The LINK

International Brotherhood of Electric Workers, Local Union No. 702

February, 2017

Onward & Upward

There have been many happenings since the last issue of The LINK. While it would be impossible to capture everything that is going on in the Local over a period of three months and include them here, we try to insert content that covers most, if not all, of the Local's jurisdiction and things that affect many of our branches.

With around 4,000 members spread across three States, there is usually enough content to achieve an overarching viewpoint throughout our Local, but if we fail to cover a certain area or branch of the industry, please know that it is not intentional and we will strive to cover as many matters as possible in future issues.

Our main goal is to provide information about our Local and some of the things that occur. We are continually developing the format and working with the staff to incorporate new ideas for future articles that we hope will be of interest to our members. We want to remind everyone that this Local possesses one of the largest geographical jurisdictions in all of the IBEW and represents a multitude of classifications . It is our hope that you find the information contained in this newsletter helpful and interesting.

For the latest happenings in IBEW Local 702, you can always check out our website - **www.ibew702.org**, - or , like and follow us on Facebook and follow us on Twitter @IBEWLOCAL702.



At our November 4th, 2016 Union meeting in West Frankfort, we were proud to present service pins (totaling 335 years) to the following members, flanked by Business Manager Steve Hughart on the left and President James Sanchez on the right: Harry Dillingham (55 yrs), Robert Purnell (50 yrs), Bob Yocum (60 yrs), Stanley McGee (60 yrs), Jack Miller (60 yrs), and Alan King (50 yrs).



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Business Manager's Message



I would like to start off by wishing each and every one of our members a Happy New Year. We hope that 2017 will be the best one for you and your family.

There are many happenings throughout the Local, and I can't help but continue to be amazed at the generosity and tenacity of our membership. We continue to have an outpouring of participation in our support of the

Southern Illinois Central Labor Council's Food Drive, which was held on Saturday, December 10th. Because so many of our members turned out to help, we helped stock eighteen food pantries throughout Southern Illinois in record time this year. A special thank you goes out to IBEW 702 Business Representative Jason Woolard for his leadership of the SICLC and this awesome event.

As we look ahead to 2017, we will remain focused on our core objectives: Securing a better future for our members and their families; growing the membership of the IBEW; and protecting the right of a dignified retirement for all of those members who are enjoying or pursuing it. While there are always matters that come up that need to be addressed, such as a new heating and cooling system at the Union Hall, we remain true to the goal during our day to day activities of representing our members.

I could fill the next five pages with comments and thoughts about the recent General Election. Here at home, we lost two friends of Labor in State Senator Gary Forby and State Representative John Bradley. In Indiana, hopes of retaking the Governor's chair and electing a Labor friend to the U. S. Senate did not happen. Perhaps most devastating was in Missouri where all Statewide offices went to candidates who were backed by anti-union supporters, and we anticipate a real chance that Right To Work legislation could be enacted. This "red tsunami" as it has been referred to, will undoubtedly make it more difficult for working families to get ahead, but we will never stop, we will never rest, and we are counting on you to help us!

From your President

While many of us are disappointed in the recent elections, I want to extend my appreciation to all who came out and walked in parades in support of working family candidates, who phone banked or canvassed door to door for them, but most especially to all of our members, their families and friends, who voted for those candidates. Although many of the races across our jurisdiction did not turn out as hoped, there is no doubt that many of you did your part and more.

With the beginning of a new year, we find a renewed sense of commitment and energy. With this in mind, I pledge to you, my Sisters and Brothers, that we will continue to do all that we can in moving this Brotherhood and this Local forward. There are countless opportunities out there for us to organize and mobilize, and I am counting on each one of

you to assist us throughout this coming year. I hope that you will make an effort to attend all Union meetings and functions that you can. We look forward to making 2017 our best year yet!
In Solidarity, *Jim Sanchez*





DID YOU KNOW?

IBEW Local 702 is a founding member of the Union Sportsmen's Alliance. Accordingly, we support the conservation of our wildlife and natural resources. We have many members who hunt and fish throughout our jurisdiction, and we feel a societal responsibility to protect these wonderful resources through support of reasonable and sensible legislation. To learn more about the Union Sportsmen's Alliance, please visit their website at www.unoinsportsmensalliance.com.



