

# Brotherhood Broadcasts

## Local Union #112

October, 2019

Travis E. Swayze

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Bus. Mgr. / Fin. Secy.



### A MESSAGE FROM THE BUSINESS MANAGER

#### WORK PICTURE

The work picture looks good going into 2020. The PCA job in Richland is now working overtime in order to finish in November and they are currently working two shifts. OEG was awarded PDX 66 in Boardman and has started hiring, but it will be a few weeks before they peak. EC has laid off recently after coming down from a nightshift. Dyna continues to hire as needed. Data centers continue to drive the work in Oregon.

In Ellensburg, Cabin Creek, ARC, and Electric City all continue to bid work at CWU as well as in the Upper Valley in Yakima. We continue to work on market share in the Yakima area, as every week we are in contact with future members or contractors. It will be a process that takes time, but it will pay off down the road.

WTCC continues to hire, but it's hard to predict what they need for a work force. They seem to need more electricians than any other craft right now. The latest round of Commissioning Techs have been given job offers. We expect another round of hiring in two or three months. We will post the link for applications when we get the information. These folks get hired directly to WTCC for the operations of the Vit Plant and then become members of IBEW Local 112.

With our members being our eyes and ears in many cases, please shoot a text to one of us if you hear or see anything regarding jobs or non-union contractors out there. Currently Faith Technologies is a threat. They are a major electrical contractor from Wisconsin who performs work in a few states across the country. They have been in the jurisdiction for a couple of years now and they are trying to plant seeds in Washington. They perform industrial work, specifically food processing plants. A few more contractors we like to keep track of are Helix, Berg, and TIC.

54 on Book I and 85 on Book II.

#### BROTHERHOOD EVENTS

The 2<sup>nd</sup> Annual Union Sportsmen's Alliance banquet will be on Saturday evening, December 7th starting at 5:30 pm. Please reserve your spot if you would like to be a guest at this year's event. Tickets are sponsored so there will be no cost to IBEW Local 112 members or guests. This will include a dinner and U.S.A. membership valued at \$75. This is a conservation fundraiser that brings like-minded union people together outside of work. These events are important for relationship building as well as supporting a great cause. Doors will open at 5:30 for social, with food, auction, and raffles to follow.

December 14th will be the Kids Christmas Party at the hall. We will have games and crafts, as well as a visit from Santa. Food and refreshments will be provided.

December 21st will be the Adult Christmas Party at the Red Lion Hotel in Kennewick. This is always a great turnout and a lot of fun. There will be a nice dinner, music, raffles, photo booth and auctions to keep everyone entertained. Tickets will be on sale soon and hotel rooms will be at a discounted rate.



How many data centers have been built in Local 112's jurisdiction?

Answer: 21

**\*\* JOIN THE RETIREE'S BREAKFAST CLUB \*\***  
FRIDAY, November 1st - 9:00 a.m. RSVP 735-0512

### Organizing Report

#### Salting—An Important Organizing Tool

This month at the northwest Organizers meeting the discussion centered around organizing in a down economy. While work around here remains strong, there has been talk about a downturn and many of the Organizers in the Northwest have never had to grapple with fulfilling the mission of the IBEW when many of our members are on the books. Some people might wonder why you would ever want to organize in a down economy. And to that I would say that organizing isn't just about stripping non-union electricians and making them union, but merely a single tactic for regaining market share. But its not the only one in our arsenal. Salting is really the OG of organizing and it's probably the most effective. For those who remember their COMET training or those who have attended any kind of Member To Member training, we reached our zenith of market share in the 1940's and we did most of it without the protections of the National Labor Relations Act. We also did it by salting non-union contractors. Many may not know this, but our first International President, Henry Miller, never worked a union job. After the first convention he hit the road salting contractors and talking to workers, and the first year he had organized 45 locals into the IBEW. He was salting the Potomac Light and Power company when he was killed on the job five years later.

When we talk about salting there are really two different types: overt and covert. With an overt salt we want that individual to sell the contractor on the benefits that the IBEW can provide them. We want the contractor to see that we have the most skilled workforce in the area and that he could have five more just like them tomorrow if he signed with the union. And if the contractor was on the fence about signing, that could be enough to bring them around. With a covert salt, the contractor doesn't know that you are a union member. This would typically be used with a contractor when they are anti-union.

With either tactic we want to gather information on the contractor and look for opportunities to organize. We tend to make sure that our contractors follow the rules, but these non-union contractors can get away with murder if their workforce isn't educated about what those rules are. With salts embedded with non-union contractors, we will have firsthand knowledge of what that contractor is doing and how to combat that. Another benefit of having salts on jobs when the contractor won't be swayed to sign, then we want to convince the employees to force it through an NLRB election. If our members make up a sizable chunk of that workforce and are constant advocates for a pro-union vote, the odds of prevailing in the election are all but certain.

We want the membership to know that this is always an option and as the organizer I am always looking to people who are willing to salt our non-union competition. It's probably the most impactful thing any one member can do to help grow our market share.

*Rylan Grimes, Membership Development Rep.*

#### NOVEMBER UNIT MEETINGS

Tri- Cities	November 7th	7:00 p.m.
Hermiston	November 14	7:00 p.m.
Yakima	November 21st	7:00 p.m.
Executive Board	November 26th	5:30 p.m.

