



Calendar

July 2009

- 2 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 103 Doctors Park
- 3/4 **Independence Day.** Office closed Friday.
- 14 **Stewards** meeting. 5 p.m.
- General Membership** meeting. 6 p.m.
- 20 **Local 292 Golf Tournament.**
Fox Hollow.
- 21 **Limited Energy** meeting. 5 p.m.
- 28 **Executive Board** meeting. 5 p.m.

August 2009

- 6 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 103 Doctors Park
- 11 **Stewards** meeting. 5 p.m.
- General Membership** meeting. 6 p.m.
- 15 **Local 292 Family Picnic.**
Bunker Hills Regional Park, Coon Rapids
- 18 **Limited Energy** meeting. 5 p.m.
- 25 **Executive Board** meeting. 5 p.m.

September 2009

- 3 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 103 Doctors Park
- 7 **Labor Day.** Office closed Monday.
- 8 **Retirees Club** meeting. 12:30 p.m.
- Stewards** meeting. 5 p.m.
- General Membership** meeting. 6 p.m.
- 15 **Limited Energy** meeting. 5 p.m.
- 22 **Executive Board** meeting. 5 p.m.



For the Record

Deaths

Active Members

Steven Fredell 4-9-2009

Deaths

Retired Members

Russell Adkins	4-29-2009
Eldon Barth	4-8-2009
Kenneth L. Erickson	2-28-2009
Morris Klukken	3-26-2009
Raymond Sherwood	5-30-2009

Retirements Congratulations

Duane Bernu	11/2008
Patrick Frischmon	11/2008
William Partyka	6/2009
Douglas Sjoberg	2/2009

Local 292, International Brotherhood of Electrical Workers, publishes KEEPING CURRENT six times a year to open a communications channel between the local's leadership and its members.

Postmaster: send address corrections to Local 292, International Brotherhood of Electrical Workers, United Labor Centre, 312 Central Ave., Suite 292, Minneapolis, MN 55414.

Business Manager/Tony Maghrak
President/Rodger Kreiman
Editor/Michael Paul Weber



KEEPING CURRENT
 Local 292
 International Brotherhood of Electrical Workers
 United Labor Centre
 312 Central Ave., Suite 292
 Minneapolis, MN 55414

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July 2009

Volume 16 Number 3

KEEPING CURRENT

With Local 292, International
Brotherhood of Electrical Workers



**SAFETY
CORNER**

SUMMER BRINGS HEAT ISSUES TO THE WORKPLACE

Please remember to:

Stay cool.

Drink lots of water.

Watch for signs of heat stress, heat cramps, heat exhaustion, and stroke.

FILM ROLL!

Pictures from this year's
Retirees and Stewards Banquets
Bottom pages 4 and 5

KEEPING IN TOUCH

Local 292, International
Brotherhood of Electrical Workers
United Labor Centre
312 Central Ave., Suite 292
Minneapolis, MN 55414

Phone: (612) 379-1292

Fax: (612) 379-9326

Safety Creed

“It is impossible to accurately measure the results of following safety procedures and wearing your personal protective equipment. No one can count the injuries that never happened, the near-misses gone unreported, nor can anyone evaluate the lives that have been saved or plumb the depths of human misery that was spared. But the worker who *chooses safety* can find satisfaction that they worked wisely and well and that safety has been their first concern.”

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www.carlpotter.com

City of Minneapolis Primary Election

Minneapolis plans to use Instant Runoff Voting on November 3, 2009.

There will be no Primary Election in September.

You are respectfully asked to vote for these IBEW Local #292 Endorsed Candidates.

Mayor: R.T. Rybak

Council Members: (1) Kevin Reich; (2) Cam Gordon; (3) Diane Hofstede; (4) Barb Johnson; (5) Don Samuels; (6) Robert Lilligren; (7) Lisa Goodman; (8) Elizabeth Glidden; (9) Gary Schiff; (10) Meg Tuthill; (11) John Quincy; (12) Sandy Colvin-Roy; (13) Betsy Hodges.

