

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL UNION 953 NEWS – JULY 2024

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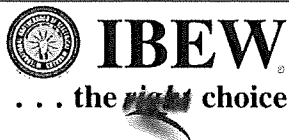
Timothy Hemenway, Asst. Bus Mgr
 Michael Mountin, Asst. Bus. Mgr
 Bandi Henke, Asst. Bus. Mgr
 Nick Webber, Organizer
 Grace Malone, Accountant
 Kaitlyn Primeau, Admin. Coordinator

OUR ADDRESS

4205 Southtowne Drive
 Eau Claire, WI 54701
 TEL: 715-834-4911

WEBSITE

www.ibew953.org
 E-mail Staff, see Web Page
 For "Contact Us" link.



Dear Members,

I hope your summer is going well! I would like to update you on some things that have taken place at Local 953. Earlier this Spring, we settled an important contract with Acuity Brands at their Winona Facility. This contract included general wage increases that have not been seen for decades. We were also able to negotiate increases to the Paid Time Off (PTO) schedule. This was in part due to changes in the Minnesota State Law regarding workers' rights to guarantee paid sick time for workers. These are much needed changes that will help protect our members from the threat of losing their job when caring for themselves or one of their loved ones. We also negotiated paid jury duty leave for our members that are called to serve. This 3-year contract was approved by the membership.

At Xcel Energy, as many of you are aware, some wage adjustments have already taken place in Minnesota and the Dakotas pertaining to classifications within the Electric Line Department. We are currently following suit and are in the process of negotiations. This may result in reclassification of some workers and changes to duties and responsibilities. For this reason, we are establishing a committee that will help guide us in the right direction. Please take the time to review information that will continue to be sent out and attend meetings, so you are clearly informed during this important process. Local 953 also has several Procedural Grievances filed against Xcel Energy for a wide variety of topics including issues with the new storm agreement, meal allowances, timekeeping and pay rate issues. Please be patient as we work through this high volume of grievances.

Local 953 is also moving forward with the creation of a new webpage and mobile app. This will allow us to communicate better with our members and will serve as a tool for having the resources our members need. Our goal is to have the new webpage and mobile app operational by this Fall. Please stay tuned for updates, as we are in the design and build phase of this project.

On a positive note, I am happy to report that Governor Tony Evers issued a Proclamation declaring July 10th, 2024 as Lineworker Appreciation Day in Wisconsin. Local 953 worked in conjunction with other Locals in the state to support this effort. We could not be prouder of all our construction and utility members for their efforts and dedication to serving our communities.

As Always, Work Safe!

In Solidarity,

Brady Weiss

Brady Weiss
 Business Manager/Financial Secretary

Brothers and Sisters,

Hope everyone is enjoying the summer weather.

We have entered the summer storm season here at Xcel. And even though we have a new storm agreement in place, management is back to their old ways of interpreting the agreement the way they see fit and denying storm premium pay for our folks. Several grievances have been filed and we will be working with the company to resolve them. What makes this more frustrating is that we still have not resolved the Hour-In-Lieu-of, Boot Allowance, and several other grievances. As the company continues to "drag their feet", the grievances keep piling up.

Local 953 and management have been having discussions for years regarding the Wisconsin Operator Agreements and the Dispatch Agreements. We are making some progress, but with some of the changes in management, this has been slow.

Recently, Local 953 and management have sat down with the company to discuss wage rates, classifications, and job duties within the Electrical Distribution department. As of the writing of this letter, we have met only once and have dates scheduled to meet again.

As always, if you have any questions or concerns, please contact me.

In Solidarity,

Tim Hemenway

Tim Hemenway
Assistant Business Manager Local 953

Hello Fellow Union Members,

Hope this letter finds you all well. Summer is in full swing which means we are already halfway through the new year. Time is just flying by. Recently, we finished up a productive negotiation at Polk-Burnett Electric Cooperative. We reached a Tentative Agreement that was unanimously approved by the members. Later this year we will be looking to amend both agreements at Jump

River Electric Cooperative as well as both agreements at Dairyland Power Cooperative. Inflation has tapered off a bit although it's nowhere near the 2% mark that the Federal Reserve would like to see it at, though they are aggressively attempting to get it under control. We will have to see how that uncertainty plays out in negotiations later this year. As you all know, predicting what the economy will look like a year or two down the road is always a gamble and therefore negotiating the duration of any CBA is just that, a gamble. The future is always uncertain and there are tradeoffs for a longer-term agreement vs a shorter-term agreement, not to mention the fact that we need to get another party to reach a consensus on the term of said agreement.

