

LOCAL UNION 160, IBEW
2909 Anthony Lane
St. Anthony, MN 55418

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NEWSLETTER - 174TH EDITION

MAY/JUNE 2015

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Alan P. Rademacher - President
Michael J. Ringstad - Vice President
Barbara L. Oakes - Recording Secretary
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Kurt W. Zimmerman - Business Representative
Thomas D. Cassidy - Business Representative
Martin A. Carey - Business Representative
Eric W. Spielmann - Business Representative
Kevin J. Peterson - Membership Development Rep.
Rose M. Eiden - Bookkeeper
Shari L. Johnson - Office Manager
Jenny L. Olson - Receptionist, Referrals

General Membership Meetings

PLEASE NOTE TIME CHANGE

Our Next Union Meetings Will Be Held:

- Minneapolis: June 4 & July 2, 2015**
6:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane
- Becker: June 18 & July 19, 2015**
7:30 p.m. - 12423 Pine St
Becker Union Hall
- Mo Valley: June 30, 2015 - 7:30 p.m.**
St. Anthony - Union Hall
July 31, 2015- 7:30 p.m.
Sawmill Inn
2301 S. Pokegama Ave, Gr. Rapids



Local 160 Phone Ext.

- | |
|-------------------|
| Jenny - Ext. 101 |
| Rose - Ext. 103 |
| Shari - Ext. 104 |
| Tom C. - Ext. 106 |
| Dan - Ext. 205 |
| Tom K. - Ext. 115 |
| Kevin - Ext. 126 |
- Kurt. - Ext. 105
Charlie- Ext. 108
Bob - Ext. 109
Jon - Ext. 125

Minneapolis Tel # (612) 781-3126
Minneapolis' Fax # (612) 781-4225

Jon Michels, Grand Rapids
Tel. # (218) 326-0533
Fax # (218) 326-0534

Becker Office Numbers
Daryl Tindle - (763) 262-1197
Dan K. - (763) 262-1198
Kurt Z. - (763) 262-1189
Fax # (763) 262-1168

Local Union 160 web site - www.ibew160.org

From the Editor

Rose M Eiden

The information contained in this newsletter has been obtained from sources believed to be reliable, & the editor has exercised reasonable care to assure its accuracy. However, the Local Union does not guarantee that contents of the publication are correct, & statements attributed to other sources do not necessarily reflect the opinion of Local Union #160.

The time for all future Minneapolis membership meetings has been changed to 6:30 p.m. effective April 2, 2015 on a 1 year trial basis. This time change is only for the Minneapolis membership meetings. All other membership meetings will remain at 7:30 p.m.

RETIREMENT CLUB

Local 160's Retirement Club's last meeting before the summer break will be May 27, 2015.

All retirees are welcome to join for a mere \$12.00 a year. Start time is 10:00 a.m.

April 19, 2015

Dear IBEW Local 160

I am retiring from NSP/Xcel Relay on May 1st.

I take this time to express my gratitude as a retiring member of Local 160. While I am leaving in a very nice financial position at fairly young age, I most grateful for my good health. I strongly believe this would not be possible if not for safe working conditions and good benefits negotiated by the brother and sisters of LU 160. I have enjoyed overtime and promotional opportunities throughout my almost 34 years as a Relay Specialist that certainly would not be possible without the work of this union.

I would like to encourage the union to endeavor to bring the quality of benefits that I have enjoyed to those who follow me. And I would also encourage every member of LU 160 to attend at least one union meeting each year. Though I may not have agreed with every decision that was made over the years, I have always respected the process. And at times was please to witness the work of the union first hand.

Please pass along my thanks to the rest of the brothers and sisters of Local 160. Especially Daryl Tindle and those who diligently work in the union office.

