

April 2018

Volume 26 Number 2

KEEPING CURRENT

*With Local 292, International
Brotherhood of Electrical Workers*



Summer Events



Fish

Friday, June 8th

Golf



Wednesday, July 25th

Picnic

Saturday, August 18th



KEEPING IN TOUCH

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

Phone: (612) 379-1292

Fax: (612) 379-9326

Web: www.ibew292.org

Email: office@ibew292.org

FROM THE BUSINESS MANAGER'S PERSPECTIVE

By PETE LINDAHL



FROM THE HALL

Dear Members,

2018 is a big year, and we have a lot of dates and information to be aware of.

INSIDE AGREEMENT

As of this writing, the Local 292 Inside Agreement Negotiating Committee has met with the Contractors 6 times, with several more meetings scheduled. If there is a fair proposal the committee can recommend, a ratification vote at the MPLS Convention Center on April 26 will take place. If the Negotiating Committee cannot recommend a fair proposal, this date will be rescheduled. Please watch your mail or the website for times, but please mark your calendars for April 26. It's very important that ALL Inside Members show up to vote!!

LEA and 12 COUNTY AGREEMENTS

The LEA Agreement expires at the end of June. Negotiations for the Limited Energy Agreement will begin in May. Voting information will be sent out in June.

The 12 County Agreement expires at the end of August. Information for the 12 County Agreement will be sent out later this summer.

GROUPS TO BE PROUD OF

I can't say enough about our community outreach groups. EWMC and SIS have a big summer planned. Between community events and career recruiting with our JATCs, these groups will be very busy. Please search their links for opportunities to help. Our young worker group, RENEW, is getting started and needs a boost. Our Local is made up of about 50% young members. Our future is in your hands. We need our young workers to get involved. Go to the Local 292 website for ways to get involved with RENEW.

SUMMER and FALL ACTION

As you all know, this is an election year. We MUST elect labor-friendly candidates if we want our issues protected. Over the last month, the license for both the Inside Wireman and the Limited Energy worker has been under attack. There have been several attempts to increase the ratios (Apprentice to Journey level). These politicians need to be held accountable and replaced as soon as possible for proposing bills that would undermine not only Union Electrical workers but even the non-union workers. I encourage every member to get involved wherever possible. PLEASE GET INVOLVED!!

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

Pete

Profile *Business Manager, Pete Lindahl*



Business Manager
Pete Lindahl

If you're looking for Pete Lindahl and he's not in the 292 office, he's either watching his daughter play at a softball tournament or out hunting. In particular, if it's fall, you can find him and his son pheasant hunting; in November, he's with both kids down in Lakeville, deer hunting on land a friend of his owns, where he's hunted since he was 18.

His son, Jack, is a senior, and Lauren, his daughter, a junior. His wife of 24 years, Stacey, is a data analyst for Thompson Reuters. He also has two Large Münsterländers, Junie and Zetta, who accompany Pete and his kids on their hunting trips. Junie is 10, and Zetta, named after a female racehorse, will be a year old in April 2018. "We've gotten a little bit lax and let her just do what she does," he says of Junie. "She's 10; she's done her time."

Junie and Zetta are pointers, trained on pigeons, and he learned about the training process as he worked with the breeder to train them. "You're really just pulling their natural ability out of them so they realize that's what they're supposed to do," he says.

Junie, in particular, won't retrieve a shot bird until he releases her. "I could walk back to the truck and sit there for an hour and the dog would stay on point," he notes.

Experienced in both firearm and archery, Pete also competes in pheasant-hunting tournaments at the MN Horse and Gun Club. While he used to host a fishing opener with fellow electricians every year, that's become impossible since he's entered the office; between the summer work season and Lauren's softball tournaments, he doesn't get out onto the lake as much as he used to.

Pete grew up in a construction family in south Minneapolis and went into electrical work after his dad "encouraged me to get into a trade where I used my brain." After attending Dunwoody Institute, he started at the JATC in 1988.

Working in the field is one thing he really misses. "I miss meeting with all the members and having conversations about the weekends and all that camaraderie that happens on a jobsite."

