

July 2017

Volume 25 Number 3

KEEPING CURRENT

*With Local 292, International
Brotherhood of Electrical Workers*



Summer Events

Golf Tournament

Monday, July 17

Retiree's Boat Trip

Friday, July 21

Family Picnic

Saturday, August 19

KEEPING IN TOUCH

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Brotherhood of Electrical Workers
United Labor Centre
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FROM THE BUSINESS MANAGER'S PERSPECTIVE

By PETE LINDAHL



GOOD TIMES

Dear Members,

As our summer weather heats up, so does the work picture. We have not seen this much work for years. For those that have been through good times and bad, there are some good lessons to remember. For those that have not been through tough times before, please understand: A work picture like this won't last forever. Now is the time to invest in yourself. **SAVE YOUR MONEY!!**

SOLAR CONTINUES TO BE STRONG

Last fall and early winter, Local 292 felt its first surge in solar installations. This summer, that surge continues. As of this writing, there are six large solar projects under construction, with several more to start. This part of our industry is very fragile. There has been much conversation at the State on ratios and on creating a solar classification. To date, Local 292 has provided the necessary skilled men and women to give the customer a safe, efficient and high-quality product. We must continue to provide this quality and productive service that we have been trained to do. If not, we will lose it to others. Our shops are looking for licensed and unlicensed electricians as well as Solar Pre-Apprentices to work on these sites. If you know of anyone interested, please contact the Hall for information.

SUMMER EVENTS

The last big summer event is the family picnic. Please mark your calendars for Saturday, August 19. Along with all the fun activities for the kids, members and their families will enjoy a day of BINGO, fresh corn on the cob, a great lunch and fantastic prizes, as well as hours of conversation with other members. I have also agreed again to sit in the dunk tank in support of the following Local 292 groups: EWMC, Sisters in Solidarity and RENEW. Please take the time to knock me and others in the water while at the same time supporting these great groups. This event is also open to all of those Brothers and Sisters who have traveled into Local 292.

TRAVELING MEMBERS

To all our traveling Brothers and Sisters, THANKS for your help. The work picture is strong and your help is needed to continue to increase our market share and to provide our families fair wages and benefits. The non-union is a constant threat for us here. We rely on the hard-working men and women of the IBEW to keep this Local and this State Union strong. If you have any questions or would like to know more about our area, please contact the Union office.

ONE FINAL NOTE

I would like to thank all of those members who ran for a Union Officer position this year. Our Local will only survive if there are members that are willing to give back. I truly appreciate your willingness to serve this great Local.

If we work together, there isn't anything we can't do.

Pete

Profile *Business Rep, Jason Carlson*



**Business Representative
Jason Carlson**

Around age 8 or 9, Jason Carlson got an electrical building kit. It was one of those kids' sets that let him make circuits to make motors and lights work, and he loved it. Inspired, he began taking his toys apart to see how they worked and to make them go faster. "I was just always fascinated by electricity and how it works," he says. As he got older, this morphed into high school shop classes and working on his own speakers. "I was the guy that everyone would bring their cars to, to put car stereos in," he says.

It surprised no one when he went to St. Cloud State for electrical engineering, but after a few years, Jason realized that something was missing. "After I got into it, I realized, this just isn't hands on," he says. "I want to actually be doing the construction portion of it and the circuitry. I want to turn the screwdrivers." He switched to a tech school for construction engineering, and he's now been an electrician for 19 years and a union member for 18.

He wasn't born into the field, however. While there is one IBEW electrician in his extended family, in his immediate family there are none. His father owns a livestock wholesaling company, started by his grandfather, and his mother is now retired after spending years at a manufacturing company that made life jackets. His twin brother, Chad, now co-runs the family livestock practice with their father. Jason himself spent a few years doing some bookkeeping there, but his interest was always electrical, and he never had plans of staying there.

"I like problem-solving," Jason says. "I'm especially interested in control-type work." His favorite project has been the hamburger processing facility where they redid the whole operation and assembly line, swapping the older line voltage control system to limited energy PLC control work.

