

Brotherhood Broadcasts

Local Union #112

November 2022

Travis E. Swayze

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Bus. Mgr. / Fin. Secy.



A MESSAGE FROM THE BUSINESS MANAGER

I hope this newsletter finds everyone in good health. As we are smack dab in the middle of holiday season, we all need to take a few minutes to reflect on ourselves, our family, and our Brotherhood.

This year has flown by due to relaxed Covid requirements and the continuation of steady work within our jurisdiction. With the nature of our industry, and working the endless hours, it is easy to forget that we need to slow down and spend time with the people who mean the most to us and do things we enjoy that keep us focused. The holiday season can be as stressful as it is joyful, so plan ahead and don't try to put too much on your plate. Enjoy the time spent with family, friends, and co-workers and stay focused on the safety and well being of those around you.

With work at full capacity, good problems and bad problems arise. One of the good problems is the need for more licensed electricians, which gives us the ability to reach out and recruit new members to our Brotherhood and still have plenty of room to put everyone to work. Through the work of our Organizer and our membership, we are making continual strides. Another issue that comes with more work is that we have come to capacity at our current Training Center, but with the construction of our new training facility to start at the beginning of the year, it makes the construction very timely.

The bad problems that can show up are by way of financial and mental issues related to riding atop of a work curve and thinking that it won't ever level out or fall. When we are in times like this, we need to do our best to create an even keel, and one way we can achieve that is to cut the top of the wave off by putting any extra earned money into our 6-month reserves to be used when the work picture takes a downward turn and unemployment rises. By doing this, you are not only preparing for the worse, but your mental load will be lessened by creating financial freedom and peace of mind for you and your family.

Having a full amount in our 6-month reserves creates choices which equates to freedoms. Freedoms to do things is a great motivator, so take a moment to reflect on those times when each of us didn't have the ability/opportunity to have choices and freedoms. We have spoken in the past on ways to increase freedoms and this is a great time to start. The error we don't want to make is to wait until the work picture slows before we decide that we have overspent or generated too much debt. There are professionals out there who can guide you down the correct path, but we must realize that path isn't achieved overnight.

We continue to see an increase in mental health issues, so don't be afraid to reach out for help or to talk to someone about it. The H&W Trust continues to add mental health options for those covered under our plan, so please take advantage of the new plans that will be coming available.

On a final note, make the time to schedule a checkup and establish a general practitioner. Early detection increases survival rate tremendously, but we must be willing to schedule our wellness checkups.

I want to wish all of you and your families a very happy Thanksgiving Holiday. The hall will be closed on Thursday & Friday, November 24th & 25th.

ORGANIZING REPORT

Bounty Program In The Works

Next year is looking to be another busy one and this time it looks like there will be quite a bit of work in Washington as well as Oregon, further complicating our need to fill our contractors' manpower needs. As we know, unfilled calls will cause our contractors to stop bidding work and when that happens and we come out of this boom, our market share will collapse. So it is vitally important that we make sure we can meet the needs of our contractors.

One thing that we are looking at doing to prevent this is a bounty or incentive program that will reward our members for referring new members. Details are still being worked out, but this bounty program will be run and funded through the Labor Management Cooperative Committee (LMCC). It will pay \$500 to any member who refers a licensed electrician who takes a dispatch and joins. If that new member is still actively working in the jurisdiction six months from the date they joined, the referring member, would get an additional \$500. The new member will also receive an incentive. So start priming your non-union friends, former co-workers and acquaintances as we are hoping to roll this program out ASAP.

As an organizer, I can only promise a new member a job as a Journeyman Wireman but our contractors don't have those limitations so talking to a potential new member can have a big impact on recruiting.

Rylan Grimes, Membership Development Rep.



I wish to thank you for your support in coming out to our events this year and hope they continue in a positive direction. I will be stepping down as Chairperson and we took nominations at the Nov 9th meeting, and voting @ the December meeting. Again thank you for your support of the RENEW committee and the future events.

Moses Torrescano, RENEW Chairman

UNION SPORTSMEN'S ALLIANCE BANQUET



CALL THE HALL TO SIGN UP TO ATTEND THIS YEAR'S BANQUET ON SATURDAY, DECEMBER 3RD

We will sponsor several tables for the dinner at no cost to our members. The evening will include raffles and auctions.

