

January 2018

Volume 26 Number 1

KEEPING CURRENT

*With Local 292, International
Brotherhood of Electrical Workers*



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KEEPING IN TOUCH
Local 292, International
Brotherhood of Electrical Workers
United Labor Centre
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Minneapolis, MN 55414

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Web: www.ibew292.org

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FROM THE BUSINESS MANAGER'S PERSPECTIVE

BY PETE LINDAHL



BROTHERHOOD and SISTERHOOD

Dear Members,

Good things can come from a challenge!

Local 292 has the highest-quality workers. Our skill, ability and productivity come from the training we receive both at work and in our training centers. We have competed and won almost every contest that we have entered. Whether it's a code challenge, apprentice skills competition or even broadcasting, 292 has it all covered. I believe the ability to focus on the task at hand is one of the best ways for Local 292 to thrive. Distractions of any kind can prevent us from being successful, and they come in many forms: trouble at home, an elderly parent, dependency, that crew member that never leaves you alone or personal troubles. Any one of these issues can keep us from being our best. The news is littered with people that, for some reason, don't have respect for their co-workers. We have watched folks from politicians to Hollywood stars lose careers because of incredibly bad choices. We are not insulated from this, nor should we want to be. As members of Local 292, we should expect better from our brothers and sisters. I can tell you that Local 292 does not tolerate any form of harassment. I believe every member should want to go to work. Members should think about doing safe, quality work and going home unharmed each night. The more we are preoccupied about other things, the more we risk an injury or a mistake that needs to be repaired. Please treat each other with respect, and I know the job will get done safer, with a much higher level of quality. Local 292 can grow the Brotherhood and Sisterhood to being an unstoppable force. Electrical workers like a challenge!

For the last couple of years, the work picture has been good. I haven't seen this much overtime since the late 1990's. Tension on the job and at home can get stretched when we're working a lot of overtime. It's now more important than ever that we work together. Our newer and least-experienced workers are relying on those with more knowledge to train them. Our future work force will only survive if they are at their best. I remember when I first started how little I knew and how challenging the jobsite could be. I decided I wanted to learn, and I was determined and willing to work hard. The journeyman and the foreman I worked for saw that and allowed me to test myself. I am thankful for their trust in me. We are at a critical time; we need to learn, listen and retain the things that are taught. Our non-union competition will take everything we let them take.

2018: A BIG YEAR

This year may be one of the most important years we have had in decades. With two U.S. Senate races and a full list of state races, including the one for governor, we need to be active. PLEASE volunteer as often as possible, attend the caucuses and try to advance up to the state convention. Right to Work is just one vote away unless we get involved to prevent it. Contact Ray Zeran in the 292 office for opportunities to help.

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

Pete

News from the JATC

By Derrick Atkins, Training Director

Our JATC had more participants in the second annual IDEAL Nationals Elite Tradesman Competition—held again this year at Lake Buena Vista, Florida—than any other JATC or non-union organization from across the country. Our JATC sent 12 apprentice competitors, and Local 292 sent one journeyworker, Eric Martin. For the second year in a row, our JATC won the top apprentice team competition, this year with the team of Michael Fox, Andreas Penna and Jeremy Welle. They competed against six other teams in a simulated residential rough-in of a kitchen and dining room. Each team member won \$10,000 and the JATC received \$5,000 from IDEAL for the top team. Additionally, Michael, Andreas and Jeremy competed in the individual apprentice competition, and Jeremy placed second, earning an additional \$20,000 in prize money.

IDEAL Industries has indicated it has no plans to discontinue the contest and will be hosting the event again next November. There will be qualifying events held in the spring and fall at the JATC and other locations; take a shot to see if you can qualify. We greatly appreciate our training sponsors and all they provide to the industry, and IDEAL has always been a great supporter of the JATC, for which we are grateful. Remember, the JATC only has the apprentices 30 days out of the year for training; the remaining 200+ days a year are great opportunities for all journeyworkers to invest in our future and provide the best on-the-job training for our apprentices. The JATC's presence at the IDEAL competition shows just how great our training is compared to all others!



