

- 56475 Peppermint Road, South Bend, IN 46619
- Telephone: 574-287-8655 Fax: 574-233-5234
- Website: www.ibew153.com
- Active Membership: 1059
- Serving the IBEW Local 153 Six County Area

December 2017

THE 153 METER

ATTENTION!

THE GENERAL MEMBERSHIP MEETING FOR DECEMBER WILL TAKE PLACE ON THURSDAY DECEMBER 21 AT 6:00PM! THERE WILL BE FOOD AND BEVERAGES!

Come have Breakfast with Santa to benefit the H.E.L.P. 153 fund on December 9, 2017 from 8:00am-11:00am at the Union Hall. There will be pancakes, sausage, OJ and coffee. Crafts for the kids. There is a \$5 donation per person requested.

“A” Monthly Membership Dues

“A “ Monthly Membership Dues for 2017 will be \$38.00.

Breakdown:

- \$19.00 International Per Capita
- \$18.00 International Pension Fund
- \$1.00 IBEW Local Union 153

If you use the Bill Pay program with your bank, please be sure to make the appropriate changes.

WANTED...CONTRACT PROPOSALS

The INSIDE Collective Bargaining Agreement is once again up for negotiations in early Spring 2018.

Send any ideas & proposals in writing to the Hall for consideration by the Labor side of the Labor Management Committee. Please email submissions to smiles@ibew153.com or

mleda@ibew153.com put “Contract proposal” in the subject line. Or fax them to 574-233-5234.

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Births

We will gladly list the birth of your children and grandchildren. Please contact the Union Hall with your information.

Deaths

Dale Simpson

Retired JIW, initiated July, 25, 1957
July 5, 1932– September 30, 2017

Retiree Breakfast

DATE: January 3, 2018
PLACE: Union Hall
56475 Peppermint Road
South Bend, IN 46619
TIME: 9:00A.M.

Call the Hall to make your reservation
At 574-287-8655 or 800-986-1054.

We hope to see you here!

Congratulations to Our Recent Retirees

- ◆ Thomas Waldron
- ◆ Jack Shreve

Phone/Email

We are gathering cell phone numbers and emails for a new mass texting/email software upgrade. If you would like to be notified via either of these, please call the hall at 574-287-8655 or 800-986-1054 or email us the info at mhan@ibew153.com.

We have a lot of obsolete information (old land lines, old emails, old cell phone numbers) in our system right now, so please be sure to update us even if you think we have your information already.

Save the Date...

H.E.L.P. CHILI COOK OFF

*Helping Electricians Live Properly

DATE: Saturday, February 24, 2018
TIME: 11:00am—3:00pm
PLACE: Union Hall
56475 Peppermint Road

COST: \$6.00/per person or 2/\$10
Ages 6 and under free

The HELP* Committee will be hosting their 9th Annual Chili Cook-off. Bring your chili to enter. There will be door prizes and raffles. Gather your family and friends to try the different chili recipes and vote for your favorite! Proceeds will benefit the HELP* Fund

Course Title & Dates

CPR/ 1 st Aid	2 nd Tues. + Thurs. 5:30 PM
OSHA 10 Hour	email for online voucher
OSHA 30	Fall 2018
Trouble Shooting	In development
ICRA	Spring 2018
BICSI	Spring 2018
NECA Foreman Class	Feb. 1,2018 (laptop required)
AutoCad, Revit, Bim 360	In development

Call 574-233-1721 to reserve your seat. Some classes are limited in size.

For other classes visit: JATC153.com

INTERNATIONAL PENSION

The International Pension Benefit Fund has applications available on the IBEW website.

Go to: www.ibew.org

Menu

Pension & reciprocity

Pension, calculations, applications & instructions

You can submit the last four digits of your social security number and card number to find out if you are eligible for a pension application. If eligible the pension calculator will give you a projection of your benefits and a link to the application.

LOCAL PENSION ELIGIBILITY REQUIREMENT

There has been some confusion on the break in service for pension eligibility . To be eligible for the Local Pension from the Michiana Area Electrical Workers Pension Fund you must first be vested. Second, you must submit your application for Local Pension benefits. If your between the ages of 55-59 you must have three months of zero reporting hours for you. If you are ages 60-61 one month break in service. Check with your employer's payroll department to determine your payroll month beginning and ending dates, as it is not necessarily a calendar month.