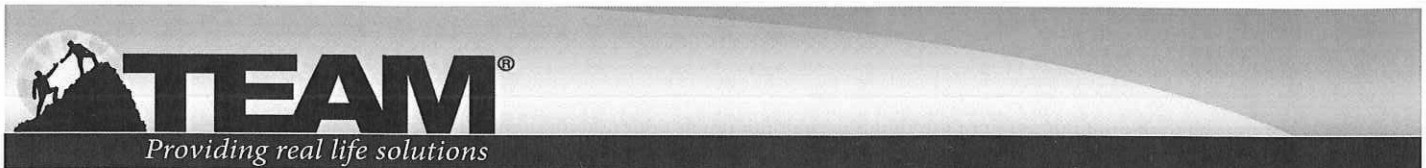
Jason was organized in as an apprentice when the place he was working joined the union. "That's when I really realized the value of the union," he says, citing the apprenticeship program as the best way to combat any negative stereotypes about the "lazy union worker."

"As union members, we get paid a premium wage, better than the other workers out there, and the only way we can compete is to be better workers," he says. "So, the 'lazy union worker' doesn't exist, if you think about it." He credits the apprenticeship program with creating more skilled workers with a higher work ethic who know that they have to provide the service and quality to justify the wage they make.

The other union benefit, he believes, is the representation. When he saw that the business rep position was open, he said that his entire philosophy was "to make sure that our brothers and sisters had the quality of representation that they deserve. That's the role that I'm trying to fill—to be there for all of our members whenever they need us." This includes anytime a worker is being taken advantage of or a contractor isn't following the terms set forth in their contract. "Once the business reps step in, the contractor generally falls right in line," he says.

This service mentality is highlighted in his home life as well. "My family is organization-gear," he says. Jason, his wife, Jen, and his 11-year-old daughter, Ruby, actively volunteer with Big Brothers and Big Sisters Big Family, the Lions Club, and United Way. They've volunteered consistently with the kids in BBBSBF for about five years. "We take them out. This winter we're going to go skiing. Take them to do arts and crafts, do sporting activities with them—anything that would be interesting, we go out and do." Jason and his dad are also members of the Pantowners Car Club in St. Cloud, helping with the car show every year at the fairgrounds.

And yet, after a year and a half of being a Business Rep, Jason still wants to be the guy with the screwdriver. "I would eventually like to help out the union by being back in the field and contributing to our labor force," he says. He knows there is always a need for skilled work, so he feels the itch especially when there is a labor shortage and he knows he could make a difference. "I don't have an end time of when this is done," he says, "but my when my time as a rep is used up, then it's finished, and I can go back into the field and go for it."



Effective Parent-Child Communications

Time and again, the media shocks us with tales: People in positions of trust abuse children. How is it possible that families remain unaware of problems – often until it is too late? Experts on child and teen development believe a major factor is a lack of communication between children and the adults in their lives.

When a parent and child fail to establish a healthy and consistent communication style, the results can be low self-esteem and a negative self image. Whether the results are as extreme as the Columbine shooting, or simply not understanding who your child is, and wants to be, the end results are the same. Children will not seek advice or help from adults, and a trusting relationship will not exist.

The Building Blocks of Trust

Communication between parent and child begins at birth. Parents of infants must rely on nonverbal, often subtle clues, to understand what the infant needs to feel comfortable and secure. This symbiotic relationship is the cornerstone of future communication. When an infant's cries and coos are not responded to appropriately, he or she quickly learns not to expect a response, and will stop expressing his or her needs.

If this pattern continues, a child's low expectations are reinforced. In the most severe case, a child will stop eating, stop interacting with others, and fail to thrive. The process of communicating effectively with your child is not a one-time effort, but a fluid process, with each of you constantly adjusting to external and internal influences.

The Goals of Effective Communication

- Create lasting bonds between child and parent - provide safety, self-esteem, and respect.
- Establish parameters and expectations - What do you expect from your child? What can your child expect from you? What are the expectations for being a part of the family?
- Discover and rediscover the most effective approach to establishing and sustaining two-way communication.
- Learn more about another person, and more about yourself.

