

- 56475 Peppermint Road, South Bend, IN 46619
- Telephone: 574-287-8655 Fax: 574-233-5234
- Website: www.ibew153.com
- Active Membership: 1065
- Serving the IBEW Local 153 Six County Area

April 2018

THE 153 METER

Benefits Website

There is a website where you can access the information you need about your health, pension and annuity benefits. The website has links for Frequently Asked Questions, Summary Plan Descriptions, Contributions, Forms and other pertinent information. To log in for the first time:

LOG ONTO:

www.ibew153benefits.org

- ◆ Click the plan of your choice
- ◆ Click the Current Benefit Status link
- ◆ Enter your SSN using no hyphens or spaces
 - ◆ Enter the generic password BA36M6W
 - ◆ Click Login Button
- ◆ You will be prompted to a screen to create a new password

H&W Supplement

A reminder to those members sitting at home for their contractor, your Health Care hours bank may be getting low. Remember that in order to receive the subsidized rates and not pay the full cost of the plan, you must be on the "out of work list."

Thanks....

Thanks to those members and their families who attended the Chili Cook-Off.

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Rebuilding Together

The work day for the Rebuilding Together Project in South Bend, Indiana is scheduled for **Saturday, April 7, 2018**. There will be a breakfast meeting to hand out work assignments and t-shirts. Lunch will be provided, as well as an "after" party. Please contact the hall to sign-up to help "Make our Community Brighter!"

Volunteers Needed

Eight to ten volunteers are needed for the 2018 Habitat for Humanity home build. The "rough-in" days will be **Monday, April 16** to **Friday, April 20** from 7:00am to 3:30PM. Retirees or active members are welcome. Sign up for one day or all five days. Please call the Hall to sign up 574-287-8655 or 800-986-1054.

ReNew Euchre

Tournement

April 21, 2018, 7:00pm-10:30pm @ the Union Hall. Please bring a dish to share.
\$10/team Round Robin format
18 and up. IBEW members and family

KRASL ART FAIR

ON THE BLUFF

IBEW 153 and IBID County Electric have jointly committed to performing the electrical work needed for the Krasl Art Fair in St. Joseph, Michigan beginning July 12th, 13th, 14th and 15th. Volunteers are needed for this event please contact Bill at 800-986-1054 or 574-532-9995

Deaths

Philip Wilmes

Retired JIW, initiated August 1, 1965
November 4, 1936—February 3, 2018

Retiree Breakfast with Spouse Invited

DATE: May 2, 2018

PLACE: Union Hall
56475 Peppermint Road
South Bend, IN 46619

TIME: 9:00A.M.

Call the Hall to make your reservation
At 574-287-8655 or 800-986-1054.

We hope to see you there!

Humana will be here to answer questions for those that have them. They will not be doing a formal presentation. It is very important that we know how many will be attending to properly prepare for the amount of food that will be required. With that being said, **please call on or before April 24th**. There will be no Anthem reps here for anyone under 65. This means you have to be on Medicare.

Congratulations to Our Recent Retirees

- ◆ Thomas Seifert
- ◆ Mark Hurst

IBEW Local 153 Picnic

Date: Saturday, August 18, 2018

Time: 12:00pm - 5:00pm

Food served at 1:00pm

Place: Potawatomi Park Pavilions 3 & 4

Address: 500 S. Greenlawn Ave.
South Bend, IN

Mark your calendar for this year's annual picnic. The Local will provide the main dish, beverages, and table service. Everyone is asked to bring a side dish to share (in a disposable container for easy clean-up!) There will be admission tickets available at the picnic for entry to the zoo. Mark your calendar for a day of family fun and fellowship!

Course Title & Dates

OSHA 10 Hour	email for online voucher
OSHA 30	Fall 2018
Trouble Shooting	In development
ICRA	Spring 2018
BICSI	Feb 19 th 2018
Solar	March 24 + 31

Call 574-233-1721 to reserve your seat. Some classes are limited in size.

For other classes visit: JATC153.com

BUSINESS MANAGER REPORT - Bill Haase

If you have not been to the Hall lately you may not recognize the old worn out blue building because it has a new look; not yet complete but getting close. You must still use the north doors for a little while longer, but by the time this is out to print and arrives in your mailbox it may be, it could be done. The weather has hampered the originally scheduled completion date, but I think most of you will have to say that it sure makes a difference on the corner of Peppermint and Indiana 2. If we had still been at our old location in the Building Trades Building, we would be treading water right now due to the flooding. The last time that happened was ten years ago in January of 2008. This June will be four years since we moved. Good move? I think so.