**From Left to Right. Front Row: Gary Shantz, Zachary Schoen, Christopher Heim, Eric Olson
Middle Row: Michael Fox, Angela Penna, Andreas Penna, Jeremy Welle
Back Row: Derrick Atkins, Eric Martin, Jacob Thoennes, David Liller, Patrick Flannery, Bryan Olson**

Changes to the Registration Requirements

By Dave Dressler, Training Director
Limited Energy JATC

The Minnesota Department of Labor now requires all persons renewing their unlicensed registration to complete a work experience form in addition to the two hours of continuing education prior to renewal. The form has been around for some time, but requiring it be submitted for renewal is relatively new. The form can be found at http://www.dli.mn.gov/CCLD/PDF/RT_exp.pdf. You must complete the Hours Worked section of the form; you can find your hours by utilizing payroll records or verifying hours worked through your local union's benefit office. The form also requires a signature from your employer's Master Electrician or PLT of record. Failure to report work experience may result in your hours worked not being counted toward the minimum required to take a PLT exam.

If you are unsure whether you have completed your continuing education, you may use the License Lookup feature on the Department of Labor home page (<http://www.dli.mn.gov>) to find out. Registered unlicensed PLTs who submit a renewal without first completing the required continuing education face the suspension of their registration and a fine of at least \$250.

If you have any questions about renewing your registration or completing the work experience form, please feel free to contact the Limited Energy JATC at 763-571-5922. Before you call, make sure you are at a computer so that we may guide you through the process.

MEMBERS, DEPENDENTS

Scholarship application deadlines approaching

Members and their dependents are reminded that 2018 scholarship application deadlines are fast approaching, beginning with January 31st for the Union Plus Scholarship and ending with June 1st Nellie Stone Johnson Scholarship.

A listing of the standard scholarships available to IBEW Local 292 members and their families appears in this issue of Keeping Current, with a brief indication of eligibility and the website address for further information and the application form

Local 292's website has a summary of these scholarships with links to the appropriate source websites.

Members and their dependents who will be continuing their education anytime in the next several years might want to review now the various scholarships, their requirements, and application forms. Some of the applications are quite lengthy and involved, requiring significant research, thought, and writing.

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

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 _ _ _

Business Manager

Peter Lindahl 237

Metro Business Representatives

Kent Blachowiak 242

Dan Ferguson 239

Dave Frary 233

Derrick Givens 234

Jennifer Gaspersich 225

Chris Kohn 240

John Kripotos 244

John Lutz, Organizer 249

Eric Peterson, Hiring Hall 224

Ray Zeran, Political Coordinator 238

St. Cloud Business Representatives

Steve Ludwig 254

Jason Carlson 243

Office Staff

Joan (Office Manager) 221

Gayle (Bookkeeping) 227

Julie (Admin) 236

Yolanna (Admin) 222

President

Dan Ferguson 239

Financial Secretary

Jennifer Gaspersich 225

Executive Board

John Hall, Chairman 241

Anthony Carter xxx

Myles Lembke xxx

Dan McConnell xxx

Jeff Orth xxx

Richard Ramberg xxx

Kurt Tulp xxx

Brotherhood Committee

Message Line 247

"SENIOR SPARKIES NOTES"

HAPPY NEW YEAR

By Paul Klesmit, Senior Sparkies President

To all our Retirees, I wish you a very MERRY CHRISTMAS and a HAPPY NEW YEAR. We had our annual Christmas Luncheon Dec.13 at St. Patrick's Church in Edina. Lunds & Byerlys did another exceptional job taking care of approx. 270 guests. It was great to see fellow retirees, widows and guests. 50-year, 55-year, 60-year and 65-year pins were awarded to those who attended. We also had several widows attend. As is our custom, these two groups were comped their meals by the Senior Sparkies. We had numerous giveaways this year with poinsettias, wine, beer and Cub gift cards.

We are planning our 2018 events, and this year's summer picnic will be at French Regional Park in Plymouth on June 13. This will make parking and access for the attendees much easier. We are also planning casino trips in April and October as well as a boat trip and a tour of TCF Bank Stadium. Invitations will be sent out to register for these events. I envy those snowbirds who have already headed to warmer climates.

I wish you all safe travels and a healthy and prosperous New Year.

