

- 56475 Peppermint Road, South Bend, IN 46619
- Telephone: 574-287-8655 Fax: 574-233-5234
- Website: www.ibew153.com
- Active Membership: 1057
- Serving the IBEW Local 153 Six County Area

October 2017

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.

2018 Membership Dues

'A' Membership Dues.....\$38.00 per month. Please change your Bill Pay.

When Union Dues are delinquent, your Death Benefit from the International Pension is not in effect.

Spouse Employment Form

If you do not return the Michiana Area Electrical Workers' Health & Welfare Fund Spouse Employment Information Form to the Fund Office in Lansing, Michigan your spouse will be dropped from the Health Insurance as of January 1, 2018. This applies only to members who are on the active Anthem Plan. It also does not apply to you if you came into membership after May 1, 2017 (this year only) or if your on our Humana Plan.

Stuff-A-Bus

This year's Food Drive will be held on October 14, 2017 at the Erskine Plaza and Ironwood Martin's. Call the Hall to sign up 574-287-8655.

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Nov/Dec Union Meeting Dates

Just a friendly reminder that the November and December Monthly Membership Meetings are held on the third Thursday of each month. Please mark your calendars.

Union Meetings

Thursday, November 16, 2017 7:00pm

Thursday, December 21, 2017 6:00pm

The Annual Holiday party will follow the December meeting.

Save the Date...

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. requested!

Thanks....

Thanks to all who donated their time and talents for the set-up and tear down of the Niles Apple Festival and the Local 153 Picnic. Also thanks to those who have come out to the Berlin Apartments Job Actions.

Births

James & Jessica Helmke

Daughter, born August 23, 2017
Her name is Gypsy Raven
Weight: 9 lbs 1 oz
Length: 22 inches

David & Mariana Beutter

Son, born August 7, 2017
His name is George Alan
Weight: 8 lbs 11 oz
Length: 20.5 inches

Aaron & Brittney Malone

Daughter, born July 28, 2017
Her name is Lea Mae
Weight: 8 lbs 0 oz
Length: 19.25 inches

Ed & Angela Asmus

Daughter, born August 8, 2017
Her name is Charlotte Jane
Weight: 8 lbs 3 oz
Length: 20.5 inches

Brett & ReAndra Shearer

Daughter, born August 29, 2017
Her name is Jubilee Rose
Weight: 7 lbs 11oz
Length: 18 inches

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

Deaths

Maurice Michiels

JRW, initiated November 19, 1978
June 2, 1930—August 13, 2017

Dale Simpson

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

Retiree Breakfast

DATE: November 1, 2017
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 there!

Congratulations to Our Recent Retirees

- ◆ Stephen L. Wallace
- ◆ Patrick J. Richards
- ◆ Ronald F. Ketelhut

Course Title & Dates

CPR/ 1 st Aid	2 nd Tues. + Thurs. 5:30 PM
OSHA 10 Hour	email for online voucher
OSHA 30	Fall 2017
Trouble Shooting	In development
ICRA	Fall 2017
Mi. prep class	Sept. 5th

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

Address/Phone/Email

Please keep your current contact information updated with the Union Hall. You may email changes to mhan@ibew153.com. We will notify the International Office, NEBF, Michiana Electrical Workers Fringe Benefit Funds (TIC).

Question of the Month

Q. When are my membership dues late?

A. YOUR DUES ARE LATE IF THEY ARE NOT PAID BY THE FIRST OF EVERY MONTH. This is according to the IBEW Constitution Article XVIII, Section 1. *Local Union's shall collect dues from members either monthly or quarterly in advance.*

Delinquent members are notified by mail on the first working day of the month and shall have 10 days from the 1st working day of the month to pay their dues without the \$20.00 penalty.

Union Plus Scholarship

Union members, spouses, and dependent children are eligible for the Union Plus Scholarship. The deadline is January 31st, 2018, 12:00pm ET. Visit www.unionplus.org for the complete list of eligibility and application requirements. Applications are available on line. **Scholarship Award Amounts:** Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall each year. Students may re-apply each year.

