

October 2018

Volume 26 Number 4

KEEPING CURRENT

*With Local 292, International
Brotherhood of Electrical Workers*



UPCOMING HOLIDAY EVENTS

DECEMBER 1

Children's Christmas Party
9:00 a.m. Minneapolis
Convention Center

DECEMBER 7

Members ONLY Christmas Party
6:00 p.m. Labor Centre

DECEMBER 12

Retirees Christmas Party
11:00 a.m. Church of St. Patrick

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



2018 AND BEYOND

Dear Members,

Tim Walz is Local 292's endorsed candidate for governor. Please don't forget that name. He supports working families and knows what it takes to keep area standards in place. When Tim Walz won his primary race in August by a considerable spread, it just proved to us that we need to keep the momentum going. Primaries generally bring out more moderate voters, which was the case here. On the other hand, Jeff Johnson, a candidate Local 292 DOES NOT endorse, couldn't be further from most of our members' values. One of our members asked Johnson at the State Fair if he would support Right to Work and Johnson replied yes. Congressmen Walz has proven to be a great choice for governor and does not support Right to Work in Minnesota. Over the last 8 years, Governor Dayton has been one of our greatest supporters and the backstop against Right to Work. Without Dayton, Minnesota would have surely gone Right to Work.

As most of you know, the Electrical License has been under attack. Karin Housley, who is running for a U.S. Senate seat, was the author of a bill that would have increased state licensing ratios from 2-1 up to 5-1. That change alone would have had the largest negative impact to the electrical industry than any other legislation in modern history. Local 292 has endorsed Tina Smith and Amy Klobuchar for U.S. Senate; they understand the adverse effect this change would have for the hardworking families of Local 292. They are clearly the great advocates we need working for us in Washington.

I could go on and on describing which candidates will work with us or which candidates will work against our interests. I know there are so many personal opinions that are held dear to our hearts when making these decisions and I can only ask that you investigate each person and get the facts. IBEW Local 292 screens or is involved with the screening of candidates to make sure labor issues are protected. Please take the time to ask questions and be well informed. Elections have consequences. Let's show up and vote so we can be the ones in the driver's seat and not just along for the ride! Please check out all our endorsed candidates in this edition of Keeping Current.

JUST A QUICK NOTE

Lastly, as we approach fall and head into winter, safety is extremely important. Whether it's the drive into work, our time at work or our drive home, we need to be safe. Our families and this Local need us to get home in one piece every day. Safety is everybody's responsibility; look out for one another and always speak up when you see the possibility of a brother or sister getting hurt. Please teach our new members that we can be safe as well as productive. Our future is dependent on those who follow us.

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

Pete

Profile *President, Dan Ferguson*



**President
Dan Ferguson**

Dan Ferguson feels fortunate to have been raised in an IBEW home, son and grandson of IBEW Wiremen.

Despite his family's union involvement, his dream had not always included the IBEW. "The benefits of working in a union setting were not evident to me until probably my mid-twenties," he says. Dan graduated from Brown Institute with an electronics degree and a plan to be a bench tech, where he would troubleshoot circuit boards down to component level. Unfortunately, this was in the mid-80s, and big companies were starting to export work while at the same time entire circuit boards were built so cheaply overseas that the companies would rather replace the whole board than pay someone to troubleshoot. Being a newcomer in such an industry was difficult, and Dan knew he needed to do something else.

That's when his father suggested he look to the low-voltage side of the union, where his skill set would be put to good use. Dan had the technical knowledge to be a journeyman technician, so he joined the IBEW and started in the field,

and he found that he enjoyed the projects, as he always enjoyed working with his hands. His electronics degree proved useful and applied to the technology systems he was installing, and since there wasn't an apprenticeship program at that time, it also allowed him to progress through the ranks quickly, for which he was grateful.

Dan started to attend union meetings on a regular basis, as he'd watched his father do for years. It didn't take long to start asking questions, especially "why" the union operates in specific ways. After a while, past Business Manager Jim Marold asked Dan to come into the office as a Business Agent to represent the members and work on progressing the working conditions, training, wages and benefits for the betterment of the members and their families. It was a great opportunity and he accepted.