Park Board: (2) Jon Olson; (3) Scott Vreeland; (5) Marty Demgen; (6) Bob Fine; (At-large) John Erwin, Tom Nordyke, Annie Young.

Board of Estimate and Taxation: (At-large) Carol Becker



CONTINUING ISSUES

Reduced work week, Proper separation & unemployment, Early starts, Breaks

Summer is here, and it is a time of celebrations. There are graduation parties and weddings to attend on almost every weekend, it seems. I was able to attend the Local 292 retirees' picnic, and it was wonderful to see such camaraderie and good memories being shared. I hope you will all make an effort to attend the members' golf event on July 20 and the family picnic on August 15, two more opportunities to reminisce and enjoy the summer.

During the last few union meetings, several issues have continued to come up that are concerns for us as members. We are in difficult times, and I wish to address these items in this column.

Reduced work week. We do have language in our agreement (section 5.18) that allows a "reduced work week" to be used to spread the work around equally, hopefully over a longer period of time, to limit the possibility of layoffs. This may be done upon written request and approval by the Union and the Chapter. All employees must have scheduled their vacations for the year so that the employer can work around these dates. No overtime should be worked, and any that is worked must be approved the Business Manager and the Chapter Manager. The Shop Steward is to be advised within 24 hours of all short work weeks and overtime work. The steward is my representative, helping the union to administer the reduced work week. There must be ten or fewer requests for Group 1 Employees in the Hiring Hall. Employees may take a voluntary leave of absence without pay for not less than 10 days or more than 60 days with written noti-

fication to the Union and the Chapter. The employer will be scheduling around your absence or leave; once you are granted an absence or a leave, you should not be working for the employer. As you may have heard, we are clarifying how to properly use this language as the result of a grievance that was previously filed and settled recently.

Proper separation. There is the matter of collecting unemployment if a member has not been properly separated and terminated from an employer. We do have language in our agreement (section 5.15) that requires an employer to terminate an employee after 5 days of unemployment. It is our understanding that there are direct questions on the unemployment application form about belonging to a union, being in good standing, and the type of hiring hall arrangement in force. We all signed a work authorization card when we first joined the local union, granting the union sole authority to represent us and to obtain work for us. We also agreed not to solicit our own work or moonlight by performing work on our own. An individual cannot file for or receive unemployment without having been properly separated and terminated from the employer and properly registered in the local union's "out-of-work" book.

Early starts. We do have language in our agreement (section 5.01) that allows the start-time to be varied by 1 hour for a 6:00 a.m. straight-time start by mutual agreement between the Business Manager and the Chapter Manager to meet the needs of the customer. But we must make sure that we do not abuse the process by doing this when-

ever we want for whatever reason. It is difficult for some of us to adjust our schedule for an early start. Our standard work-day starts at 7:00 a.m., and most people plan around that time. Several questions come to mind. Should we be considering "late starts," as well? Do we want a variation on the start time to 9:30 a.m. until 6:00 p.m. for straight time? (There are some industries that allow for flexible start and end times, and they pay straight time from 6:00 a.m. to 6:00 p.m.)

Morning and afternoon breaks. We do **not** have language in our agreement that covers morning or afternoon breaks. State law does not specify how long a break should be, but state law does say that an employer must allow sufficient time to use the restroom at least once in any 4-hour time period. Remember: when you are on a break, you are on company time. The company can determine when and where you take a break. We have always taken both a 15-minute morning and afternoon break, and as we practice our code of excellence we need to work "8-for-8" and stay on the job until the end of the work-day, typically 3:30 p.m. If we do not take these breaks, we will lose them.

As we head into negotiations, remember to send me your suggestions on these and any other items. We will prepare for negotiations accordingly. We are always looking for input from our members.

Stay safe. In Solidarity we will remain a strong Union, now and out into the future.