2023 calendars are for sale at the hall for \$10 and all proceeds will go to the Sick & Needy Fund. Each calendar purchase puts you in a weekly drawing for a gun.

DECEMBER MEETINGS

Tri- Cities	December 1st	7:00 pm
Hermiston	December 8th	7:00 pm
Yakima	December 15th	7:00 pm
Executive Board	December 22nd	5:30 pm
RENEW	December 7th	6:00 pm
Safety Comm.	December 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

This month the JATC opened up applications for a new instructor position for a 3rd full time instructor. The application process went well and there was a good variety of applicants with a wide range of experience. Mike Isley has been selected and is excited to start by the end of the month. Mike is very knowledgeable to our trade and will be a great addition to the Training Center.

As Training Director, I've been visiting jobsites in Oregon and have been introducing myself to management and discussing projects and upcoming work. On the top of my list was discussing the rotation of apprentices to make sure 112 apprentices are getting the widest variety of experience in our industry. Travis Sellers and Christian Chally came with me representing both the IBEW and NECA sides of the JATC committee, which was a very positive experience.

Congratulations to Kalyndra Brandt for being chosen November's Apprentice of the Month for her outstanding efforts in the classroom. *Geoff Arends, Training Director*

COMMISSIONING TECH CORNER

We would like to welcome Thomas Almaguer, Jason Allen and Nathan Gonzalez, as they have been selected as the newest stewards for Commissioning Technicians. Thomas is on Alpha Crew, Jason is on Bravo Crew and Nathan is on Charlie Crew. We are excited to have you and we wish you success in this journey. To our TEAM, we greatly appreciate your patience throughout the transitioning phases. We would not be a TEAM without each of you. We value each of you and we hope that together we will make an eminent impact on the Hanford Site. *Irene Pacheco, Steward*



In Memory

RALPH BISLA

1963 –2022

Brother Ralph Bisla passed away on October 22, 2022 at the age of 57. Ralph was a 27 year member of Local 112, having been initiated as an apprentice wireman in 1995. He completed the apprenticeship program and became a Journeyman Wireman in April, 2000.

Brother Bisla worked for a variety of contractors as an apprentice and spent the majority of his later career on the Hanford site. He had been working at the VIT Plant since 2009.

Our sympathies and prayers go out to the family of our deceased Brother.



TICKETS \$10 EACH @ THE HALL



DECEMBER 17TH

Christmas Party

KENNEWICK RED LION HOTEL



THE KIDS' CHRISTMAS PARTY WILL BE HELD EARLIER IN THE DAY AT THE HALL

11:00 am — 3:00 pm

Santa will stop by about noon - Lots of Activities

ARE YOUR BENEFICIARIES UP TO DATE ?

Who would receive your life insurance and retirement savings if something happened to you?

Life changes quickly and that's why it is so important to keep your beneficiary designations current if your family or relationship status looks different than it did a few years ago. Forms are available at the hall to make your changes.

SAFETY SPOT

HIGH RISK ELECTRICAL TASKS AND FACTORS

Demolition of Removal of Electrical Equipment

Improper controls of energy from live equipment, unsecured components, poorly installed equipment with missing drawing or labels, inadequate and inconsistent training, exposure to unknown particulate.

Site Work, Buyout and Logistics

Congested jobsite, uneven terrain or ice, improper lifting techniques, improper mobilization equipment.

Prepare Ground for Underground Electrical Installations

Striking underground live lines or energized feeders, trench preparations and excavation, hazardous atmospheres—man holes and duct banks, tight work space. procedure violations, poor quality inspection due to dirt obscuring wire coatings.

Ed Manthei, Committee Chairman



TOYS FOR TOTS

DONATION CENTER

BRING YOUR DONATION TO THE HALL OR TRAINING CENTER AND GET YOUR NAME IN A SPECIAL DRAWING !

DONATIONS WILL BE PICKED UP ON DECEMBER 20th

Retirees Breakfast

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

VOLUNTEER FOR THE BIKES 4 TYKES BUILD

Friday, December 2nd @ 9:00 am—Convention Center—Kennewick



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