Since then, Dan has been and continues to be very active in the Local, being part of the Local 292 safety committee, joint IBEW/NECA safety committee, a JATC instructor and a JATC Trustee, to name a few. When asked what he has enjoyed the most, he says, "Teaching at the JATC was one of the most rewarding positions I have had. It allowed me to share my knowledge with the workers of the future and to watch them grow in their knowledge and skills so they can be more employable. The JATC was not in existence when I started in this industry." The experience of teaching also allowed Dan to build relationships with his former students, which has allowed them to feel comfortable to reach out and ask contractual questions of him today.

Dan has three children and three grandchildren that he enjoys spending time with. When he has any free time, you will find him enjoying the open road on his motorcycle.

Holiday Parties

CHILDREN'S CHRISTMAS PARTY

SATURDAY, DECEMBER 1, 2018

9:00 AM TO 1:00 PM

Minneapolis Convention Center
Room 200
1301 2nd Avenue South
Minneapolis, MN 55403

The Children's Christmas Party is for Members children and grandchildren only.

MEMBERS ONLY CHRISTMAS PARTY

FRIDAY, DECEMBER 7, 2018

6:00 PM TO 11:30 PM

Labor Centre
Rooms 216, 217 & 218
312 Central Avenue SE
Minneapolis, MN 55414



A MONETARY DONATION TO THE FOOD SHELF IS ENCOURAGED.

RETIRES CHRISTMAS PARTY

WEDNESDAY, DECEMBER 12, 2018

11:00 AM

Church of St. Patrick—Edina
Mahon Center
6820 St. Patrick's Lane
Edina, MN 55439

2018 SNOWBALL DINNER AND DANCE

SATURDAY, FEBRUARY 16, 2019

6:00 PM TO 11:30 PM

Church of St. Patrick—Edina
Mahon Center
6820 St. Patrick's Lane
Edina, MN 55439

Safety Corner

PROPER PPE

By Brian Cole

We would like to remind everyone of the importance of having the proper personal protective equipment (PPE) for the job at hand. Choosing the right PPE for any specific job protects all employees on the jobsite, not just the workers involved with the task. PPE should be a last resort at protecting workers from hazards; engineering/administrative controls should be evaluated first.

Here are some things to consider. First is the proper fit of PPE for the individual; they're not all one-size-fits-all pieces of equipment. Training individuals on the intended use of the PPE as well as its limitations puts the power back in the workers' hands. Take lanyards as an example – using a retractable lanyard vs. a standard 6' lanyard when expected falls are less than 10' due to full extension length during an impact event, or vice versa, using a retractable lanyard when your swing distance is greater than the very height that you're trying to protect against. All PPE has its intended purpose as well as limitations. Knowing your equipment is critical to your safety.

*Knowing
your equipment
is critical
to your safety.*

Choosing the right classification of protection is just as important; for example, you need to know not to use a dust mask when a respirator (like an N95 mask) is needed. Even knowing the voltage classification of a piece of equipment before choosing what PPE to wear can make the difference between being properly protected and not.

Maintenance is another important and often-overlooked aspect of protective equipment. We have all had that visor that you can barely see through because it's been rolling around in the bottom of some gang box for months and now it's your turn to use it. It's imperative that spare and replacement parts are made available. Having a comprehensive inspection program before each use and having a responsible person in charge of the equipment will go a long way in ensuring that the equipment is in proper working order when needed.

In short, having the right equipment, in a well-maintained manner, in the hands of properly trained personnel means that workers are more likely to utilize it and less likely to take shortcuts, no matter how insignificant the task may be.

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 Kripos 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

Angel (Admin) 223

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

JATC: Summer Training

By Derrick Atkins, Training Director

It's the start of another new school year at the JATC, and we've had several changes. For the new school year, the JATC indentured a total of 92 apprentices into the program, with a total of 552 actively attending school. All classrooms have scheduled classes, with nine instructors teaching full-time, and the facility is being used to its capacity. We completed work on our test instruments lab with brand new Fluke multimeters, oscilloscopes, power quality meters and more for a variety of instruction regarding test measurements. Ideal Industries also contributed in the lab by building four circuit tracer lab stations for training on troubleshooting faulty circuits and circuit tracing.

