

- 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

October 2018

### Spouse Employment Form

You must provide information regarding your marital status and your spouse’s employment status on an annual basis. YES an annual basis.

If you do not return the **Michiana Area Electrical Workers’ Health & Welfare Fund Spouse Employment Information Form and the Annual Coordination of Benefits Form** to the Fund Office in Lansing, Michigan your spouse and dependents will be dropped from the Health Insurance as of January 1, 2019. And will not be able to reinstate until the 1st of the month after forms are received at the Fund Office. **This applies only to members who are on the active Anthem Plan.** It also does not apply to you if you came into membership after May 1, 2018 (**this year only**) . If you and your spouse are on the Humana plan these forms do not apply to you. Please complete the Spouse Employment Information Form and the Annual Coordination of Benefits form and return them to the Fund Office by no later than **October 31, 2018**. Incomplete forms will be returned to the member for additional information. If your spouse is no longer on your policy and you have not submitted a complete copy of your divorce decree, please include it with your form. You are required to complete and return these forms regardless of your marital status or your spouse’s employment status.

### Stuff-A-Bus

This year’s Food Drive will be held on November 3, 2018 at the Erskine Plaza and Ironwood Martin’s. Call the Hall to sign up 574-287-8655.

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### Nov/Dec Union Meeting Dates

Just a friendly reminder that the November and December Monthly Membership Meetings are held on the third Thursday of each month. Please mark your calendars.

Union Meetings

Thursday, November 15, 2018 7:00pm

Thursday, December 20, 2018 6:00pm

The Annual Holiday party will follow the December meeting.

### Save the Date...

Come have  
 Breakfast with Santa  
 to benefit the H.E.L.P. 153  
 fund on December 8, 2018  
 from 8:00am-11:00am  
 at the Union Hall.

There will be pancakes,  
 sausage, OJ and coffee.

Crafts for the kids.

There is a \$5 donation per  
 person requested.

### Thanks....

Thanks to all who donated their time and talents for the set-up and tear down of the Niles Apple Festival, Jimmy Carter Work Project and the Local 153 Picnic.

## Births

### Daniel & Nicole Mathews

Daughter, born August 12, 2018  
Her name is Charlotte JD  
Weight: 7 lbs 6 oz  
Length: 22 inches

### Colin & Clarissa Fanning

Son, born July 20, 2018  
His name is Colton Jeffery  
Weight: 8 lbs 11 oz  
Length: 19 inches

We will gladly list the birth of your children and grandchildren. Please contact the Union Hall with your information.

## Deaths

### Matthew Rentfrow

Inside Apprentice, initiated July 5, 2018  
September 6, 1983—August 15, 2018

### Robert Bauters

Retired JIW, initiated July, 27, 1950  
November 17, 1930—September 5, 2018

## Retiree Breakfast with Spouses

DATE: November 7, 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!

## Congratulations to Our Recent Retirees

- ◆ Larry Emrick
- ◆ George Godush

## 2019 Membership Dues

'A' Membership Dues.....\$39.00 per month.  
Please change your Bill Pay.

*When Union Dues are delinquent, your Death Benefit from the International Pension is not in effect.*

## Course Title & Dates

|                          |                                                  |
|--------------------------|--------------------------------------------------|
| CPR/ 1 <sup>st</sup> Aid | 2 <sup>nd</sup> Tues. + Thurs. 5:30 PM           |
| OSHA 10 Hour             | email for online voucher                         |
| ICRA                     | November 6th & 8th, 2018                         |
| Code of Excellence       | October 29th, 2018 at the Hall                   |
| Comet                    | November 19th(A-K) & 20th(J-Z), 2018 at the Hall |

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

## Address/Phone/Email

Please keep your current contact information updated with the Union Hall. You may email changes to [mhan@ibew153.com](mailto:mhan@ibew153.com). We will notify the International Office, NEBF, Michiana Electrical Workers Fringe Benefit Funds (TIC).