BUSINESS MANAGER REPORT

Bill Haase

Union Meeting last night. Exactly 100 members were in attendance; 34 of which were apprentices. Several topics of interest were discussed. To begin, the apprentices are concerned about some changes/ideas being considered involving the program. Much discussion still needs to be done on this before anything will be implemented and the Apprenticeship Committee is asking for their patience. Another lengthy topic came from a report given by Membership Development Agent Bob Banaszak. I was caught by surprise at how positive and passionate those in attendance were towards organizing and the upcoming retirement of our baby boomers in the next ten years (over 300). The comments ranged from how we recruit from high schools in the area to getting everyone who knows of a non-member to contact the Union Hall. What this tells me is that our membership has mostly accepted organizing as what we as a Local Union are charged to do by the IBEW Constitution (which you should have just received in the mail recently). We currently have a membership over 1,000 and if each one of you contacted a non-member you personally know you can also be an organizer for the IBEW. Have them contact Mike or Bob here at the Hall.

Our building will be going through an upgrade to the exterior and we hope to have it started shortly. We received four bids from Union General Contractors for the work and there was quite an extreme dollar difference from the low to the high bid. The approvals have been received from the Executive Board, a vote on the floor and by the I.O. to move forward. The commitment, dollar-wise, is immense, but the work is needed. Currently there is no insulation in the outside walls and that translates to electric heaters during the winter in most of our offices. Two inches of foam insulation added to the outside before the new siding is attached will definitely help. It is our hope that the building at the corner of IN-2 and Peppermint will take the look of an office building and less of a factory style building. The projected work is expected to take 90-120 days to complete with extensive work happening at the main front eastside entrance. Please check for signage as you will probably be redirected as to which entrance to use. This is our Union Hall and this is the start of making it a Hall to be proud of for many years to come.

Since the last newsletter I have been to four conferences in six weeks. In the future, I will decide which ones to attend personally and which ones to send someone else in my place. What I have found is that as I attend these conferences IBEW 153 does a lot right. The things we do not do now have been noted and discussed by the staff to decide how it will work in our Local or how it can be adapted to our Local Union. As far as I know, I have one more conference to attend involving more training for me

as Business Manager. One week in St Louis at the end of October at Local 1 for New Business Managers Training should complete most of my traveling for the year.

Hope to see you at Union meetings, Stuff a Bus, Breakfast with Santa and Retiree breakfasts. Don't forget November/December Union meetings will be on the 3rd Thursday of each of those months.

In Solidarity, Bill Haase

ASSISTANT BUSINESS MANAGER REPORT - Stan Miles

Brothers and Sisters

Well it's hard to believe that the summer is over and the leaves have started to change colors. Hoping we have that one last blast of an Indian summer before the really cold weather sets in. Usually with the end of summer, the work load slows down slightly.

For the most part, our Local has not experienced a slowdown. We continue to work more than 150 travelers as of this writing. Starting with work in Michigan. We're in the midst of a refueling outage at D.C. Cook Nuclear with another scheduled for next March. Cook does not require a Michigan license as it is an utility. Lakeland Hospital in St. Joseph has started to hire for a project that could last up to three to four years. We expect between 30-50 electricians on this project. For journeymen, the calls will be requiring a Michigan license on the first day and if it goes unfilled it will go to journeymen who can show proof of completing a Department of Labor (DOL) electrical apprenticeship program. You will be required to bring your DOL certificate when you pick up your referral. Another large project in Michigan is the Power Plant in Niles, MI. We believe the project's main contractor will be AE Com with an electrical contractor to be named in the near future. The schedule looks like it will have a temporary notice to proceed around November 1st and a permanent notice to proceed around January 1st. We expect over 100 electricians to be working at peak and again it is another Michigan license job call. This project is scheduled to be completed in 2020. With these projects requiring Michigan licenses it might be time for you to see if your license is active in order for you to have more opportunities to work in our Local. If your license is not active or you have never possessed a Michigan electrical license, call the Hall and we might be able to help you by putting together your hours. Remember, it takes at least 8,000 hours to be able to take the Michigan exam. It's only three of the largest projects in Michigan where a significant amount of our local has the opportunity to work.

