

May 2015

Volume 22 Number 2

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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Fax: (612) 379-9326
Web: www.ibew292.org
Email: office@ibew292.org

FROM THE BUSINESS MANAGER'S PERSPECTIVE

BY PETE LINDAHL



INSIDE AGREEMENT COMPLETE

Dear Members:

Inside Proposal widely accepted. As most of you are aware, the Inside Construction and Maintenance Agreement was ratified on April 29, 2015. With one of the largest turnouts in decades, with nearly 1,200 members in attendance, the proposal was accepted by a 2-1 margin.

Along with an almost \$6.00 hourly increase over three years, a major highlight was the addition of two 15-minute paid breaks. Since the beginning, members of Local 292 have relied on a handshake agreement regarding breaks, but we could no longer depend on that informal arrangement. Moving forward, members will now receive one paid morning break and one paid afternoon break each day.

"It is the opinion of this Hall that each member should take both breaks prior to leaving the job site for the day."

Our customers watch us every day and expect us to be on the job all day. Therefore, I would also expect us not to abuse these break times. Please understand that our market is very competitive. Our non-union competition will stop at nothing to take work from us in any way that they can.

My hope is to have the new Agreement books sent out to each member faster than ever. In the spirit of the new Vikings stadium, the color of the Inside Agreement books will be purple and gold.

Limited Energy Agreement next. Among several contracts due this year, the Limited Energy Agreement negotiations will be in full swing this month. Involved members met in late April to share thoughts on the upcoming contract negotiations. The plan is to have a fair proposal available to members prior to the current contract's expiration.

New Shops. Local 292 has organized several new shops. These are not just members starting-up a new shop, but rather the organizing of existing non-union shops. Local 292 Business Reps Dennis Kalthoff, John Lutz, and Steve Ludwig have been doing a great job in creating interest within these shops about becoming Local 292 organized shops. We will continue to go after such new shops as well as look for new members that can bring value to our Local.

"I look forward to increased hours for our members and a significant decrease in members on the book."

New Rep. With a significant improvement to our work picture and the addition of several new shops, including the Solar and Emerging Renewables Group of M.A. Mortenson Construction as a signatory contractor, I am adding another Business Rep to our office, Sister **Jennifer Gaspersich**. I held-off on this move as long as I could, but the existing Reps are stretched very thin. I will be restructuring duties slightly to improve service to the members as well as improve overall efficiencies. Even with the addition of Jennifer, I have not exceeded previous staffing levels.

Having fun this summer. With warm weather finally here, I would also like to take a moment to remind you about some of the annual activities planned for this year: the fishing trip in June, the golf tournament in July, and the family picnic in August. Dates and details for these events and others are included in this edition of Keeping Current. Please save these dates on your calendar and join your brothers and sisters for some fun.

There are many exciting things happening in Local 292. Let's all be part of improving this organization.

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

In solidarity,

Pete

Profile *Business Rep Chris Kohn*



Business Representative Chris Kohn

“The Minneapolis area is mine,” says Chris Kohn, referring to his current responsibilities as a Business Rep since October 2014. And of course the major focus in his territory is the Downtown East project area for the new Vikings stadium and the Wells Fargo towers. “To many people Downtown East, especially the stadium work site, must seem like a chaotic madhouse, with things flying overhead and workers seemingly everywhere.” Chris helps to ensure some stability in the area for Local 292 members.

Local 292 electricians have been working at Downtown East since the beginning, starting with demolition on the old Metrodome and continuing now with six or seven individual electrical contractors, each doing one little segment of the huge project at a time. There are as many as 100 Local 292 electricians working there at any given time and Chris pays attention to all of them.

Born Chris Allen Kohn in 1959, he is one of Local 292’s newest Business Reps and is definitely a people person. “You can walk into any room and get along with anyone,” he was told by one of his first bosses.

“I just try to do the best I can and try to do the right thing,” he says.

Chris attended both Minneapolis North and Edison high schools, graduating from the latter in 1977 and then attending the University of St. Thomas for several years. While working in an I-94 drainage tunnel he met an electrician from Wisconsin doing some emergency electrical repair. The electrician talked to him about the trade and recommended Dunwoody Institute. Chris then decided he wanted to be an electrician.

