

Brotherhood Broadcasts

Local Union #112

January 2023

Travis E. Swayze

VOLUME 59 , No. 1 #636

Bus. Mgr. / Fin. Secy.



A MESSAGE FROM THE BUSINESS MANAGER

BROTHERHOOD EVENTS

This month I would like to highlight the IBEW 'Oath of Obligation'.

I, Travis Swayze, in the presence of members of the International Brotherhood of Electrical Workers, promise and agree to conform to and abide by the Constitution and Laws of the I.B.E.W. and its Local Unions. I will further the purposes for which the I.B.E.W. is instituted. I will bear true allegiance to it and will not sacrifice its interests in any manner.

This is a powerful paragraph which can be subjective, and to understand our 'Oath', we must start with the mechanics of how these rules are created.

The process of creating these rules begins with the International President and the International Executive Council bringing recommendations to the International Convention every five years to approve new language or amend existing language in the IBEW Constitution. Each local sends representatives to attend and vote on any proposed changes. Each local carries the weight of the vote based on membership numbers and in turn, how many representatives they are allowed to send based on the rules of the Constitution. Once Convention is over, a revised version of the IBEW Constitution becomes available to each IBEW member around the world.

Like the process of the International Convention, Local By-Laws and Policies are rules approved by the Executive Board in conjunction with the members approval at a special meeting. When changes are needed to the By-Laws and Policies, the Local President or Business Manager will call a special meeting to address any potential changes. This simply means that there was a need to make a rule or amendment that is specific to our Local By-Laws and Policies, then the Business Manager does the research and provides the Executive Board with information to recommend approval to the membership. Ultimately the membership votes whether to approve the By-Laws and Policies that are to be set in stone. At this point, it is each and every one of our responsibilities to uphold these By-Laws and Policies. We also need to understand that the International President and the International Executive Council carry the burden of interpretation for the Constitution, no different than your Business Manager and Executive Board carry the weight of interpretation for our By-Laws and Local Policies.

The simple version of what the 'Oath of Obligation' should mean each one of us, no matter our position in the field, is that we will not disobey the rules set forth by the IBEW Constitution and our Local By-Laws and Policies. To 'bear true allegiance' and not 'sacrifice its interest in any manner' is straightforward but anytime we knowingly break rules for the benefit of our individual self or our contractors, we are 'sacrificing the interest' of the IBEW and its Local Unions. The 'Oath' should always be in consideration while performing work or representing the IBEW and its Signatory Contractors.

Expectations include reading and understanding the IBEW Constitution, Local By-Laws and Policies and periodically thumbing through them with a questioning attitude. We must also conform to the rules so that we can become a unified workforce, which in turn will allow the IBEW to make the necessary changes to grow within the industry. And lastly, have the conviction to be able to stand up for the Constitution, By-Laws and Policies when you feel they are being violated.

We swear in new people regularly and I felt it is important to shed some light as to why we take an oath and explain the importance of following the oath for the betterment of our position in the industry.

ORGANIZING REPORT

OrganizingOur Best Tool

Forty-seven new Journeymen Wiremen joined our ranks last year through organizing and at the beginning of this year, our total membership numbers were at 1249. We continue to grow and I don't think its going to slow down any time soon. Work in Oregon appears to continue to expand and its looking like work in Washington will be better than it has been in the last couple of years. With the implementation of the "apprenticeship only" bill, many non-union contractors will start to transition to using apprenticeship programs, which will only help our organizing efforts because an apprenticeship graduate will be able to work in all our jurisdiction and not just in Washington.

By next month's newsletter we should have the date of our next organizing blitz and I would encourage as many people as possible to help us with our blitz. Organizing is the key to our continued success at the bargaining table. Our contractors would willingly pay us whatever we wanted if it wasn't for one thing; there is someone willing to do it for less. And the reason for that is simple, their mark up is based on cost, so the more we make the more they make. And while we had one of our best years ever, if we aren't growing faster than the market, we are actually losing. So, it's vitally important that we man our work and organize the qualified workforce from the non-union so we, along with our contractors, can gobble up as much of the market as possible and hinder the non-union from manning their work.

Rylan Grimes, Membership Development Rep.

COMMISSIONING TECH CORNER

Hello and Happy New Year to my fellow IBEW family! Hoping all of you had a great holiday season and welcomed the New Year in with family, friends and loved ones.