## Question of the Month

Q. When are my membership dues late?

- A. YOUR DUES ARE LATE IF THEY ARE NOT PAID BY THE FIRST OF EVERY MONTH. This is according to the IBEW Constitution Article XVIII, Section 1 and Local Union 153 bylaws Article X, Section 6 (f,g). *Local Union's shall collect dues from members either monthly or quarterly in advance.*

Delinquent members are notified by mail on the first working day of the month and shall have 10 days from the 1st working day of the month to pay their dues without the \$20.00 penalty.

## Union Plus Scholarship

Union members, spouses, and dependent children are eligible for the Union Plus Scholarship. The deadline is January 31<sup>st</sup>, 2019, 12:00pm ET. Visit [www.unionplus.org](http://www.unionplus.org) for the complete list of eligibility and application requirements. Applications are available on line. **Scholarship Award Amounts:** Amounts range from \$500 to \$4,000. These one-time cash awards are for study beginning in the Fall each year. Students may re-apply each year.

## BUSINESS MANAGER REPORT

### Bill Haase

Once again I write on behalf of an issue on jobsites that doesn't seem to want to go away. Personal cell phone usage by our members and contractors. Nowhere in the Collective Bargaining Agreement is there an Article or Section that allows a contractor to compensate a member for the use of that member's personal cell phone. There are however two Articles and Sections from the Inside CBA that do address the issue, Article II Section 2.14 (a), CELL PHONES, Any and all communication devices will be provided for by the Employer for all job site usage, this includes service vans. Personal calls and texting shall be limited to personal time unless pre-arranged with the foreman. Article III Section 3.12, TRANSPORTATION OF TOOLS / MATERIAL AND PRIVATE CELL PHONE USAGE, No workman shall use any automobile, motorcycle or other vehicle in a manner considered by the UNION to be unfair to other workmen, or against the best interest of the UNION. The Union shall not consider it to be unfair to other workmen or against the best interest of the Union for a worker to transport personal protective equipment that is furnished by the Employer in any automobile, motorcycle, or other vehicle. The use of personal cell phones being used for company business is prohibited. Article II Section 2.14 (a) has also been incorporated as an MOU to the Statewide Teledata and Residential Agreements. I am giving members and contractors time to self-correct the cell phone issue, but I need your help in doing so. If two members are referred to a contractor and one has a cell phone and is willing to allow contractor business calls, when it comes time to lay-off one, who will the contractor keep? I doubt that the member that would not allow his cell phone to be used would be the one to stay. It is time to do the right thing by your fellow members.

There are three big projects that are out there but have not started. The Niles and St Joseph Energy projects both look to be done by Kiewit in 2019. The hotel at the South Bend Four Winds Casino keeps getting pushed back and may not start this year. The manpower situation around the country is like I've never seen it. We are constantly receiving emails from around the 6<sup>th</sup> District informing us of open calls. From the Upper Peninsula of Michigan to Minnesota, Indiana, Ohio, Illinois and Wisconsin. When the \$10,000,000,000 project in Racine Wisconsin begins look out. That job at peak will need about 1,000 Travelers. It will also be harder to attract Travelers with the new Trump tax law. Unless the bottom falls out of the economy getting manpower could be an issue.

When voting on November 6<sup>th</sup> remember to keep on voting down the complete ballot. Some of the names will not be familiar but that does not make them less important. By helping College Trustees and Regents get

elected in Michigan this will help our brothers around the state and may put some of our members to work when needed. You will receive a list that will help you select the politicians that will best represent LABOR for both Indiana and Michigan. When you go to vote, take like-minded family, neighbors and friends with you to your polling place. And join COPE.

There was a great turn out for the picnic, but something is going on, we can't seem to finish a keg or two of beer anymore. Next year's picnic will be at a new location and the picnic committee is planning on having a bigger and bolder picnic. Thanks to all that volunteered for the Jimmy Carter Work Project in Mishawaka. Some of members got an autograph from Garth and Tricia. The weather was great and the pictures that I viewed all of our members had a smile on their face. North American Sign contract talks are about to begin. The exterior renovation to the building for all intents and purposes is complete. Please stop by and check it out.

I will see you at the October Union Meeting. And don't forget that the November and December Union meetings are on the 3<sup>rd</sup> Thursday of the Month with Decembers starting at 6:00pm.