Tony

INTERNATIONAL EXECUTIVE COUNCIL PROPOSED AMENDMENT TO THE IBEW CONSTITUTION

WHEREAS, the International President and International Secretary-Treasurer have discussed the financial situation of the IBEW with the International Executive Council. While the IBEW remains in solid financial shape, it has been adversely affected, as have all unions, by the current worldwide financial crisis; and

WHEREAS, it has become increasingly difficult to fund the Pension Plan for International Officers, Representatives and Assistants of the IBEW out of the General Fund assets; and

WHEREAS, the International President, the International Secretary-Treasurer and the International Executive Council all agree that an amendment to the IBEW Constitution which would modify pay increases for Officers, Assistants, Directors and International Representatives over the next three years to give the IBEW a greater ability and flexibility to fund the Plan, is necessary and warranted.

NOW, THEREFORE, the International Executive Council instructs the International Secretary-Treasurer to submit this proposed amendment to all Local Unions for a vote pursuant to Article XXVII, Section 1(b) of the IBEW Constitution.

Article III, Section 8 of the IBEW Constitution shall be amended by including the following language at the end of the first paragraph:

“Notwithstanding the above, effective beginning with the October 1, 2009 pay increase, such increase shall be 50% of the increase described above and then added to the pay rates in effect. This method of calculating the pay increases shall be used to calculate the October 1, 2010 and October 1, 2011 pay increases. However, as the intent of this amendment is to result in additional funds for the Pension Plan for International Officers, Representatives and Assistants of the IBEW equal to 5% of Officers’, Assistants’, Directors’ and International Representatives’ salaries over the three year period, the International Secretary-Treasurer is authorized to discontinue or modify this calculation in 2009, 2010 and/or 2011 as necessary to achieve the overall 5% additional funds. This language shall be removed from the IBEW Constitution effective January 1, 2012.”

DATED: May 12, 2009

(Signed)

Robert W. Pierson
IEC Chairman

(Signed)

Patrick Lavin
IEC Secretary

The above International Executive Council Proposed Amendment to the IBEW Constitution will be offered, discussed, and voted-on at the Tuesday, July 14, 2009, union meeting of IBEW Local #292.

TRAVELING SEMINAR

Thursday July 23 – 2:00 and 5:00 p.m.

United Labor Centre – 312 Central Avenue SE – Rooms 215 & 216

Topics:

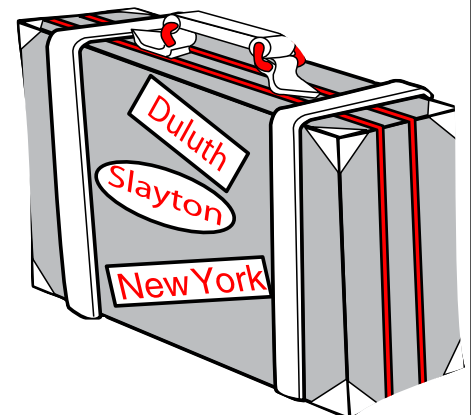
Almost everything you need to know about working away from your home local;
Tax information and deductions; Benefits and reciprocity; Questions and Answers.

Parking:

If parking is not available in the big lot behind the building, you may park in the St. Anthony Municipal Ramp and bring your ticket to the seminar for validation.

Registration:

To register for a session, please contact the Hiring Hall at 612-378-2860.



Kelly Hansen in Theatre, Peter Ignatowicz in Business

LOCAL 292 SCHOLARS CONTINUE EDUCATION

Kelly Hansen and Peter Ignatowicz won this year's Local 292 Guy Alexander & Joseph Krech higher education scholarships. Both come out of families with strong union backgrounds.

Kelly is a 2009 graduate of the St. Paul Conservatory for Performing Artists and earlier attended Elk River High School. She will enter the University of Minnesota in Minneapolis this fall with a likely double major in Theatre Arts and Mathematics.

Peter is already attending the University of Minnesota in Duluth pursuing a Business major with an Accounting emphasis. He graduated last year from Roseville Area High School where he continued a lifetime of sports involvement.