ASSISTANT BUSINESS MANAGER REPORT - Stan Miles cont.

In Indiana, we have so many different projects that our members are working on. From St. Joseph Energy in New Carlisle, we have about 120 electricians working on site. The first phase of this project is expected to be completed around March 2018 and if the second phase goes it will start around October 2018. All indications point to the second phase of this project being built. The Four Winds Casino project has six electrical contractors working on-site doing various facets of the work. Between all the contractors, we have more than 80 electricians who work there. We will begin the next phase of the project just before or just after that the casino opens. It will include an Event Center, an expansion to the casino floor, and around a 23-story hotel. We are being asked all the time about a rumor of a Toyota plant in the region of South Bend/New Carlisle. Right now, it's just a rumor; however, we are monitoring this situation.

I will speak briefly on our Health and Welfare Plan. Our 2018 Spouse Employment Verification Forms have been mailed. A total of 928 forms have been sent and already 312 were returned. Please do not procrastinate because it might affect the coverage of your spouse on January 1, 2018. This applies only to members who are on the active Anthem Plan. It also does not apply to you if you came into the membership after May 1, 2017 or if you are on our Humana Plan.

We hope to see you at some of our events in the near future; see the calendar in the back of this newsletter.

In solidarity,
Stan Miles

MEMBERSHIP DEVELOPMENT Bob Banaszak

Brothers and sisters

As I previously mentioned during the last union meeting, due to the increase in work, and the upcoming and well-deserved retirements of our baby boomer generation (311 in the next 10 years, that's 1/3 of our current membership) we need to organize. But not just organize, organize like our livelihood depends on it! That Brothers and Sisters, is why I would like to deputize all of you, the members, as organizers. You will find the job relatively easy. 1. Find unrepresented workers. 2. Talk to said worker about how awesome your job is. About what a relief it is to be represented. Not to have to worry about some of the social injustices we hear about out in the world in general, and if an injustice happens we have a tried and true grievance process to work through it. In your final days how being represented is going to allow you to retire with dignity and not search for a "retirement job."

Doing this work is not glamorous and it may feel a little awkward at first but you will find your rhythm. 3. As you travel across our six represented counties and you spot an unrepresented contractor out doing work. Snap a screenshot of your location on the map on your phone. And a couple photos of the jobsite. Please try and include the company name and send it into the hall through email.

4. In house behavior, we all could use some more practice using the golden rule, "treat others as you would like to be treated." This goes with the journeyman who is getting on your nerves or the apprentice that just doesn't get it when you explain it to them. Or the foreman whose nerves are stretched thin due to the pressures of running work and keeping the customer happy. Try to give them another fresh chance. Keep an eye on each other and if someone starts acting out of the ordinary check on them and ask them what's going on. Sometimes just showing that someone cares are all a person needs to get through a tough spot. Try to include the new members to our brotherhood in conversations at the break table or an after-work beverage. Dealing with this new generation of millennials is proving to be an exercise. They seem to be motivated by the same things we are, 40hr work week, decent livable wage, spending their time doing what they want to do. Although we are not gaining much traction with them.

So our targets for organizing is the unrepresented workers who are running work. Who are in a service van. Who with a print and material can work for days without much oversight. These are our target demographics, these are the workers out there eating our lunch. We need to bring them on to our side and weaken our competition. When our competition feels the pain of missing these target workers then we can come in and organize the contractor. Organizing contractors is easier when you have something to offer, I.E. these target employees they are now missing.

