

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

NON PROFIT
U.S. POSTAGE PAID
TWIN CITIES, MN
PERMIT NO. 4274



NEWSLETTER - 185TH EDITION

MARCH/APRIL 2017

OFFICERS

Robert J. Boogren- Business Mgr/Financial Secretary
Alan P. Rademacher - President
Darrin L. Helget- Vice President
Barbara L. Oakes - Recording Secretary
Dan A. McConnell - Treasurer

EXECUTIVE BOARD

James D. Dufour
Kevin J. Kaeter
Scott E. Knight
Mark A. Ring
James M. Tobin

OFFICE STAFF

Daniel J. Kieffer - Assistant Business Manager
Jon D. Michels - Business Representative
Kurt W. Zimmerman - Business Representative
Thomas D. Cassidy - Business Representative
Martin A. Carey - Business Representative
Eric W. Spielmann - Business Representative
Michael J. Ringstad - Business Representative
Andrew D. Kieffer - Membership Development
Rose M. Eiden - Bookkeeper
Shari L. Johnson - Office Manager
Stacy L. Helget - Secretary
Ami L. Johnson - Receptionist/Referral Clerk

General Membership Meetings

IBEW Local Union 160 Retirement Club

Our Next Union Meetings Will Be Held:

- Minneapolis:** April 6 & May 4, 2017
6:30 p.m. - St. Anthony Union Hall
2909 Anthony Lane
- Becker:** April 20 & May 18, 2017
6:30 p.m. - 12423 Pine St
Becker Union Hall
- Mo Valley:** April 25, 2017 - 7:30 p.m.
St. Anthony - Union Hall
May 19, 2017- 7:30 p.m.
Grand Rapids Union Hall
300 SE 17th St, Grand Rapids
- Great River :** April 13 & May 11, 2017
6:00 p.m. - 12423 Pine St
Becker Union Hall



Local 160 Phone Ext.

- | | |
|------------------|-------------------|
| Stacy - Ext. 102 | Ami - Ext. 101 |
| Kurt - Ext. 105 | Rose - Ext. 103 |
| Mike - Ext. 108 | Shari - Ext. 104 |
| Bob - Ext. 109 | Tom C. - Ext. 106 |
| Andy - Ext. 126 | Dan - Ext. 205 |
| | 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
Marty C.- (763) 262-1197
Eric S.- (763) 262-1198
Kurt Z. - (763) 262-1189
Fax # (763) 262-1168

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 retirees would like to welcome new members Tom Koehler, Charles Sanocki, Eugene Schroeder and Jerry Theis to the club.

If you are a retired IBEW Local 160 member you are more than welcome to join the Retirement Club for \$15.00 a year. Meetings are every 4th Wednesday of the month from October through May. They have a guest speaker and lunch is served afterwards. Meeting time is at 10:00 a.m.

March and April's meeting dates are: March 22, 2017 and April 26, 2017.

Please check out Local Union 160's new website. There are a couple of items that need to be critiqued but overall it is fantastic.

I would like to say thank you to Andy Kieffer for all your hard work you have put into this and continue to do so. You have done an excellent job Andy.

Andy also has put a lot of work into our Facebook page. Check it out.

IMPORTANT MESSAGE FOR ALL ACTIVE MEMBERS:

With the upcoming elections it is very important that all members **receive their ballots and vote.**

If you have moved please remember to call Local 160 of your change of address.

2017 SCHOLARSHIPS

The scholarships available for 2017 are:

1. IBEW Local 160 David C. Ring Scholarship
2. IBEW Local 160 Amy O'Sullivan Scholarship
3. Nathan Blomquist Memorial Scholarship
4. MN AFL-CIO Scholarships:
 - * David K. Rose, Hubert H. Humphrey Memorial Award
 - * Donald Pilla Memorial Award
 - * Martin Duffy Adult Learner Award (IBEW Members only)
5. Charles R. Brett IBEW MN State Council Scholarship
6. MN AFL-CIO Labor Leadership Grants:
 - * The Tobey Lapakko Labor Leadership Grant
 - * The Charles McKenna Leadership Grant
7. Nellie Stone Johnson Scholarship
8. IBEW Founders' Scholarship (IBEW Members only)

We ask that all scholarships and official transcripts be received no later than April 25th to 2909 Anthony Lane, St. Anthony, MN 55418.