In 2014, Local 153 hit several different milestones. We celebrated the 100th Anniversary of the chartering of our Local Union and on April 21 it will be 104. Next year will be another celebratory year, 105. Should this be celebrated with a big blow out as we did in 2014 or should we celebrate the occasion by showing off our building and consider celebrating in our building? Think about it and let us know what you think. The other big moment in 2014 was the move to our own building. I have heard both sides of the argument of the move; I personally think we made the correct decision. We now have our very own home. We can set our own agenda without having to ask other trades if they are using the building that day or evening and with the HELP & ReNew Committees, the hope is that in the future the building will be used more and more for fellowship and recreation with such things as trivia nights and euchre tournaments.

Did you make it to the HELP Committees Chili Cook-off? It's always the last Saturday in February; put it on your calendar for next year. The committee did a great job and with the assistance of the ReNew Committee and their Corn-Hole tournament everyone young and old had a great time. You don't have to come to each Union meeting to be a good Union member. There are some members doing great things to help our members and others. If you don't know it, you are a part of one of the greatest unions ever formed and with your help it can be even greater. Bring your apprentice, bring your co-worker, and bring your

any one of the IBEW 153 events. And Michigan guys, its not that far from the state line, it would be nice to see you there.

Union meetings, Retiree breakfasts, Rebuilding Together, IBEW 153 Picnic, Breakfast with Santa, Chili Cook-off are a few of the events that you can attend; and coming up in our area this year for the second time since 2005 is the Jimmy Carter Habitat for Humanity Work Project.

I believe most of you are aware of the newer classifications that have been in our Local the past 5-6 years. The CW/CE classification is allowing our contractors to be competitive on projects that they would possibly not have bid because of the non-union competition. The acceptance of these classifications on job-sites has allowed many of these individuals to see and work at the trade and for some of those to advance to the apprenticeship level. Some of these workers are using the classification to advance through the approved process to reach a higher standard of living. It would take a CW over seven years to advance to journeyman level with the on the job training and the accepted training from the JATC. These classifications also allow our organizers to evaluate and place into our workforce members with skills acquired while working for our competition to be successful within our organization. Your encouragement in the field and for those training these individuals to learn and advance is very much appreciated.

In Solidarity and see you at the next union meeting,
Bill Haase

ASSISTANT BUSINESS MANAGER REPORT Stan Miles

Brothers and Sisters,

Spring is almost here (YAY!!). We have now passed the time of the year where we have to move our clocks forward. What is this thing called Daylight Savings Time? It's a thing when the day before we went to work and the sun was already coming up and now it's dark outside on that same departure time for work. Sometimes I just don't get it.

Contract negotiations have begun for the Inside contract. The Survey Monkey for input into the upcoming negotiations garnered a lot of responses. We formulated those responses into contract proposals. Expect to see another Survey Monkey after the contract is settled and we will be asking for responses for the wage distribution.

The Health & Welfare Trust has requested representatives of Humana to again attend the May 2018

retiree's breakfast. This will be the second year they have attended the breakfast. They will be here to talk about recent changes in the Humana Medicare Advantage plan.

Plan 4 appears to be on track for a January 1, 2019 implementation. The final service credits are being calculated. Remember the more years you work and are in our Health insurance plan the larger your subsidy will be. We expect that there will be a minimum premium for our regular retirees and our disabled retirees. information. Keep watching your mail from the fund office for additional information. The Union Hall renovation is in full swing. Please bear with us as we work through this process. It won't be long before we will again be able to use the east entrance. We will continue to use the north side door until the new entry way is built.

This summer will be the first summer that we will not have an IBEW Night at the Cove. This subject was discussed at one of our Membership meetings and we voted to not host our annual outing there due to the work the City of South Bend awarded to a non-union contractor just outside the fence of the stadium for the Ivy at Berlin Place project. We are asking for suggestions for another type of event to replace this. Let us know. We will be having our annual picnic in August.

Upcoming Events include:

Rebuilding Together:	April 7, 2018
(Correction from Last Article)	
Jimmy and Rosalynn Carter Project:	April 16-20, 2018
(10 volunteers needed)	
Union Meeting:	April 22, 2018
Retirees and Spouses Breakfast:	May 2, 2018
(Humana here at 9:00 AM) RSVP required	
Union Meeting:	May 24, 2018
In Solidarity	
Stan Miles	



PRESIDENT'S REPORT

Mike Leda

Members,

Congratulations to Carl Wallace for being the 2018 HELP Chili Cook off winner. The HELP Committee as usual did an outstanding job with this event. The RENEW committee had a Corn-Hole Tournament at the same event whose winners were Mike Van Arkel and new member, Greg Krol, from North American Sign.

