

# Brotherhood Broadcasts

## Local Union #112



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Travis W. Sellers

Bus. Mgr. / Fin. Secy.

### A MESSAGE FROM THE BUSINESS MANAGER

Brothers & Sisters:

I hope this letter finds everyone in good mental and physical health. If you notice a co-worker who is not acting as they usually do, ask them how they are doing. While this conversation may seem difficult to initiate, it may be the conversation that helps your Sister or Brother through a difficult situation. If you know of someone in need of help and are unable to have the conversation, please seek the assistance of another member. You can reach out to a co-worker, your Steward, the staff at the hall, or someone in a management position on the job.

This month I want to talk about pattern agreement language and its use in our Collective Bargaining Agreement. There are four categories of language that are used in our Collective Bargaining Agreement. These four categories are Category 1, Category 2, Optional language, and Common provisions. I will provide details pertaining to each category's language, how we are expected to utilize each category's language, and examples of the category language within our Collective Bargaining Agreement.

Category 1- Category I provisions are considered Standard Agreement Language by the IBEW International Office and NECA National. By joint recommendation and in written agreement, all Inside Construction Agreements between IBEW Local Unions and NECA Chapters must contain all Category I Language verbatim, i.e., no deviations or changes to these clauses are permitted. Likewise, the agreement may not contain language that is contrary to the intent of the Category I language or circumvents provisions contained in the Category I Language. Additional language that pertains to, but does not conflict with the Category I language, may follow the language, but is not to be inserted within the language.

Examples of Category 1 language:

Article 2, Section 2.2 - Management rights

Article 2, Section 2.4 - Favored nations

Article 5, Section 5.3 - Right to reject

Article 5, Section 5.5 - Register of applicants (Books)

Category 2 - Category II Language reflects provisions which the IBEW International Office recommends but which NECA National has not endorsed. These provisions need to be negotiated locally. If adopted, this language must be inserted verbatim into the collective bargaining agreement.

Examples of Category 2 language:

Article 2, Section 2.9- Age ratio

Article 5, Section 5.20 (a-c) - Reverse book layoff

Optional Language - Optional Language is language that is acceptable to the IBEW International and NECA National, is approvable, and may be included in the agreement if the local parties agree. In some cases, language other than the particular language illustrated may be used; however, some of these clauses must be used verbatim.

Examples of Optional Language:

Article 3, Section 3.1- 4-10s language

Article 3, Section 3.13(b) - Jointly Trusted National 401k Plan language only

Common Provisions - Common provisions listed for local labor management consideration. They must be locally negotiated and agreed upon and may be used as provided or modified as determined by the parties

Examples of Common Provisions:

Article 3, Section 3.1- Establishing a work week

Article 3, Section 3.11- Wages

I hope the information provided has been insightful and leads to ongoing conversations regarding our Agreement and its content.

*In Solidarity, Travis Sellers*

### ORGANIZING REPORT

### APPRENTICE REIMBURSEMENT CHALLENGE

2025-2026

IBEW local 112 apprentices! You have an opportunity to get reimbursed for your books and tuition through the Apprentice Reimbursement Challenge (ARC). This program rewards apprentices who actively participate in their union throughout the school year. It's a chance to invest in your future, strengthen your connection to the Local, and earn some real money back.

To qualify for reimbursement, you must be enrolled in the Columbia Basin Electrical Training Alliance for the 2025-2026 school year and notify the hall of your intent to participate. Then, between September 1, 2025, and August 31, 2026, you'll need to complete a set of union engagement activities. Reimbursement checks will be distributed at the September 2026 Unit Meetings, and you must be present to receive your check.

To remain eligible, you must also be a member in good standing (not falling more than three months behind in dues) and continue progressing in the apprenticeship program.

Uninitiated apprentices, those who have enrolled in the apprenticeship but are not yet members of the Local, can still participate, but with a slightly modified path. You'll need to attend any combination of ten unit and committee meetings, with the meetings spread across at least two different committees.

This challenge is more than just a financial incentive; it's an invitation to take an active role in your union and your career. By participating in meetings, events, and organizing efforts, you'll build relationships, gain a deeper understanding of union values, and help strengthen the IBEW for the next generation. Whether you're a first-year apprentice or close to topping out, the ARC is your chance to step up, show up, and get paid back.

Let the hall know you're ready to join the challenge. Mark your calendar, get involved, and take advantage of this opportunity to grow in your union and get reimbursed while doing it.