BUSINESS MANAGER

REPORT Bill Haase

The renovation to the outside of the building has begun. In the upcoming several months please be aware that the entrance location may change due to the renovation. Larson-Danielson is the General Contractor and we are working with them to coordinate the various upcoming meeting and events that take place at our Hall. December 9th will be the HELP Committees Breakfast with Santa and on January 3rd will be the first Retirees Breakfast of 2018.

I recently attended a week's long New Business Managers Training (week one) in St. Louis Missouri next to Local #1 at their IBEW/NECA benefits office. It was a week of what to expect as a new Business Manager with them emphasizing fiduciary responsibility to the Local Union, the International and the Department of Labor. What I did discover is that we are doing things for the most part correctly here in IBEW 153 and have been for some time. I brought back a few things that we will be doing differently and in some cases have already implemented several of them. One of which is that when signing a referral we will ask you to sign in three different places on the form, one for the referral, one for Authorization for Representation and another for Dues Deduct from your check. The best thing about the training was that I had the chance to interact with Business Managers from both the 6th and 11th District.

As of this writing President Leda is still deciding who will fill the vacant JATC Labor Trustee position. I don't want to scare anyone away from volunteering but this is an important position. You will be choosing who will replace you and me and the member you are working next to and help training

the future of this Local Union. Its two nights per month plus hopefully you would also attend the Union meetings each month. It is a rewarding committee to be a part of especially for the reasons previously mentioned. The committee consists of four members from Management and four from Labor and it is a standalone committee, meaning it is an extension of IBEW 153 and our NECA partners together in the electrical industry. I have been on the committee twice and I hope that even if you don't seek to be a Trustee this time around please consider it when another opening presents itself. It is an unpaid position but they do feed you before each meeting.

Negotiations are coming up for the Inside, ESCO and Burkhart Sign agreements. As we prepare to send opening letters early next year, we need contract proposals from you. I have several ideas but you are out in the work place and we need to know what concerns you.

By the time you read this you will be full of turkey and mashed potatoes and we will be staring down Christmas and New Year's. May you enjoy your family and friends, treat others as you would want to be treated and maybe reach out and help someone less fortunate over these holidays.

In Solidarity, Merry Christmas and Happy New Year,

Bill Haase

ASSISTANT BUSINESS MANAGER REPORT

Stan Miles

Brothers and Sisters,

I'll start this off by wishing everyone a Merry Christmas and a Happy New Year. I hope that you

have a safe and enjoyable holiday.

Contract negotiations will begin after first of the year for the Inside, Burkhart and ESCO agreements. We need your contract proposals to the hall as soon as possible. It would help if you label your proposal with the current Article/Section number.

The Health & Welfare Trust has sent out its Annual Spouse Employment Form. It originally went out the second week of September and the second notice went out the first week of November. If you have medical coverage through our Blue Cross/Blue Shield Anthem plan, please help us help you. Our Spouse Employment forms are due **every year**. As of the writing, we have only had about **52%** of the forms returned. Please return your form back to the fund office. If your Spouse Employment form is not returned, your spouse will be dropped from coverage on January 1, 2018. This **does not** apply to our Humana retirees or those who are new our membership after May 1, 2017. It's always easier to do the form when it's due rather than later. It could impact your spouse's claims whether it's a prescription issue or regular medical claim.

We have recently discovered members who are not receiving the proper wages and benefits owed to them. So this is what I have for you. If you are an apprentice, it is your responsibility to help track your raise. Moving from a first period apprentice, 0-1000 hours, to a second period apprentice, 1000-2000 hours, entitles you to the Supplemental Benefit Account (SBA) benefit. We also found an apprentice who thought their raise had been added to their check. As a result, this apprentice missed out on their raise for about a year. We have been in contact with the contractor and they are adjusting the pay and benefits. If you have been called out as a Foreman, please help track that

ASSISTANT BUSINESS MANAGER REPORT cont.

you are receiving not only your wages but also your benefit roll up on your pension. What does this mean? For at least the first 1000 hours after you have been called out, you are to be paid not only your 10% or 15% on your wages but also a 10% or 15% roll up on your pension.

