

Brotherhood Broadcasts

Local Union #112

November 2024

Travis E. Swayze

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Bus. Mgr. / Fin. Secy.



A MESSAGE FROM THE BUSINESS MANAGER

Brothers and Sisters,

Elections matter. With the close of the election season, we saw a change of leadership at all levels to include the President as well as the Republican majority of both the Senate and Congress. This means there will be a weighted Republican shift with over 4000 new federal appointments including the National Labor Relations Board, Supreme Court Justices, Secretary of Labor, and the Secretary of Energy to name a few.

A lot of these appointments will affect union labor and how we do business. I believe when it comes to our hours, wages, and working conditions, we will be under attack from day one. Although we have seen a flip in the Republican majority, we must respect the election process and accept the outcomes. As the balance of power changes, it will be more apparent as to what policies we need to get in front of in order to provide influence on our changing environment.

One major change we anticipate is less government spending that will likely create uncertainty and affect the timelines of certain projects. Policies will be created to lessen our ability to organize, especially in the professional and industrial sectors. New rules will be created, and we will have to find different ways to be effective. Deregulation will be another change that will certainly affect the electrical industry in a time where we need more oversight than ever to bring not only the solar and wind industry onto the grid effectively, but also the small module reactors. My hopes are that we get enough partisan support so that both sides realize the amount of coordination we need to upgrade our electrical infrastructure systems throughout the country.

We must also keep an eye out for any Freedom Foundation policies that try to get pushed into our states, as they are an anti-union organization that claims to liberate the American worker. As we all know, unions are the cornerstone of the middle class. Their definition of liberating the American worker most certainly means that unless you are wealthy, you will be doing all the work for minimal pay. While the Freedom Foundation has been less effective in getting their people elected in the last couple of years, I anticipate more positioning all the way down to school board elections. Please do your research and keep an eye out for these types of moves in your communities.

Now that the elections are over, we can start working with our newly elected officials and create more alliances to combat any federal attacks coming down the pike. We still have solid partners in both Oregon and Washington and will need to continue to build the relationships that protect the building blocks that the IBEW has helped build. The power shift from the elections won't be the end of the world, but we must stay vigilant and try to prevent too much shift the other way.

I thank everyone who took part in the voting process regardless of your choices and the only thing that we know for certain is that there will be change.

ORGANIZING REPORT

NLRB - ARE CHANGES COMING ?

In 1935, Congress passed the National Labor Relations Act ("NLRA"), making clear that it is the policy of the United States to encourage collective bargaining by protecting workers' full freedom of association. The NLRA protects workplace democracy by providing employees at private-sector workplaces with the fundamental right to seek better working conditions and designation of representation without fear of retaliation.

Allowing an employer to require attendance at company meetings designed to discourage collectively bargaining is a complete affront to the intent of that law. On November 13th, the NLRB made those captive audience meetings illegal. Workers should have the right to collectively decide whether they want to be part of a union free from intimidation or coercion and now that is a reality.

Unfortunately, this is a bit bittersweet as the incoming administration will now have a majority on the NLRB and this ruling will most certainly be first on their list of targets. People are policy and you may not think this affects you, but the last time this administration was in power their board striped us of the ability to use company resources such as email for union business and organizing amongst ourselves. We will likely see stewards equality to management diminish, making their job to represent members more difficult. But probably what scares me the most is, that we are one supreme court decision away from Right to Work for less becoming the law of the land nationwide. As any state that has enacted Right to Work laws typically has much lower wages compared to states such as Washington and Oregon that don't have such laws. *Rylan Grimes, Lead Organizer*

Retirees' Breakfast

FRIDAY, DECEMBER 6th @the hall - 9:00

IBEW LOCAL 112

Christmas Party

2024

Saturday, December 14th

Red Lion Hotel

Columbia Center Blvd. Kennewick

6:00 p.m. Social Hour 7:00 p.m. Dinner
8:00 p.m. Music & Festivities

Bring your Toys for Tots donation
and get entered into a drawing

Admit 1 Adult
No. XXXXXIBEW

**BUY
YOUR
TICKETS
AT THE
HALL
\$10**

DECEMBER MEETINGS

Tri- Cities	December 5th	7 :00 pm
Hermiston	December 12th	7:00 pm
Yakima	December 19th	7:00 pm
Executive Board	December 17th	5:30 pm
EWMC	December 4th	6:00 pm
Veterans Committee	December 10th	6:00 pm
RENEW	December 11th	6:00 pm

No Safety, PAC or Women's Committee meetings in December



LOCAL 112 IS A COLLECTION CENTER FOR THIS YEAR'S TOY DRIVE. BRING NEW UNWRAPPED TOYS TO THE HALL OR UNIT MEETING NO LATER THAN DECEMBER 20TH AND GET ENTERED INTO A DRAWING.