On another note, we have an arbitration decision regarding the Dispatcher Arbitration case that I spoke about in the previous newsletter. The Dairyland Power Cooperative Dispatch Arbitration case revolved around the Cooperatives' unwillingness to pay the Dispatch Work Group per the Agreement for time spent traveling to the backup control center in Genoa Wisconsin as well as for meals and mileage while assigned to the BCC. The Arbitrator ruled in favor of the Union in its entirety and found Dairyland Power Cooperative violated the Collective Bargaining Agreement by not compensating the Dispatchers for additional time, mileage and meals while they were assigned to the Genoa Backup Control Center during the approximately 4-month remodel of the Dispatch work area in the headquarters building. This Arbitration case revolved around a substantial sum of money that Local 953 Union Members were due, nearly \$60,000 in back pay was secured with this win for the Dispatch Work Group.

Until next time, Work Safe and Stay Cool!

In Solidarity,

Mike Mountin

Mike Mountin
Assistant Business Manager Local 953

Brothers and Sisters,

First off, a brief update on contract line work: Currently, as I write this, we have only four Journeyman Lineman, three Equipment Operators, and two Groundman on Book 1. Obviously, I am working hard to get all of our Book 1 members back to work locally. Considering how slow the work picture has been, getting most of our members back to work hasn't been quite as difficult as we all predicted-which is some good news.

Brady and I recently wrapped up negotiations for our Line Clearance/Tree Trimming group and feel we made some great increases in wages (the highest we have seen for this group). We made good increases in the NEAP, gained another paid holiday, included new language to get an HRA setup and funded in 2026 (contingent on no LineCo increases in 2026), and were able to ensure the company picks up any LineCo premium increases for at least the next couple of years. We locked up a 3-year deal that was ratified by the members in May 2024. Jo-Carroll Energy has two contracts expiring in the fall of 2024, so I will be focusing on those for the next few months. I will be spending a fair amount of time in Illinois meeting with all the members (currently 57 and growing) we have working for that Co-op so please be patient if you stop in the Hall and I am out from time to time.

Local 953, with the permission of Business Manager Brady Weiss and with the approval of your Executive Board and the membership at the Annual Meeting, now has a Rodeo Team that is preparing to compete at the International Lineman's Rodeo near Kansas City this October. We have five apprentices already signed up (four competing, one as a back-up) and committed and they are looking forward to representing 953 on a big stage this fall.

Reminder: we are going to host a trap shoot/pheasant shoot on Saturday, October 12, 2024 at a **new location**: Woods and Meadow Hunting Preserve. Address: N4335 Potter Road in Warrens, WI. Please see the colored flyer inside your newsletter for more information on this. Sign up online (or call me for assistance) if you plan on shooting. Space is limited. Looking forward to seeing a bunch of you there and remember: *once divided, there is nothing left to subtract!*