Retirement of West Frankfort Executive Board Member Darrell Hagen

The Local has been fortunate to have the services of member Darrell Hagan on the Executive Board for the past ten (10) years, and we are proud to announce his retirement from Outside Construction. Brother Hagen was initiated into IBEW 702 on October 19th, 1979 and was classified as Groundman with Miller Construction. He was upgraded to Journeyman Lineman in September of 1991. In the Union Election of 2006, Darrell was elected to the West Frankfort Executive Board. At the time of his retirement, he had the

second longest active tenure on the Board, behind Dick Hill.

On December 23rd, 2016, Darrell posted to Facebook: "Today is the first day of my retirement and I'd like to say a special thank you to Jack Miller for helping me get my start with the IBEW. It's been a great ride. I've made a lot of friends and a few enemies over the past 39 years, and I'd like to thank each one of you. Also, a special thank you to the Executive Board and ALBAT committee, and everyone in the Union hall office for allowing me to be part of your lives, and for being part of mine."

We are going to miss Darrell on the Executive Board and wish him well in his retirement. From all of us here at Local 702 — ENJOY IT ALL BROTHER HAGEN, you've earned it!!!

Appointment to the West Frankfort Executive Board

Brother Jeremy Byers has been appointed to fill the remainder of Darrell's term on the Executive Board. Initiated as a member in May of 2000, Brother Byers began in the Line Clearance branch, becoming a Journeyman Trimmer in August of 2002, before going through the ALBAT program from 2005-2008. He was successful in competing at the International Linemen's Rodeo in Kansas City, taking First Place Overall Champion in the Apprentice Division at the 2007 event.

Currently, he resides in Farina, IL with his wife Crystal and four boys; Austin, age 18,; Kyle, age 15; Jacob, age 13; and Aaron, age 11.

We look forward to Jeremy's service to the Executive Board and his support of Local 702!



Local Union to construct new Outside Construction Training Facility

IBEW Local 702 Business Representative Scott Kerley has embarked upon a rather daunting task. After taking several classes of Apprentice Lineman to the International Lineman's Rodeo in Kansas City, he was convinced the Local needed to consider the establishment of a training yard to practice for the event if we were to be successful in finishing at or near the top in future years. But, the development of all of the Outside Construction Apprentices is one of Scott's responsibilities, something he enjoys thoroughly — although he does admit it provides challenges at times

— and does not take lightly.

In examining the opportunities for future classes of Apprentices, and in conversation with Business Manager Steve Hughart, the idea of developing the Local's property across from the NJATC building on Country Club Road, off of Highway 37, south of West Frankfort, was explored. With the initial approval of the Outside Construction Industry Fund Committee, along with the support of Bus. Mgr. Hughart and final approval of the West Frankfort Executive Board, Scott began to gather information about the costs, obstacles, and realities of bringing a full-fledged Outside Construction Training Facility to this location.

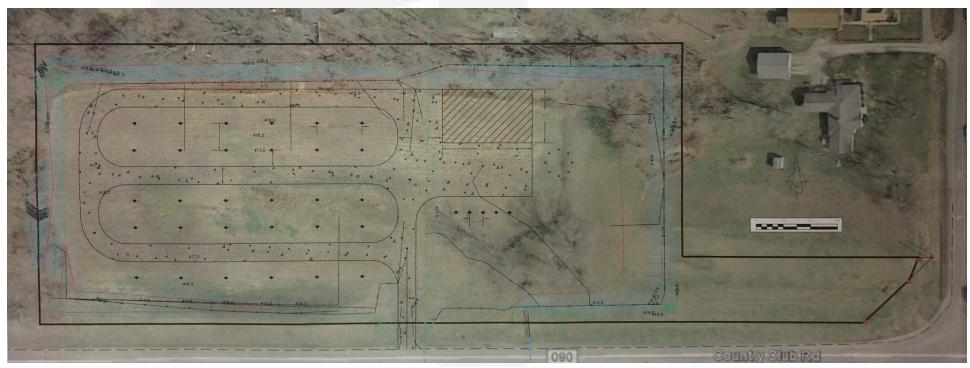
To date, there have been many initial steps taken in this project. First, the property was surveyed, along with a

topographical (elevation) layout, to determine exactly how much land was available and where the property lines were. Upon learning that the property was about 5.38 acres, enough to construct the type of facility the Local desired and required, the Local sought bids for clearing of the land. A bid for trimming the trees on the property was bid and let to Gill Tree Service, which was completed right after Thanksgiving. Currently, the project is in the design and cost estimation by the engineers and architects.