The Union Hall renovation has begun. You should see a change to the exterior by the December Union meeting. The dock that was on the north side of the building is now gone and has been filled in and topped off with asphalt.

Upcoming Events include:

Breakfast with Santa:

December 9, 2017 8-11:00am

December Union Meeting:

December 21, 2017 6:00 pm

For the December Union meeting it would be nice if members could arrive early if they are going to pay dues. As you remember, last year we were still taking dues an hour after the meeting started. You could also come earlier that week to avoid the line.

In Solidarity,

Stan Miles

PRESIDENT'S REPORT

Mike Leda

Members,

This is the time of the year that I remind everyone about a couple of things.

The first being spousal forms for insurance. This form needs to be turned in now to make sure there is coverage on your spouse. We seem to have an issue every year with a member's spouse having to use the insurance only to find out there is no coverage. If you have not done so, get those form in now! This does not apply to are Humana Retirees.

The second thing I would like to

remind you about is your yearly physical. When was the last time you had a physical? Have you scheduled one for the upcoming year! I remind everyone of this because this is an important issue. We often hear of a member in good shape all of a sudden having a major medical issue come up. So, take the time and get your physical; we want everyone to enjoy a long retirement!

We just completed a contractor blitz where over 25 state organizers from both Indiana and Michigan came in to assist. This group visited all the non-union contractors in our local jurisdiction over a two day period. Special thanks to Nick Peterson, Brenda Hurlbut and Mark Navarre for accompanying us and helping out with this mammoth undertaking. Since that effort, we have had phone calls and people contact us to see what we are all about.

At the end of November, we are having our quarterly trust fund meetings. We will review what happened thru the last year [2017] and what to expect for the upcoming year [2018]. With the extra amount of time the local has worked, it has helped the fund totals, but the trustees are always looking into the future to try to get over or around the next issues the always seem to come up.

The RENEW [Reach out and Engage next-gen Electrical Workers] committee has scheduled its first meeting for Friday, December 1st at 5pm. Renew is an IBEW-wide initiative dedicated to creating opportunities for members ages 35 years and younger and helping them develop the skills necessary to become active in the local union and have a role in shaping its future. If you would like to be on this committee and cannot make that meeting, leave your name and number at the hall and someone from the group will get ahold of you.

As I have been talking about in the last two meetings and newsletters, contract talks will be starting up early next year. So, if you have a contract

proposal or changes to the contract turn them in to the hall or e-mail them to me ASAP at president@ibew153.com.

As stated in Bill's article, the opening on the apprenticeship committee trustee position has not yet been filled. If you are interested please call or send me an e-mail ASAP as we will be starting the process of selecting a committee member before the end of the month.

Please send in your cell phone numbers and email addresses to the hall. We are trying to establish a list for our mass texting/email system. Your info in our computer system now may only contain a land line or an older phone number. Please make sure to remind everyone you work with as well.

I hope everyone has a Merry Christmas and a Happy New Year! Enjoy some time with your family and friends.

Michael Leda

MEMBERSHIP DEVELOPMENT

Bob Banaszak

As this article reaches you we will be in full swing of the holiday festivities. I hope all is well as we take the time to celebrate the holidays with family we do not see nearly enough. And remember to reach out to our brothers and sisters in the local to share goodwill. As holidays are hard on some as they deal with the loss of loved ones, or just loneliness.

So as to what I have been working on. Always, I have heard members say we need more contractors, so we went out and made contact with all of the unrepresented Contractors we have in our 6 counties. About 250 Contractors were on the list. While it reintroduced the IBEW to the unrepresented, it also helped to clean my tracking list. As some had retired or closed the doors. We have received good response so far, but there is a lot of data to sift through, as I'm sure you can imagine. As we close out this Contractor blitz. We set our eyes on the next adventure.

MEMBERSHIP DEVELOPMENT cont

Which is, I would like to do an industry night (Job Fair partnered with contractors) for the unrepresented workers out there, tentatively scheduled for May 2018.