Chris hoped to begin attending Dunwoody immediately, but a school counselor said that the electrical program was filled for six months. Since on this first visit he did not bring any personal documentation, he returned several days later with an application and his transcript. When the counselor noticed Chris’ several years in college, he made room for Chris in the Electrical Construction and Maintenance Program. By age 23 Chris had completed the electrical courses at Dunwoody as well as several computer classes.

“I always wanted to work through IBEW Local 292,” Chris says. He entered the apprenticeship program and became a journeyman at age 26. One day while waiting in the Hiring Hall, Business Manager Owen Schleisman noticed Chris and said, “Here, take this call for Uhl Company. No one else will take it.” This opportunity introduced Chris to temperature controls which included computers “in their infancy”.

During his interview for the apprentice program, Chris indicated an interest in robots and eventually ended-up working at the St. Paul Ford Plant as a Maintenance Electrician.

Chris’ family has some organized labor in its blood. His father was a Machinist with Acrometal Products, his brother Brian is a Minneapolis firefighter, and his other brother Bruce recently retired from the Minneapolis Police Department.

Younger sister Amy works at the Minneapolis Federal Reserve Bank, and older sister Rachel studied Graphic Arts also at Dunwoody and now operates her own day care center. Chris’ Mother Carol retired from being a Deputy Registrar in Brooklyn Park’s City Hall and now spends much of her time being a Grandmother, caring for her daughters’ children.

In high school, Chris played baseball. **“I should have been a catcher, but I played third base because we needed a third baseman.”** More recently, when not at work, Chris has enjoyed cycling, fishing in the Boundary Waters Canoe Area, and hiking in the mountains with his Boy Scout son Alex. He is preparing to participate in the 2015 MS-150, a two-day cycling event which begins in Duluth and ends in the Twin Cities. He also enjoys soccer and hopes that an appropriate soccer stadium can be built for a professional team in Minneapolis.

Chris’ work agenda includes all aspects of union organization and construction labor: contracts and agreements, rules and grievances, personal problems and stresses, meetings and reports. He says that he can do his best for his brothers and sisters on the job sites when they take the time to talk to him. He frequently tells the members, **“If you’ve got problems, you’ve got to let me know so we can work on them.”**

Occasionally the job requires some long-distance traveling. Chris recently went to Washington, D.C., as one of Local 292’s representatives at both the IBEW Construction & Maintenance Conference and the Building & Construction Trades Legislative Conference.

Continued on next page

Notes from the field and the office

American Midwest Power signs 3-year agreement

By Kent Blachowiak, Business Representative

Local 292 employees at American Midwest Power have agreed to terms on a new three-year contract which includes annual increases of 2.5% per year. The agreement took effect on May 1, 2015, and runs through April 30, 2018.

After receiving suggestions from the employees regarding concerns about overtime being paid after 40 hours per week, the negotiating committee of Bill Werner, Robert Forcier, and Steward Trevor Lindgren worked hard to get a language change to overtime after 8 hours a day. This was a nice "win" for our AMP Employees. Good work gentlemen!

First-Time Foremen training success

By Chris Kohn, Metro Business Representative

I want to recognize veteran General Foreman Jeff Stromberg and first time General Foremen Adam Saralampi and David Suggs for their leadership role in training first-time Foremen Mike Hansen, Matt Rademacher, and Joe Pasholk at the Downtown East jobsite.

The conscientious effort by General Foreman Jeff Stromberg of Hunt to train our future foremen and general foremen strengthens our Local Union and helps to ensure our future in the electrical industry.

Thank you, new foremen, for making the training effort as well as accepting the new challenges in your role as a foreman.

CORRECTION

The yearly Local 292 wall calendar mistakenly reported the date for this summer's Family Picnic. The correct date is August 15th at 11:00 a.m. at Bunker Hills Regional Park.

Profile: Business Rep Chris Kohn

Continued from previous page

Chris' resume include serving as Local 292's recording secretary under the Local's former Business Manager Greg Shafranski, working in temperature controls at Newscope Technologies in Brooklyn Park, and rep'ing for all skilled trades at the Ford Plant through UAW Local 879. Chris is technically considered a "dislocated worker" due to his job at the Ford Ranger plant which was closed by the company.