A Word or Two From Your Business Manager/Financial Secretary

Dear Sisters and Brothers:

On February 25, 2017 Local Union 160 held our Annual Steward Training. We had 46 stewards from our Co-ops, Mo-Valley, Municipals, and Xcel Energy.

Joe Herbulock and Dan Brennen from Gadtke Law Firm gave us a Workman's Compensation update. International Representatives Cheri Stewart and C.J. King were also present. C.J. is from the International Education Department, and Cheri is one of our 6th District Reps. C.J. talked about his time as a Radiation Protection Tech at the nuclear plant in Nebraska. He touched on what it was like not being in the union and how beneficial it is to be a union member. He also talked about the importance of being a steward and what the job of a steward should consist of.



Please be sure to carefully read the information in this newsletter about the upcoming elections. Not only is the election for the Local's Officers and Executive Board but also our two active units (Mo-Valley and Great River Energy), as the rules are different for the unit elections.

I was fortunate enough to attend Governor Dayton's signing of the Sherco Gasification Bill. This piece of legislation will help preserve and secure some of the good paying jobs for our members at the generating plant. See article in this issue for more details.

Just a quick note on work related injuries. It is very important to fill out First Report of Injury form. It has come to our attention recently that members are being discouraged from reporting an injury, by not only management but fellow members as well. If you do not fill out the proper paperwork it makes it all but impossible to pursue a Worker's Compensation claim later.

Have a safe spring!

In Solidarity,

Robert J. Boogren

I am proud to let the membership know that for the first time ever, Xcel Energy has agreed to use Local Union 160, Mo Valley Unit, Groundman for the upcoming outage at the Monticello Nuclear plant.

I had many meetings with the Company over the last few months on this issue. I would like to thank our Business Manager, Bob Boogren for his leadership, guidance and help in getting this finalized. Also, thank you to Mike Ringstad, Outside Business Representative, for his help as well.

Jon Michels, Outside Business Representative, and Mike Ringstad have started and will continue to contact the members to get them ready to report to the nuclear plant (Xcel will be taking fifty (50) groundman). The outage is to start in the beginning of April.

Hopefully this is the way the Company chooses to go in the future and it puts our members to work.

In Solidarity,

Kurt W. Zimmerman
Business Representative

“ATTENTION MEMBERS”

To: All members of Local Union 160, I.B.E.W.

Re: Nomination and Election of Local Union Officers Executive Board and Unit Officers

Nominations and election of Union Officers and Executive Board will be conducted in conformance with the IBEW Constitution and Article III of the L.U. By-Laws. Nominations will take place at the regular membership meeting on Thursday, May 4, 2017, at 7:00 P.M. at the L.U. 160 IBEW Hall, 2909 Anthony Lane, St. Anthony, MN. The Officers elected will serve a three (3) year term commencing on July 6, 2017.

The offices to be nominated and filled are: President, Business Manager/Financial Secretary, Vice-President, Recording Secretary, Treasurer and five (5) Executive Board members.

Ballots will be mailed out on Thursday, May 18, 2017.

The Election Judge and Tellers will open the locked P.O. Box at 9:00 A.M. on Monday, June 19, 2017 and proceed to count the ballots (in accordance with Article III, Section 4, (e), of the L.U. By-Laws) at the Ramada Plaza Minneapolis, 1330 Industrial Blvd., Minneapolis, Minnesota.

In case a run-off election is necessary, such run-off election shall be held twenty-one (21) days after the regular election is held (L.U. By-Laws Article III, Section 4 (n & o). Ballots to be mailed out Monday, July 10, 2017 and counted on Monday August 7, 2017 beginning at 9:00 A.M. at the Ramada Plaza Minneapolis, 1330 Industrial Blvd., Minneapolis, Minnesota.

All voting for the above shall be by mail ballot as provided for in Article III, of the L.U. By-Laws.

As per Article XII, Section 2, of the L.U. By-Laws – Unit Officers for the Becker, Great River Energy and Missouri Valley Units shall be nominated at the regular meeting of each unit in May and elected by secret ballot in June of the year the Local Union elect's officers. Only members of each Unit in good standing are eligible to nominate and vote for the Unit's officers.

ELECTION RULES

Executive Board Meeting – February 23, 2017

At this meeting the rules are to be followed for the upcoming nomination and election of Local Union Officers and Unit Officers discussed.

