

# Brotherhood Broadcasts

## Local Union #112

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Travis E. Swayze

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Bus. Mgr. / Fin. Secy.



### A MESSAGE FROM THE BUSINESS MANAGER

Brothers and Sisters,

*This is a summary of information produced by IBEW Local 48 in Portland, Oregon. Most of this information was written by their legal counsel and I felt that our members who have worked in Oregon over the last two years needed to hear the same information.*

It has come to the IBEW's attention that incentive pay can affect how overtime should be calculated. Based on the Oregon's Bureau of Labor & Industries' (BOLI) clarification, it appears some bargaining unit members may not have been paid properly while working on jobsites that provided incentive pay. Under Oregon Law, overtime is to be paid at one-and-one half (1.5) times your regular rate of pay. In some cases, your overtime rate should have been paid at the one-and-one half (1.5) times your regular rate of pay with the incentive pay included.

It is a complex issue and requires an assessment of how incentive pay was offered on the call and how it was paid to determine if overtime was paid correctly. On sites where the incentive pay was a set dollar amount that was added to the hourly rate, some contractors did calculate and pay overtime correctly.

On jobsites when the incentive pay was a lump sum per day that was paid out only if any employee worked their full shift each day, incentive pay was less likely to have been factored into the regular rate of pay. That means that it is more likely that overtime was paid incorrectly. If the incentive pay was not factored into the regular rate of pay when calculating the overtime rate, then you may have claim for unpaid overtime wages.

I do not believe that this error in overtime compensation was intentional on the part of our signatory contractors. I do not believe a grievance is a viable way to resolve this issue since this failure to pay overtime correctly is based on state law rather than our collective bargaining agreements. The Local is therefore recommending that anyone who believes their overtime rate was not calculated correctly should file a claim with BOLI. Local 112 is unable to productively file a BOLI claim on behalf of everyone affected because of the variety of different ways incentive pay was handled.

If you believe your overtime wages were not paid correctly, please file your claims as soon as possible because there is a two (2) year statute of limitations on wage claims of this nature. You can file your claims by going to <https://complaints.boli.oregon.gov/home/file-complain> and complete the complaint form electronically. When you get to the question, "What is your complaint about?", select "Violation of Workplace Rights", as this section covers unpaid wages.

### COUNTY FAIRS & LIVESTOCK SHOWS

Local 112 supports youth at the upcoming county fairs and livestock shows in our area. It is a way to get our name out to the next generation of IBEW members who work very hard, a quality we look for in IBEW members. If you know of anyone you feel we should support, please call the hall. We will be at the following fairs: Yakima Valley, Umatilla County, Benton-Franklin Counties and the Columbia Basin Junior Livestock Show.

### ORGANIZING REPORT

For nearly four decades our referral process has been the instrument by which we secure employment through IBEW Locals, but it wasn't always that way. When it was first conceived, it was a tool to both man our work and keep people out, creating a country club of sorts. In the 50's we, along with the other building trades unions, controlled all construction work throughout the country. And we thought we could maintain that by only letting a select few join our ranks. We did this by creating a referral process that meant if you didn't graduate from our apprenticeship program, you had to pass a test and since we controlled that test, we decided how difficult it was and when or if it was ever offered to you. This meant that if we didn't want you to sign Book 1 or 2 you didn't. And you likely wouldn't be offered membership either hence the term white ticket hand. Fortunately, we have come a long way from those days, and it is easy to join and qualify to sign either Book 1 or 2 in your home Local.

However, there are still some hurdles that exist within the referral process. For instance, our referral process works well for our members once you are in, but getting into it can be a bit tricky. Most employees, especially the key supervision who we what to attract, aren't going to just quit on a dime and come down and sign our books. They are going to want to give notice to their current employer. This can be a bit tricky when in our world, you bid on a call Thursday night, get dispatched Friday morning and show up Monday morning. But giving notice to your employer without a job in hand is a terrifying proposition given the fact that they have been reliant on that employer for their livelihood. If you think about it, when many of us made the life changing decision to enter the apprenticeship, we, me included, were given the opportunity to give notice. This is where we have to take a hard look at what we can do to facilitate a clean transition over to the IBEW and make sure we are doing our best to help guide them into that first call as an IBEW member. We need a way to offer that to those who make that same decision as journeymen as well, because we need to be more efficient at organizing to man the work that is coming.