I would like to thank you for the opportunity to serve our local as an organizer. I would like to also thank you for taking the time to read my article. And huge thanks for trying to help grow our organization for future generations.

Bob Banaszak

PRESIDENT'S REPORT

Mike Leda

Members

With the beginning of Fall here, work is finally catching up with the man power. At this point we are still working about 167 travelers. Our Local is now the 2nd largest local in the state of Indiana, with 1,057 members. Almost 100 more than the next local.

Bob and I are working on not only organizing members, but

PRESIDENT'S REPORT-con't

Mike Leda

also Contractors. We have been to two organizing conferences over the last 2 months, learning new techniques and ideas to help us accomplish our job. But there are only 2 of us and 6 counties to cover. So, we are asking for your help! Help us by keeping a watch over our local and give us a call if you are working with unorganized workers.

I hope to have a Renew committee up and running by the end of the year. Talking with many of our younger members, there seems to be a lot of interest in Renew. This is an effective way for the younger members to get more involved in the local, and see more of how the inter office works at the hall. Send me your contact info if you are interested. The meetings will be once a month on a Friday. Treasure Kate Robertson is also starting a woman's group. Those interested send contact info to me or the hall and we will make sure that it goes to Kate.

The Apprenticeship is losing a trustee and gaining an instructor. Many thanks to Bob Klein for his years as a trustee on the Apprenticeship committee and good luck teaching at the Apprenticeship Hall. There is now an opening for a trustee. Members interested should send me your info, along with a brief explanation of why you would like to be considered for the Apprenticeship committee. Take advantage of the classes at the JATC, they are there for your benefit.

The trust funds, have been showing nice gains, with a combination of hours worked and the market doing well. We have been working on our Plan 4 subsidy plan. Money is starting to move into the trust and there is another trust fund meeting next month. At that meeting we will finish details of the plan and present them to you. Everyone should have received their spousal form in the mail from TIC. **This form must be filled out and sent back to TIC for your spouse to be eligible in our insurance.**

As always make sure you check your monthly statements to make sure you are properly getting credit to those accounts, SBA, Insurance, Pension, MPP, and Plan 4. If the dollars seem to low or even to high let us know so we can make sure you and other members get credited with the proper amount.

Contract talks will start after the first of the year for the Inside Collective Bargaining Agreement. Send in your proposals to me at the hall. When you do if the proposals are a contract change please include the Article, and Section of the CBA .

Have a safe fall, and enjoy the Thanksgiving break! With all the work going on, everyone deserves it. See you at breakfast with Santa

Michael Leda

TRAINING COORDINATOR

Steve Egyed

Number of Apprentices

39	1 st Year
42	2 nd Year
41	3 rd Year
19	4 th Year
20	5 th Year
21	2018
182	Inside Apprentices
0	Residential
1	3 rd Year Tele-Data
3	3 rd Year Tele-Data(hybrid)
3	3 rd Motor (Northern)
189	Total Apprentices

ON-THE-JOB TRAINING

Monthly work cards are to be filled out by ALL apprentices and CW's. The accurate and honest assessment is very important to ensure our people are getting the necessary training. We ask the Journeymen filling these cards out take their time and be honest, good or bad we need to know. Every work card handed in is reviewed by the SBJATC.

Quote of the Month

"Talent wins games, but teamwork wins championships."