We have launched a new website and online continuing-education registration for a friendly user experience. New this year is a Round Robin Code Class, which allows a participant to select one of three course track options; these will be taught by various instructors through the day to provide a variety of topics and instruction style for continuing-education renewal requirements.

Increasing our knowledge, awareness and skill set is important if we are going to continue to be the best-trained electricians in the country. Continuing education is one of the benefits of being in our great organization, helping us to be the best with some of the best instructors in the country. Always think about taking additional classes or ones on a different topic, as a number of our classes other than Code Review qualifies for license renewal credits.



The new JATC Test Instruments Lab.

A New Year

By Dave Dressler, Training Director,
Limited Energy JATC

The 2018-19 school year has begun. We enter this year with over 270 registered apprentices. The start of the year is always an exciting time for us up here at the JATC. We have been working very closely all summer, and to be honest, the students give us a much-needed break from each other.

Upon completion of each school year, the instructors and I evaluate the curriculum to determine what worked, what didn't, and what we need to change. Due to advances in technology, keeping the classes fresh is a never-ending process.

Projects this summer included Jason Rolf revamping the second-year fire alarm section, relay lab, and contact wiring lab. Oneka Jenkins created display boards and information

sheets for first year and Brandon Nelson updated the NEC, paging and audio sections of third year.

The training we do here would not be possible without our training partners. I would like to thank Anixter, CommScope, Graybar Electric, IDEAL Tool, Milwaukee Tools, Panasonic Security and Viking Electric for their continued support of the program. Your generosity allows us to maintain the high level of training that people expect from the Limited Energy apprenticeship.

If you would like more information on the Limited Energy Apprenticeship program, please feel free to contact us at 763-571-5922 or visit www.statewidelea.org.

Annual Picnic



Golf Tournament



"SENIOR SPARKIES NOTES"

We Welcome Fall

By Paul Klesmit, Senior Sparkies President

As we say goodbye to a summer with above-average temperatures, we welcome fall here in Minnesota. We can count our blessings we have had a rather calm summer compared to wildfires in the west and overly abundant rain and hurricanes in the east. I know many who have had to cancel travel plans.

The retirees have been very active this summer with a boat ride on the Mississippi, a Target Field tour and our usual activities, such as the retiree picnic at French Regional Park in Plymouth. We are planning our Christmas luncheon at St. Patrick's in Edina on Dec. 12. Look for your invitation in the near future.

Retirees will be under a new healthcare plan as of Jan. 1. This should be a positive change.

Lastly, we are under attack politically and it is extremely important to vote for Labor-friendly candidates. We are surrounded by Right to Work states and need to retain the governor's office. House and Senate races are equally important as well. PLEASE GET OUT AND VOTE. Mail-in ballots are easy and eliminate the last-minute rush to get to the polls.

We have monthly retiree meetings at 12:30 at the labor center featuring refreshments, a snack and drawings for some prizes as well as good camaraderie with fellow retirees. Please plan on joining us.

*Safe travels to our snowbirds.
Stay safe and Healthy....*

Fraternally,
Paul Klesmit
Senior Sparkies President



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 _____

Retiree Stadium Tour



Boat Trip



Attention Retirees in 12 County Area

On the 3rd Thursday of each month an informal gathering of retirees in the St Cloud area meet for lunch and brotherhood.

The meeting is at
Bridget's Café in St.
Cloud at approximately
1:00 pm.

42 32nd Ave S
Saint Cloud, MN



Political

Candidates for a Better Minnesota

By Ray Zeran, Political Coordinator

Organized labor has been on the short end of many battles in America, and wage growth has been stagnant. The Janus decision was a blow and it seemed that workers in America could not get a break in any way – until Prop A in Missouri was voted down 2 votes to 1. At last we have the wind at our backs; it's time for us to start making gains for the working-class warriors. We have been down but not out. Organizing is on an upswing, and workers and employers are seeing the value that a highly trained workforce can provide on the jobsite. The Union Family is on the rise.