*Rylan Grimes, Lead Organizer*

### IEEW WELFARE TRUST FUND 2024 COALITION HEALTH FAIR

**SATURDAY, OCTOBER 12TH**  
**8:00 a.m. - 12:00 Noon**

**LOCAL 598 - PLUMBERS HALL - 1328 Rd. 28, Pasco, WA**

Testing is available to adults over age 18. Tests are paid at 100% by the health plan at no cost to you. Testing includes chemistry/hematology profile, A1C, thyroid screen, Vitamin D and prostate disease screen for those age 40+.

Registration opens on August 1st and you must pre-register no later than September 20th @ [www.coalitionhealthfair.org](http://www.coalitionhealthfair.org)

### AUGUST MEETINGS

Tri-Cities	August 1st	7:00 pm
Hermiston	August 8th	7:00 pm
Yakima	August 15th	7:00 pm
Executive Board	August 22nd	5:30 pm
EWMC	August 7th	6:00 pm
PAC Committee	August 13th	6:00 pm
Veterans Committee	August 13th	6:00 pm
RENEW	August 14th	6:00 pm
Women's Committee	August 21st	6:30 pm

No Safety Committee meeting in August

# *International Brotherhood of Electrical Workers*

*~~Bringing The Power To You~~*



**APPRENTICESHIP & JOURNEYMAN TRAINING**

We had 496 Applications in the month of June for a total of 896 applicants for the year. Applications will be open again next January. If you have any questions, please call the Training Center at 509-783-0589. Aptitude testing and interviews will be conducted this summer.

A Frequently asked question is how to reinterview. There are two ways in our policies:

- (1) Documentation that you have gained at least 1,000 hours of electrical construction work experience from the time of your last interview.
- (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 from the time of your last interview.

Material Handlers, and Installers are the most common way applicants reinterview.

Our most recent Milwaukee Apprentice of the Month is 2nd Year, Colby Mellotte. Congratulations!

**SISTERS IN SOLIDARITY** **112**

The Sisters would like to thank the Local for the support at our summer bake sales. The August Tri-Cities meeting will be our last bake sale to give everyone a break from the sugar. We may visit alternative sales for the future and keep everyone posted. Saturday afternoon, September 14th we will be having a car wash at the hall. It will be by donation and the more the merrier.

*Laura Clayton Leahy, 112 SIS Chair*



**SAFETY SPOT**

The term SAFE is defined as a state that is secure from the liability to harm, injure, danger or risk. The basic condition of being safe involves actions taken to remain protected or guarded from danger and to reduce risks to the lowest level possible. Approximately 30,000 non-fatal electrical shock incidents occur annually. According to the National Safety Council, about 1,000 fatalities each year are due to electrocution. Electrocutions are the fourth leading cause of industrial fatalities after homicides, traffic accidents and construction accidents.

Electrical safety is addressed within NFPA 70E and within OSHA. The first method is clearly to eliminate or remove the hazard - in other words, to shut the power off before working on the equipment. NFPA 70E refers to this as establishing an electrically safe working condition. Shut the power off and verify it is "off" so that work on equipment or circuit parts can be performed safely. NFPA 70E is all about identifying, reducing or eliminating electrical hazards as the primary method of achieving safe work environments. The standard also includes information about how to properly protect workers when, and if justified, energized work must be performed.

To achieve zero injuries in the work place, contractors and electricians must strive for zero energized work environments as the normal and best practice whenever achievable. The use of PPE should be the last method of choice.

Please become familiar with NFPA 70E and OSHA regulations as they pertain to safe electrical work.

*Ed Manthei, Safety Committee Chairman*



**SATURDAY, SEPTEMBER, 7TH**

**Columbia Park Band Shell Kennewick**

**11:00 a.m.**

**Catered by Henry's**

**Bring the family for a day of fun & sun at this year's annual picnic. It will be a day filled with games, prizes, bounce houses, face painting, ice cream and more. Food will be served at noon.**

**RETIRES ARE ALWAYS WELCOME AND ENCOURAGED TO ATTEND**



**Thank you!**

This year's golf tournament was again a big success and a sold out event. A special thank you to Moses Torrescano who did an outstanding job at coordinating the event and making the tournament such a success! We hope to see you next year.

**THANK YOU TO THE FOLLOWING SPONSORS**

**27th Annual Golf Tournament  
IBEW LOCAL 112**

**GOLD SPONSORS**

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