Non-Profit Organization



Return Service Requested

**BROTHERHOOD BROADCASTS
 I.B.E.W. LOCAL UNION NO. 112
 114 N. Edison Street
 Kennewick, WA 99336**