Michael Jordan
Retired Professional Basketball Player, Businessman

TECH CORNER

JIM OVERMYER

This time we will talk about non-ferrous metals and their advantages over the ferrous types. They are more resistant to corrosion, lighter in weight, and non-magnetic. Non-ferrous metals are refined through the process of electrolysis obtained from minerals in different forms. Because of their availability, non-ferrous metals are quick to be recycled, as the materials are used in the metallurgy industry. A list of non-ferrous metals include aluminum, copper, lead, nickel, tin, titanium, zinc and alloys like brass. Some are listed as precious metals like gold, silver and platinum, while the exotic list is long and includes cobalt, mercury, tungsten, beryllium, bismuth, cerium cadmium, niobium, indium, gallium, germanium, lithium, selenium, and others. Some of the early use of non-ferrous metals was in the Roman kitchen ware. The Romans used lead to make their plates and goblets as well as their plumbing. This use gave tomatoes a bad rap, as the acid in the fruit broke down the metal and gave the user lead poisoning, which for years was blamed on the tomato. Copper was the first metal to be forged, as it was soft enough to be formed into various object by cold forging. Copper was also melted and poured into desired objects in the early days. The use of copper participated in the transition from the Stone Age to the Copper Age. From there we went from the Copper Age to the Bronze Age, which was a metal with an alloy of the non-ferrous tin and copper. Aluminum, which is the most abundant metal on the earth's surface is one of the most recycled behind steel and paper. Aluminum is also the only packaging material that completely covers the cost of its own collection and processing at recycling centers. Recovering aluminum for recycling is not only economically viable, but energy efficient and ecologically sound. All metals can be recycled with minimal or no loss of their original physical properties. They are such versatile materials that the possible applications for each metal and their combinations are endless. Aluminum is often re-used for the same application for which it was originally manufactured. Its strength, flexibility, and light weight make it ideal for building materials, transportation, packaging, electricity, along with cooking and table ware. Its use in transportation has grown rapidly in the last quarter century, where even entire truck bodies are made from its lightweight material. Airplanes, cars, boats, high speed trains, motorcycles, and tools are just a few it its uses. Copper is a close second to Sliver in its ability to conduct current along with its use as a thermal conductor. Thousands of auto radiators were made with copper and were soldered together. Aluminum has taken over with plastic tanks and the aluminum core folded around the plastic tank with a rubber seal between. Electrical applications for both aluminum and copper are so numerous it would take many pages to list their use. Copper is used in the plumbing industry with its alloyed brother bronze being used for valves and fittings. Almost 40% of the worlds demand for copper is met using recycled material, which retains its value and compared to virgin material is 95% of the value of primary metal from newly mined ore. One important fact is that to extract copper from copper ore it takes 95 million Btu per ton. Scrap copper that is recycled uses around 10 million Btu per ton, so scrap is cheaper to obtain. Lead is in high demand in the recycled industry and is used in lead/acid storage cells (batteries), along with colored glass and as shielding in the Xray business. As a young apprentice, my cousin Bob Overmyer and I would stay over and pickup all the cutoffs when we were on a remodel job at Notre Dame. Our foreman, Butch Kohler, took notice and told us to do it on company time as we would also sweep up. At the end of the job, some of the journeymen were going to load the scrap from pulling feeders in the tunnels to which Butch told them it was going to the grunts. They complained that we had gotten all the scrap from trimming out to which he told them they wouldn't take the time or effort to help, so the apprentices were going to get it all. When we left the job that day, both of our cars were dragging the bumpers. As I remember we got over \$900.00 apiece from the burnt off #1 at the scrap yard. Making just 50% of scale, which was 2.22½ per hour, we felt like kings with all that money.

JimmyO

October & November 2017

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2 10:00am Building Trades	3	4	5 4:30pm-6:30pm Open House 8-4 ION JATC Interviews	6	7
8	9	10 9:00am SWMI Building Trades 4:30pm EIA 5:30pm First Aid @ JATC	11 4:30pm HELP 7:00pm South Central CLC	12 4:30pm Exec Board Mtg 5:30pm CPR @ JATC	13	14 9:00am STUFF A BUS
15	16 10:00am Building Trades	17	18	19 4:30pm COPE	20	21
22	23 6:00pm JATC Meeting	24	25 5:30pm Exam Board Mtg	26 7:00pm UNION MEETING	27	28
29	30	31 <i>Last day to pay November's Union Dues Without Being Late</i>				

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



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56475 Peppermint Road
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ADDRESS SERVICE REQUESTED