Stay Strong,

Bandi Henke

Bandi Henke
Assistant Business Manager Local 953

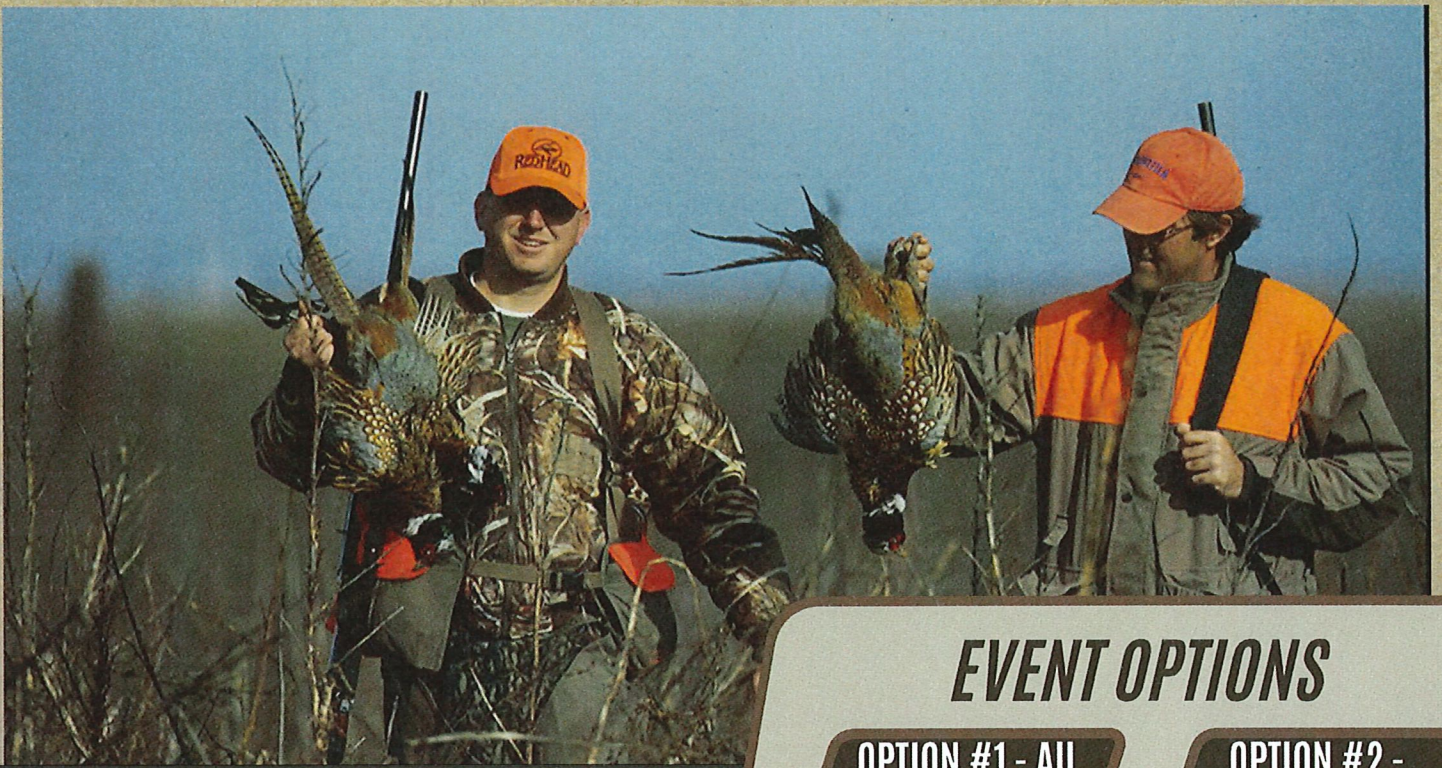
**MEMBERSHIP NOTICE
IBEW PER CAPITA INCREASE JULY 2024**

As per the IBEW Convention held May 9, 2022, the delegates voted to increase the per capita on July 1, 2024 by \$1.00. The following rates will apply to the international office portion of all monthly dues payments for July 2024, and thereafter:

	"A" Members	"BA" Members
Per Capita	\$23.00	\$23.00
Pension Fund	\$21.00	<i>Not Applicable</i>
Local Fee	\$1.00	\$1.00
Total:	\$45.00	\$24.00

Please add the additional increase to your dues payments effective with your July 2024 dues.





2nd Annual IBEW Local 953 Pheasant & Trap Shoot

***SATURDAY
OCTOBER 12, 2024***

**Wood and Meadows Hunting
Preserve & Sporting Clays**

**N4335 Potter Road
Warrens, WI 54666**

EVENT OPTIONS

**OPTION #1 - All
Events**
\$142 per person

**OPTION #2 -
Pheasant Hunt**
\$130 per person

**OPTION #3 - 5 Stand
Clay Pigeon Shoot**
\$42 per person

**OPTION #4 - Food &
Drinks Only**
\$30 per person

*OPTIONS #1, #2, #3 INCLUDE FOOD & DRINKS (BEER/SODA)

*Join us for a day of
comradery and sport
with fellow Union
members and family!*

DETAILS AND HOW TO REGISTER ON THE BACK



2nd Annual IBEW Local 953 Pheasant & Trap Shoot

Join us for a memorable day of shooting and solidarity!