Pete has been an active member of the Local for many years, first getting involved on the Executive Board in the late 90s.

"I had other folks pushing me to get involved, and the more I got involved, the more I thought that I could have a positive impact on the Local," he says. He became a Business Representative in 2009, then Financial Secretary in 2011.

As the Business Manager since 2014, Pete takes pride in improving conditions and providing services for the members of the Local. The list of duties is long—negotiating labor contracts, writing a budget, attending all the committee meetings and more—but the rewards are



Pete's children, Jack and Lauren, often go hunting with him—"or it seems I go hunting with them now," Pete says. Jack holds Junie and Zetta, their hunting dogs, next to him after a pheasant-hunting trip. Lauren is shown with one of the two deer she's bagged. "I like to have them get the deer, not me," Pete adds. Jack has also gotten three deer.

Continued on page 10

Safety Corner

TROUBLED WORKER

Brothers and Sisters, it seems that, more so now than ever, there is an epidemic of troubled or disgruntled workers in our industry. Issues at home or even on the jobsite may cause problems that can affect a worker's mental and physical ability to perform a given task. We must take the extra steps to educate ourselves to recognize the warning signs and make ourselves available to be approached in such a situation.

There are many signs of a potential problem for workers: chronic fatigue, repeated tardiness, change in attitude, altered demeanor, irritableness, withdrawal of attention, inability to remain on task, flustered, personality change, appearing agitated, poor self-care, and carelessness.

These warning signs are often overlooked and brushed off as a bad day. But, when repeated, they can be an identifier of other issues. As a Brotherhood/Sisterhood, we need to recognize and act on these issues.

Suicide is a taboo topic in society, but we need more awareness on the issue and need to make it a topic that people are not afraid to talk about. Suicide is the #2 killer of construction workers behind workplace accidents! That is a huge number! We need to treat our fellow workers with respect and dignity. By doing so, we make ourselves approachable if someone needs to talk about an issue or about trouble they are experiencing.

If you see some of these symptoms in your tool partner, a fellow worker or even someone from another trade on the job, make the effort to offer a helping hand or just to listen to them. Giving a person five minutes of your day could ease the pain or even save a life!

Also, there are other resources for you or other people to use, such as TEAM (Total Employee Assistance Management). This is an amazing service you have already paid for. TEAM has counselors and staff on-hand or available over the phone to help with numerous problems we face every day, and to do so with complete confidentiality.

Be good to yourself and your other Brothers and Sisters.

In solidarity,
Brother John Winkels

*Suicide is a
taboo topic
in society,
but we need more
awareness on the
issue and need . . .*

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

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Eric Peterson, Hiring Hall 224

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Joan (Office Manager) 221

Gayle (Bookkeeping) 227

Julie (Admin) 236

Yolanna (Admin) 222

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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

News from the JATC

By Derrick Atkins, Training Director

Mentoring is a relationship in which a more experienced and knowledgeable individual guides, educates, informs and supports a less experienced and knowledgeable individual. Our industry faces many challenges with the evolving workforce, and a key to our success moving forward is successful mentoring. Our apprentices face many challenges in the workplace, and with an industry that is constantly changing and becoming more technically advanced, the need for guidance is ever-important.

Formal mentorship programs are sometimes unsuccessful due to a mismatch between an assigned mentor and mentee. Informal mentorship arrangements are often more effective, as the relationship develops naturally between the

individuals, with a higher level of trust and communication taking place. Our apprentices need guidance in all aspects of our industry from our experienced members! Take every opportunity to teach, educate, guide and assist our future members in our great organization. All it takes is a bit of time, caring and patience to make a difference in someone's life, so be a mentor.

Giving back to our membership, organization and community is an important part of our organization, as we all should be grateful for what has been given to us. In the month of February, the JATC participated with Feed My Starving Children. Thank you to all who helped with and participated in the event.



