

Brotherhood Broadcasts

Local Union #112

March 2022

Travis E. Swayze

VOLUME 58 , No. 3 #626

Bus. Mgr. / Fin. Secy.



A MESSAGE FROM THE BUSINESS MANAGER

THE CHAIN OF COMMAND AND WHY IT IS IMPORTANT

I hope this newsletter finds you in good health. I would like to write this month's article about the Chain of Command and what it means, why we use it, and why it is important for our industry. Over the past few months, we have seen issues come about due to the lack of information flow from top to bottom on the jobs, and bottom to top. In most cases there would have been no issue if the chain of command had been used properly. Therefore, I believe it is a worthy topic to highlight.

The idea of the chain of command in a business setting can be traced back to the Industrial Revolution, when growing workplace environments had less information and communication options available to them, and thus required a more streamlined method of communication for a business to be more competitive. We all know that it is used in all the military, and it remains the most effective form of transferring communications correctly and timely throughout a company or jobsite.

The chain of command can be defined as **“a system used to ensure that each individual receives instructions for a particular task from only one supervisor”**. It is an authority and accountability chain from the highest ranked person on the job to the brothers and sisters turning wrenches or handling material.

The importance of a chain of command exists **“to distribute power and responsibilities, keep employees aware of job tasks, materials, and create a system for sharing job knowledge”**. It not only ensures each person is responsible for their own work but also gives leadership the opportunity to offer the knowledge, tools, and materials needed to perform the work.

In our structure, the chain of command starts somewhere above a General Foreman and flows down to a material handler or installer. When this chain is circumvented or broken, even for a short amount of time, communication becomes nonexistent which causes some form of confusion on the project which leads to poor efficiencies and lower performance factors. The idea is for information to flow from a General Foreman to the Foreman, then the Foreman should divvy out the workload and information to the crew members. As information is needed, it goes back up in reverse order from the rank and file up to the leadership where the questions can be answered clearly and concisely instead of coming from multiple directions.

We are seeing some unwillingness of our members in leadership to enforce the chain of command or the rank-and-file member unwilling to ask that it be adhered to. In both instances, it could create communication issues that will impact a job in a negative way. Skipping one step in the chain of command could create the lack the information needed to make an informed decision.

I understand that this is a brief overview, and for most of us a reminder, but these highlights should be enough to start the conversation on the jobs so we can shore this up. I would ask that if you do not understand how and why it works, please do the research, ask the question, and follow the 'chain' so we can all be on the same page for the sake of the job and our industry.

ORGANIZING REPORT

A Organizing Campaign In The Works

On March 17th we filed a representation petition to the National Labor Relations Board on behalf of the repair and replacement techs at Safelite AutoGlass in Kennewick, WA. A few of their employees had reached out to us a month ago and were curious about how the process of organizing a union would work. Over the course of the next two days, those same employees had a substantial majority of their co-workers sign authorization cards. Some of the issues that they have faced is a metric-based pay structure that can cause them to be demoted if they get too many detractors from customers and control over this has been taken away from their local managers. For instance, if they get a detractor and the comment is something that is completely outside their control, it still may impact their livelihood. Many of the mobile techs never get the chance to take a lunch break because if they took one, they wouldn't be done with their workload until 7 or 8 at night. And probably the most egregious thing is that they can also be demoted if they don't sell enough wiper blades to customers and these wiper blades run about \$60 a set so they aren't cheap. So, if you end up patronizing Safelite in the near future, make sure you fill out their survey and give the tech a perfect rating and leave them a comment of support for their organizing efforts in the comment section.

We have also started tracking the license numbers of anyone who comes in to sign our books. The sole purpose behind this is it will allow us to better filter out IBEW members from non-union electricians on the state databases. Previously we would try to filter by names but if someone's name is 'Robert' on their license, but we have their name as 'Bob', they won't get filtered out of the list and we end up contacting them on our blitzes. We would prefer to talk to non-union electricians, so please make sure you are ready to provide Lori or Sonya with your Washington and/or Oregon license number when you come into the office. And if you have a master/admin or a signing supervisor's license, let us know that as well. Sometimes we have out of state contractors come in that need an admin so we would like to be able to give them a list of members on the books who have provided that information. *Rylan Grimes, Membership Development Rep.*

Our survey is still open and we would appreciate your input on events you would like to see happen within the Local. We are looking into a softball team for a local league for our members. If interested, please contact me, or the RENEW Facebook page so we can get an idea of interest. The **Apprentice Reimbursement Challenge** program is working and we are enjoying new members and ideas!
Moses Torrescano, Committee Chairman



APRIL MEETINGS

The quarterly feeds will begin at 6:00 pm prior to the unit meetings.