However, we cannot afford to overlook the importance of elections. If we are not at the table of politics, then we are on the menu. There are a few key races that will determine which we are.

The biggest race on the ballot on November 6 is the governor's race between Tim Walz and Jeff Johnson. Johnson has said many times that he would look to sign a Right to Work (for less) bill as one of his first pieces of legislation. We know that he has been quoted as wanting to go all Scott Walker on Minnesota. Walker cut tax rates for the wealthy, signed RTW, repealed prevailing wage law and made project labor agreements illegal – and Wisconsin workers suffered, just as Minnesota workers will suffer under Johnson. Tim Walz is a Union member, teacher, 20-year veteran, sportsman and the right choice for workers in Minnesota. It's either Tim Walz or...Wisconsin.

Another key race is between Tina Smith and Karin Housley for Senate. Remember Karin? She is the one who was proposing to change our electrical license apprenticeship ratios to five apprentices to one on solar projects. Tina Smith is the right choice for working Minnesotans.

Problems that face Minnesota and America today can be solved by higher Unionization rates. We wouldn't be facing the same healthcare crisis, the affordable housing crisis, wage stagnation and lack of retirement preparation issues – all these issues would be addressed if more people were represented by collective bargaining. What is good for the Union is good for all people.

The IBEW 292 Committee on Political Education (COPE) representatives have screened and decided on candidates that will represent our jurisdictions. No matter your background, we all need to come together to take back the government and make it work for the betterment of all. Every one of our endorsed candidates support our issues and deserve a vote from the best-trained, most productive electrical workforce in the world.

***“If we are not
at the table
of politics,
then we are
on the menu.”***

2018 Endorsed Candidates

State Candidates

Candidate	Office Sought	IBEW (Statewide)
Tim Walz	Governor	Endorsed
Steve Simon	Secretary of State	Endorsed
Julie Blaha	Auditor	Endorsed
Tina Smith	US Senate	Endorsed
Amy Klobuchar	US Senate	Endorsed
Keith Ellison	Attorney General	Endorsed

Local Candidates Endorsed by Local 292 COPE

Candidate	District
Mike Gamache	Anoka Co Dist 5
Dan Ryan	Brooklyn Center CM
Tim Wilson	Brooklyn Center Mayor
Ilhan Omar	CD5
Irene Fernando	HC Dist 2
Marion Greene	HC Dist 3
Peter McLaughlin	HC Dist 4
Jim Read	HD13A
Heidi Everett	HD13B
Aric Putnam	HD14A
Dan Wolgamott	HD14B
Emy Minzel	HD15A
Karla Scapanski	HD15B
Margaret Fernandez	HD30B
Dan Solon	HD34A
Kristin Bahner	HD34B
Melissa Hortman	HD36B
Mike Nelson	HD40A
Samantha Vang	HD40B
Ginny Klevorn	HD44A
Patty Acomb	HD44B
Lyndon Carlson	HD45A
Carlie Kotyza-Witthuhn	HD48B
Heather Edelson	HD49A
Steve Elkins	HD49B
Andrew Carlson	HD50B
Brad Tabke	HD55A
Ray Dehn	HD59B
Dianne Loeffler	HD60A
Frank Hornstein	HD61A
Pete Parris	Laketown Township Supervisor
Mary Supple	Richfield Council at Large
Maria Regan Gonzalez	Richfield Mayor
Joe Perske	SD13
Tarryl Clark	Stearns Co Dist 1