I was sent out to Las Vegas, to learn about our Money Purchase Plan trust that I have the privilege to serve. And let me tell you, WOW, there is a lot to that. I completed new trustee training while also sitting in regular sessions. Was able to hear some great speakers, Jim Abbott talked about overcoming adversity. John Sileo talked on cyber security. Which is in our lives more and more. Jason Dorsey on what affects us daily, and affects our future, generational divides. Some interesting points from Jason's speech is perception. Did you realize the first in the Millennial generation are about to turn 40 years old? A life goal passed down is wanting better for our kids than we had it. Effects of some of the methods we are using is kids who are acquiring their first job at 18-23 years old, I know it's shocking to imagine but the numbers don't lie. Second thing is these kids have been mentally preparing themselves to be saddled with crippling debt their whole lives, starting with student loans. So, they have generally poor spending and savings habits. These two factors are causing the kids in these generations to hold off on major purchases in life I.E. house, marriage. And then there is technology, the most interesting point was these millennials (1976-1996) and Generation Y (1997- present) are not tech savvy, they are tech dependent. Unsure how to function in the void of tech. The other thing that stems from the technology is their perception, the biggest point was the speakers' daughter is 6 and when she uses the phone she facetimes her Mom or Dad. So, in her entire life you have always been able to see who you were speaking to over the phone. That is stuff out of the Jetsons cartoon. On the other side of this baby boomers used to have party lines where your house had a special ring and there was only one phone number for the block. And computers were room sized and couldn't do more than simple math equations. And now

we all just about carry these super computers in our pockets that have over 300 gigabytes worth of storage on the phone and access to an infinite amount of storage in "the cloud". So, armed with these new ideals of perception I charge you with going out there and practicing trying to see it from the other side of the aisle. Both younger and older. We need to become the blend where the tech we use makes our jobs easier, faster and safer. While we keep up the amazing work ethic of generations before us that built America and made it run through all kinds of difficulties.

I will leave you with, we are attempting to get mass texting set up at the hall. So, while we work out some details we need to start updating cell phone numbers. So, we need to collect everyone's cell number even if you have it on file already to make sure the number you use is input in the correct column.

Bob Banaszak

TRAINING COORDINATOR

Steve Egyed

Coordinators Report

As more of our classes utilize the Electrical Training Alliance's LMS, the need for a laptop computer to take the class is mandatory. February 1st, 2018 we are starting the updated NECA Basic Foreman class. All of this years 5th year students will be taking this class. If any Journeyman wants to take this class they will need a laptop. The SBJATC will pay for the cost of the class, as always. There is no text book. The students taking this class will have access to all materials, thru the LMS for an indefinite amount of time. Moving forward, more journeyman level classes will be taught in this manner.

With the falling numbers of journeymen attending the monthly 1st Aid and CPR classes, I might be forced to ask the Committee to revise the dates we provide this training. We have opened this class up to immediate families and office staff, but attendance is still very low. Please attend this class in the month of your birthday. It is always the 2nd Tuesday and the Thursday that follows, starting at 5:30.

Steve~

Quote of the Month

"Stress should be a powerful driving force, not an obstacle."

--Bill Phillips

ON-THE-JOB TRAINING

Ways to help with Stress

1. Form positive relationships
2. Start and/or get more exercise
3. Eat healthy
4. Get enough sleep
5. Prioritize and Organize
6. Kick your Bad Habits