Pictured from Left to Right: Patty Lewis, Dan Ferguson, Lisa Kopitzke, Derrick Atkins, Anna Marx, Karen Zehowski, Dean Lewis, Wanda Mitchell and Gordon Mitchell

"SENIOR SPARKIES NOTES"

Looking Ahead

By Paul Klesmit, Senior Sparkies President

C'MON, SPRING....This time last year, the snow was gone and the lakes were opening up. It will be a late ice-out, and Easter is early. The frost is deep and the drifts are still high. Looking ahead to this summer, we have our retiree picnic, riverboat cruise and tour of Target field on the schedule. Invitations will be sent out to the retirees for these events.

Politics is getting very active, and after a large turnout for Day on the Hill, our labor issues—as well as protecting social security and Medicare—are our focus. I urge you to stay involved as we prepare for mid-term elections. The retirees are always eager to step up for phone banks.

Monthly meetings are held throughout the year, so come join us at noon on the second Tuesday of the month at the 292 Hall. We have an expanding group, and we enjoy conversation and refreshments and draw for some prizes afterwards. Taxes should be filed by now, and I am looking forward to working in the yard and gardens.

Wishing you all a happy, safe and healthy spring.

BOY AM I READY!

*Welcome
Spring* 



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 _____

Day on the Hill



Skills USA Challenge





Political

Unions are Nurturing and Moral Organizations

By Ray Zeran, Political Coordinator

This article is part of a series, begun in October 2017, that takes a deeper look at the case for union values. In light of some of the recent actions at the state capitol, this issue puts the moral spotlight on unions as compared to temp agencies.

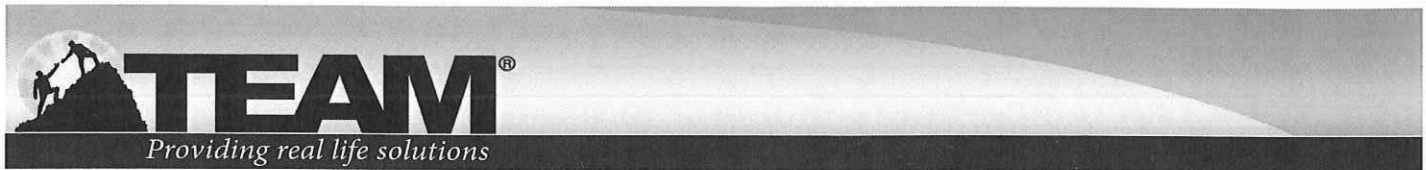
Let's take a look for a minute at our worker's enterprise business model (union) and contrast it with the business model of a temporary agency. We don't really like to think of unions as having a business model or being an enterprise, but the model really does create protection and empowerment for workers. When a worker buys into his/her membership, they have stepped through a porthole from the world of expendable workers to the world of self-empowerment and collective protections of freedom.

Temporary agencies have no discernable value for the greater good of community. Their oppressive business model is for the companies owned by the investor class to contract to the overlord (temporary agency) to find the most desperate, most expendable worker to exploit. They find the individuals that need a paycheck today; today, they need to have a buck to keep the lights on or to pay the rent or feed themselves. These are the most vulnerable people in our community. They have little or no training, and if they have training, it's in an area in which monetizing the training is limited or difficult. These are the workers that have absolutely no power in the workplace; they have no ownership of

the work being done. Furthermore, they are negotiating a wage from the weakest possible position.

The Union enterprise is a completely different model that empowers and collectively protects freedoms. A member who has paid dues is instantly eligible to participate in very-low-cost training that builds personal equity in the workplace. Members get a consistent weekly return on their investment in the form of access to healthcare, retirement systems and a team of knowledgeable people that are available and capable to address worksite issues quickly. The Union enterprise actively works to increase wages and benefits through collective bargaining, and these wages then become the yard stick against which all non-union, individually bargained agreements are measured. We have a moral obligation to our neighbors to continue to nurture people into being the most-knowledgeable and most-skilled worker that they can be. Otherwise, working people are just expendable slaves to the investor class.