One of the challenges that has been identified is the current water drainage / retention issue. According to the Department of Natural Resources, there are certain guidelines we need to follow to ensure the proper placement and flow of water leaving the property and how it affects adjacent property owners. The Local is very cognizant of that and intends to utilize the best approach for all concerned parties.

Additionally, Scott has been contacting many vendors and suppliers in an effort to equip the facility once it is ready. In conversation with him, it is clear to see his vision for a top-notch facility, one that every member of not only Local 702, but the entire IBEW, could be proud of, permeates every thought he has about the project.

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"From the very beginning of the first thought we have had on this idea, it should be noted and recognized that my desire is to extend the effectiveness and impact of our Apprenticeship program from what Business Manager Hughart started." commented Scott. "It was his efforts and objectives to revitalize this branch of our industry to the level it is today; I am just an extension of the groundwork he laid many years ago, and I would like to continue building our program on the foundation he has laid for it. In my mind, for this facility, I would like to see as many as five or six pole lines, with single and three phase lines a part of them, and each line having five to six poles each. In identifying one of the most critical missing aspects of our current program, the ability to go straight from the classroom to the field, and still maintain a teaching environment, was something we never before had the luxury to consider, but believe this could have a huge impact. We feel it is immensely important to the success of our apprentices that they be able to go from the classroom to the training yard to implement in actuality the theoretical things they are learning."

A large building is being evaluated for storage and possible housing of trucks, if needed. Also, when the pole lines are laid out, and the roads put in, the tree stumps will be excavated and removed from the property. Final details and designs are not complete, but Scott commented that "I'm not sure we can build everything we want to right off the bat, but it will be a work in progress. We want it to be a showcase for our members, but primarily it has to serve its purpose; that is the ability to function as a place for learning, developing, and honing the skills of our Outside Construction members."

This is an exciting project for the Local and we are glad that it is in the good hands of Brother Kerley.

What Have Unions Done for ME?

Eight Hour Day Five-Day Workweek

Negotiated Apprenticeship programs recognized by the United States Department of Labor

Health Insurance Paid Sick Leave

Guaranteed 40-hour work weeks at utilities and manufacturing facilities

Higher Wages Job Security Seniority

Overtime Pay (after normal work schedules)

Job Safety Severance Pay Paid Holidays

Negotiated work schedules of 4-10s for our members that prefer them

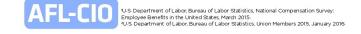
Paid Vacations Family and Medical Leave

Workplace Pensions Child Labor Laws

The Union Difference



Union workers participating in job-provided health insurance! Nonunion workers participating in job-provided health insurance	79 49
Union workers participating in guaranteed (defined-benefit) pension plans	76
Nonunion workers participating in guaranteed (defined-benefit) pension plans	16
Union workers with paid sick leave	83
Nonunion workers with paid sick leave	62
Union workers' median weekly earnings ²	\$98
Nonunion workers' median weekly earnings	\$77
Young (ages 16-24) union workers' median weekly earnings	\$61
Young (ages 16-24) nonunion workers' median weekly earnings	\$48
Union women's median weekly earnings	\$92
Nonunion women's median weekly earnings	\$69
African American union workers' median weekly earnings	\$80
African American nonunion workers' median weekly earnings	\$61
Latino union workers' median weekly earnings	\$86
Latino nonunion workers' median weekly earnings	\$58
Asian American union workers' median weekly earnings	\$1,09
Asian American nonunion workers' median weekly earnings	\$97



In Indiana, Right To Work is the Law; is Missouri nex

In the recent November elections, Labor's chance of turning back Right To Work legislation in Indiana took a hit when Democrat candidate John Gregg failed to defeat Republican candidate Eric Holcomb. When asked about the situation of the Right To

Work law in Indiana, Business Representative Jamie Hatfield had this to say, "To date, we have maintained 100% membership in our Local. I contribute this in large part to the solidarity and support of our membership, but I would hope to recognize that the one-hour of orientation I get with every new hire within their first three (3) days of employment has an effect as well. I go over the contracts and explain that the terms and conditions of employment are won at the bargaining table, and that when everyone participates, it makes us stronger in trying to achieve better standards and safety at work, the enhancement in our personal lives with wage increases and benefit improvements, as well as the many other opportunities that are available to our Union members. That seems to resonate with everyone I speak with, and hopefully is appreciated by our current members as well."