It would be difficult for Kelly Hansen to not be both familiar and comfortable with the American labor movement. "As long as I can remember, I have been surrounded by union members and labor activists," says Kelly. "My grandfather, Mickey Hansen, started out early as a union electrician and went on to become the President of IBEW Local #292."

"My father, Greg Hansen, has been an electrician in this same union since 1989, including as a local union representative," Kelly continues. Her father also ran twice for the Minnesota State Legislature as a labor-endorsed candidate in 1998 and 2000.

Peter Ignatowicz was also raised in a family where the benefits of being a union member were taught early and often. Martin Ignatowicz, his father, has been an inside wireman and a member of IBEW Local #292 since 1977. He has been an electrical inspector with the City of Bloomington and currently is an electrical area representative with the State of Minnesota Department of Labor and Industry.

Like Kelly, Peter and his sister experienced first-hand the security offered to a labor family, including good pay, good job safety, and good job protection—especially those "rules that watch out for electricians' best interests."



Kelly, 18, was busy in high school, including taking honors and AP classes and earning a GPA of 3.597 or higher. Her after-school drama activities led to her intense interest in performing arts. Kelly has also been active at her church, especially playing in the church band. She has been holding two part-time jobs in the restaurant industry, as a shift leader and host, where she has learned both business and personal skills.

"The performing arts and helping other people have always been passions of mine," says Kelly. "I would love to use my higher education to participate in both of these for the rest of my life." Kelly plans to continue her family's union involvement in both of these goals, as a member of an Actors Equity Association and a Teachers' Union.

Peter, 19, has both played and worked sports. Since age 4, Peter has been active in Roseville Area Youth Baseball. Later, his community sports participation broadened to include basketball and football. In high school, Peter played football for three years, lettering in 2006. He also enjoys camping, snowboarding, and playing the guitar. Before entering college, Peter worked part-time evenings and weekends at a sporting goods store.

Today's tough economic times prompt Peter to remember a couple of key labor basics. "All members of all unions carry the philosophy of helping and supporting each other during times of personal crisis or sickness," he says. "I strongly share [my father's] belief in the benefit of a shared commonality between the members of a union."

"I offer my sincere congratulations to both of these students," says Tony Maghrak, Local #292 Business Manager. "I wish them the best, both in their college and career years."



Creating Jobs

The IBEW Local 292 Legislative Update for 2009

Brothers and Sisters:

As you are aware, IBEW Local 292 works hard to represent its members, not only on the job, but also in the halls of government. This year at the state legislature, our number one priority was to create jobs for our members. To that end we partnered with a broad-based group of associations involved in the construction industry.

The Vertical Construction Jobs Coalition included architects, developers, contractors, local government agencies, and Labor. We sought to pass a bill that would make it easier to finance stalled private construction projects. It is estimated that there are between \$3 and \$5 billion in shovel-ready private projects that are on hold because of financing with the State of Minnesota. Despite a late introduction of this bill, SF2078 easily won passage in the State Senate, 56-11. Unfortunately, we did not have the same success in the State House. Many House members expressed concerns that the bill was designed to sneak-in a Vikings' Stadium or Mall of America funding. Despite the best efforts of the Coalition, we were unable to overcome the paranoia of some House members. Local 292 will continue to make job creation our top legislative priority.

Another priority for Local 292 was **Unemployment Compensation**. The federal government enacted a twenty-six-week benefits extension, making it possible for unemployed members to receive benefits for up to one year. At the state level we helped to pass a bill that changed how benefits are calculated, allowing for a more recent "quarter of employment" to be used—if this would result in a higher benefit.

Green Jobs. Local 292 continues to watch efforts to create so-called "green jobs." There is a great deal of money designated in the federal stimulus package for training on green jobs. Local 292's position on this is clear. Our members are already trained to do this work; additional training is unnecessary. Any money spent in this area should be directed towards job creation rather than job training.