Suggestions for Communicating Effectively and Successfully

- Approach your discussions with a positive attitude, as a learning process that everyone can benefit from.
- Use activities, interests, and hobbies as vehicles for initiating communications.
- Recognize that every interaction does not need to teach a lesson; listening can be just as beneficial for you both.
- Avoid sending a message of distrust by jumping in with criticism or advice too quickly.
- When children make poor choices, point out the consequences for themselves and others. Express disappointment, but with the expectation that better choices will be made in the future.
- Make time in your day to listen, share, and learn about each other.
- Listen without judging. Allow children to feel valued for their opinions, thoughts, and values.
- Help children develop problem-solving skills that will help them to make wise choices in the future.
- Model the type of communication with others that you would like to have with your child.

For more information contact T.E.A.M. at 651-642-0182 or check out our online resources at www.team-mn.com/eap

Workplace Options. (Reviewed 2016). Effective parent-child communications. Raleigh, NC:

Total Employee Assistance Management®

700 Transfer Road St. Paul, MN 55114 p 651-642-0182 f 651-642-1809 Toll Free 1-800-634-7710

Web Site: www.team-mn.com

"SENIOR SPARKIES NOTES"

A Busy Summer

By Paul Klesmit, Retirees Club President

Summer is here, after going from a mild winter to a wet spring to hot and humid, and it has been an active time for retirees. We continue to have monthly meetings at 12:30 on the second Tuesday and look for you to join us. We had 60 people enjoy a tour of the U.S. Bank stadium. It is a very impressive facility. We also had over 150 people enjoy a day at Minnehaha for our annual summer retiree picnic. This year's picnic was catered by Jax Café, which did an excellent job. Next on our agenda is a boat ride on the Mississippi on July 21. We have room for 110 people. Cost is \$15. Don't forget to include in your busy schedule the regular 292 picnic as well as the 292 golf event.

By the time this article is in Keeping Current, our union election will be over and the winners will be announced. We congratulate those who won and those who were nominated. It is great to see our members involved in our local union. I wish you all a happy summer.

Enjoy it and stay safe and, most of all, healthy

Retirees Picnic

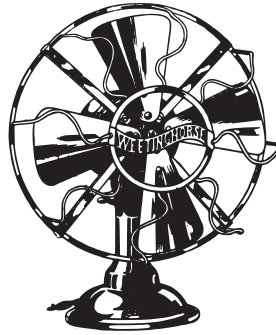


Safety Corner

Bring the Heat

This summer we would like for you to “BRING THE HEAT” to the forefront of your safety culture. Heat exhaustion, heat cramps, heat rash and heat stroke—whichever it is, it can lead to serious illness or even death. As employees or employers, it’s up to all of us to take the necessary steps to mitigate these hazards while looking out for coworkers and ourselves. Some signs of heat exhaustion include thirst, nausea, irritability, weakness, headaches and dizziness, while the most severe signs are heat stroke-related, such as confusion, collapsing and seizures.

The best way to start protecting ourselves from the heat is to limit our exposure to direct sunlight or hot, humid conditions. Additionally, we can protect ourselves by working in early morning hours or even calling it quits at noon to minimize our time in the heat. Having plenty of cool water nearby, taking frequent breaks or getting more manpower than usual for a given task can be helpful too. By taking some of these steps to become more prepared regarding heat stress, we will all help each other have another great summer.



60 Retirees and guests enjoy a tour of the U.S. Bank stadium

Local 292 Phone Directory

Minneapolis

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

Hiring Hall / Jobline

612-378-2860

St. Cloud

320-253-1292

Inside Agreement JATC—St. Michael

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

Statewide LEA JATC

763-571-5922

Benefit Office

763-493-8830 or 1-800-368-9045

TEAM Employee Assistance Program

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

Building Trades Credit Union

763-315-3888 or 1-800-496-2460

Electrus Federal Credit Union

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

Direct Dial & Voice Mail

612-617-4 _ _ _

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Kent Blachowiak 242

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Jennifer Gaspersich 225

Chris Kohn 240

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John Lutz, Organizer 249

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Ted Swenson 233

Ray Zeran, Political Coordinator 238

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Gayle (Bookkeeping) 227

Jeana (Admin) 223

Yolanna (Admin) 222

Julie (Admin) 236

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Dan Ferguson 239

Financial Secretary

Ted Swenson 233

Executive Board

John Hall, Chairman 241

Dan McConnell xxx

Kurt Tulp xxx

Jeff Orth xxx

Marc Anderson xxx

Myles Lembke xxx

Rick Ramberg xxx

Brotherhood Committee

Message Line 247

Steward's Dinner



Fishing Trip



Transitions

Retirements

Congratulations!