Date: October 12, 2024

Time: Arrive @ 7:30 AM if shooting, 11:30 AM food & drinks served

Location: Wood and Meadows Hunting Preserve & Sporting Clays (N4335 Potter Road Warrens, WI 54666)

Who Is Invited: Local 953 members and family

Required Attire: Blaze orange hat and/or shirt

Register by Paying: **1)** In person at the Hall **2)** Credit card online at

<https://uniononly.io/o/ibewlocal953/fall-outing-2024> **3)** Mail a check to the Hall

OPTION #1 - ALL EVENTS (HIGHLY RECOMMENDED)

\$142 PER PERSON

Includes all activities:

- Pheasant hunt with guides and dogs included (if you want to bring your own dog, let Bandi know asap) *Remember to bring your own gun and ammo and arrive at 7:30 AM for hunt
- 1 round of 5 stand clay target shooting (bring your own gun and ammo)
- Beer/Soda
- Meal catered in around 11:30 AM, raffle to follow
- Chance at raffle for door prizes

OPTION #2 - PHEASANT HUNT

\$130 PER PERSON

Includes:

- Pheasant hunt with guides and dogs included (if you want to bring your own dog, let Bandi know asap) *Arrive at 7:30 AM
- *Bring your own gun and ammo
- *Processing of your birds available for an extra cost
- Beer/Soda
- Meal catered in around 11:30 AM, raffle to follow
- Chance at raffle for door prizes

OPTION #3 - 5 STAND CLAY PIGEON SHOOT

\$42 PER PERSON

Includes:

- 1 round of 5 stand clay target shooting between 8:00 AM - 11:00 AM (bring your own gun and ammo and call Bandi for your slotted shooting time if you are NOT participating in the pheasant hunt)
- Beer/Soda
- Meal catered in around 11:30 AM, raffle to follow
- Chance at raffle for door prizes

OPTION #4 - FOOD AND DRINKS ONLY

\$30 PER PERSON

Includes:

- Beer/Soda
- Meal catered in around 11:30 am, raffle to follow
- Chance at raffle for door prizes

Questions? Give Bandi a call at 715-828-3294

MUST REGISTER BY PAYING BY SEPTEMBER 2, 2024

Brothers and Sisters,

A few quick updates for you to start off. I am excited to announce that Local Union 953 has reached an election with the staff members at Wisconsin Farmers Union. It is my hope that by the time this letter reaches your mailbox, we will be able to report good news. In addition, our work with technical schools within our jurisdiction is once again proving to be mutually beneficial for our Union, the schools, and students alike. Honestly, working with students/recent graduates of these programs is one of my favorite parts of the job. Congratulations to all of the 2024 graduates!

As many of us would rather avoid it, the reality that it is 2024 and an election cycle has set in for many. We all know that the next few months will be noisy, as commercials fill the airwaves and campaign signs are found around every corner as you make your way to your weekend destination. As one who worked professionally in this field for many years, I want to share some thoughts and (hopefully) helpful information with all of you.

Elected officials and candidates from the top of the ticket, all the way to the bottom, are real people who genuinely want to do a good job, period. Though there are certainly exceptions, this has overwhelmingly been my experience. In addition to this, elected officials on both sides of the aisle generally get along with each other, personally and professionally. Often, members of opposite parties from a similar area/same state, etc. work together to pass legislation that benefits people in their area- as it has been said before, there are no Democratic or Republican bridges, highways, or airports.