In Solidarity,  
Bill Haase

**ASSISTANT BUSINESS MANAGER  
REPORT - Stan Miles**

By the time you receive this letter, Early/Absentee Voting will have already started in Indiana. In Michigan, you can request an absentee ballot. Again, this is the most important election of our lifetimes. Don't leave it to chance. Maybe if we elect reasonable politicians, we can reduce this gerrymandering where they decide who their voters will be. I believe we need a non-partisan coalition of the public to decide how precincts should be made. If you were to look at the maps of how we are districted, some of them look like snakes as it meanders through an area.

**Health & Welfare update.** If you and your spouse are on Medicare this **does not** apply to you. You should have received your annual spouse employment form. Fill out and return it as soon as possible. If this is not returned, your spouse will be terminated from the plan on January 1<sup>st</sup>. Multiple notices go out to you and the Health & Welfare plan pays for these mailings. There is a lot of time and effort that goes into these mailings along with all the postage. If you are not married, please fill out and return. Again, this only applies to you if you and/or your spouse are on our Blue Cross/Blue Shield Anthem plan. In this same mailing, you also received coordination of benefits paperwork. Please fill this out and return. You should make a copy of these documents for your records. Confirmation letters for both

forms will be mailed to you, once the Fund Office has received your forms. If you don't get a confirmation, the Fund Office didn't receive your forms.

Plan 4 is still scheduled to kick off on January 1<sup>st</sup>. Later this fall, if you are on retiree health insurance, you will receive a new notice on your new health insurance premiums. If you disagree with the new premium amount, then let me know and I can do a quick check. If the quick check is higher than you think you should be paying, then you can file an appeal with the Trustees. We will be hosting Plan 4 Special Called meetings on November 7<sup>th</sup> and 8<sup>th</sup>. You may bring your spouses to these meetings. On November 7<sup>th</sup> at 10:30 am, we will be hosting those retirees who are in Groups 1 & 2. It will be immediately following the November retiree's breakfast. The definition of **Group 1** is: anyone who turned 61 by June 1, 2001. This also applies to anyone who was disabled by either Social Security or our Pension Plan by June 1, 2001. The definition of **Group 2** is: anyone who does not fit into the Group 1 definition but turned 61 by December 31, 2012. This also applies to anyone who was disabled after June 1, 2001 and by December 31, 2012 by either Social Security or our Pension Plan. When you get ready to retire please call the hall and make an appointment to review and possibly fill out your retirement paperwork. I have found that members who bring their spouses leave more comfortable than when they arrived. The definition of **Group 3** is: Retirees and spouses who are 61 or disabled after December 31, 2012. Your Special meeting will be on November 8<sup>th</sup> at 5:00pm here at the Hall.

In Solidarity,  
Stan Miles

## **PRESIDENT'S REPORT - Mike Leda**

Members

I have a lot of upcoming dates in this article, so hopefully while reading this you will mark them down in your calendar.

First date to mark down is for the **105<sup>th</sup> Anniversary Celebration of the Local on April 27, 2019**. A committee is getting together to start planning this event which will be held here at the Hall. Anyone with suggestions or wanting to be involved with the planning, please contact me.

Second date to put down is for the **Plan 4 Information Meeting**. This is the Plan the Health and Welfare Trust Fund has set up to offset the cost of insurance when you retire. If you are the group 1 or group 2, your meeting will be **after the retirement breakfast on Wednesday, November 7, 2018. Spouses are invited to the November Retiree Breakfast**. Please call ahead to let us know if you are coming. Groups 1&2 are retirees who are either disabled or retired before December 31, 2012. **Group 3 and future retirees will meet at 5:00pm on Thursday November 8, 2018.**

The third date is **Stuff a Bus** which is being held on November 3, 2018. Signup sheets are at the hall and being passed around at the Union Meetings

The fourth date is **Breakfast with Santa** on December 8, 2018 here at the Hall as usual with HELP 153 cooking breakfast!

The fifth date is the **HELP Chili Cook Off on February 23, 2019**. Again here at the Union Hall.