What does Chris advise anyone who is moving through life? He refers to a speech he heard given by Retired Marine Corps General James E. "Hoss" Cartwright, especially the words: "If you're not willing to put in the time on your education, you lose credibility with those you're leading, and that undermines your ability to lead."

What's next for Chris? "When I'm 62, I'm out," he says. "I'm tired of taking care of so many things, like lawns and snow. I want to buy an RV, sell my property, and travel around." He has already checked-out Florida and likes the weather there. In the meantime, Chris might like to learn and use additional computer skills. And the job goes on. After the interview for this profile, he headed to the Vikings stadium project site to "make a new job steward," freeing-up a shop steward to handle his normal responsibilities.

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

Dan Ferguson 239

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Oneka Jenkins 230

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John Kripotos 244

John Lutz, Organizer 249

Carl Madsen, Hiring Hall 224

Ted Swenson 233

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Dennis Kalthoff 243

Steve Ludwig 254

Office Staff

Joan (Office Manager) 221

Gayle (Bookkeeping) 227

Jeana (Admin) 223

Gina (Admin) 222

Julie (Admin) 236

President

Dan Ferguson 239

Financial Secretary

Ted Swenson 233

Executive Board

John Hall, Chairman 241

Dan McConnell xxx

Kurt Tulp xxx

Jeff Orth xxx

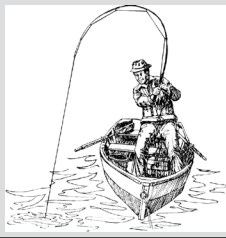
Marc Anderson xxx

Myles Lembke xxx

Rick Ramberg xxx

Brotherhood Committee

Message Line 247



June 24 Fish

- Fisherman's Wharf, Mille Lacs Lake
- Limited to 50 Members
- Register by June 5
- Registration form below
- Contact the office for more info at 612-379-1292 or office@ibew292.org

Bus Stop #1: 7:00AM - Local 292: 312 Central Ave SE • Bus Stop #2: 7:40AM - Anoka Station: 4th Ave & Johnson St, 55303 • Bus Stop #3: 8:10AM - Elk River Northstar Park & Ride: 17200 Twin Lakes Rd, 55330

July 20 Golf

- Fox Hollow Golf Club, St. Michael, MN
- 8 a.m. Driving Range Open and Sign-In, Shotgun Start is 9 a.m., 18 Holes of golf will be followed by dinner and awards.
- Limited to 200 Members; Lottery if needed.
- Register by July 10
- Registration form below
- Contact the office for more info at 612-379-1292 or office@ibew292.org



What's your handicap? **A** = 0-10 • **B** = 11-20 • **C** = 21-30 • **D** = 30+

August 15 Picnic



- Bunker Hills Regional Park, Coon Rapids, MN
- Family Event (11 a.m. – 5 p.m.)
- No Registration Required
- Contact the office for more info at 612-379-1292 or office@ibew292.org

Local 292

Fishing

Trip

Registration

Name _____ Card #: _____

Address _____

City/State/Zip _____

Telephone _____ Bus Stop Pickup #: **1** **2** **3**
(circle one—see above)

Must enclose:

Your check for
\$25

Send to:

Local 292 **Fishing Trip.**
312 Central Ave SE, Room 292
Minneapolis MN 55414

Indicate:

T-shirt size (circle)
S M L XL
2XL 3XL

Remember:

Register by June 5 for Fishing.
Limited to 50 members.

Local 292

IBEW 292 Golf

Tournament

Registration

Name _____ Card #: _____

Address _____

City/State/Zip _____

Telephone _____ Handicap **A** **B** **C** **D**
(circle one—see above)

Must enclose:

Your check for
\$25

Send to:

Local 292 **Golf Tournament.**
312 Central Ave SE, Room 292
Minneapolis MN 55414

Remember:

Register by July 10 for Golfing.
Limited to 200 members.
Lottery if more than 200 sign up.