1. Nominations for Local Union Officers will be held at 7:00 P.M., May 4, 2017 at the regular Membership Meeting at the Local Union Hall, 2909 Anthony Lane, Minneapolis, Minnesota.
2. At the conclusion of nominations for each office the Chairman shall call “Are there any more nominations” three (3) times before closing the nominations for that particular office.
3. All nominating speeches will be limited to three (3) minutes.
4. There will be no more than two (2) seconding speeches and they are limited to two (2) minutes each.
5. At the meeting of the Local Union when nominations are made, after nominations have closed, the President shall appoint an Election Judge and as many Tellers as are required, who shall serve as an Election Board to Conduct the election. No candidate for an office shall be eligible to serve on this Board (Excerpt: Article III, Section 4 (a) Local Union By-Laws).
6. The Election Board shall conduct the Local Union election in accordance with the procedures as outlined in the By-Laws and I.B.E.W. Constitution.

Continued on next page

7. After nomination's have been made and those nominated are found to be qualified in conformance with I.B.E.W. Constitution and the Local Union By-Laws Article III, Section 9 (d) which provides that "No member shall be eligible for office unless he/she has been a member of Local Union 160 in continuous good standing for at least two (2) years immediately prior to nomination. No member shall be nominated for office unless he/she is present or signified their willingness in writing to be a candidate at the time of nominations". (Note: Article XVI, Section 10, I.B.E.W. Constitution.) The candidate must verify that the President has received his/her written request to accept the nomination, prior to the start of the Membership Meeting on May 4, 2017. In each Local Union whose members participate in the Pension Benefit Fund, no member shall be eligible to serve as Financial Secretary unless he/she is also a participant in the Pension Benefit Fund (A Membership), unless this requirement is waived by the International President. (Note: Article XVI, Section 6, I.B.E.W. Constitution.)
8. The Election Board shall have ballots prepared, listing in alphabetical order the names of all candidates for each respective office, beginning with President. Such ballots shall not contain any identifying numbers or marks (Excerpt: Article III, Section 4 (b) Local Union By-Laws).
9. The Election Judge may be off the job at his discretion all the time he feels necessary to oversee the Election and Election Procedure.
10. The Election Judge and Tellers be paid straight time for the first eight (8) hours in any one day and time and one half after that including expenses.
11. Ballots shall be mailed out no later than Thursday, May 18, 2017.
12. The Election Judge and Tellers will open the locked P.O. Box at 9:00 A.M., Monday June 19, 2017 and proceed to count ballots (in accordance with Article III, Section 4 (e), of the Local Union By-Laws) at the Ramada Plaza Minneapolis Hotel, 1330 Industrial Blvd., Minneapolis, Minnesota.
13. When the total ballot count is made, the Election Judge and each Teller shall receive a copy of the total ballot count, also, one copy shall be placed on the Union Bulletin Board.
14. In case a run-off election is necessary, such run-off shall be twenty-one (21) days after the regular election is held. Ballots to be mailed out on Monday, July 10, 2017 and counted on Monday, August 7, 2017 at the Ramada Plaza Minneapolis Hotel, 1330 Industrial Blvd., Minneapolis, Minnesota, beginning at 9:00 A.M. (Local Union By-Laws, Article III, Section 4, (n) and (o)).
16. As per Article XII, Sections 2, 3, 4, 5 and 6 of the Local Union By-Laws and in conformance with I.B.E.W. Constitution, the Unit Officers for Becker, Great River Energy and Missouri Valley Units shall be nominated at the regular meeting of each Unit in May and elected by secret ballot in June of the year the Local Union elects Officers. Only members of each such unit in good standing are eligible to nominate and vote for the Unit's Officers.
16. The offices to be nominated and filled are: President, Vice President, Recording Secretary, Treasurer, Business Manager/ Financial Secretary and five (5) Executive Board members.

CAMPAIGNING

It is the duty of the union and its officers to comply with all reasonable requests of any candidate to distribute campaign literature to the membership **at the candidate's expense**. In order to avoid charges of disparity of treatment among candidates, it is advised that a local union inform all candidate in advance of the conditions under which distribution will be made and promptly advise them of any changes in those conditions.

Although Section 401 (c) of the LMRDA specifies distribution to "all members in good standing," a local union must also honor requests for distribution of literature to only a portion of the membership if such distribution is practicable. Each candidate may choose his/her own way of campaigning for election according to his/her own ingenuity and resources.