The sixth is **Rebuilding Together, April 13, 2019**

Finally, the IBEW 153 Picnic. There will be a new venue next year. It will be at the **Crumstown Conservation Club on the August 10, 2019**. New place, new activities, and much easier parking.

In the future, the RENEW Committee will have two more events in the works, so please look at the website or check your e-mails for the dates. They are thinking about another possible Euchre Tournament and a Trivia Night.

Put these dates in you calendar, on your phone, or paste it on the refrigerator at home or the jobsites. Let your contractor know about these dates so no golf outings, camping trips or other conflicts coincide with these dates. A lot of hard work and energy goes into putting on these events and we need to support them. I keep hearing we didn't know; well now you do.

Members with ICRA training, make sure your card has not expired. That training is only good for 4 years. Call the JATC for scheduled classes.

Congratulations to Dan Corwin and Neil Bergman. Dan was selected to fill the vacant seat on the E-Board. Neil was selected to fill a vacant seat on the Exam Board. We had a lot of applicants apply for both positions and a big thanks to all who applied. Nice to see members wanting to get more involved in are Local leadership positions.

On the political front, you shall be receiving mailers thru the month of October. I know it gets old hearing about how important this election is, but remember in 2014, not enough people came out to vote, and since then in the states of Indiana and Michigan, right to work and prevailing wage were lost. Control of the US Senate was lost and we all know they pick the Supreme Court Justices and labor law policies have been diminished. For years, Labor has bought us the middle class. Over time certain fractions have caused Labor to lose its strength and way of life. It is time to change the tide! Enough said, please vote in this and every election. Your way of living depends on it.

**Lastly, checking into other locals**. We are getting calls more than normal from other locals about work going on in their local without are members checking in. One Hour, One Day or more, you must check in with that local. If you are not sure call the hall and we will help you out.

Don't forget the Third Thursdays in November and December for Union Meeting Nights with Decembers starting at 6:00pm.

As Always work Safe.

Michael Leda

## MEMBERSHIP DEVELOPMENT

### Bob Banaszak

Greetings, I hope this newsletter finds you healthy and happy! I have recently returned from the IBEW Membership Development conference and Advanced Organizers training. The meeting was held in Chicago again this year and had the largest turnout to date for this conference. The International's motto for this year's event was "get back to basics." Which I took as a grass roots organizing effort from every member to organize all. They are thinking that we may have in the past focused too hard on our apprenticeship and not enough on "organizing all workers in the entire electrical industry in the United States and Canada, including all those in public utilities and electrical manufacturing, into local unions." This is the first object in the IBEW Constitution.

The discussion on organizing is sometimes a difficult one. On the one hand, we have times of unemployment so with fewer members we would have more work for the members we currently have who might have found themselves laid off. WRONG the more members we have, the more market share we have, the larger or more contractors we have signatory to an agreement with us. With these large and/or numerous contractors we secure more of the jobs because we control the manpower. So, on the other hand, the more manpower, the more market share. It is a tricky balance when we only manage one side of the coin. We have to work together utilizing our code of excellence training and give 8 hours of work for 8 hours of pay. To partner people, groups or teams to maximize efficiency whether it's a balance in personalities or skill sets. We need to train our apprentices while taking care of our members who are approaching retirement or fighting physical limitations to stay working. To remain engaged in our work to identify work stoppages before they can occur and limit horseplay. And support our contractors as they assume the risk that is inherent with construction by keeping our skills current and sharp. But this doesn't mean we can't have fun on the job sites. Working with old and new friends alike. There will be times of unemployment but like in the past there will be work somewhere and opportunities to travel.

A little history; In 1945 we peaked on control of the market with more than 90% market share. There was a closeness in the brotherhood that years of hard work and struggle had forged. Our National Apprenticeship Standards were established in September 1941. That's 50 years after the start of the IBEW! While I think that a well-trained membership is essential, I also believe that a member who learned in the school of hard knocks is also qualified. About 1972 we peaked as a membership at approximately 1 million members IBEW wide. This equates to about 80% market share. We are currently about 725,000 members to date. This adds up to about 35% market share. This means that there are

approximately 1.16 Million electricians out there unrepresented. The International has an attainable goal of 4% increase in every local every year. In conjunction, NECA has a 10% of the market share growth by 2025 target as well or 10-25 plan. So, we all need to organize those who are doing the work and find a classification for them and a home in the IBEW. Then we as brothers and sisters of this new-found member help them obtain the standard we hold ourselves to. These are the basics to get back to!