The RENEW Committee is planning a Euchre tournament for April 21, at 7:00pm, for IBEW members, spouses and their families. The cost for a team of two is \$10.00; or we will pair up single members for \$5.00 each. Call the hall to sign up! There will be tables set up for a potluck style evening. Please bring a dish to share. Our RENEW Committee is energized to bring more of these get-togethers (social events) in the future and we hope everyone will participate and contribute to their success. As a reminder, the RENEW Committee is for members 35 and younger who meet on the 2nd Friday of every month. Call the hall if you want to join.

You should start hearing about the upcoming IBEW Industry Night through advertising (flyers, radio etc.). This is an event to bring in people with electrical experience to see what the IBEW and its contractors have to offer. It will be held at the Century Center on May 9th. In addition, Bob and I can use your help finding job sites to visit, just call with who is working and where the site is.

The Trust Funds meetings were held at the end of February. The Money Purchase Plan seems to have grown better than anyone has expected. Our Local Pension has also seen significant growth over the last year with the number of hours we have worked in our local and the markets doing well. In the last calendar year, our local worked over 2,000,000 man hours. Let's hope these trends continue! Our Health and Welfare Fund also benefited from the extra work as the Fund's numbers are up.

Although those numbers are still not where they need to be, they are trending upward. Our new Plan 4 Fund should start in 2019 and we are working out how the service benefit credits are going to be calculated. Is your first aid/cpr card up to date? Classes are offered the 2nd Tuesday and the following Thursday of each month at the JATC.

The COPE Committee is gearing up for the election season. In March's meeting, we met with Mel Hall and Pat Hackett who are both running in the primary for the Democratic nomination for Congress. The winner will run against Jackie Walorski for the 2nd district seat. We are also planning to have Joe Canarecci and Yatish Joshi

primary for the Democratic nomination for Congress. The April meeting is the 19th at 5:00 pm. These COPE Committee meetings in March and April were and are a good chance to get an up close look at the candidates and a great opportunity to ask them your questions. All are invited to attend.

There is a lot going on in April!

Rebuilding together, April 7

Jimmy Carter Habitat Electrical Rough In, week of April 16th - April 20th

COPE Committee Meeting, April 19

RENEW Euchre Tournament, April 21

Union meeting April 26

Throw in the ongoing contract talks (Inside and Burkhart) and the Industry Night (May 9th) preparations and you can see things are pretty busy in the office.

Hope to see everyone at some or all of these events!

Michael Leda

MEMBERSHIP DEVELOPMENT

Bob Banaszak

Greetings I hope this article finds you healthy and dry after this wet winter/spring we are having so far. Things in the membership development department are picking up. We are in the midst of planning for the Industry Night. Things are coming together nicely, kudos to Stan for paving the way with his Industry Night in 2016 and Eric Jackson SOC (State Organizing Coordinator) for his continued assistance along the way. I am hopeful the fruits of the labor are going to produce quality applicants.

Since my last article I visited Madison, Wisconsin for Organizers Boot Camp. We studied current organizing methods approved by the IO and the direction they want organizing to go. We learned new problem studying techniques to get to the root of the problem. While also identifying who the key players are for problem resolution. While at the school the ability to network with other organizers was very valuable. I met organizers from all over the 6th district and some from the 4th district.

In February, I was able to attend a luncheon with the Building Trades at the University of Notre Dame. At this luncheon we discussed how well past work has gone and discussed what new work they were thinking about. Like the idea to have all students live on campus until they are a senior. Or the idea of parking garages.

If you haven't heard by now with the river rising our old hall flooded. It breached a back door and flooded the basement almost 4ft deep. It looks like the important files were saved but the roofers, insulators, and transportation lost office furniture and equipment. Keep them in mind and offer a hand, if you can, for clean up or whatever as the Building Trades is going to try and do as much as they can

before hiring the rest out. It appears they are going to flip the building and place the meeting room in the basement and recreate the office spaces upstairs. So, in the event we have a record high river again they wouldn't lose much of value.

Bob

TRAINING COORDINATOR

Steve Egyed

Coordinators Report

I cannot speak enough about the importance of the journeymen filling out the monthly work reports. Honestly evaluating an apprentice or CW is vital to his/her future and the future of the IBEW. The Apprenticeship Committee knows that these individuals are learning and will not be terminated for one bad work card. Most of the time an apprentice/CW is unclear that they are underperforming. If you are a journeymen, foreman, superintendent, or contractor who doesn't like giving poor work reports and the ensuing confrontation contact the SBJATC. We will make an "incident report" and provide the guidance and training these individuals need to improve.