Each candidate must be treated equally with respect to the expense of such distribution. Thus, a local union and its officers must honor a candidate's request for distribution where the candidate is willing and able to bear the expense of such distribution. However, should the candidate be unable to bear such expense, there is no requirement that the union distribute the literature of the candidate free of charges. Since local unions have an affirmative duty to comply with all reasonable requests of any candidate to distribute campaign literature (at the candidate's expense), a local union rule refusing all such distributions would not be proper, even though applied in a nondiscriminatory fashion. In view of the fact that expenses of distribution are to be borne by the

candidate, a local union may not refuse to distribute campaign literature merely because it may have a small staff that cannot handle such distribution for all candidates. If this is the case, the local union may employ additional temporary staff or contract the job to a professional mailer and charge the expense incurred to the candidate for whom the service is being rendered. The local union may require candidates to tender in advance the estimated costs of distributing their literature, provided such requirement is applied uniformly.

The LMRDA does not and local unions may not regulate the contents of campaign literature which candidates may wish to have distributed by the local union. This is left to the discretion of each candidate. The local union may not require that it be permitted to read a copy of the literature before it is sent out, **nor may it censor the statements of the candidates in any way**, even though the statement may include derogatory remarks about other candidates. Furthermore, a local union's contention that mailing of certain campaign literature may constitute libel for which it may be sued has been held not to justify its refusal to distribute the literature, since the union is under a statutory duty to distribute the material. The use of union funds or employer funds to promote a particular candidate in a local union election is strictly forbidden. The prohibition includes anything of value contributed by a union or employer. The use of union stationery, supplies, or the IBEW logo by a candidate is forbidden.

Local Union funds may be used for notices, actual statements of issues not involving candidates, debates in which all candidates are invited to participate, and other expenses necessary for holding an election.

If the local union decides, a publication may be distributed in which **all** candidates are listed with factual record of their local union activities, committee assignments performed, offices held, and experience gained for and on behalf of the local union. This publication shall be prepared under the supervision of the election board.

Employers may not contribute funds directly or indirectly in support of the candidacy of any person for union office under any circumstances. The use of an employer's copying machine has been deemed to be a violation of the LMRDA. Campaigning on company time and use of a company mailing system have also been declared violations of the LMRDA.

Each bona fide candidate for office has a right, once within 30 days prior to any election in which he/she is a candidate, to inspect a list containing the names and last known addresses of all members of the local union who are subject to a collective bargaining agreement requiring membership therein as a condition of employment. **The right to inspection does not include the right to copy the list but does include the right to compare it with a personal list of members.** It is the intent of the LMRDA that such membership lists be made available for inspection at the candidates' option anytime within the 30-day period. The list is not required to be maintained continuously and may be compiled immediately before each election. The form in which the list is to be maintained is not specified by the act. Thus, a card index system may satisfy the requirements of the act. The list may be organized alphabetically or geographically.

Labor-Management Reporting and Disclosure Act of 1959 (Title IV, Section 401) may be viewed at www.dol.gov.



Pictured at the podium is Local Union 160's Zachery Harm. Zach has been a member of Local 160 since July 2014. He is an Apprentice Substation Technician through the Missouri Valley Apprenticeship and Training Program.

Xcel Energy had asked Zach to give a presentation on February 16, 2017 to approximately three hundred (300) Missouri Valley contract members and managers of Xcel Energy on what kind of work is done in the Substation Construction Department.

Zach had done an excellent and professional presentation.

Congratulations Zach. Local Union 160 is very proud of you. Thank you for a job well done.

NATURAL GAS IS A “GO” AT SHERCO

Governor Mark Dayton signs legislation authorizing Xcel Energy to build a natural gas plant in Becker, Minnesota.

Gov. Dayton signed a bill authorizing Xcel Energy to build and operate a combined cycle natural gas plant at the Sherco location at a ceremony on Tuesday. The plant is a part of the company’s Upper Midwest Resource Plan and a major element of the company’s visionary fleet transition. The plan includes doubling renewable energy resources and achieving 60 percent carbon-free energy by 2030.



“The Becker natural gas plant is a key component of the Xcel Energy plan to cost-effectively transition our energy fleet to cleaner energy and more renewable resources,” said Chris Clark, president, Xcel Energy-Minnesota. “The bipartisan support this bill received is representative of the stakeholder-driven process that lets Xcel Energy maintain its commitment to Central Minnesota, deliver reliable electricity for the region, and invest in low-cost renewable energy for our customers.”