TECH CORNER

JIM OVERMYER

Part of the mystery of the current/voltage relationship in a capacitive circuit is that the current leads the voltage by 90° . This tells us that when the sinusoidal wave representing voltage is at 0° , the capacitor current is at maximum. First, the definition of capacitance; the ability to store energy (electrons) in an electrostatic field. Second we need to review the 4 requirements for capacitance, DANC. D stands for dielectric, the insulating material between the plates that separates the + plates from the - plates. As the voltage rating of the device goes up, so does the thickness and type of material making this insulating sheet between the plates. With this increase, the size of the cap will grow as the voltage rating goes up. A is for the area of the plates, which means the larger the area the more storage for electrons you have. Here is a fact that is so important, for when the device is manufactured, the area of the plates have an equal number of electrons stored on said plates. More area, more electrons. When you put a volt meter across the leads, there is no potential (potential; a difference in charges) difference between them, as both sides have an equal number on them. N is for the number of plates, so obviously as the number goes up the greater the ability to store electrons. S is for spacing between the plates. The greater the space between the plates, the harder it is for the electrons to jump from one polarity to the other. With that out of the way, let's get down to it. When connected in a DC circuit, the cap is labeled an Electrolytic. The path for electrons will find them leaving one set of plates, flowing through the power supply and back to the opposite set of plates. This will determine the polarity on the cap, as this type is polarity conscious. So as electrons leave a set of plates, they will then be the positive plates, hence the definition of a positive potential is "an absence of electrons". This process is known as charging the cap. The electrons that are forced onto the other set of plates makes them a negative potential, hence a negative potential defines as "an excess of electrons". As the power supply rises to peak, all the electrons that can be forced upon the negative plates is complete, so at peak no electrons are moving which we all know is current flow. As the voltage goes from peak down to zero, the cap is seeing electrons leave the negative plates and head to the opposite plates through the load, keeping the voltage up and makes for less ripple on the DC. At zero, we start all over again. Remember, this is a DC circuit and the cap is not part of the AC feeding the rectifier. It takes a good imagination to see this, but that's what's happening with the cap. This is just one function of a capacitor, a filter, so how about another, a phase shift on a single phase motor. The field on a single phase motor alternates and does not rotate like the poly phase type sees. We can create a phase shift with a more resistive start winding as in a split phase, but try to start a heavy load like an air compressor and you will be out of luck. To make the start winding more resistive, it takes less turns of smaller wire to produce a 30° shift between the start and run winding. The motor will start providing the load is within the parameters of the motor. Loads like fans are a good example, as until the air is moved, there is no load on the shaft. As the motor starts and comes up to operating speed, the load increases from zero to max. Easy enough! If there is some opposition to rotation, it takes a much stronger pole to rotate the shaft against the opposition. This is where the cap comes in. We pull the resistive winding out and put in a larger wire with more turns and put a cap (a back to back Electrolytic which can be connected to AC) in series with the winding. This addition will create a phase shift of 90° and since the winding is larger it sees more current when placed across the source. We must remember that the start winding and the run winding are placed across the source at exactly the same time, so we must see current flow in the start much earlier than the run. The job of the start winding is to induce a pole in the rotor that will interact with the run pole in the stator. The capacitor will not conduct current through the device, but by charging and discharging allows current through the winding circuit. You will see upon inspection that the start cap has high value with a small size. Compare the start cap to a run cap, and look for the value on the labels. The start cap will have 8 to 10 times the capacitance than the run cap and be half the size. Start caps cannot be left in circuit more than the time it takes to get from locked rotor to operating speed, while the run cap will stay in circuit 24/7. The low value and large size of the run cap tells us there are few plates but excessive dielectric insulating sheets and wider spacing in the run type. Remember our old buddy, ELI the ICE man when it comes to current voltage relationships in capacitive and inductive circuits.

E=potential, L= inductance, I= current and C= capacitance. Good luck!

JimmyO

December 2017 & January 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 10:00am Building Trades	5	6	7 8-4 ION 4:30pm—6:30pm Open House	8	9 8:00am- 11:00am Breakfast with Santa
10	11	12 9:00am SWMI Building Trades 4:30pm EIA 5:30pm First Aid @ JATC	13 4:30pm HELP 7:00pm South Central CLC 4:30pm COPE	14 4:30pm Exec Board 5:30pm CPR @ JATC	15	16
17	18 10:00am Building Trades 6:00pm JATC meeting ??	19	20	21 9:30am MBOSS 6:00pm UNION MEETING	22	23
24 31	25 OFFICE CLOSED	26	27 5:30pm Exam Board	28	29 <i>Last Day to Pay January's Union Dues Without Being Late</i>	30

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	1 10:00am Building Trades	2	3 9:00am Retiree Breakfast @ the Union Hall 	4 8-4 ION 4:30pm—6:30pm Open House	5	6
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ADDRESS SERVICE REQUESTED