#### LOCAL UNION COMMITTEES

RENEW	November 25th	6:00 p.m.
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# International Brotherhood of Electrical Workers

~ ~ Bringing The Power To You ~ ~

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



**APPRENTICESHIP & JOURNEYMAN TRAINING**

The 2019– 2020 school year is underway and almost all of the nearly 200 apprentices have attended their first week of class. Applications are closed to the masses until January, 2020 and there have been BIG changes to the application process for the upcoming year. Applications will now be online only and will not be available for pick up at the Training Center (TC). They will be available during the months of January and May only. The application process has to be started during one of those months—January or May. The applicants will still have thirty days to complete the process, including submission of sealed high school transcripts to the TC, from the date the application was started. Be sure to pass the word to potential applicants. All of the information will be updated and posted on our website prior to January. Applicants can start gathering information beforehand in order to be prepared.

*Marcus Burlison, Training Director*

**“Thank You” For Attending Your Union Meeting in October**



**JOURNEYMAN CLASS SCHEDULE**

<b>TRI-CITIES</b>	Patrick Smith	David Glessner	Sammie Colbray
Travis Sellers	Jeffrey Weis	Miguel Barrios	Tim Meyers
Bob Legard	Brian Cothorn	Michelle Tyson	Dan McConkey
Don Snider	Keith Cowan	Hector Mendoza	Guinevere Ade
Aaron Siefken	Justin Turner	Jeffrey Dent	Cody Hamann
Tim Grady	Trent Cravens	Corey Brundridge	Avery Thompson
Kurt Gustafson	K. Bloodsworth	Hip Hernandez	Rich Carter
Hayes Mercure	Karla Walton	Renn Gjerdevig	Travis McCauley
Lorne Smith	Mark Poland	Jordan Wiebe	Aaron Colbray
Lee St. Clair	John Schweiger	Richard Esparza	
Jimmy Johnson	Brian Brassfield	Andrew Mountain	<b>YAKIMA</b>
Kat Straessle	Patty Miland	Trenton Kuch	
Greg Jacobson	Colton Enyeart	Paige Schneider	Travis Swayze
Chris Weis	Keith Miland	Debbi Wellman	Bob Legard
Matt Weis	Krissa Corke	Phillip Wahner	Rylan Grimes
Josh Weis	Jimmie Moser		Jesus Castilla
Jason Lohr	Randy Naef	<b>HERMISTON</b>	J. C. Krueger
Tim Murray	Zoe White	Travis Swayze	Pete Steinbock
David Rust	David Minnock	Travis Sellers	Tim Robel
Michael Sisemore	Scott Walker	Patrick Curtis	D.J. Skone
Corey Weaver	Adrian Perez		

**ELECTRICAL TRAINING CENTER**

**2017 NEC Code Update II (8 hrs)**

Saturday—Nov. 9th—8:30 a.m.

**RCW / WAC (4 hrs)**

Wednesday, Dec. 4th—6:30 p.m.

**Practical Applications of the NEC (4 hrs)**

Wednesday, Dec. 18th—6:30 p.m.

**YAKIMA—YV TECH**

**RCW / WAC (4 hrs)**

Wednesday, Nov. 6th—6:30 p.m.

**HERMISTON—BMCC**

**Oregon Rule & Law (4 hrs)**

Tuesday, Nov. 19th—6:30 p.m.

*Classes with low pre-paid enrollment are subject to cancellation. Contact the Training Center to register. (509) 783-0589*



**SAFETY SPOT**

In each issue of the “Brotherhood Broadcasts” we have a “Safety Spot”. There are many hazards in life and the activities we enjoy. There are subtle habits we develop that can lull us into complacency. As Ed shared with us in the last issue, there can be many “hidden” costs to an injury or accident. Ed and I were fortunate to recently attend the IBEW Safety Caucus and National Safety Council Labor Division Congress in San Diego, California.

One of the sessions was the “Promotion of Training and Education in Safety and Health”. As I listened to the presentation, two things got my attention: pride and complacency. I am proud that I have been in the trade over 40 years and am still able to enjoy working. It is easy to let pride “cloud” my decision making.

At PDX 63, we have daily stretch and flex as well as PTP’s (Pre-Task Plan). Everyone is required attend the stretch and flex and to sign the PTP. During the stretch and flex, do I use that paid time to gently stretch out? Do I take the time to read and process the information recorded on the PTP? Being proud and complacent can encourage just going through the motions at stretch and flex, signing the PTP and going to work. That is taking a short cut. In the same vein, we are expected to inspect our lifts at the beginning of each shift and our PPE before each use. How well do I perform this task? When I use the same lift each day and have the same PPE, it is easy to be complacent and “pencil whip” the inspection process. The thought occurred to me that the company is willing to pay me well to do these tasks well. As a member of IBEW Local 112, it is important that I do all my tasks well. Reading, reflecting and applying the information in the PTP, and completing inspection of the equipment. I will use and follow the policies and procedures established by the company, as they are an important aspect of doing my tasks well. Thank you for sending us to San Diego.

*Dave Glessner, Safety Committee Member*



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**BROTHERHOOD BROADCASTS  
I.B.E.W. LOCAL UNION NO. 112  
114 N. Edison Street  
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