Our Union enterprise endorses candidates regardless of party that support our Union enterprise business model. We encourage you to vote for candidates that actively work to protect our way of life, our collective worker power. When we don't, our freedoms are at risk, and bills are introduced that violate the moral common good for all of Minnesota's workers. We have a moral obligation to all workers everywhere to ORGANIZE, ORGANIZE and ORGANIZE!



Suicide Awareness and Prevention in the Construction Industry

Suicide rates among building trades workers are a staggering 53.3% per 100,000, defining this industry with the second highest rate across all careers. This statistic is more than four times the overall US suicide rate.

Risk factors include:

- The existence of the “tough guy” culture coupled with a general reluctance to seek help for mental health issues.
- Construction workers often have easy access to the means of suicide: tools, heights, pills and firearms.
- Sometimes work-injuries can lead to the use of addicting painkillers.
- The nature of construction work can be cyclical with lay-offs and weather-related interruptions.
- The pressure to get the job done, on time and on budget, can lead to chronic stress, coupled with the knowledge that the day-to-day work is dangerous.
- Among 18-29 year olds, suicide is the second leading cause of death (think of the average age of apprentices).
- Some construction workers may have PTSD from military service or from witnessing the injury or death of a co-worker.

Add to those factors a series of life-challenges such as strained marriages and finances coupled with undiagnosed or untreated mental conditions, and the “why” starts to become clear.

The good news is that there are multiple effective treatments for anxiety, depression and addiction, all which may be related to suicide. These include counseling, effective administration of anti-depressant medications and stress interventions. Even exercise and good nutrition can combat mental illness. However, many people do not get counseling help because they are unsure where to go for help or they think they cannot afford counseling. Others are concerned about confidentiality or they think they do not have the time to see a counselor.

The hard part is making the first call and keeping that first appointment.

If you recognize a union brother or sister is under stress or in crisis, listen to his/her story and tell that person you are concerned for their well-being. Some indicators are changes in behaviors, dress and/or an increased use of alcohol or drugs. The person may voice *the world would be better without him/her* or may begin to give away prized possessions. Consult with a counselor at TEAM and urge the person to make an appointment and provide contact information. Assure the person that the counseling is **free** and **confidential**. Check in with this person frequently.

The suicide epidemic is a call for change and unions can work to address self-harm and mental health issues. Talking openly about these concerns is the first step. Further education and training can help B.A.'s and apprenticeship instructors to recognize warning signs and effectively refer members to TEAM. Include Zero Suicide with the union's Zero Incident and Zero Injury safety and health program. Learn from each other, share best practices, and know this is a challenging conversation for everyone. Recognize World Suicide Prevention Day and post information about the

Continued on next page

National Suicide Prevention Lifeline (1-800-273-TALK) in common areas for workers. Encourage and strengthen the union “buddy system.” Changing the culture of the construction industry starts today.



NEW LOOK. NEW WEBSITE.

Right Care with the Right Provider at the Right Time.

TEAM's newly revamped website provides Participants and their dependents:

- Employee Assistance Program benefits
- Short-term **Counseling Services: Confidential & No-Cost**
- Resources and information for you and your dependent:
Legal, Financial, Work-Life Support Services

Visit today at: www.team-mn.com



Corporate Office: 1970 Oakcrest Ave, Suite 200 | Roseville, MN 55113 | Phone: 651.642.0182
Northern Office: 2002 London Rd, Suite 95 | Duluth, MN 55812 | Phone: 218.727.8589

Nellie Stone Johnson Scholarship Dinner



Profile: Pete Lindahl

Continued from page 2

great. "You can help people in their lives," he says. "You can make conditions better. You see the reward when you help somebody with something." This willingness to help, though, can take up much of his family time, so Pete is very thankful that his family understands his passion for the union.

He views his job as more of a helper than a leader, which is why he ran for the position in the first place – he wanted to be "an asset to the Local." He enjoys providing value to union members, such as by his work in creating an agreement that has gotten a lot of the solar project work for the members of the 292. He's also been appointed by Governor Dayton as a committee

member on the State Board of Electricity, where he will have input on how the state views electrical work and can provide honest and helpful information as they make decisions.