Steve~

Attitudes and Behaviors

Change or Die: Building a Culture of adaptation

A Commentary by Mark Breslin

Any union tradesman who cannot bring flexibility and adaptation in their thinking and beliefs to the trade and their career is of no use to us the in future. It is as simple as that.

Our industry is undergoing major changes. Even though, there are still many who live in denial. Who fixates on the past? Who believes that tradition is the answer to dynamic market challenges and changes? It is my belief that most of the union trade workers today still have this attitude. They have it because they have not been educated or engaged. They have it because that is what they were taught. They have it because of arrogance, entitlement or ignorance being gifted to them by their supervisors, peers, union leaders and even contractors. They have no reason to believe that profound change requires them to change too.

The immediate future of our industry will require change at a scale that has never been introduced before.

We are definitely looking at changes such as these:

- Changes in compensation structure
- Introduction of new and controversial classifications
- Changes in pension structures and benefits
- Changes in inter-union relations: both good and bad
- Changes in contract terms based on markets, clients,

geography and more. The death of "one size fits all" contracts.

- A declining base of union contractors due to retirement and attrition
- A declining base of union worker dues also due to retirement and attrition
- Unprecedented challenges for a new generation mostly ill-prepared to lead
- Increased political challenges to workers rights, prevailing wages, union expansion, as well as major blowback from being wrongly identified with public sector unions.

All of these challenges require a strategic approach to change management. And this starts in apprenticeship. The consistent theme that I reinforce in all my publications and presentations is that without good information set down as a base, positive change is almost impossible to achieve. Without education and engagement on tough topics, necessary change will be delayed or obstructed. Without acceptance of what is, rather than what people pretend it is, better business results do not occur. This all begins with apprenticeship. The engagement of apprentices with the reality of our economic, political and competitive challenges is absolutely essential. The educational foundation needs to be set down early so that union leaders and contractors will have the flexibility and breathing room to do whatever is necessary to meet market challenges. The process of engagement with a powerful "why" must be imprinted on the apprentices to fire their passion when faced with political challenges or even the necessity of short term sacrifice for long term gain. These are more than skill sets. This is the integration of change as a constant for their career and their involvement as a union member.

The voices to deliver this message need to be aligned and consistent. Apprentices (and probably Journeymen too) need to hear from their union leaders; foremen, contractors, stewards, business agents, trainers and other opinion leaders. They need to hear it from their peers. Adaptability and flexibility are not concessions or losses by anyone. They need to be looked at as practical, smart long term moves that improve business results. Engagement and education of our young people gives us an opportunity to rebuild our construction culture – this time replacing entitlement with open minds. It is not just a worthy effort. It is something that will precisely determine the pace of change in the union construction industry. And our effort on this initiative may ultimately determine our fate, relevance and survival.

Mark Breslin
www.breslin.biz
 Breslin Strategies Inc.
 925-705-7662

TECH CORNER

JIM OVERMYER

One of the least discussed topics in the motor/electrical industry is the design of the rotor in an AC motor. The design letter can be found on the nameplate and tells the reader much about the motor's characteristics when starting and under load. The most common types are design letters A thru E, so let's see what we can learn from those different types. When we go about our job as an electrician and are called in to check out a motor problem, we could find a unit that has failed to the point that replacement or rewind are the only options. If replacement is the call, we need the data from the nameplate, and one critical bit of info is the code number. Let's start by refreshing our knowledge of motor theory on how an induction motor produces the rotation, also known as torque. By placing the poly phase stator across the line, the windings are energized and the synchronous field of the grid rotates around the stator (the fixed portion of our AC motor). At a line frequency of 60 Hz, a four pole will see 1800 turns of the field around the stator inducing a frequency of 60 Hz in the rotor conductors. The induced voltage in the rotor is very low, so the conductors (rotor bars) are not insulated from the rotor iron. If the rotor is not allowed to turn, the frequency will stay at 60 Hz. Remember, a motor operates very similar to a transformer, with the difference being the secondary rotates. As the rotor is released, it speeds up to a point where the needs are met. If we are at no load, it will run at close to synchronous speed, say 1795 rpm. At this speed, the rotor only needs to overcome the windage of the fan and the friction of the bearings. Also at this speed, the frequency has diminished to .167 cycles, so the rotor current is very low. That's all the torque required, as the needs are low and this thing will run forever at this load. Let's say this motor is equipped with a clutch and we connect the shaft to a load by energizing the coil on the clutch and watch as the rotor slows to its full load speed of 1740 rpm. What is the frequency in the rotor now you might wonder? Using the formula $f = \frac{\text{slip rpm} \times \# \text{ poles}}{60}$ or $60 \times 4 \text{ over } 120$, we find the

120

frequency has risen to 2 Hz.