## TRAINING COORDINATOR

### Steve Eged

### Things You Should Know

The SBJATC has opened up our monthly 1<sup>st</sup> AID & CPR training to include member's immediate families and all contractors' office staff. There is NO cost for taking the classes and no extra burden to the school, because we are already putting the class on. Most importantly, the more people who have these lifesaving skills the better off we all are! Call, reserve your seat, and bring your spouse down to the training center.

### Coordinators Report

Now that school is back in full swing, apprentices must remember time management is the most important issue to deal with. You will be in class 8 hours, with another 6 hours of homework per week. You are working 40+ on the job and another 15+ around the house. Make sure you are taking some time for yourself and your family. I always set time aside to sit down and have a meal with my family at least one day a week. Don't forget, your family is also making sacrifices for you to become a journeyman- schedule some time for them. Great coaches say we must work harder to stay focused when we are up by 40 points. Right now we are up! Everyone is working and times are great. Now is the time we must re-focus on advanced training. Soon enough the work will be at a normal level and the advanced skills you have will be even more important.

Steve~

### Quote of the Month

"You only live once, but if you do it right, once is enough." Mae West

## TECH CORNER

### JIM OVERMYER

Recently I had a conversation with an electrician and he was confused on relays, both potential and current type. He kept referring to a relay calling it a CT when in fact it was a potential type. I dug up an earlier column, so we could cover them once again. Both are similar in action, but utilize different sources to produce the magnetic field to cause that action. A potential (*Potential, a difference in charges*) relay is **across** the source, whereas a current relay is in **series** with the source. A potential relay is high in impedance, (*Impedance, the total opposition to current flow in an AC circuit, it is a combination of the reactance and the resistance*) whereas the current relay has little. To read a potential across two lines, we can use a voltmeter. This may sound elementary, but let's dig a little deeper. A negative charge has an excess of electrons, while a positive charge has an absence of electrons, hence the difference in charges. In an AC circuit this potential changes twice per cycle (*Frequency*) and the difference between the two will determine the potential. The greater the difference, the greater the potential. This potential is also known as voltage or EMF (*Electro-motive-force*)

Let's review that term impedance first. It is symbolized by the capital letter Z and is a combination of the resistance R of the wire in the coil and the inductive reactance  $X_L$  (*Reactance, opposition to current flow in an AC circuit, it can be inductive or capacitive, and it opposes change*). Since a coil is an inductor, we will deal with only inductive reactance, and leave the capacitive reactance alone. Just as in the last column, these relays act just like a solenoid and need a rating of inductance L (*Inductance, the ability to store energy in an electromagnetic field*) to set the parameters for the applied potential E (*Voltage*) and frequency, F. When finding the countervoltage, (*CEMF that will limit the current in the potential relay*), we use the formula  $X_L = 2\pi FL$ . This countervoltage opposes the source voltage and limits the current in the relay, so if the frequency changes so does the opposition. When you pick up a relay and look at the rating of the voltage, you will also see a rating for the applied frequency.

Let's take an example of using a 120 volt 25 cycle relay on a 60 cycle (Hz) source. In this case the source is 120 VAC at 60Hz. The  $X_L$  was figured at 25 Hz, so when the source frequency is raised to more than twice the rating of the device, the opposition is raised to the point where the current is too low to operate the relay. On the flip side, what could we expect if we used a 60Hz relay on 25 cycle at the rated voltage. The low CEMF would allow high current and damage the coil. A current relay operates as a result of circuit current and offers little opposition to the source. Most relays of this type are adjustable so that they have a range of current to select from. They have an adjustable armature, the moving part of the magnetic circuit, which can be moved up or down in the coil to operate the relay at different current settings. Some have the armature connected to a piston that is immersed in a viscous fluid that can control the rate that the armature ascends in the coil by increasing or decreasing the size of an orifice. This rate control is handy when these relays are used as overload relays on an AC motor. The high current at startup would operate the relay if not for the piston in the fluid. It will slow the rate of rise of the armature until the motor comes up to speed and will operate only when the current is high enough for an extended period. These units can be used to monitor and trip at a certain current in balers and are great for motor protection when the ambient is a problem. Thermal overloads are designed to operate in a 70 degree environment and unreliable if the temp surrounding them is high or low, whereas the current relay doesn't care what the temp is, as they operate magnetically and not by thermal action. Until next time.