Fraternally, with much respect and gratitude:

Paul Schwartz

(Soon to be 'Former System Relay Specialist General Foreman and Stewards')

A Word or Two From Your Business Manager/Financial Secretary

First of all, there are a couple of updates that were done on our St. Anthony Hall. The main hall flooring is finally completed. There was an area in front of the lift that needed to be cut deeper so the door could open and close. I would like to say thank you to Business Representative Dan Kieffer for setting up the job for installing a garbage disposal in the kitchen sink. This will be a great help to the kitchen crew at our next Pig Roast! The next job that needs to be done is replacing some of the damaged ceiling tiles. The tiles were damage before we replaced the roof last spring.

At the time of this writing, I do not have the final costs and building timeline for our new office in Grand Rapids. I have a meeting scheduled in the beginning of May and will have more information at that time. I will try to keep you posted by the website and newsletters. Local 160 members that live up that way and are working in the area are hearing positive feedback about a labor hall being built in Grand Rapids. A number of unions hold membership meetings in Grand Rapids and they are asking about renting our meeting room rather than renting a room at a local hotel. Once we get closer to the building being completed, I will bring rental options to the Executive Board for approval.

The 2015 IBEW Utility Conference was held in the beginning of April. Those in attendance not only included myself and a number of Local 160 members, but also IBEW Local Unions from around the United States and Canada. One of the messages from the conference was that unfortunately many Utility Companies have jumped onboard with corporate America and are downsizing, outsourcing jobs and attacking worker's working conditions. This is similar to Xcel Energy's attack on a new group Local 160 organized back in 2012, and has been in negotiations since then trying to get their first agreement. Xcel has taken the position to force these workers out of their current Pension Plan, plus they have taken a very strong stance against the day-to-day provisions these workers have had for years. The only conclusion I can come to is this is a form of "retaliation" on these employees for voting to join a union. If you look at Xcel Energy's website you will see them promoting the Company as a good place to work and this following message:

"We are committed to excellence, safety and environmental stewardship; a dynamic workplace where employees are challenged, respected and rewarded; a caring company that makes a difference and does work that truly matters."

To Xcel Energy members, let your Management know that you don't agree with the Company's statement on their website. Remind them how they really communicate with their customers, employees and stockholders. Let them know that you don't feel that you are respected.

In the middle of April, Charlie Sable, Kevin Peterson and I attended tthe 2015 IBEW Construction Conference. We heard that the work picture of the Inside Locals has improved in the last year, and the unemployment numbers have dropped significantly. The Outside construction is still going strong across the country. Local Union 160 still has one of the highest proportionally number of apprentices.

Local 160 has just started a Document Management System and hired a part-time employee (Stacy Helget) to scan all of our files/documents from 1938 to the present. This will help the Business Representatives easily prepare by locating material much faster for the grievances and arbitration procedures. Welcome aboard Stacy!

Finally with summer coming up, I wish each and every one of you a safe and enjoyable summer.

Fraternally,

Thomas G. Koehler



REMINDER: There are 2 meetings planned in May. One is Tuesday, May 19th at Local 160's Minneapolis Hall, and the second is Thursday, May 28th at Local 160's Becker Hall. Start time for both meetings is at 6:00 p.m.

If you are interested in attending one of these meetings, please contact Mark Reichow at (952) 683-9100. Spouses are encouraged to attend. Food and beverages will be served.

MARK YOUR CALENDARS: Saturday, July 11th URA will be hosting an appreciation picnic at Como Park Pavilion - South from 11:00 a.m. to 2:00 p.m. Watch your mail for details of this upcoming event.

Contact Mark Reichow at URA with questions or to schedule a Complimentary Face to Face meeting. Phone: (952) 683-9100 or Email: mark.reichow@lpl.com

Securities offered through LPL Financial Member FINRA/SIPC

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The National Safety Conference and IBEW Safety Caucus

I attended the National Safety Council (NSC) and the IBEW Safety Caucus in Charlotte, North Carolina the week of April 19th - 23rd. There were many topics and break-out sessions to discuss and attend throughout the week.

One of the discussions this year was the new OSHA Guidelines for Fire Retardant (FR) clothing, and how it will be enforced with the employers. I will have copies of the new rule change at each membership meeting for those who would like one or you can stop by the hall and pick one up.