Summer Events

Fishing Tournament - The fishing tournament is June 24th and is limited to the first 50 members to register. Registration ends June 5th. The tournament will return to the Fisherman's Wharf on Mille Lacs Lake. You can find the registration form on Page 4.



Golf Tournament - Again this year the Golf Tournament is July 20th at Fox Hollow Golf Club in St Michael, and is limited to 200 members. We request that you sign up by July 10th. Indicate your handicap as A= 0-10, B= 11-20, C= 21-30, and D = 30+. Members have had a great time at this event, with many different door and "best ball" prizes. The registration form is on Page 4.



Summer Picnic - The Summer Picnic is on August 15th at Bunker Hills Regional Park in Coon Rapids. No registration is required, and you are encouraged to bring your entire family. Please put a reminder on your calendar and plan on attending this fun event!



Transitions

Retirements *Congratulations!*

Last Name	First Name	Mi	Pension Effective Date
ABEL	ALAN	D	4/1/15
BENSON	DALE	R	3/1/15
BERG	DARYLE	K	2/1/15
GUNDERSON	ROGER	A	4/1/15
HUFFMAN	RICHARD	E	2/1/15
KLEIN	ALVIN	J	2/1/15
LANGE	JEFFREY	R	12/1/14
MARTY	JAMES	I	4/1/15
MCINTOSH	JOHN	M	3/1/15
PANY	MARK	H	4/1/15
SULTVEDT	GERALD	L	1/1/15
TROUNCE	TIMOTHY	D	3/1/15

Deaths Active Members

Last Name	First Name	Mi	Date of Death	
SCHLOSSER	MYRON	D	3/4/15	Active
SMITH	STEVEN	T	3/21/15	Active
WINTERS	KEVIN	R	1/13/15	Active

Retired Members

Last Name	First Name	Mi	Date of Death	
ANDERSON	ALVIN	G	2/21/15	Retired
GAY	MELVIN	G	2/13/15	Retired
HELLAND	HOWARD	O	3/4/15	Retired
JOSEPH	ROBERT	D	2/7/15	Retired
LARSON	JONATHON	K	4/25/15	Retired
MILLER	JAMES	H	1/15/15	Retired
OSLUND	EDWIN	J	1/20/15	Retired
PUTNAM	WILLIAM	F	2/4/15	Retired
SCHALINSKE	JERROLD	P	10/2/14	Retired
WOLF	LEROY	H	2/2/15	Retired



<https://www.ibew292.org/Political>



Political

Thank you to all the members who have been attending their monthly Senate District, County or City caucus meetings. Some of you may have been elected to leadership roles. If you have been elected, regardless of party, please contact me at 612-617-4238. Although very early, the 2016 Election season has already begun with many candidates declaring their Presidential Candidacy. The Presidential election will certainly be the clear focus nationally. Minnesota may not see as much attention as other states from those candidates, since we are considered a strong blue state. The 2016 elections in Minnesota will be focused on the MN House and Senate, as well as Minnesota's Representatives to the US House. I would like to encourage your participation regardless of party in the process by first learning more about your local party leadership at www.dfl.org or www.mngop.com. Please attend our monthly General Membership, COPE, and your local party unit's meetings. "Non-voters" still remains the largest Political party in America.

Please get involved!

Ray Zeran, Political Coordinator

IBEW 292 Health Care Plan

Coverage Connection



This guide has been created for you to learn a bit more about some of the benefits offered through your IBEW 292 Benefits Health Care Plan.

How do I find an in-network provider for:

MEDICAL (BLUE CROSS BLUE SHIELD): call 1-800-810-2583 or visit bluelinkTPAMN.com

DENTAL (DELTA DENTAL): call 651-406-5900 or visit DeltaDental.com

VISION (VSP: VISION SERVICE PLAN): call 1-800-877-7195 or visit VSP.com



For Dental and Vision coverage details and/or check claim status, call Delta or VSP directly

BlueLink
BlueLinkTPAmn.com

IBEW 292 Healthcare Plan is a self-funded plan. We utilize Blue Cross/Blue Shield Aware Network. BlueLinkTPA can help you find an in-network provider in your area, view account balances, view and check status on claims, print copies of explanation of benefits, and much more.