*Rylan Grimes, Lead Organizer*

Picnic

**SATURDAY, SEPTEMBER 6TH**  
**COLUMBIA PARK BANDSHELL**  
**KENNEWICK - HWY. 240**  
**11:00 AM**

### SEPTEMBER MEETINGS

Tri- Cities	September 4th 7:00 pm
Hermiston	September 11th 7:00 pm
Yakima	September 18th 7:00 pm
Executive Board	September 25th 5:30 pm
EWMC	September 3rd 6:00 pm
Veterans	September 9th 6:00 pm
RENEW	September 10th 6:00 pm
PAC	September 16th 6:00 pm
Women's Comm.	September 17th 6:00 pm
No Safety Committee meeting in September	

*Take An Active Role In YOUR Local Union*


# International Brotherhood of Electrical Workers

~~Leading The Electrical Industry~~

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




**APPRENTICESHIP & JOURNEYMAN TRAINING**  
**Western States Competition – October 25th**  
 We're proud to announce that we will be hosting the Western States Competition, which will be held this fall on October 25th. Representing the graduating class of 2025 is Matt Dittman—congratulations, Matt! We look forward to seeing his skills in action.  
 Online applications are open for the new 06 Limited Energy Program.  
*Geoff Arends, Director*



Currently we are discussing a Middleton Farms campfire this fall and are in the process of getting the dates and everything confirmed, so be on the lookout for the official dates. Also in upcoming months, we are looking forward to another year of trunk or treat, Details are currently being worked out on our end for this event as well. The Local 112 RENEW coin is now available to purchase at the hall and they will go quick!  
*Koby Harris, Chairman*

**Retirees' Breakfast**  
**FRIDAY, SEPTEMBER 5TH @ 9:00 a.m. @ the hall**



**SAFETY SPOT**

This month, I want to recognize Ed “Butch” Manthei for his long-standing commitment to jobsite safety. Ed has led our Safety Committee as chairman since 2008. His steady leadership and dedication have made a lasting impact. If you see him on the jobsite, be sure to thank him and shake his hand....he’s earned it!

When we talk about fall protection, the focus is usually on stopping the fall itself. However, there’s another serious risk that can show up after the fall is stopped, when a worker is left hanging in their harness. It’s called suspension trauma, and it can become dangerous within minutes.


Suspension trauma, also known as orthostatic intolerance, can happen when a person hangs motionless in a harness for too long. Blood begins to pool in the legs, reducing circulation to the brain and other vital organs. Even without injuries from the fall itself, just being suspended upright for several minutes can lead to dizziness, nausea, fainting, or loss of consciousness.

What makes this especially dangerous is how quickly symptoms can set in. A worker might feel “fine” at first, but within a few minutes, the effects of reduced circulation can start to build. If the person becomes unconscious while still suspended, or left suspended for too long the situation can become life-threatening.

Some harnesses include trauma relief straps or similar features that allow the worker to push against something with their feet. There are also aftermarket suspension straps that can be attached to most harnesses to serve the same purpose. These tools help engage the leg muscles and may slow symptoms, but they are only meant to buy time until rescue. The best outcome depends on being aware of the signs and acting as quickly as possible.

It’s important to recognize the early signs of suspension trauma. Tingling in the legs, dizziness, shortness of breath, or lightheadedness shouldn’t be ignored. These symptoms can set in quickly and may be the first sign that something is seriously wrong.

A quick and effective rescue is one of the most important factors in preventing serious outcomes from suspension trauma. Once a fall is arrested, time matters. Responding quickly can reduce the chance of complications and help ensure the worker makes a full recovery. *Jason Brady – Safety Committee Chair*



The Women’s Committee elected new leaders in July. Our new leadership includes: Chair, Teresa Sawyer, Vice-Chair, Rachel Frank, and Recording, Secretary-Sarah Forsythe. We will hold these positions for one year, July 2025 through July 2026. All members are invited to attend our meetings. We meet on the 3<sup>rd</sup> Wednesday of the month 6:00 pm at the hall.

The committee would like to acknowledge the hard work of past chair, Rachel Allen. Thank you for your dedication and leadership.  
*Teresa Sawyer, Chair*



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TRI-CU Credit Union was founded in 1969 by IBEW Local 112 electricians and proudly continues to serve our legacy. Membership is open to IBEW 112 members and families, as well as anyone who lives, works or worships in Benton or Franklin Counties. TRI-CU is offering special savings account rates for our members, which is higher than other banks or credit unions. They are also giving discounts on loans and pay 5% interest on the first \$500 in primary checking and savings. Let them know you are an IBEW member and they will set your account up for the special rates

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