One of the speakers, Bill Sims, talked about the dangers of texting and driving. Since 2012, the NSC has been tracking teen driving crashes and deaths in the age range of 15-19. They showed a decrease of 37%, which is great, but not good enough. Forty-five states have some sort of law about texting and driving. He also talked about the dangers of Hands Free Devices like the Blue Tooth, which can be a distraction as well. Remember, hands free is not risk free. For information on Minnesota's law go to www.drivinglaws.org/minn.php.

Stay focused and keep your head in the game. Work safely at all times, and not just at work, drive safely and we will all be better off.

Fraternally,

Kurt W. Zimmerman
Business Representative.



- ◆ **Do I need a WILL?**
- ◆ **Do I need a TRUST?**
- ◆ **Is my ESTATE PLAN adequate and up to date?**

PLEASE JOIN US TO LEARN ABOUT THE IMPACT OF PROPER ESTATE AND TRUST PLANNING PRESENTED BY UNION ADVISORS AND

MATTHEWS | AN ESTATE PLANNING
LAW OFFICE & ELDER LAW FIRM
EDWARD T. MATTHEWS, CPA, ESQ.

6:30PM Wednesday, May 20th

Shoreview Community Center • 4580 Victoria Street N • Shoreview MN

**Space is Limited • Spouses Encouraged to Attend • No cost or obligation
To RSVP Call (651) 247-1015 • Please leave your name and contact information**

Please visit our website at www.uadvisors.com

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Small Gestures

Two travelers passing through a small town stopped by a café to have coffee. As they sat they noticed a gentleman enter the café and order two coffees, pay his bill, but leave with only one cup. The travelers thought this was odd, but when a few other customers made similar orders, they began to believe it was some kind of local custom for this business.

The travelers realized that each time a customer would ask for more than one coffee they would always request the second be placed on the wall. And for each of these orders the barista would place a piece of paper on the wall that read, “a cup of coffee.” A few days later, the same travelers returned to the café. This time they noticed a down-on-his-luck kind of fellow enter the establishment and make his way to the counter. He barely spoke above a whisper but as he did, he pointed at one of the paper slips on the wall. The barista nodded and then poured the man a cup of coffee. As the man walked away, the barista removed one of the papers from the wall and threw it in the trash can.

Only then did the travelers realize the thoughtfulness behind the strange orders they’d witnessed days before. After they finished their lunches, they ordered coffees for the wall and hoped that sometime soon this small gesture would have a positive impact on someone’s day.

Adaped from the Academic Tips website

The History Of Flag Day

The Fourth of July was traditionally celebrated as America's birthday, but the idea of an annual day specifically celebrating the Flag is believed to have first originated in 1885. BJ Cigrand, a schoolteacher, arranged for the pupils in the Fredonia, Wisconsin Public School, District 6, to observe June 14 (the 108th anniversary of the official adoption of The Stars and Stripes) as 'Flag Birthday'. In numerous magazines and newspaper articles and public addresses over the following years, Cigrand continued to enthusiastically advocate the observance of June 14 as 'Flag Birthday', or 'Flag Day'.

On June 14, 1889, George Balch, a kindergarten teacher in New York City, planned appropriated ceremonies for the children of his school, and his idea of observing Flag Day was later adopted by the State Board of Education of New York. On June 14, 1891, the Betsy Ross House in Philadelphia held a Flag Day celebration, and on June 14 of the following year, the New York Society of the Sons of the Revolution, celebrated Flag Day.

Following the suggestion of Colonel J. Granville Leach (at the time historian of the Pennsylvania Society of the Sons of the Revolution), the Pennsylvania Society of Colonial Dames of America on April 25, 1893 adopted a resolution requesting the mayor of Philadelphia and all others in authority and all private citizens to display the Flag on June 14th. Leach went on to recommend that thereafter the day be known as 'Flag Day', and on that day, school children be assembled for appropriate exercises, with each child being given a small Flag.