OnlineCareAnywhereMN.com

Online Care Anywhere allows you to get virtual medical advice online, no appointment needed. Chat live on their website or app with health care professionals who can answer your questions, make online diagnoses and prescribe medications* – all from your computer, phone or tablet! Get help with many common health concerns: 24/7, 365 days a year. *Not available in all states. Video is required for any consultation that results in a prescription, in the states that permit prescribing. All other online clinics are not covered, eg. Virtuwell, etc.*



1-877-961-1120
HSMinc.net

HSM's Patient Advocacy Program is designed to help you and your family obtain info you need to make informed health care decisions. You'll receive useful and meaningful info about medical conditions, diagnostic and treatment options as well as info about doctors, providers and hospitals. HSM will provide you and your family with the tools and support needed to make decisions that are uniquely "right" for you to make the best decisions.



HEALTH DYNAMICS
414-443-0200
HealthDynamics.com

Health Dynamics can provide a comprehensive profile of your individual health through a preventive health exam. Health Educators will, as part of our Personal Wellness Coaching & Counseling Session, discuss the findings and make detailed recommendations as to what you can and should do to improve and maintain your best health. *The Plan pays 100% of the Health Dynamics Physical when services are provided at a Health Dynamics Location. Available to members and spouses only.*

BCBS Stop-Smoking Support	1-888-662-BLUE (2583)	
Healthy Start Prenatal Support	651-662-1818	myhealthystart.org
Amplifon Hearing Care (formerly HearPO)	1-855-664-0127	AmplifonUSA.com/IBEW292
TEAM Employee Assistance Program	651-642-0182	Team-mn.com
Prime Mail (by Prime Therapeutics)	1-877-35-PRIME (77463)	MyPrimeMail.com
Center for Diagnostic Imaging	1-866-765-7138	myCDI.com
QualSight Lasik	1-855-800-2020	Qualsight.com

**HEALTH
FAIR
2015**

Save the date!
Sunday, Sept. 20, 2015, 12pm to 4pm

OPEIU LOCAL #12

Facing the non-union challenge

By Ted Swenson, Business Representative

Since I have been a Union Rep, my eyes have been opened to the severity of the problem we face with non-union competition in our jurisdiction. I knew that the non-union presence was increasing, but I was shocked to see the extent it has reached. Non-union shops are doing a tremendous amount of work in our schools, malls, and offices—and not just in the outskirts, but right in the heart of our biggest city.

How did this happen? I believe that there are many reasons. Wiring methods have made it possible to get by with fewer electricians, allowing smaller shops to do bigger projects. Some union shops have become larger, buying out the smaller shops and then focusing more on larger jobs. Laws have also made it more difficult to combat, for example, the “two gate system,” making picketing ineffective. Finally, public sentiment has also changed as we seem to be fighting over the crumbs on the floor, so to speak.

So is it hopeless? The fighter in me says NO! We do, however, need to figure out new and effective ways to battle this issue. One thing I have always believed is that we truly need to listen to each other with an open mind and be willing to try different things. There are many intelligent people in our union with great ideas, and if we can stick together, share our ideas, and focus on this issue, I am hopeful that we can prevail.

What should we do first? We need to get in the heads of the customers as they ultimately control the outcome. One area

I see where union jobs excel over non-union jobs is that of safety. We must have a positive attitude in this area to a fault. I know this can get frustrating at times, with the demands of the general contractors, but the customers are totally on-board with a focus on safety, and I believe that this will win us jobs. Another area where we can succeed is in job quality. I know it has been said that customers only care about the price and whether or not it works. I don't buy that! Quality can be measured in many ways. From being pleasant and cooperative with the customer, to providing a neat and professional installation, we have to make a lasting impression. Let's provide a sufficient amount of temporary lighting on jobs. Our customers often visit job sites during construction, and this will leave a positive impression during these visits.

Urgency! Time is running out. We need to stop the downward trend now! Please come to your union meetings, and get involved. Let's work to strengthen the solidarity within our union and work to convince others to join the fight.

We must build up our market share which will improve not only our standard of living but also that of the new brothers and sisters who will be joining us. I believe that reversing this non-union trend is the most important issue we face.