As being a part of an "Essential Personnel" group, Commissioning Techs are on site 24/7, even when there are workforce delays or cancellations. During this time, we kept our nose to the grindstone working through work-packages for our Off-gas and ASX systems. Off-gas is the process that allows us to vent, clean and filter out gaseous toxins that are created in the glass making process to safely exhaust out into the atmosphere. The Automatic Sampling Transfer (ASX) system, allows us to send and receive samples between the LAW and LAB buildings without putting ourselves in harms-way. For this system, we currently have a "Tiger Team" of CT's who are learning and working with Engineering and Lab personnel to fine tune the system before integrating it into our daily operations. It truly is a great time to be at the Vit Plant.

On Feb 13th a new class of CTs will begin their Fundamentals Training. We look forward to having additional people as part of our team.. Let's make '23 the best year yet.

Jason Allen—Bravo Crew Steward

FEBRUARY MEETINGS

Tri- Cities	February 2nd	7:00 pm
Hermiston	February 9th	7:00 pm
Yakima	February 16th	7:00 pm
Executive Board	February 20th	5:30 pm
RENEW	February 8th	6:00 pm

International Brotherhood of Electrical Workers

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



APPRENTICESHIP & JOURNEYMAN TRAINING

This is the first month of applications for 2023 and we have been receiving a steady stream of qualified applicants. We will continue to receive applications through the month of January, which is online only. The aptitude test will be given the following month for qualified applicants and tentatively, interviews will be scheduled for the month thereafter.

If you have any questions on the application process, go to our website jadc112.org. There is a tab labeled "How to Apply", which will guide you through the application process. If you have further questions call the Training Center office at (509) 783-0589.

The Training Center will be having a Saturday Boot Camp for new apprentices, where they will be introduced to job-site safety and a general introduction to our industry. Callie Witt has been selected by the JATC Committee to teach this class and other classes in the future.

For the month of January 2023, fourth year apprentice **Chris Kahoun** was chosen by the Training Center as the Milwaukee Apprentice of the Month. Congratulations to Chris for his hard work!

Geoff Arends, Training Director



On behalf of the LU 112 RENEW committee I would like to introduce myself, Mark Uribe, as your newly appointed RENEW Chairman. I want to thank Moses Torrescano for nominating me and I thank him for serving as our previous chairman and for all his dedication. He is now moving forward in LU 112 in a different position.

I am a 2nd year apprentice with the JATC and was in the electrical industry on the non-union side prior to becoming an apprentice under the 112 program. I am grateful for being part of our LU 112 and look forward to giving back to our members with the planning, coordination and feedback of our members to continue to make memorable events.

We had our first meeting this year and have come up with some newly planned events as well, and look forward to involving our other committees in these events. I would like to encourage all our members to participate, whether it be in person or via zoom, as we have a zoom option as well. Please contact Rylan if you would like to be added to our Facebook page and zoom meeting notifications email. *Mark Uribe, Committee Chairman*

RETIREMENT SEMINAR—FRIDAY, MARCH 24TH
6:00 P.M. AT THE HALL
MORE DETAILS ON THE WEBSITE AND NEXT MONTH'S NEWSLETTER
CALL THE HALL TO REGISTER—509-735-0512

Retirees Breakfast
FRIDAY, FEBRUARY 3RD @ 9:00 AM
@ THE HALL

ANNUAL MEETING OF THE LOCAL UNION #112 BUILDING ASSOCIATION

As per the Local Union By-Laws, the annual meeting of Local 112's Building Association will be held on Thursday, March 2nd following the close of regular business of the Tri-City Unit meeting. The meeting will be held at Local 112's hall located at 114 N. Edison Street, Kennewick, WA



SAFETY SPOT

WINTER WEATHER

Construction workers can be exposed to extreme weather during the winter months. Cold weather can negatively affect a persons senses, seeing, smelling, feeling. Productivity is difficult when a worker is cold. Therefore, it is important to choose clothing appropriate for the cold weather conditions.

- * Always dress in layers with the outer layers loose and the inner layers tighter. This will trap body heat. Do not over bundle. Use the outer layer of clothing as a windbreaker. This will make the layers underneath more effective.
- * Minimize sweat. If you get hot, remove a layer of clothing. Take frequent breaks in warm, dry areas. Wear a hat or hood to help keep your body warmer This will increase your overall warmth. Over half of the body's heat loss comes from the head.
- * Be sure to properly protect your feet. Unless you are moving around, your feet will feel the effects of the cold first. Wool socks and insulated boots.
- * Gloves are very important. Most often a thin pair of wool gloves under a pair of leather gloves will provide the best protection.

Butch Manthei, Committee Chairman

Adrian Medina, Committee Member



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