Two weeks later on May 8th, the Board of Managers of the Pennsylvania Society of Sons of the Revolution unanimously endorsed the action of the Pennsylvania Society of Colonial Dames. As a result of the resolution, Dr. Edward Brooks, then Superintendent of Public Schools of Philadelphia, directed that Flag Day exercises be held on June 14, 1893 in Independence Square. School children were assembled, each carrying a small Flag, and patriotic songs were sung and addresses delivered.

In 1894, the governor of New York directed that on June 14 the Flag be displayed on all public buildings. With BJ Cigrand and Leroy Van Horn as the moving spirits, the Illinois organization, known as the American Flag Day Association, was organized for the purpose of promoting the holding of Flag Day exercises. On June 14th, 1894, under the auspices of this association, the first general public school children's celebration of Flag Day in Chicago was held in Douglas, Garfield, Humboldt, Lincoln, and Washington Parks, with more than 300,000 children participating.

Adults, too, participated in patriotic programs. Franklin K. Lane, Secretary of the Interior, delivered a 1914 Flag Day address in which he repeated words he said the flag had spoken to him that morning: "I am what you make me; nothing more. I swing before your eyes as a bright gleam of color, a symbol of yourself."

Inspired by these three decades of state and local celebrations, Flag Day - the anniversary of the Flag Resolution of 1777 - was officially *established* by the Proclamation of President Woodrow Wilson on May 30, 1916. While Flag Day was celebrated in various communities for years after Wilson's proclamation, it was not until August 3rd, 1949, that President Truman signed a Act of Congress designating **June 14th** of each year as **National Flag Day**.

The U.S. Flag Code & Proper Flag Etiquette

Displaying a U.S. Flag at Half Mast

The proper way to hoist a flag to half-mast (also called "half-staff") is to draw it all the way to the top of the pole and then lower it halfway down.

Only the President of the United States or state governors can order flags to be flown at half-mast.

Flags can fly at half-staff after the deaths of important government figures, governors of states and foreign dignitaries.

A recent addition to the U.S. Flag Code allows state governors to order that public buildings fly flags at half-mast to honor fallen military personnel from that state during wartime.

The length of time an American flag is flown at half-mast depends on the importance of the event or rank of the deceased government official or service member being honored. Anywhere from 1 to 30 days is appropriate. The President of the United States assigns the length of each mourning period. On Memorial Day, the flag should be displayed at half-staff until noon.

Hanging the Flag Upside Down

To hang a country's flag upside down is an international distress signal. Never do this unless it is a real emergency.

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On Vehicles

Many drivers decorate their cars with flags without considering proper flag etiquette. Fasten the flag to either the front right fender or window, and use it to drape the vehicle.

The Flag and Funerals

When the flag is draped over a casket, the blue field should be placed at the head over the left side of the casket (in order to be positioned as close to the heart as possible).

Never let it be lowered into the grave. Nor should it touch the ground. But you do not have to destroy it if it does touch the ground. Instead, clean it as soon as possible by hand and let it dry before hanging it up for display again.

More Flag etiquette Tips

The flag of the United States should never be dipped to any person or thing.

No flag should be torn, soiled or damaged in any way.

No marks such as logos, insignias, letters, words, designs, or figures should be attached to the flag.

The flag should never be used to carry or hold anything.

Never use the United States flag for advertising. Its image should not appear on boxes, paper napkins, plates or anything made to be discarded.

Do not use the flag for clothing or as a costume, or athletic uniform. However, a flag patch may be attached to the uniform of patriotic organizations, military personnel, police officers and firefighters.

The U.S. flag, when displayed with flags of other nations, should always be hoisted first and taken down last.

Multiple flags of various nations should always fly at the same level during peacetime.

During the hoisting or lowering of the flag or when it passes in parade or review, Americans should stand at attention facing the flag and place their right hand over the heart. Uniformed military members render the military salute. Men not in uniform should remove any headdress and hold it with their right hand at their left shoulder, the hand resting over the heart. Those who are not U.S. citizens should stand at attention.

Maintain Your Focus

The story is told of a man who was blind from the time he was a small child. As an adult he made a living by selling fruit on the side of the road. Every morning he would travel to the market very early to pick by hand the best fruit for his stand that the farmers had to offer.