With the recent sweep of the Statewide offices by the Republican Party in Missouri, there is no longer the backstop of a Gubernatorial veto to Right To Work legislation, such as has been provided by Jay Nixon for the past eight (8) years. Newly elected Governor Eric Grietens, during his campaign,

'Right to Work' Is RISK OF WORKPLACE DEATH

pledged to sign Right To Work legislation into law, which drew heavy financial support from anti-Union forces. Ironically, the proponents of RTW legislation all admit that wages go down in such States, but they don't seem to care. The chart above displays some of the latest data on the damaging effects of Right To Work legislation. We can only hope a majority of Missouri's elected officials find some avenue to side with working families and push back against this type of attack on the Middle Class.

Interested in saving \$\$\$ on your wireless bill?

If you have <u>AT&T</u> as your wireless provider, see the information on the right for instructions on how to save 15%!

For members who have **Verizon** as your wireless provider, IBEW Local 702 has secured an agreement that allows you to achieve similar savings. In order to do this, you will need an @ibew702.org email address. You will need to contact the Union Hall in order to get one. Once received, submit your email address to Verizon and they will email you at that address to verify your status as an IBEW Local 702 member. Once you receive and respond to the message from Verizon, they will process your discount.

For any additional information on these savings opportunities, or to get your @ibew702.org email address, please feel free to contact by email at:

ibew702@ibew702.org.





702 RENEW

What can we accomplish with Brotherhood?...

EVERYTHING!

A big, big THANK YOU!

To all the guys that worked so hard on all the events last year, and that helped out during the election. There was a lot of time and effort asked of 702 members and they gave 110% and then some. Our task now is to carry that energy and optimism into the new year, to set new goals, and to once again make a commitment to foster brotherhood.



Upcoming Events!

The 702 Bass Tournament organizing is underway by Dustin Frankie, Doug Mead, and Kyle Rinella. It will be held April 15th at Lake of Egypt (Pyramid Acres Marina) from safe-light to 2:00 p.m. 2 man teams (1 man on the team needs to be IBEW) / \$120 per team / 80% payout / paying 1 place per 6 boat/ 50 boat permit. We will have a 50/50 drawing, raffle off door prizes, and have hamburgers and hot dogs. If you'd like more information, or to sign up (boats will be going fast!) please contact: Dustin Frankie (618) 925-0632, Doug Mead (618) 203-3492, or Kyle Rinella (618)-521-8761

The 702 Skeet Shoot Tournament of Champions is currently being planned for this summer. More information will be coming out soon.

For more Information about **702 RENEW**, please contact any of the following: Andrew O'Connor (618) 317-5378, Kyle Seavers (618) 967-3536, Logan Hall (618) 335-9504, Dustin Frankie (618) 925-0632, or visit our Facebook page at:

https://www.facebook.com/groups/ibew702renew/

LABOR HUMOR:

The Mechanical Genius

The secretary was leaving the office when she saw the CEO standing behind the shredder with a piece of paper in his hand. "Listen," said the CEO. "This is a very important document.

Can you make this thing work?" The secretary turned the machine on and pressed the start button. "Great," said the CEO, feeding the sheet into the machine. "I just need one copy."

— From <u>Workplace Jokes: Only SOME of Them</u> Will Get You Fired!



ATTENTION ALL STEWARDS:

New Hires on Property

The Local Union strives to meet with all new hires within their first few days on the job, and we need your help to do this! When a new employee starts on your property, please be sure to inform the Union Hall and/or Business Representative as soon as possible, or even in advance of their start date if you can. That way, we can greet them early on and assist them in filling out all of the necessary paperwork in a timely manner.

Thank you in advance for your assistance in this matter!