Solar. Local 292's own training center has one of the finest solar photovoltaic training labs in the country and the only NABCEP-recognized program in Minnesota. The federal stimulus bill contains \$7 million for solar installation, and there are various other state- and utility-funded rebate programs that also appear to be promising sources of jobs. (Note: If you have not already taken the solar training class, please contact the JATC to sign up.) Local 292 was able to include provisions in the state's appropriations bill to require payment of prevailing wages, to require that installation be done by licensed contractors, and to give preference to installers who have NABCEP certification.

Local 292 was pleased with the Legislative Auditor's report on **MnSCU's Occupational Programs**. We were able to include language that requires MnSCU to assess the "prospect for jobs" when conducting reviews of their programs. Additionally, the report states that "colleges must provide prospective students with the job placement rate for graduates of technical and occupational programs offered at the colleges."

In the last days of the legislative session, Local 292 received a Minnesota Supreme Court decision affirming our **right to obtain certified payroll information** from the City of St. Cloud. The MN ABC (a non-union contractors' association) attempted a last-minute amendment to legislation that would have reversed this ruling. Local 292 was successful in preventing this. However, we can expect a similar effort next year.

I would like to thank all of our members who participated in our "IBEW Day on the Hill" this year. The successes we did have would not have been possible without the support of our members. Please remember: If you do happen to see your state representative or state senator in the next few months, please be sure to introduce yourself as an IBEW member. Then make sure to let them know that the construction industry is in a crisis, and ask them to help by supporting legislation that will create construction jobs.

Fraternally,

Dan McConnell

Political Director, IBEW Local 292



Local 292 Phone Directory**Local Offices****Minneapolis**

612-379-1292 or 1-800-337-8310

St. Cloud

320-253-1292

Local 292 JATC

763-497-0072 or 1-888-244-3146

Statewide LEA JATC

763-571-5922

Benefit Office

952-591-7733 or 1-800-368-9045

T.E.A.M.

651-642-0182 or 1-800-634-7710

Minnesota Building Trades**Credit Union**

763-315-3888

Electrus Federal Credit Union

763-569-4000 or 1-800-252-4239

Direct Dial & Voice Mail

612-617-4 _ _ _

Business Manager

Tony Maghrak 226

Metro Business Reps/Organizers

Stephen Cutty 230

Jim Felicetta 225

Dan Ferguson 239

Devin Hall 235

Jeff Heimerl 249

Dan McConnell 234

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Randy Pullis 257

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Noreen (Office Admin.) 227

Barb (Business Office) 232

Joan (Business Office) 221

Lyla (Business Office) 224

Lisa (Accounting) 236

Pat (Accounting) 223

Anita (Hiring Hall) 222

Voice Mail Only

612-617-4 _ _ _

President

Rodger Kretman 237

Executive Board

Jim Gessner xxx

John Hall xxx

Jeff Lange xxx

Rick Ramberg xxx

Steve Shannon xxx

Andy Snope 238

Van Welke xxx

Brotherhood

Committee 247



» **Fox Hollow Golf Club
Rogers MN**

» **Limited to 200 members**

» **Register by July 13**

» **9:00 a.m. start time**

» **Contact Jeff Heimerl
for more info:
612-617-4249**



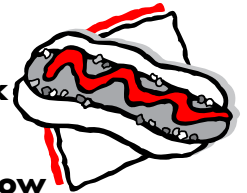
» **New Location
Bunker Hills
Regional Park
Coon Rapids**

» **Directions below**

» **Family event**

» **No registration required**

» **Contact Jeff Heimerl
for more info:
612-617-4249**

**Directions to Bunker Hills Regional Park in Coon Rapids**

From Minneapolis: Take I-35W north to Highway 10 west; follow five miles to highway 65 north; follow eight miles to CSAH 14/Main Street (Old Highway 242) and turn left (go west); follow three miles to Foley Boulevard and turn right (go north) into the park. Follow the directional signs at each intersection in the park.