International Brotherhood of Electrical Workers

~~Bringing The Power To You~~



APPRENTICESHIP & JOURNEYMAN TRAINING

Apprenticeship Week Recap – A Huge Success!

We are thrilled to announce the success of our inaugural **Apprenticeship Week** at the new Training Center! This event, which took place from November 12th-15th and opened the door to exciting apprenticeship opportunities for high school students from around the Tri-Cities area, rural communities, and even multiple schools from Oregon.

Throughout the week, students were introduced to the apprenticeship process, what it means to be a wireman, and the exciting work we do in this field. They learned about how to apply, the benefits of an apprenticeship, and the rewarding career opportunities that await them. It was an engaging and informative experience for all who attended.

A special highlight of the event was **Parent Night** on November 15th, where parents had the opportunity to come to the Training Center to learn more about the career path and the long-term benefits of becoming a Wireman. Parents had the chance to speak directly with instructors, representatives from the hall, and wireman, Val Roman, who volunteered for the event. Thank you, Val, for your support and assistance during this evening.

The application window for the apprenticeship program has been open throughout November, and received a significant number of applicants. We will continue to accept applications in the coming year, so keep an eye on our website for updates.

For more details on the program and how to apply, visit www.jatc112.org. If you have any questions, feel free to call the Training Center at **509-783-0589**.

Congratulations to **Zachary Brown**, our **4th Year Apprentice**, who has been named **Milwaukee Apprentice of the Month** for his outstanding work and positive attitude. We are proud of your accomplishments, Zach!

Geoff Arends, Training Director



Looking in the future, RENEW is starting to get together a shirt and coin design contest! This contest is still in the works and more details to come, but for now start to get the designs made and ready to go! Next meeting will be on December 11th. *Koby Harris, Chair*

WANTED !
If you are on a job site that allows pictures to be taken, the Training Center is looking for pictures of apprentices working on the job. These pictures will be posted in the Training Center.

SISTERS IN SOLIDARITY **112**

Our 2-Piece Glitter Pin is now in! Contact the Women’s Committee if you’d like to get your hands on a pair for \$20. We are doing our Christmas auction a little different this year! Rather than wreaths, we will have homemade Christmas stockings filled with an assortment of mystery goodies. Each mystery stocking is paired with a homemade ornament that will give you a hint of the stocking’s theme. We still welcome all Christmas decorations donated to the auction by the members. So if you had your heart on making a little something, we look forward to adding it to our display. No meeting in December to help celebrate the holiday season.

Laura Clayton Leahy, Chair

Saturday, December 14th
11:00 am - 3:00 pm
Santa will stop by about noon
Lots of activities @ Local 112's hall



SAFETY SPOT

A back injury at work can have far reaching consequences that extend into your personal life. The constant pain and physical limitations can disrupt your daily routines and activities, affecting your ability to fully engage with your family and enjoy your time at home. It’s a reminder that prioritizing back health isn’t just about your own well-being; it’s also about preserving the quality of life for both you and your loved ones. In our dynamic profession, the health of our backs is as important as our skills and expertise. Taking care of your back isn’t just about personal comfort; it’s about ensuring a long lasting career in our trade.

Here are some ways to safeguard your back.

Proper lifting technique: Always bend your knees, not your back, when lifting heavy or awkward objects. Keep the load close to your body and avoid twisting while lifting. When a load is too heavy ask for assistance.

Mechanical aids: Utilize mechanical tools and equipment like hoists, forklifts, and carts whenever possible. They reduce the strain on your back and make tasks more manageable.

Core Strength: Incorporate exercises that strengthen your core into your exercise routine. A strong core provides critical support for your back.

Stretch regularly: Take short breaks throughout the day to stretch your back and relieve muscle tension. Simple stretches can go a long way in maintaining flexibility and comfort.

Healthy lifestyle: Maintain a balanced diet and stay physically active to manage your weight. Extra pounds can cause added strain to your back.

By practicing these simple back care techniques, you’re not only ensuring your own well being but also securing a bright and pain-free future in our trade.

Jason Brady, Safety Committee Member



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