The Democratic National Convention and the Republican National Convention will be held this summer in Chicago and Milwaukee, respectively. Often, all we see from home are the big primetime speeches from the top of the ticket, but there is so much more to these conventions. The makeup of the people in these conventions are comprised of three

groups. 1. Congressional District Delegates (people from every one of the congressional districts are elected from their home districts) 2. At Large Delegates (people are elected from a state executive committee of a state party-or something similar) 3. Elected Officials- some elected officials are selected and given delegate privileges at the convention. During these conventions, these delegates vote not only for their Presidential candidate, but also for the party platform. These conversations are very real and often can include competing interests within their own party.

IMPORTANT: If you live in Wisconsin, it is likely that your districts may have changed. This year, the Wisconsin Supreme Court ordered that the legislature (Republican controlled) and the Governor (Democratic) must work together to create fair maps. They agreed to maps earlier this year. Please look into this if you haven't already. This change is going to create more competitive districts throughout the state and is likely to result in a more balanced legislature by the end of the election. On a final note, be sure to include the legislative priorities of the IBEW in your decision-making process this year. Follow this link <https://ibewgov.org/issues-campaigns/> and click on "2024 Policy Brief", I trust that a lot of the priorities listed will make sense to you.

In Solidarity,

Nick Webber

Nick Webber
Local 953 Organizer



STATE of WISCONSIN



OFFICE of the GOVERNOR

Proclamation

WHEREAS; electrical lineworkers work each day to ensure thousands of individuals and families across the state maintain power in their homes and places of business; and

WHEREAS; lineworkers provide a critical service by maintaining and developing Wisconsin communities' electrical infrastructure, often putting their lives at risk for the people of Wisconsin by exposing themselves to high-voltage electricity; and

WHEREAS; the lineworker profession requires knowledge, dedication, extensive on-the-job training, and exceptional physical and mental strength; and

WHEREAS; during weather emergencies and natural disasters, lineworkers labor tirelessly—under dangerous and sometimes life-threatening conditions—to repair broken and damaged lines and restore power to affected individuals; and

WHEREAS; lineworkers also work on more than repair, often proactively improving the reliability, resiliency, and efficiency of lines statewide from both physical and cybersecurity threats; and

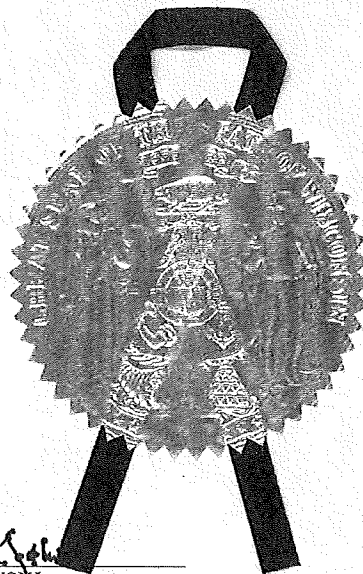
WHEREAS; the skills, dedication, and courage of lineworkers are essential to the operation of the state of Wisconsin, and protecting their health and safety must be of the utmost importance; and

WHEREAS; today, the state of Wisconsin recognizes and celebrates all lineworkers for their exemplary service to individuals across the state and honors all those who have lost their lives while on the job;

NOW, THEREFORE, I, Tony Evers, Governor of the State of Wisconsin,
do hereby proclaim July 10, 2024, as

LINEWORKER APPRECIATION DAY

throughout the State of Wisconsin, and I commend this observance
to all our state's residents.



IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 21st day of June 2024.

Tony Evers
TONY EVERS
GOVERNOR

By the Governor:

Sarah Godlewski
SARAH GODLEWSKI
Secretary of State

IBEW Local 953
4205 Southtowne Dr.
Eau Claire, WI 54701

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IBEW
...the *right* choice



**Integrity
is doing the
right thing, even when
no one is watching.**

C.S. Lewis



WEINGARTEN RIGHTS

I believe this discussion could lead to my being disciplined. I therefore request that my union representative or officer be present to assist me at the meeting. I further request reasonable time to consult with my union representative regarding the subject and purpose of the meeting. Please consider this a continuing request; without representation I shall not participate in the discussion. I shall not consent to any searches or tests affecting my person, property or effects without first consulting with my union representative.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS LOCAL UNION 953
(715) 834-4911