Weingarten Rights

In 1975, in NLRB v. J. Weingarten, Inc, the U.S. Supreme Court defined the rights of employees in the presence of union representatives during investigatory interviews. Since that case involved a clerk being investigated by the Weingarten Company, these rights have become known as Weingarten rights. In 2000, the NLRB extended those rights to non-union workplaces.

However, in **2004**, in IBM Corp. and Kenneth Schult, the National Labor Relations Board (Board) reversed themselves and decided by a 3-2 vote that **non-unionized employees are not legally entitled** to have a coworker present during an investigatory interview that the employee reasonably believes might result in discipline.

One of the most vital functions of a Union steward is to prevent management from intimidating employees.

Nowhere is this more important than in closed-door meetings when supervisors or guards, often trained in interrogation techniques, attempt to coerce employees into confessing to wrongdoing.

The Rules:

Under the Supreme Court's Weingarten decision, when an investigatory interview occurs, the following rules apply:

RULE 1:

The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

RULE 2:

After the employee makes the request, the employer must choose from among three options. The Employer must either:

- 1) Grant the request and delay questioning until the union representative arrives and has a chance to consult privately with the employee;
- 2) Deny the request and end the interview immediately; or
- 3) Give the employee a choice of (1) having the interview without representation or (2) ending the interview

RULE 3:

If the employer denies the request for union representation, and continues to ask questions, it commits an *unfair labor practice* and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Unions, this Local included, encourages workers to assert their Weingarten rights.

The presence of a steward can help in many ways. For example:

- •The steward can help a fearful or inarticulate employee explain what happened.
- •The steward can raise extenuating factors.
- •The steward can advise an employee against blindly denying everything, thereby giving the appearance of dishonesty and guilt.
- •The steward can help prevent an employee from making fatal admissions.
- •The steward can stop an employee from losing his or her temper, and perhaps getting fired for insubordination.
- •The steward can serve as a witness to prevent supervisors from giving a false account of the conversation.

Note: the NLRB generally does not defer charges alleging a violation of Weingarten rights. Nor are violations considered *de minimus* even if no employee is disciplined.

Your Solidarity = Support for Members in Need

For five consecutive years, the Local has had an annual Solidarity Drawing that has given away prizes and cash. Through the efforts of our members, last year, for the first time, we sold out of tickets, which netted around \$55,000 into the Solidarity Fund for helping members in need and promotion of the Local.

In an effort to highlight some of the things that the Solidarity Fund disperses money for, most of the time it is due to unfortunate circumstances such as this one, a \$1,500 check was issued to IBEW Local 702 member Joe Applewhite, who lost his residence on Christmas Eve due to a house fire that was deemed a total loss. Joe is employed at the Sikeston Board of Municipal Utilities as a Fuel Lime Operator at the Power Station.

In addition to Brother Applewhite, here is a list of additional Solidarity Fund disbursements made just in the past month or so (each for \$1,500.00):

- Lori Gray ~ her husband, Darin Gray passed away on October 6th, 2016; he was a Journeyman Wireman.
- Kevin Leehy ∼ injured knee.
- sons is in the hospital having seizures.



James Dardin, Journeyman Wireman ~ one of his twin Pictured (1 to r): Sikeston Unit Chairman Jay Kruger, Joe Applewhite, & West Frankfort Executive Board Member from the Sikeston Unit Mark Williams.

- John C. Cox, Journeyman Tree Trimmer ~ his wife has cancer and he takes her to and from the treatment appointments, and stays for them, and does not have any paid leave.
- Dakota Roberts, Journeyman Tree Trimmer ~ involved in a vehicle accident.
- Lonnie Miner, Journeyman Wireman ∼ has health issues and is not able to return to work.
- Josh Marggraf, Journeyman Wireman ~ several broken vertebrae in his back while helping his sister with a project at home; he is currently unemployed with a wife and children in the home.

We know donations from the Solidarity Fund can rarely, if ever, make a member whole for sustained losses, but the help we can give comes from the generosity of our members who help buy and sell tickets, and we want to express our appreciation for your support.

LOCAL 702 Undergoes Department of Labor Audit

Every so often, the Local Union receives a visit from the Department of Labor (DOL) to perform a compliance audit to make sure all necessary requirements are being met. Recently, the Local experienced another audit, which concluded and officially closed on Friday, January 6th, 2017.