The rise in frequency gives us enough current to meet our needs and wala, we can run at this speed until hell freezes over. Once, John Michael and I were on a call where a vertical shaft 150hp on a PVC grinder was hunting and making strange noises. We pulled it and took it into the motor shop for repair. We were told the next day there was nothing wrong with the motor. They had tested it and found nothing that warranted pulling the motor. They were somewhat condescending as we took it back to re-install it and watched as it ran flawlessly. A few hours later the customer called to tell the shop it was doing the same thing. Back we went and pulled it again. Same story, no problem. Back it goes and again it acts up. By this time we had words with the shop, and as I remember John Michael was furious and was quite irate when telling the shop superintendent that they had messed up. This was in response to their attitude when telling us we had made an error when we pulled it both times. We pulled it and told them not to call us until they had found the problem.

We suggested that it only acted up after some hours under load, so the shop put the rotor in the oven before they growled it. (growler- a device that acts as a primary that the rotor sits in and induces an EMF into the rotor that enables the operator to check for opens) Bingo, one of the rotor bars opened under heat and the mystery was over. The bars were aluminum and required an acid bath to remove them. Then copper bars were pressed into the slots and shorting rings were fabricated and tig welded on the ends. End of story. I found two more open rotors in the rest of the years on the job. Now let's consider how the rotor design affects the operation of the poly phase motor.

Design A is one of the most popular and has the rotor bars close to the surface which will give the rotor circuit low reactance. What is reactance you ask, it is the opposition to current in an AC circuit. With this type of construction, lower reactance means a better phase angle and lowers the gap between the two poles. This type will operate with low slip, meaning the rotor will not drop back as far when loaded.

On a type B rotor where the bars are narrower and deeper in the iron, the high frequency in locked rotor gives the circuit a phase angle of 90°. The current lags the induced voltage by 4.16 ms in time, making the distance between the stator pole and the rotor pole 8.33 ms. This type is recommended for light starting loads

A type C rotor has a double bar with one resistive type bar in the top close to the surface and a normal rotor conductor in another channel under the top bar. This resistive top conductor will provide high torque due to the low phase angle in the conductors and providing a lower gap between the stator pole and said rotor pole.

The type D rotor has large conductors in the rotor and produces high peak torque for the user. Loads with flywheels like the ones used on large punch presses are a perfect choice for this type motor.

Type E rotor motors do not produce high LR torque but are good for fans, blowers, pumps and equipment that do not require high torque. The rotor conductors are placed high in the rotor iron and give the conductor's low reactance. This may or may not help you in your choices, but when replacing an AC motor, be sure to follow the nameplate.

JimmyO

April & May 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 HAPPY EASTER	2 10:00am BUILDING TRADES	3	4	5 8:00am ION 4:30pm-6:30pm OPEN HOUSE	6	7
8	9	10 9:00am SWMI BUILDING TRADES 4:30pm EIA 5:30pm FIRST AID @ JATC	11 4:30pm HELP 7:00pm SOUTH CENTRAL CLC	12 4:30pm EXEC BOARD 5:30pm CPR	13	14
15	16 10:00am BUILDING TRADES	17	18	19 9:30am MBOSS 4:30pm COPE	20	21
22	23	24	25 5:30pm EXAM BOARD	26 7:00pm UNION MEETING	27	28
29	30 <i>Last Day to Pay May's Union Dues Without Being Late</i> 6:00pm JATC MEETING					

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 1:00pm LMCC	2 9:00am Retiree Breakfast with Spouses @ Union Hall 	3 8:00am ION 4:30pm—6:30pm OPEN HOUSE	4	5
6	7 10:00am BUILDING TRADES	8 9:00am SWMI BUILDING TRADES 4:30pm EIA 5:30pm FIRST AID	9 4:30pm HELP 7:00pm SOUTH CENTRAL CLC	10 4:30pm EXEC BOARD 5:30pm CPR	11	12
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20	21 10:00am BUILDING TRADES	22	23 5:30pm EXAM BOARD	24 7:00pm UNION MEETING	25	26
27	28 6:00pm JATC MEETING	29	30 <i>Last Day to Pay June's Union Dues Without Being Late</i>			



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ADDRESS SERVICE REQUESTED