Local Candidates Endorsed by Local IBEWs

Candidate	District	Endorsed by Local
Rob Ecklund-DFL	HD3A	294
Mary Murphy-DFL	HD3B	294
Ben Lien-DFL	HD4A	110
Paul Marquart-DFL	HD4B	110
Mike Sundin-DFL	HD11A	110
Jason Rarick-R	HD11B	110
Emy Minzel-DFL	HD15A	110
Lyle Koenen-DFL	HD17A	110
Nick Zerwas-R	HD30A	110
Kurt Daudt-R	HD31A	110
Jeff Peterson-DFL	HD32B	110
Kathryn Eckhardt-DFL	HD35B	110
Erin Koegel-DFL	HD37A	110
Bob Dettmer-R	HD39A	110
Shelly Christensen-DFL	HD39B	110
Mike Nelson-DFL	HD40A	110
Connie Bernardy-DFL	HD41A	110
Mary Kunesh-Podein- DFL	HD41B	110
Randy Jessup-R	HD42A	110
Jamie Becker-Finn-DFL	HD42B	110
Peter Fisher-DFL	HD43A	110
Leaon Lillie-DFL	HD43B	110
Sandra Masin-DFL	HD51A	110
Laurie Halverson-DFL	HD51B	110
Rick Hansen-DFL	HD52A	110
Tou Xiong-DFL	HD53A	110
Kelly Fenton-R	HD53B	110
Keith Franke-R	HD54A	110
Anna Wills-R	HD57A	110
Pat Garofalo-R	HD58B	110
Kaohly Her-DFL	HD64A	110
Dave Pinto-DFL	HD64B	110
Reno Moran-DFL	HD65A	110
Carlos Mariani-DFL	HD65B	110
John Lesch-DFL	HD66B	110
Tim Mahoney-DFL	HD67A	110
Jay Xiong	HD67B	110

Early Voting started on September 21st, 2018. If you don't know where you are going be working on Election Day Tuesday, November 6th. Visit MNVOTES.ORG for voter information on how and where to vote early.

Goal Setting



The Power of SMART Goals

For goals to be powerful, they should be SMART. Many people have heard of SMART goals, but how do they work? SMART can mean many things, but SMART goals should be:

- **Specific-Goals** must be clear and well defined. If the goal is too general, it will not be helpful, because it doesn't provide enough direction. A clearly defined goal will tell you exactly where you want to end up. Define the goal as much as possible using clear language. Maybe you want to enroll in a computer class, find an internship, or improve your interview skills. Knowing exactly what you want will help you set well-defined goals.
- **Measurable-Include** exact amounts, dates, and other information in your goals. Using concrete numbers will make it easier to track your progress and, measure your success. A good measurable job search goal could be, "I will contact at least five employers each week, apply for at least two open positions, and follow up with my Employment Network or Vocational Rehabilitation counselor every month."
- **Achievable-It** is important to make sure you can actually achieve your goals. Setting a goal that has little chance of success can make you less confident. The best balance is to set challenging yet realistic goals. Contacting five companies per week to ask about job openings is an achievable goal. To make this goal even easier to achieve, for example, you can post your resume on job-search websites and set up electronic alerts for job openings that match your skills. These strategies can help you find several job leads each week.
- **Relevant-Motivation** is key to achieving your goals. Lining up your goals with your personal values will help you stay on track. If your goal is to earn enough money to buy a car to get to and from work so that you don't have to depend on public transportation, find a picture of the car you want and post it where you'll see it often. This will remind you of your goal and the benefits of earning a paycheck.
- **Time-Bound-Goals** need a deadline so you know you've reached your target. When you set a deadline for yourself, you feel especially driven to reach it. Breaking longer-term goals down into several short-term goals can be a great way to achieve success. Like checking a task off your to-do list, it will also encourage you to set

Continued on next page

Goal Setting Continued

the deadline) meeting your next short-term goal. If you continue to meet short-term goals, you'll eventually be able to achieve your long-term goal. You can do it!

You can do it!

Setting SMART goals is just the first step in pursuing your dreams. After creating your goals:

- Put them in writing. This makes them feel real.
- Make an action plan. Include all steps needed along the way.
- Stick with it. Commitment is the key to success!

What will you decide to accomplish today?

<https://choosework.ssa.gov/>

Having problems setting goals? Feeling stuck in your life? Call TEAM to set up an appointment with a counselor. IBEW 292 members are eligible to receive six confidential sessions at no cost to the member.

Call today: 651-642-0182.



Transitions

Retirements

Congratulations!