Fraternally,
Paul Klesmit
Senior Sparkies President

Retirees Christmas Lunch



Retirees Service Pins



LOCAL 292 "SENIOR SPARKIES" VOLUNTARY DIRECTORY (UPDATE FOR 2018)

I would like to be part of the Local 292 "Senior Sparkies" Voluntary Directory. I understand this is only to be used to keep retirees in contact with one another. I am only willing to share the information I have shared below.

Name _____ Card No. _____

Address _____

City _____ State _____ Zip _____

Phone (H) _____ (C) _____

Email _____ @ _____

Signed _____ Date _____

Children's Christmas Party



Scholarship Reminders



Alexander & Krech Scholarship

IBEW Local #292
For Local #292 members and dependents
www.ibew292.org
Click-on "Scholarships"
Deadline: March 1, 2018

Charles R. Brett Scholarship

IBEW Minnesota State Council
For children of IBEW members
www.ibew292.org
Click-on "Scholarships"
Deadline: May 11, 2018

IBEW Founders' Scholarship

IBEW International
For IBEW members only
www.ibew.org
Click-on "Scholarship" icon
Deadline: April 30, 2018

David K. Roe Scholarship Hubert H. Humphrey Memorial Award Donald Pilla Memorial Award

MN AFL-CIO
For affiliated union members or dependents
www.mnaflcio.org
Top of home page, or Enter key-word
"Scholarship"
Deadline: April 30, 2018

Nellie Stone Johnson Scholarship

Referred by MN AFL-CIO
For racial/minority union members/dependents
www.nelliestone.org
Click-on "Scholarship Program"
Deadline: June 1, 2018

Martin Duffy Adult Learner Scholarship

Referred by MN AFL-CIO
For affiliated union members in good standing,
on lay-off status, or retired/disabled
www.mnaflcio.org
Top of home page, or Enter key-word
"Scholarship"
Deadline: April 30, 2018

Union Plus Scholarship

Sponsored through AFL-CIO affiliated unions
For current & retired members and dependents
www.unionplus.org
Click-on "Education" then "Scholarships" then
"Union Plus Scholarship"
Deadline: January 31, 2018

Note:

Links to all of the above scholarships, as well as to other conference and grant opportunities, may be found on Local 292's website: www.ibew292.org



Political

Collective Bargaining is the Moral Choice

By Ray Zeran, Political Coordinator

This article is part of a series, begun in the October 2017 issue, that takes a deeper look at the case for union values. Upcoming articles will discuss the values of the union and the benefits of collective bargaining for workers and for communities.

During the Progressive Era in American history (at the turn of the twentieth century), churches and labor unions shared a common mission and worked together to improve the human condition. There is no question that there is a connection between the two and in the decline in membership of both. When unions use collective bargaining, we create a floor from which all labor is negotiated; when the floor is lowered, all workers suffer, and some suffer more than others. It's true; the higher skill and the more education required for a job give the worker who possesses them a better handle on their ability to negotiate pay and working conditions. As you go down the scale of skills and education, the individual has less and less leverage to negotiate, resulting in poverty wages and bad conditions. We can conclude that the highest-skilled and most highly educated must organize and bring the

floor up for society, just as Pope Francis said: "Trade unions have been an essential force for social change, without which a semblance of a decent and human society is impossible under capitalism." Representative groups from other religions, including the Evangelical Lutheran Church in 1991 and the Jewish Labor Committee in 2012, have also made statements or resolutions explicitly endorsing collective bargaining for similar reasons, and most of them have long histories of supporting unions back to the Progressive Era mentioned earlier. When you pay your dues, you are holding up the standards of work for the entire society and more than likely following the teachings of your congregation, if you are part of one. I am proud to pay my dues and furthermore will continue to vote only for candidates for public office that uphold collective bargaining rights.

Join me in a call to action. Come to Caucus Training on Tuesday, January 9, at 5 pm at the Hall, and please bring your ideas for resolutions to present at the statewide precinct caucuses on Tuesday, February 6. Also sign up for "IBEW Day on the Hill" on March 20 by emailing office@ibew292.org or calling 612-379-1292.