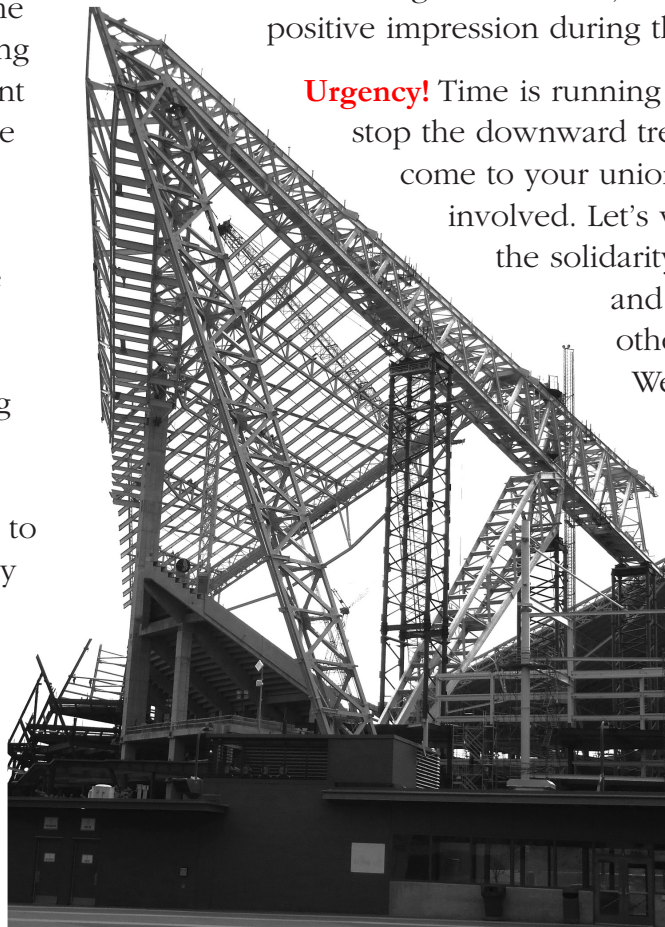


Photo Credit: Vikings Stadium, Downtown Minneapolis, Michael Paul Weber

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.

Business Manager/Peter Lindahl
President/Dan Ferguson
Editor/Michael Paul Weber

KEEPING CURRENT

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

8

MAY 2015



Calendar

May 2015

- 7 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Road.
- 9 **Fishing Opener.**
- 10 **Mother's Day.**
- 12 **Retirees** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 13 **Stewards Dinner.** 6 p.m. Invitation Only.
- 16 **Armed Forces Day.**
- 19 **Executive Board** meeting. 4 p.m.
- 25 **Memorial Day.** Office closed.
- 27 **Retirees Dinner.** 6 p.m. Celebrating new retirees. Invitation Only.
- 28 **Sisters in Solidarity.** 4 p.m.
History Committee movie night. 6 p.m.
- 29 **Electrical Workers Minority Caucus** meeting. 6 p.m.

June 2015

- 4 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Road.
- 9 **Stewards** meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 14 **Flag Day.**
- 16 **Retirees Spring Picnic.** 11 a.m.
- 17 **Brotherhood Committee** meeting.
4:30 p.m.
- 21 **Father's Day.**
- 22 **Electrical Workers Minority Caucus** meeting. 6 p.m.
- 23 **Executive Board** meeting. 4 p.m.
- 24 **IBEW Fishing Trip.**
- 25 **Sisters in Solidarity.** 4 p.m.
History Committee movie night. 6 p.m.

July 2015

- 2 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Road.
- 3 **Independence Day observed.** Office closed.
- 14 **Stewards** meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 20 **IBEW Golf Tournament.**
- 23 **Sisters in Solidarity.** 4 p.m.
History Committee movie night. 6 p.m.
- 27 **Electrical Workers Minority Caucus** meeting. 6 p.m.
- 28 **Executive Board** meeting. 4 p.m.
- 30 **292 Charter Date 1902.**

August 2015

- 15 **IBEW Picnic.** 11 a.m. - 5 p.m.
Bunker Hills Regional Park.