Last Name	First Name	Mi	Pension Effective Date
BOSER	BLAISE	H	8/1/18
BROWN	NORMAN	L	8/1/18
JUREK	DANIEL	D	9/1/18
KACZMAREK	DANIEL	S	4/1/18
LAKANEN	KURT	W	9/1/15
MCGRAW	MARK	L	8/1/18
REGER	DAVID	A	8/1/18
RUDOLPH	RICHARD	D	7/1/18
SCHULTE	ALAN	L	7/1/18
SCHULZETENBERG	JOHN	C	8/1/18
SPLETTSTOESZER	DAVID	L	8/1/18
STEWART	MICHAEL	J	9/1/18
STICHA	NORBERT	J	7/1/18
STUMPEA	KURT	W	9/1/18
WELLS	HARRY	L	7/1/18
ZAUN	DOUGLAS	D	2/1/15
ZIEGLER	BRIAN	S	12/1/17

Deaths

Active Members

Last Name	First Name	Mi	Date of Death
BULEN	PAUL	B	7/9/18
POPPE	ANDREW	P	8/10/18

Retired Members

CLARK	STEVEN	D	7/27/18
FULKERSON	JAMES	K	5/8/18
HAGEN	RICHARD	W	7/26/18
JONES	KENNETH	D	6/7/18
RANALLO	RAYMOND	D	5/15/18
SCHMITZ	JOHN	P	9/18/18
SIMONSON	DENNIS	C	9/5/18
WEBER	STEVE	C	8/3/18

In Memoriam

It is with a heavy heart and great sadness that IBEW Local 292 lost Journeyman Jake Villa to a workplace accident. Our brother was an outstanding electrician and fine young man. He will be greatly missed.

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

12

OCTOBER 2018



Calendar

October 2018

- 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 p.m.
- 17 **Brotherhood Committee** meeting.
4:30 p.m.
- 18 **History Committee** movie night. 6 p.m.
- 22 **Electrical Workers Minority Caucus**
meeting. 5 p.m.
- 23 **Executive Board** meeting. 4 p.m.
- 24 **RENEW** meeting. 4:30 p.m.
- 25 **Sisters in Solidarity** meeting. 4 p.m.

November 2018

- 1 **St. Cloud Informational** meeting. 6 p.m.
St. Cloud union hall, 2803 Clearwater Rd
- 4 **Daylight Saving Time Ends.**
- 8 **Safety Committee** meeting. 4 p.m.

- 13 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 15 **Sisters in Solidarity** meeting. 4 p.m.
(moved one week due to holiday)
History Committee movie night.
6 p.m.
- 21 **Brotherhood Committee** meeting.
4:30 p.m.
- 22 **Thanksgiving Day.** Office closed.
- 23 Office closed.
- 26 **Electrical Workers Minority Caucus**
meeting. 5 p.m.
- 27 **Executive Board** meeting. 4 p.m.
- 28 **RENEW** meeting. 4:30 p.m.
IBEW Founders' Day, 1891.

December 2018

- 1 **Children's Christmas Party** 9 a.m.
- 6 **St. Cloud Info.** meeting. 6 p.m.
St Cloud union hall, 2803 Clearwater Rd

- 7 **Members only Christmas Party**
6 p.m.
- 11 **Retirees Club** meeting. 12:30 p.m.
Stewards meeting. 6 p.m.
General Membership meeting. 7 p.m.
- 12 **Retirees Christmas Lunch** 11 a.m.
- 13 **Safety Committee** meeting. 4 p.m.
- 17 **Electrical Workers Minority Caucus**
meeting. 5 p.m.
(moved one week due to holiday)
- 18 **Executive Board** meeting 4 p.m.
- 19 **Brotherhood Committee** meeting
4:30 p.m.
- 20 **History Committee** movie night.
6 p.m.
- 24 **Christmas Eve Day.** Office Closed
- 25 **Christmas Day.** Office Closed
- 26 **RENEW** meeting. 4:30 p.m.
- 28 **Sisters in Solidarity** meeting. 4 p.m.
- 31 **New Years Eve**