A stylized, grayscale graphic of the American flag, featuring a field of stars in the upper left and wavy stripes extending across the right side of the page. The graphic is partially obscured by the text below it.

2018 Political Dates to remember.

Caucus Training, January 9th, 5:00pm @292 hall

Statewide Precinct Caucus, Feb 6th @ various
locations

Mn Legislative Session begins, Feb 20th

IBEW Day on the Hill March 20th- @ Local 110 Hall
rsvp by Feb 23rd.

DFL State Convention June 1-3 @ Rochester,
MN Republican State Convention June 1-2 @ Duluth,

MN Primary Election Day, August 14th
Election Day, Tuesday, November 6th

Questions contact Ray Zeran -612-562-7565 or
rz@ibew292.org

Did you know that health care Patient Advocacy Services are included in your benefits?

An unexpected or serious illness can be overwhelming. Many people don't know where to go or how to get the information they need to get the best care possible. When a serious health care issue arises, your first thought may be to turn to your local health provider. But *not all providers are equal*. Many times finding the right provider can make all the difference.

Whether you are looking for information on local doctors or need detailed information about treatment options, *Healthcare Service Advisors* is here to offer support and resources throughout your health care journey.

Our Patient Advocacy Services help people with everything from finding and accessing quality healthcare providers, detailed information on treatment options, knowing the right questions to ask your doctor, to personalized issues that arise during care. We're here to help find the information you need to make good choices about your healthcare.

When To Call

- When you or a family member is diagnosed with a serious medical condition, such as cancer, heart problems or have a serious injury.
- When you are concerned about whether a diagnosis is accurate or complete
- When you and your doctor are considering different treatment options
- When you want information about doctors or hospitals experience in treating your condition
- When choosing a doctor or hospital and want objective information for your condition.

There is no obligation and no cost to you when you call. This service is voluntary and confidential. Use as much or as little of our information as you wish. We will work with you to find solutions that fit your needs. We do not share your information *without your permission*.

We are completely independent of any healthcare providers or organizations, and we are not paid by providers or hospitals to make referrals. We are here to help you, the member.

Phone: 612-261-1660

Toll Free: 877-961-1120

For additional information:

<http://292.hcaresa.com/>

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Safety Corner

Signage and Flagging

By Brian Cole

1 in 5 worker deaths last year were in construction. We would like to remind everyone how fast things can go wrong on your site. Most accidents start with either uninformed or complacent individuals. Let us start off this New Year by being more attuned to our surroundings, not only for ourselves, but for others. Signage and/or flagging plays a huge role in notifying others of hazards in our area, such as cell towers on rooftops, falling objects from overhead work, dual-fed equipment, etc.—the list goes on. Let us all slow down and focus on these lifesaving bits of information—or even better, put signage of your own out for all to be aware of hazards in your area. All warning or caution signs have a purpose: to help us understand the hazards associated with said equipment or area. So, please take a moment and familiarize yourself with some of the precautions that we as qualified individuals take for granted on a daily basis. “Is that cell tower really deactivated before we step out on the roof?” “Does this piece of equipment have more than one energy source?” “What is the purpose of this caution tape, and who’s responsible for said area?” By paying attention to these signs, we can educate everyone and become a zero-preventable-injury workforce.

*Let us start off
this New Year
by being more
attuned
to our
surroundings ...*

Patient Advocacy Services con't

Don't forget you (and your spouse) also have the opportunity to get a comprehensive physical exam through Heath Dynamics at no cost to you. If you've been putting off that check up, now is the time.

Phone: 414-443-0200
<http://www.healthdynamics.com/>

Should you need assistance with follow-up of any of the results, HealthCare Service Advisors is happy to assist you.