Tri- Cities	April 7th	7:00 pm
Hermiston	April 14th	7:00 pm
Yakima	April 21st	7:00 pm
Executive Board	April 28th	5:30 pm
RENEW	April 13th	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

With Easter on the horizon, it is an egg-cellent time to update your license with Journeyman classes, and I'm not yolking about it. We have begun offering Journeyman Classes with the option to do either in-person or virtual. Classes will only be conducted if we get a decent turnout. See below for the list of offered classes at this time. Please call the Training Center to reserve your spot today.

2020 NEC Code Update I (8hrs) – April 25 & 27 – 6:30pm

2020 NEC Code Update II (8 hrs) – April 30 – 8:30am

Practical Applications of the NEC (4 hrs) - May 17 – 6:30pm

RCW / WAC (4 hrs) – June 1 – 6:30pm

Oregon Rule & Law (4 hrs) – June 15 – 6:30pm

Applications for the apprenticeship program are currently closed, but will reopen in June. We have just finished interviewing all the January applicants and will be bringing on new apprentices throughout the year based on the updated list. Interview scores are good for two years and applicants can re-interview during open application windows. Keep an eye on our website for new classes and other new items. www.jatc112.org

Kris Tuura, Training Director



SAFETY SPOT

PLEASE REVIEW THE FOLLOWING PRODUCT RECALLS AND SAFETY ALERTS

- 1. DeWalt DWCS 600—18 inch corded chain saw.** The saw can remain running when the switch is in the off position or turn on when plugged in, posing an injury hazard to the user. Only chain saw with the date codes 2021 23—H5 to 2021 40-H5 are affected by this recall. Contact DeWalt toll free at (855) 474-5875 or online at: dewalt.com/support/safety-notice-and-recalls
- 2. Crosby Shackles with Product Identification Codes TXJ located on the side of the shackle.** Users of the 1018534 1” 8.5 T G-209 and 1018543 1” 8.5 T S-209 which were shipped from Crosby between November 23, 2021 and January 28, 2022 are urged to remove them from service and arrange for return and replacement. To return, contact your Crosby distributor or go to Crosby at: techsupport@thecrosbygroup.com
- 3. Fluke 8x V Series Digital Multi-meters.** Fluke has identified a potential safety issue affecting certain Fluke 83V , 87V and 88V digital multi-meters (Fluke 8xV series DMM's) As a pre-cautionary measure, Fluke has decided to alert customers to the potential safety issue. They request that users perform a simple check to verify the unit is not impacted by the safety issue. The above meters are potentially impacted and were manufactured from June 7, 2019 to August 26, 2021 with starting serial numbers of 46280001 to 55370001. For information regarding replacement, contact Fluke at (425) 374-6100 or: fluke.com/en-us/support/about-us/contact-us

HAVE A GREAT SPRING AND STAY SAFE !

Butch Manthei, Committee Chairman - David Glessner, Committee Member



Pin Presentation

Friday, June 17, 2022

George Elgin Meeting Hall @ Local 112



Saturday, June 18th

Tri-Cities Convention Center

GET YOUR TICKETS TODAY



In case you haven't heard, IBEW Local 112 is the new field sponsor for the Tri-City Rush indoor football team. This sponsorship comes with complimentary ticket that we are giving away to members who would like to attend. Check out their schedule and let us know which home game you would like to attend.



NOMINATIONS OF OFFICERS FOR THE UPCOMING ELECTION TO BE HELD AT ALL APRIL UNIT MEETINGS .

Retirees' Breakfast

FRIDAY, APRIL 1ST

9:00 AM AT THE HALL



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