JimmyO

# October & November 2018

| Sunday | Monday                                        | Tuesday                                                                      | Wednesday                                                                          | Thursday                                                    | Friday | Saturday |
|--------|-----------------------------------------------|------------------------------------------------------------------------------|------------------------------------------------------------------------------------|-------------------------------------------------------------|--------|----------|
|        | 1 10:00am<br>Building Trades                  | 2                                                                            | 3                                                                                  | 4 4:30pm-6:30pm<br>Open House<br>8-4 ION<br>JATC Interviews | 5      | 6        |
| 7      | 8                                             | 9 9:00am SWMI<br>Building Trades<br>4:30pm EIA<br>5:30pm First Aid<br>@ JATC | 10 4:30pm HELP<br>7:00pm South<br>Central CLC                                      | 11 4:30pm Exec<br>Board Mtg<br>5:30pm CPR @<br>JATC         | 12     | 13       |
| 14     | 15 10:00am<br>Building Trades                 | 16                                                                           | 17                                                                                 | 18 4:30pm COPE                                              | 19     | 20       |
| 21     | 22 6:00pm JATC<br>Meeting                     | 23                                                                           | 24 5:30pm<br>Exam Board Mtg                                                        | 25 7:00pm<br>UNION<br>MEETING                               | 26     | 27       |
| 28     | 29 5:30pm Code<br>of Excellence @<br>the Hall | 30                                                                           | 31 <i>Last day to<br/>pay November's<br/>Union Dues<br/>Without Being<br/>Late</i> |                                                             |        |          |

| Sunday | Monday                                                            | Tuesday                                                             | Wednesday                                                                                                                                                                   | Thursday                                                                                   | Friday                                                                           | Saturday |
|--------|-------------------------------------------------------------------|---------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|----------|
|        |                                                                   |                                                                     |                                                                                                                                                                             | 1 4:30-6:30pm<br>Open House<br>JATC Interviews                                             | 2                                                                                | 3        |
| 4      | 5 10:00am<br>Building Trades                                      | 6 <b>ELECTION DAY<br/>GET OUT AND<br/>VOTE!</b>                     | 7 9:00am Retiree<br>Breakfast @<br>Union Hall <br>10:30am Plan 4<br>Meeting Group<br>1&2 | 8 8-4 ION<br>4:30pm Exec<br>Board Mtg<br>5:00pm Plan 4<br>Meeting Group 3                  | 9                                                                                | 10       |
| 11     | 12                                                                | 13 9:00am SWMI<br>Building Trades<br>4:30pm EIA<br>5:30pm First Aid | 14 4:30pm HELP<br>7:00pm South<br>Central CLC                                                                                                                               | 15 9:30am<br>MBOSS<br>4:30pm COPE<br>5:30pm<br>CPR@JATC<br><b>7:00pm<br/>UNION MEETING</b> | 16                                                                               | 17       |
| 18     | 19 10:00am<br>Building Trades<br>5:30pm COMET<br>(A-K) @ the Hall | 20 5:30pm<br>COMET (J-Z) @ the<br>Hall                              | 21                                                                                                                                                                          | 22<br><b>OFFICE CLOSED</b>                                                                 | 23<br><b>OFFICE CLOSED</b>                                                       | 24       |
| 25     | 26 6:00pm JATC<br>meeting                                         | 27                                                                  | 28 5:30pm Exam<br>Board Mtg                                                                                                                                                 | 29                                                                                         | 30 <i>Last day to<br/>pay December's<br/>Union Dues With-<br/>out Being Late</i> |          |



**IBEW Local 153**  
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ADDRESS SERVICE REQUESTED