**From all of us at IBEW Local 292,
Have a safe and Happy New Year!**

SUMMARY ANNUAL REPORTS FOR

ELECTRICAL WORKERS LOCAL 292 EMPLOYEE BENEFIT PLANS

The Electrical Workers Local 292 Employee Benefit Plans are required by federal law to provide you with summary annual reports of the Health Care, Supplemental Unemployment Benefit, Defined Contribution and 401(k) and Vacation and Holiday Plans for the fiscal year May 1, 2016 through April 30, 2017, as required under the Employee Retirement Income Security Act of 1974 (ERISA). The full annual reports for each benefit plan have been filed with the Employee Benefits Security Administration under the following employer identification numbers:

Health Care Plan	41-1384754	Supplemental Unemployment Benefit Plan	41-1876011
Vacation and Holiday Plan	41-1701466	Defined Contribution and 401(k) Plan	41-1760754

A total of 7,696 persons were participants in or beneficiaries of the Defined Contribution and 401(k) Plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

Benefits are paid to qualified members and their beneficiaries from the IBEW Trust Funds, which are administered by the Joint Board of Trustees. A summary of the income, expenses and assets of the Health Care, Supplemental Unemployment Benefit, Defined Contribution and 401(k) and Vacation and Holiday Plans as of April 30, 2017 is provided below.

INSURANCE INFORMATION

The Health Care Plan has contracts with ULLICO and BlueCross BlueShield of Minnesota to pay certain life, stop loss, medical, accidental death and dismemberment and prescription drug claims incurred under the terms of the Plan. The total premiums paid for the policy year ended September 30, 2016 were \$238,840. The total premiums paid for the policy year ended December 31, 2016 were \$4,931,146.

	Health Care	Supp Unemp Benefit	Def Contrib & 401(k)
PLAN INCOME			
Employer contributions	\$ 48,127,238	\$ 1,275,816	\$ 23,249,749
Participant contributions	7,143,028	-	7,486,092
Other contributions	-	-	644,690
Realized gains (losses)	(63,017)	-	6,026,227
Investment earnings	7,460,952	570,644	62,484,500
Other income	1,923,601	-	869,069
Total plan income	<u>\$ 64,591,802</u>	<u>\$ 1,846,460</u>	<u>\$ 100,760,327</u>
PLAN EXPENSES			
Administrative expenses	\$ 1,836,141	\$ 187,002	\$ 2,487,638
Certain deemed distributions of participant loans	-	-	7,475
Benefits to participants and beneficiaries	63,462,380	1,302,715	25,758,762
Total plan expenses	<u>\$ 65,298,521</u>	<u>\$ 1,489,717</u>	<u>\$ 28,253,875</u>
PLAN ASSETS (AFTER SUBTRACTING LIABILITIES)			
Beginning - 5/1/16	\$ 113,578,336	\$ 12,310,179	\$ 612,955,054
Increase (decrease) for the year	(706,719)	356,743	72,506,452
Ending - 4/30/17	<u>\$ 112,871,617</u>	<u>\$ 12,666,922</u>	<u>\$ 685,461,506</u>

Summary Annual Reports
Electrical Workers Local 292 Employee Benefit Plans
Page Two

The increases and (decreases) during the year include unrealized appreciation and depreciation in the value of Plan assets, that is, the difference between the value of Plan assets at the end of the year and the value of Plan assets at the beginning of the year or the cost of assets acquired during the year.

ASSETS, INCOME AND EXPENSES - VACATION AND HOLIDAY PLAN

The value of Plan's assets, after subtracting liabilities of the Plan was \$1,619,125 as of April 30, 2017 compared to \$1,887,200 as of May 1, 2016. During the plan year, the Plan experienced a decrease in its net assets of \$268,075. During the plan year, the Plan had total income of \$19,912,687; including, but not limited to, employer contributions of \$19,885,414 and other income of \$27,273.

Plan expenses were \$20,180,762. These expenses included \$17,322 in administrative expenses and \$20,163,440 in benefits paid to or for participants and beneficiaries.

MINIMUM FUNDING STANDARDS

Enough money was contributed to the Defined Contribution and 401(k) Plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOUR RIGHTS TO ADDITIONAL INFORMATION

You have the right to receive a copy of each full annual report or any part thereof upon request. The items listed below are included in the reports of the Plans as noted:

- Insurance information including sales commissions paid by insurance carriers (Health Care Plan)
- Financial information on payments to service providers (all Plans)
- Information regarding any common collective trusts, pooled separate accounts, master trusts or 103-12 investment entities in which the Plan participates (Defined Contribution and 401(k) Plan)
- Fiduciary information, including non-exempt transactions between the plan and parties-in-interest (that is, persons who have certain relationship with the plan) (Defined Contribution and 401(k) and Health Care Plans)
- Auditor's report (all Plans)
- Assets held for investment (all Plans except Vacation and Holiday Plan)

To obtain a copy of each of the full annual reports, or any part of a report, write or call the office of the Plan Administrator, Electrical Workers Local 292 Employee Benefit Plans, 6900 Wedgwood Road, Suite 425, Maple Grove, MN 55311, (763) 493-8830.