Throughout the day, many people traveling down the road would stop and purchase fruit from him. They always remarked at how he had the juiciest and ripest fruit at his stand. He would thank them and join in conversation with them. Most days he completely sold out by early afternoon. He took great pride in his work.

One day, a group of doctors traveling down the road stopped and bought fruit. During their conversation one doctor told the man about a surgery that could reverse his blindness.

Months later the man had the surgery. On the day they were to remove the bandages from his eyes, the doctors asked the man what was the first thing he wanted to see.

The man told them he wanted to see his fruit stand. They took the man to his fruit stand, and when they removed the bandages the first thing he noticed was that his was not the only fruit stand on the road. There were several others, all much larger than his, offering more.

Once the man returned to work, he became preoccupied with what everyone else was doing, and how it was different or better than his own practices. He began to pay less attention to his own business and soon his customers began to shop at the other fruit stands.

After a while, he no longer found joy in his work. He closed the fruit stand and struggled to find meaningful work because he always compared himself to those around him.

Had he been able to maintain his focus on his own business, he would've realized that nothing anyone else does should matter as long as you stay true to yourself and your mission, and engaged in worthwhile endeavors that bring you fulfillment.

Measuring yourself short against another is the sure road to failure.

Adapted from MotiveUs.com

LOCAL 160 WELCOMES NEW MEMBERS

- | | |
|-------------------|--------------------|
| Christopher Bjerk | Andrew Bohrer |
| Scott Brandt | Steven Calabrese |
| Bryan Cook | Christopher Cooper |
| Joseph Flood | Joshua Gaddis |
| Devon Gloege | Joshua Gunter |
| Benjamin Heigl | Chad Keuseman |
| Marvin Kortekaas | Gleb Kulichenko |
| Nathan Lerfald | Jeremy Limpert |
| Donald Litchke | Nicholas Mattson |
| Brian McPhail | Leon Montgomery |
| Daniel Morris | Cole Pieper |
| Nicolas Rice | Kevin Rieland |
| Adam Risland | Trevor Sabol |
| Dustin Korich | Tyler Sloan |
| Nicholas Smith | Wilson Smith |
| Joshua Sombke | Brock Torfin |
| Jon Walker | |

Membership Count = 3093



Thank you, thank you, thank you!!!! Please share so every lineman gets a copy.

A special thank you to all of our Brothers and Sisters in the IBEW and especially in Local Union 160 for all your hard work. The summer brings storms, and storms bring outages and all of you do a wonderful job restoring the customer's power. So again, thank you.

GET WELL WISHES WERE SENT TO THE

FOLLOWING MEMBERS:



- John Blue - Connexus Energy
- Robert Johnson - Xcel Energy
- David Priem - North Itasca Electric
- John Rahier - North Itasca Electric
- Donald Rask - Xcel Energy
- Eduardo Sotomayor - Xcel Energy

IN MEMORIAM

We are deeply saddened by the loss of our brothers. Our deepest sympathy goes out to their families & friends.

- George Crandall - Retired Mo Valley - Died 3/28/15
- Jim Kalish - Retired Xcel Energy - Died 3/21/15
- Murphy Parkhurst - Retired Xcel Energy - Died 3/2015
- Roger Pearson - Retired NSP - Died 1/18/15
- Robert Zontelli - Retired Mo Valley - Died 3/26/15

CONGRATULATIONS TO THE FOLLOWING MEMBERS ON THEIR RETIREMENT.

- Dennis Erickson - Connexus Energy
- Jeffrey Fouquette - Xcel Energy
- Leroy Gramsey - Xcel Energy
- Jerry Johansen - Great River Energy
- Gerald Lagergren - Xcel Energy
- Sivixay Phouthavong - Xcel Energy
- Jose Rodriquez - Xcel Energy
- Philip Saunders - Xcel Energy
- Paul Schwartz - Xcel Energy
- Loren Tolzman - Benco Electric
- Richard Totz - Xcel Energy
- David Vierzba - Xcel Energy
- Ken Wildenauer - Veolia Energy