This helpfulness and willingness to be a part of a team is one of the things he most enjoys about being an electrician. "I think my favorite part is watching a building or a project start from nothing, watching it come together, and being part of that," he says of being an electrician. "We don't always get to see it from start to finish, but it's fun to be on that project and watch what you've done as being part of the big picture or the completion of a project."



Transitions

Retirements

Congratulations!

Last Name	First Name	Mi	Pension Effective Date
ANDERSON	STEPHEN	R	1/1/18
BOULEY	MARTIN	G	3/1/18
CLARK	AARON	D	2/1/18
FELICETTA	JAMES	P	3/1/18
HANSON	DANIEL	O	11/17/17
HOLTE	WARREN	H	1/1/18
IMDIEKE	ROBERT	J	1/1/18
KOLL	RANDAL	E	8/1/17
LANNERS	ROGER	N	3/1/18
MCPEEK	DOUGLAS	E	3/1/18
RIEF	DAVID	F	1/1/18
SURMA	TIMOTHY	G	1/1/18
SWEENEY	JOHN	P	1/1/18
UTTERBERG	THOMAS	D	3/1/18
WINCZEWSKI	MARK	T	2/1/18

Deaths

Active Members

Last Name	First Name	Mi	Date of Death
BURMA	DAVID	E	2/2/18
LARSON	RONALD	A	2/23/18
LOVDAL	KEVIN	D	3/9/18
ROCHE	JAMES	J	1/8/18

Retired Members

BELL	CLARK	D	12/2/17
COOKOS	JOHN	D	12/15/17
GRIFFIN	PEGGY	L	1/4/18
KRAMER	LEROY	A	12/28/17
MATTILA	CURTIS	L	1/23/18



June 8 Fish

- Fisherman's Wharf, Mille Lacs Lake
- Limited to 50 Members
- Register by June 6
- 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 25 Golf

- Majestic Oak's Golf Club, 701 Bunker Lake Blvd., Ham Lake, MN 55304
- 7 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 19
- Registration form below
- Contact the office for more info at 612-379-1292 or office@ibew292.org

NEW LOCATION



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

August 18 Picnic



- Wabun Park, 4655 46th Avenue South, Minneapolis, 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 6 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 11 for Golfing.
 Limited to 200 members.
 Lottery if more than 200 sign up.

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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KEEPING CURRENT

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APRIL 2018



Calendar

April 2018

- 5 **St Cloud Informational** meeting. 6 p.m.
St Cloud union hall, 2803 Clearwater Rd
- 10 **Retirees** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 12 **Safety Committee** meeting. 4:00 p.m.
- 18 **Brotherhood Committee.** 4:30 p.m.
- 19 **History Committee** movie night. 6 p.m.
- 23 **Electrical Workers Minority Caucus** meeting. 6 p.m.
- 24 **Executive Board** meeting. 4 p.m.
- 25 **RENEW** meeting. 4:30 p.m.
- 26 **Sisters in Solidarity** meeting. 4 p.m.

May 2018

- 3 **St Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Rd

- 8 **Retirees** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 10 **Safety Committee** meeting. 4:00 p.m.
Stewards Dinner. 5 p.m. -10 p.m.
Invitation only
- 16 **Brotherhood Committee.** 4:30 p.m.
- 17 **History Committee** movie night. 6 p.m.
- 21 **Electrical Workers Minority Caucus** meeting. 6 p.m.
(changed due to holiday on 28th)
- 22 **Executive Board** meeting. 4 p.m.
- 23 **RENEW** meeting. 4:30 p.m.
Retiree's Dinner. 6 p.m. Celebrating new retirees. Invitation only.
- 24 **Sisters in Solidarity** meeting 4 p.m.
- 28 **Memorial Day.** Office closed

June 2018

- 7 **St Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 8 **292 Fishing Trip** 6:30 a.m.
- 12 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 13 **Retiree's Summer Picnic**
- 14 **Safety Committee** meeting. 4:00 p.m.
- 20 **Brotherhood Committee.** 4:30 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.