The charge to cover copying costs will vary according to which report(s) you wish to receive. The full annual report of the Health Care Plan is \$21.25; the Vacation and Holiday Plan is \$2.50; the Supplemental Unemployment Benefit Plan is \$3.00; and the Defined Contribution and 401(k) Plan is \$23.50. Individual pages are \$.25 each. You also have the right to receive from the Plan Administrator, on request and at no charge, a statement of the assets and liabilities of each plan and accompanying notes or a statement of income and expenses of each plan and accompanying notes, or both. If you request a copy of the full annual report from the Plan Administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for copying of these portions of the report. These portions are furnished without charge.

Continued on next page

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Electrical Workers Local 292 Employee Benefit Plans
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You also have the legally protected right to examine each annual report at the main office of the Plans, 6900 Wedgwood Road, Suite 425, Maple Grove, MN 55311 and at the U.S. Department of Labor in Washington, D.C. or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department of Labor should be addressed to:

Public Disclosure Room N1513
U.S. Department of Labor
Employee Benefits Security Administration
200 Constitution Avenue NW
Washington, D.C. 20210.

OTHER INFORMATION

Administrative expenses include investment expenses of \$94,713 for the Health Care Plan, \$9,153 for the Supplemental Unemployment Benefit Plan and \$2,014,683 for the Defined Contribution and 401(k) Plan.



Transitions

Retirements

Congratulations!

Last Name	First Name	Mi	Pension Effective Date
HARTLEY	STEVE	J	10/1/17
HITTI	ABDOU		5/1/17
HLAVKA	RANDALL	L	9/1/17
KAFKA	WESLEY	E	12/1/17
KLINGELHOETS	LARRY	J	11/1/17
KUENZLI	JOHN	U	10/1/17
LANDBERG	ROBERT	N	12/1/17
MALESKI	GREGORY	G	12/1/17
MOORE	MARK	J	10/1/17
ORDAHL	DANIEL	L	10/1/17
SCHMIDT	DONALD	A	7/1/17
TERNING	GREGG	S	11/1/17
TRIPP	WAYNE	A	10/1/17
WHEATON	JOSEPH	F	7/1/17

Deaths

Active Members

Last Name	First Name	Mi	Date of Death
DICKSON	NICHOLAS	J	11/9/17
HOEN	JASON	J	10/8/17
LASEE	DANIEL	R	9/29/17

Retired Members

BARTON	HARLEY	F	11/28/17
BYERS	JOHN	H	11/10/17
FISH	TIMOTHY	D	5/28/17
FRIEND	LORNE		11/22/17
MADARAS	RONALD	L	10/14/17
NELSON	CHARLES	A	11/11/17
OBERLE	REX		5/6/17
PELTIER	WILLIAM	L	10/14/17
SCHWAB	RICHARD	J	10/2/17
SIEBERZ	JOHN	C	9/4/17

**WATT'S
UP**

At the Fringe
Benefit Office



By Jody Roe
PHONE: 763-493-8830

CHILDBIRTH & MASTECTOMIES

IMPORTANT YEARLY HEALTH-RELATED REMINDERS

At this time every year, members are reminded about two important health-related issues: the guidelines for childbirth hospital stays and an explanation of coverage for mastectomies. Please read carefully and call the Benefit Office if you have any concerns or questions.

Childbirth

Under federal law, group health plans and health insurance issuers offering group health insurance coverage generally **may not restrict** benefits for any hospital length of stay in connection with childbirth for the mother of the newborn child to less than 48 hours following a vaginal delivery or less than 96 hours following a cesarean section delivery. However, the plan or issuer may pay for a shorter stay if the attending provider (eg, physician, nurse midwife, or physician assistant), after consultation with the mother, discharges the mother and newborn earlier.