From St. Paul: Take I-35E north to Interstate 694 west; follow five miles to I-35W north; follow four miles to Highway 10 west; follow five miles to Highway 65 north; follow eight miles to CSAH 14/Main Street (Old Highway 242) and turn left (go west); follow three miles to Foley Boulevard and turn right (go north) into the park. Follow the directional signs at each intersection in the park.

From Andover: Take Bunker Lake Boulevard to the park entrance located two miles east of Hanson Boulevard on Bunker Lake Boulevard. Follow the directional signs at each intersection in the park.

From Anoka, Ramsey: Take CSAH 14/Main Street (Old Highway 242) east to the park entrance at the intersection of CSAH 14/Main Street (Old Highway 242) and Foley Boulevard (approximately two miles after you cross Hanson Boulevard); turn left (go north) into the park. Follow the directional signs at each intersection in the park.

From Lino Lakes: Take CSAH 14/Main Street (Old Highway 242) west to the park entrance at the intersection of CSAH 14/Main Street (Old Highway 242) and Foley Boulevard (approximately three miles after you cross Highway 65). Turn right (go north) in the park. Follow the directional signs at each intersection in the park.

From Blaine, Fridley, Columbia Heights, Spring Lake Park: Take Highway 65/Central Avenue north to CSAH 14/Main Street (Old Highway 242) and turn left. Take CSAH 14/Main Street west three miles to the park entrance at the intersection of CSAH 14/Main Street (Old Highway 242) and Foley Boulevard. Turn right (go north) into the park. Follow the directional signs at each intersection in the park.

From Ham Lake: Take Highway 65/Central Avenue south to CSAH 14/Main Street (Old Highway 242) and turn right. Take CSAH 14/Main Street (Old Highway 242) west three miles to the park entrance at the intersection of CSAH 14/Main Street (Old Highway 242) and Foley Boulevard. Turn right (go north) into the park. Follow the directional signs at each intersection in the park.

**Entrance to Bunker Hills Regional Park requires a \$5.00 per car permit fee.
The wave pool and horseback riding facilities also have additional fees.**



You Are Union.
You Are Sportsman.
You Belong.

WELCOME To The USA Partner Program

Your Union has joined locals and districts across the country as a proud member of the Union Sportsmen's Alliance (USA) Partner Program. The USA is a hunting and fishing club exclusively for union members, retirees and their family members. As a USA Partner, your Union has made a commitment to help build this unique club to extend your union benefits to the woods and water while helping preserve America's long-standing hunting and fishing heritage.

In appreciation of that commitment, the USA will present your Union with a memorable plaque and recognition in *The Union Sportsmen's Journal*. Your Union will also receive a firearm to raffle exclusively among members of your Union who join the Union Sportsmen's Alliance.

So join this one-of-a-kind club today. As a proud member of your Union and a dedicated sportsman or sportswoman, you're more than welcome in the USA. *You Belong.*

Benefits of Your \$25 USA Membership:

- USA-logo BUCK knife (\$30 value)
- Chance to win every month in the USA Gun-a-Month giveaway
- Exclusive discounts on outdoor gear and services
- 1-Year subscription to a top outdoor magazine (\$32 value)
- Subscription to *The Union Sportsmen's Journal*
- \$25 gift certificate for Beretta field gear
- Chances to win exceptional prizes and trips
- MyTopo.com digital mapping service (\$30 value)
- Access to "Members-Only" section of USA website
- Free membership in the TRCP



A \$115 Value for just \$25!

YES! I Want To Join The USA For A \$25 Membership

New Membership Renewal Membership

Name: _____

Address: _____

City: _____

State/Zip (Prov. / Postal): _____

Country: United States Canada

Phone / Cell: _____

E-mail: _____

Union: _____ Local: _____

Your Union Status: Active Retired Family Member

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Choose Your One Year Subscription To:

Guns & Ammo In-Fisherman Petersen's Hunting

(\$2 of your \$25 dues will be applied to your one-year subscription. If you don't want a magazine, you'll be refunded \$2)

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Credit Card Number: _____

Expiration: _____

Your Signature: _____