Last Name	First Name	Mi	Pension Effective Date
BRATTEN	SCOTT	J	5/1/17
CRANE	JON	T	4/1/15
ELLINGSON	STEVEN	A	4/1/13
HILDEN	JOHN	H	4/1/17
HORSCH	CRAIG	T	8/1/13
LAKANEN	MARK	A	6/1/17
MACLENNAN	GORDON	J	4/1/17
MATTSON	KEVIN	R	4/1/17
MEISTER	RICHARD	A	7/1/16
MORSETH	HAROLD	A	6/1/17
SMITH	THOMAS	W	5/1/17
SUNNE	CHRIS	M	6/1/17
TAUER	JAMES	R	1/1/17
TOBIAS	THOMAS	M	6/1/17
WOLTERS	JOHN	S	4/1/17
XHAYES	LEONARD	J	6/1/17
YOUNG	KEITH	G	6/1/17

Deaths

Active Members

Last Name	First Name	Mi	Date of Death
KING	MICHAEL	B	4/22/17
PACKO	IAN	K	6/25/17

Retired Members

ARM	DONALD	A	5/9/17
BROWN	MERRICK	F	6/10/17
CHRISTIANSON	LYNN	R	4/6/17
ERICKSON	ARNOLD	W	5/26/17
FIER	JAMES	J	4/12/17
JORGENSEN	JERALD	J	6/25/17
KAHN	FREDERICK	H	3/31/17
KUNZ	RICHARD	W	2/11/17
LOFTE	TRUMAN	H	3/24/17
MALECHA	NORBERT	E	6/6/17
MEINHARDT	DONALD	W	5/15/17
SHODEEN	RONALD	E	5/31/17
WITZKE	DALE	J	3/17/17
ZOBAVA	JOHN	E	4/24/17

KEEPING CURRENT

Local 292, International Brotherhood of Electrical Workers, publishes KEEPING CURRENT four 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. SE, Suite 292, Minneapolis, MN 55414.

IBEW Local 292 is committed to Equal Employment Opportunity and Affirmative Action for our members and employees.

Business Manager/Peter Lindahl
President/Dan Ferguson
Editor/Traci Nigon

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KEEPING CURRENT

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JULY 2017



Calendar

July 2017

- 4 **Independence Day.** Office closed.
- 6 **St. Cloud Informational** meeting.
6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 11 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 13 **Safety Committee** meeting. 4:20 p.m.
- 17 **IBEW Golf Tournament** Shotgun start
at 9:00 a.m.
- 19 **Brotherhood Committee** meeting.
4:30 p.m.
- 21 **Retirees Boat Trip**
- 24 **Electrical Workers Minority Caucus**
meeting. 6 p.m.
- 25 **Executive Board** meeting. 4 p.m.
- 26 **RENEW** meeting. 4:30 p.m.
- 30 **Local 292 Charter Date 1902**

August 2017

- 3 **St. Cloud Informational** meeting.
6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 8 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 10 **Safety Committee** meeting. 4:20 p.m.
- 16 **Brotherhood Committee** meeting.
4:30 p.m.
- 19 **IBEW Picnic** 11:00 a.m. - 5:00 p.m.
- 22 **Executive Board** meeting. 4 p.m.
- 23 **RENEW** meeting. 4:30 p.m.
- 24 **Sisters in Solidarity** meeting. 4 p.m.
- 28 **Electrical Workers Minority Caucus**
meeting. 6 p.m.

September 2017

- 4 **Labor Day.** Office closed.
- 7 **St. Cloud Informational** meeting.
6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 12 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 14 **Safety Committee** meeting. 4:20 p.m.
- 20 **Brotherhood Committee** meeting.
4:30 p.m.
- 21 **History Committee** movie night. 6 p.m.
- 25 **Electrical Workers Minority Caucus**
meeting. 6 p.m.
- 26 **Executive Board** meeting. 4 p.m.
- 27 **RENEW** meeting. 4:30 p.m.
- 28 **Sisters in Solidarity** meeting. 4 p.m.