Legislation provides certainty to customers and community

The legislation demonstrates the importance of providing certainty for customers and the Becker community, which was facing the loss of jobs and tax bases associated with the retirement of two Sherco coal plants.

“The legislators we worked with understood both the importance of the plant to our regional electric system and to the local community,” said Rick Evans, director, State Government Affairs, Xcel Energy-Minnesota.”

Legislation is often used to provide state energy policy direction. Recent examples include wind energy to meet Renewable Energy Standards, community solar gardens and the conversion of several coal plants to natural gas in the metro area over the last decade.

“When we proposed our plan to transform our energy fleet in 2015 we believed we had a plan that met the needs of our customers, our company and our community,” said Greg Chamberlain, regional vice president, Xcel Energy-Minnesota. “Today’s bill signing is an example of what our company can do when we develop a solid strategy that can withstand the scrutiny provided by our regulators and other stakeholders. This is a day for everyone involved to celebrate.”

Driver for electric reliability and economic development

The electric system infrastructure in the area was built for extensive transmission capacity, so strategically locating the natural gas plant in the same area takes full advantage of previous investment ensuring reliability and cost containment.

The plant will be in service by 2026, coinciding with the retirement of the second Sherco coal unit. A specific project and construction schedule will be developed at a future date.

LOCAL 160 WELCOMES NEW MEMBERS

Bobby Aspros	Mark Broman
Aaron Erickson	Trevor Granberg
Andy Hegina	Aaron Hyams
Shane Jovanovich	Jack Kangas
Gary Larson	Jonathan Messner
Johnson Pierre-Louis	David Sabelman
Derek Staydonar	Jesse Thronson

Membership Count = 3153

GET WELL WISHES WERE SENT TO THE



FOLLOWING MEMBERS:

Brad Akkermanm - Great River Energy
 Randal Breeggemann - MN Valley Elec.
 Darel Conklin - Xcel Energy
 Michael Friedrich - Xcel Energy
 Frank Ganley - Xcel Energy
 Jim Jechorek - Xcel Energy
 Lyle Klocek - Mo Valley
 Gene Richter - Xcel Energy
 Bruce Rokala - Xcel Energy

CONGRATULATIONS TO THE FOLLOWING BROTHERS ON THEIR RETIREMENT.

Robert Burnett - Xcel Energy
 Robert Colby - Xcel Energy
 Timothy Eccles - Xcel Energy
 James Harlander - Xcel Energy
 Scott Helgeson - Xcel Energy
 David Kampa - Xcel Energy
 Robert Lahti - Mo Valley
 John Nelson - Xcel Energy
 Lowell Nordin - Mo Valley
 Brian Olson - Xcel Energy
 Dale Panning - Xcel Energy
 Phillip Pederson - Xcel Energy
 Arlo Petterson - Xcel Energy
 Rod Pfeifer - Mo Valley
 Donald Schirmer - Mo Valley
 John Voita - Mo Valley



IN MEMORIAM

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

Donald Dennis - Retired NSP - Died 1/24/17
 Michael A. Maki - Retired Xcel Energy - Died 2/10/17
 Alexander Michalski -Retired McLeod Coop - Died 2/20/17
 Jerald Schave - Retired NSP - Died 1/28/17
 William A. Sorenson - Retired NSP - Died 2/7/17



Easter is the Christian celebration of the resurrection of Jesus, but the seasonal chocolate eggs and the bunny who delivers them are nowhere to be found in scripture.

According to some sources the Easter bunny first arrived in America in the 1700s with German immigrants who settled in Pennsylvania and transported their tradition of an egg-laying hare called "Osterhase" or "Oschter Haws." Their children made nests in which this creature could lay its colored eggs. Eventually, the custom spread across the U.S. and the fabled rabbit's Easter morning deliveries expanded to include chocolate and other types of candy and gifts, while decorated baskets replaced nests. Additionally, children often left out carrots for the bunny in case he got hungry from all his hopping.

We hope all of you have a very joyous Easter Holiday.



THOUGHTS ON WORK

We are not a team because we work together. We are a team because we respect, trust, and care for each other.

Vala Afshar

No matter how much pressure you feel at work, if you could find ways to relax for at least five minutes every hour, you'd be more productive.

Joyce Brothers