Also, under federal law, plans and issuers **may not set** the level of benefits or out-of-pocket costs so that any later portion of the 48-hour (or 96-hour) stay is treated in a manner less favorable to the mother of newborn than any earlier portion of the stay.

In addition, a plan or issuer **may not**, under federal law, **require** that a physician or other health care provider obtain authorization for prescribing a length of stay of up to 48-hours (or 96-hours). However, to use certain providers or facilities, or to reduce your out-of-pocket costs, you may be required to obtain pre-certification. For information on pre-certification, contact the plan administrator at 763-493-8840 (Claims).

Mastectomies

Several years ago, Congress adopted a new Section 713 to ERISA which requires group health care plans that provide medical and surgical benefits with respect to mastectomies to include, in the case of a participant or beneficiary who is receiving benefits in connection with a mastectomy and who elects breast reconstruction surgery, coverage for (1) **reconstruction** of the breast on which the mastectomy has been performed; (2) **surgery and reconstruction** of the other breast to produce a symmetrical appearance; and (3) **prostheses and physical complications** for all stages of the mastectomy procedure, including lymphedemas. This coverage may be subject to any annual deductibles and co-insurance provisions which may be deemed appropriate and are consistent with those established for other benefits under the Plan.

This new section provides that a group health care plan may not (1) **deny** to a patient eligibility, or continued eligibility, to enroll in or to renew coverage under the terms of the Plan, solely for the purpose of avoiding requirements of this section; and may not (2) **penalize** or otherwise reduce or limit the reimbursement of an attending provider, or provide any incentives (monetary or otherwise) to an attending provider to induce such provider to provide care to an individual participant or beneficiary, in a manner inconsistent with this new coverage requirement.

Jody

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

KEEPING CURRENT

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



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U. S. POSTAGE
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Twin Cities, MN

KEEPING CURRENT

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JANUARY 2018



Calendar

January 2018

- 1 **New Years Day** - observed. Office closed.
- 4 **St. Cloud Informational** meeting.
6 p.m.
St Cloud union hall, 2803 Clearwater Rd
- 9 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 11 **Safety Committee** meeting. 4:20 p.m.
- 15 **Martin Luther King Jr. Day**
Provisional holiday. Office Closed.
- 17 **Brotherhood Committee.** 4:30 p.m.
- 18 **History Committee** Movie Night. 6 p.m.
- 22 **Electrical Workers Minority Caucus**
meeting. 6 p.m.
- 23 **Executive Board** meeting. 4 p.m.
- 24 **RENEW** meeting. 4:30 p.m.
- 25 **Sisters in Solidarity.** 4 p.m.

February 2018

- 2 **St Cloud Informational** meeting.
6 p.m.
St Cloud union hall, 2803 Clearwater Rd
- 8 **Safety Committee** meeting. 4:20 p.m.
- 10 **Snowball Dinner & Dance.**
Church of St. Patrick - Edina. 6 p.m.
- 13 **Retirees Club** Meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
- 15 **General Membership** meeting. 7 p.m.
- 15 **History Committee** Movie Night.
6 p.m.
- 21 **Brotherhood Committee.** 4:30 p.m.
- 22 **Sisters in Solidarity.** 4 p.m.
- 26 **Electrical Workers Minority Caucus**
meeting. 6 p.m.
- 27 **Executive Board** meeting. 4 p.m.
- 28 **RENEW** meeting. 4:30 p.m.

March 2018

- 1 **St Cloud Informational** meeting.
6 p.m.
St Cloud union hall, 2803 Clearwater Rd
- 8 **Safety Committee** meeting. 4:20 p.m.
- 11 **Daylight Savings Time begins**
- 13 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
- 15 **General Membership** meeting. 7 p.m.
- 15 **History Committee** Movie Night. 6 p.m.
- 21 **Brotherhood Committee.** 4:30 p.m.
- 22 **Sisters in Solidarity.** 4 p.m.
- 26 **Electrical Workers Minority Caucus**
meeting. 6 p.m.
- 27 **Executive Board** meeting. 4 p.m.
- 28 **RENEW** meeting. 4:30 p.m.