At the exit discussion with the Local, the DOL Officer found that the Local had only three (3) issues / areas that needed to be addressed, even though routinely minor in nature. Through discussion and explanation with the Local, his recommended actions were immediately implemented and explained to the affected staff and areas of the Local.

We are pleased to report that there were no fines issued and all matters resolved with no major findings. In fact, the DOL Officer was quite complimentary of an organization of our size and commented that he usually finds many violations, some of a serious nature, when investigating and examining others of a similar size.

IBEW Local 702 Lineman Builds Power Lines in Bolivia

In August of 2016, Journeyman Lineman Jared Kelley, employed at SEMO Electric Cooperative in Southeast Missouri, traveled to Bolivia in South America to bring electricity to the towns of Dos de Junio and El Torito in the Amazon Basin. He traveled down as part of a group of fifteen (15) volunteer linemen from Missouri and Oklahoma for a project that was sponsored by the National Rural Electric Cooperative Association (NRECA).

As reported in the Cooperative's Rural Electric (RE) magazine, Jared had this to say about his experience: "We use bucket



IBEW Local 702 Brother Jared Kelley and children from Dos de Junio, Bolivia.
(Photo by Jim McCarty)

trucks at home. We still climb some, but here it was all done with hooks, all manpower, and a lot of good guys to get it done. It's like riding a bike. You never forget how to climb. We did a lot of hard work this week. Hard work reaps rewards. It's been a lot of fun.

From a professional standpoint, looking at the way that the local linemen do it and seeing the way they do things, it's a lot different from what we do. We learned some stuff from them, but yeah, I think we taught them more than they taught us. It was good to help.

They grounded the lines for us, and they wanted to make sure that we knew it was de-energized. They even tested it for us one day. And they didn't want us doing anything until they got that point across. So I

think they're pretty safety conscious, but they just do stuff a little bit different.

This lineman job, working for co-ops, gave me a lot that I've only dreamed of. I never expected the opportunity to come to South America to work. It's a rewarding job, but after this week, the rewards I've gotten out of this are just unreal."

When asked if the would ever consider returning for another trip like this, Brother Kelley did not hesitate: "Absolutely."

Jared currently serves as a member on the Sikeston Unit Executive Committee, works out of the Bloomfield office for SEMO Electric Cooperative, and resides in Whitewater, MO. We extend our appreciation and admiration for Jared's efforts in helping to improve the lives of those less fortunate.

SAVE THE DATE!

Attention All Golfers (and those that like to swing clubs and chase little white balls through the fields):

The Annual IBEW Local 702 Golf Outing this year will be on Friday, June 16th!

More information will be coming out later this Spring, but please be sure to mark your calendars and make plans to attend!!!



UNION SKILLS. OUTDOOR PASSION. COMMON PURPOSE.



The Union Sportsmen's Alliance (USA) is North America's only union sportsmen's organization dedicated to enhancing public access to the outdoors, improving wildlife habitat, restoring America's parks and passing on our outdoor heritage to future generations. And thanks to the support we receive from your union, members of the International Brotherhood of Electrical Workers can join the USA at no-cost. Be a part of the movement.

JOIN FOR FREE AT

UNIONSPORTSMEN.ORG/IBEW



IBEW Local 702

106 North Monroe

West Frankfort, IL 62896

PLACE STAMP HERE

IBEW Local 702 Retiree's Club Annual Luncheon

Are you or do you know an IBEW Local 702 Retiree that might be interested in attending the Annual Luncheon?

If so, please save the date or pass this information on to them:

This year's Annual Luncheon will be held on Tuesday, April 11th, at Cedarhurst Center for the Arts, located in Mount Vernon, IL at 260 Richview Road, in the Mitchell Museum Performance Hall.

The doors will open at 11:00 a.m.

*To RSVP for the event, please contact the Union Hall at (618) 932-2102 and let them know how many will be coming with you. We look

IBEW Local 702

106 North Monroe West Frankfort, IL 62896 (618) 932-2102

Office Hours: Monday through Friday 8:00 a.m. — 5:00 p.m.

ibew702@ibew702.org



IBEW Local 702 ~ Building a better future for working families!