

**IBEW Declaration: “*Our cause is the cause of human justice, human rights, human security.*”**

Online Fall Edition

October 2020

# *Local 77 Reports*



**IBEW Local 77 Represents More Than 8,000 Workers in the Electrical Utility & Related Industries Located in Washington State, N. Idaho & Montana**

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# Business Manager Update:

# Rex Habner

To our dedicated membership:

Summer is fast leaving, and fall will soon be upon us. I hope all of you and your families had a safe and memory filled summer. As Covid-19 continues to press hard on society, I am grateful that our members have been diligent about staying safe. As the flu season inches forward, it is my hope that we stay the course. Conspiracy theories are wide and varied pertaining to this virus. Once you have a friend or family member ravaged by this virus, it becomes a harsh reality. Please be safe.

I have seen only a glimpse of this country we call home. When I drive around our beautiful service area, I am reminded by the many cemetery graves of those who gave me the opportunity to serve this Local. Some of those graves are marked by those who also fought for labor rights. We celebrate Labor Day in honor of those who fought for the rights that we enjoy today. What history will we write in our labor movement story for our children? Will we build a stronger middle class?

In the past four years, there have been more negative changes to labor rights than have happened in countless decades. There are subtle changes that we don't recognize immediately. These changes affect how this Union has the right to bargain, negotiate, and arbitrate. Labor law is exactly what it says - laws that affect labor. These laws are either a benefit to labor or they are a detriment. We need favorable laws written so that Unions like ours can continue to represent all of



us at the highest level and not with our hands tied behind our backs. Unfortunately, many labor laws have changed in favor of those who oppose Unions.

What is the purpose of a Union? It provides the opportunity for the voices of many to speak in unison. What will we say? IBEW Local 77 represents members who work under collective bargaining agreements that provide favorable wages, hours and working conditions. We are the gatekeepers, as best we can be, to the wellbeing of our employment, but the tools that are needed are slowly being taken away. Laws are being passed that are a detriment to this trade.

In the next few weeks, we will be publishing the negative changes to labor. I would ask each member to read through this list and question why the changes took place.

*(Continued on next page)*

# Business Mgr. Update Cont.

Many hard decisions will be made in the next few months. Some decisions we may like and some we may not approve of. I ask that we remember who fought for labor rights and who has taken labor rights away. History is being written every day in 2020. Life after COVID-19 may never be the same. Many corporations have come to realize they can do more with less. Working at home may become a reality for many Americans.

I have received many phone calls and emails for support in these troubled times. I would like to thank all of our members for doing their due diligence in this extremely difficult era we are living through. It's been seven months since we've had regular unit meetings. I am saddened by these changes that have altered how we share the experiences we have in our workplaces. The meetings present the opportunity to educate our members on why it's important to understand how we have the right to have Union meetings and the right to negotiate. These meetings give us the opportunity to explain changes that have affected labor. Please reach out to your Business Representative for more information on impacts to labor law.

If there's one positive thing that COVID 19 has done, it has given our business office the opportunity to make changes to how it conducts business. Efficiencies and accountability are never easy because they require change. As a steward of the wellbeing of this Local, I take great satisfaction in seeing positive changes. I look forward to attending union meetings again in the near future and sharing our progress.

As fall approaches, I hope all of you stay safe. As a Journeyman Lineman, there is an emptiness that overcomes all of us when a fallen brother has succumbed to this trade. There are no words to describe the vacant seat once filled before this loss, with far too many in the 30 plus years that I've been in this trade. We are our Brother's/Sister's keeper.

I would ask that all IBEW 77 members exercise the right to vote. For hundreds of years this great nation and sacrificed it's youth in wars, both civil and abroad, or the freedom and the right to vote. The issues have never been more divided in this country. Divide and conquer has been a known strategy in any war or any battle. In the next couple months, we will be casting votes that will affect the next four years. There are social issues and there are labor issues. It is my hope that we educate ourselves on how politics affect both.

Have a great fall and be safe as we prepare for winter. Thank you for being the best part of this great union IBEW Local 77.

Fraternally yours,

Rex Habner

# Local 77 Reports is published quarterly and is an office publication of Local 77, International Brotherhood of Electrical Workers, AFL-CIO.

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Office Closed During COVID-19 Pandemic

Brian Gray, Asst. Business Manager, and Business Representative Randy Coleman



## New Executive Board Members

We would like to welcome the recent appointments to the Executive Board: **Scott Hines** representing District 1, **Chris Robertson** representing District 2, and **Brandon Arkle** representing District 4. These Executive Board members will serve for the remainder of the current term ending June 2022. Scott, a System Operator at Puget Sound Energy, has served on the negotiating committee and is a shop steward. Chris is an Energy Efficiency Advisor at Mason County PUD #3 and has served on the negotiating committee, as Unit 128 Recording Secretary, as a shop steward, and is on the Customer Service Summit planning committee. Brandon works as a Materialsman/Electrical Mechanic at Avista Utilities; he is currently a shop steward, Vice Chair of Unit 123, serving on the Spokane building Art Committee, and actively donates his time in the Spokane community.



Scott Hines



Chris Robertson



Brandon Arkle

# important links:

[Bargaining Unit Representation](#)

[Covid-19 General Information](#)

[Covid-19 Face Mask Controversy](#)

[Unit Meeting Schedule](#)

*Congrats to our Journeymen*



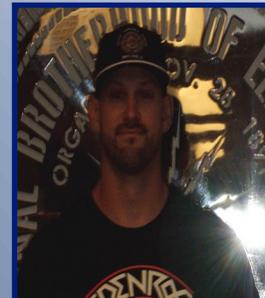
Brandon Senf



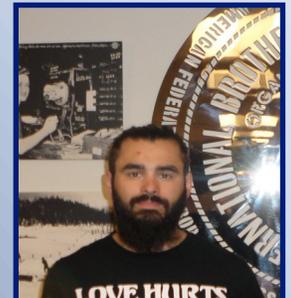
Cole Stevens



Ernie Frank



James Gehring



James Mauldin



# IBEW LOCAL 77 FIRESTORM VIDEO

*Congrats to our Journeymen*



William Brown



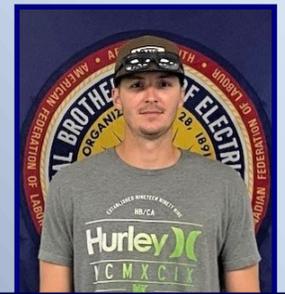
Joe Nelson



Kevin Keiscome



Nick Wilson



Sean Divis



# Kennewick Office

## Brian Gray, Asst. Business Manager, Kennewick Office

**USBR – Columbia Cascades – Yakima/ Umatilla Field Offices:** All members are currently working one week on with two weeks off. This program will continue until the foreseeable future.

Annual GWI across the board of 3.04%

Currently no grievances.

**USBR – Hungry Horse – Montana:**

All workers are currently working. Two groups are split with one group working one week on and the other group has the week off.

Annual GWI of 3.25%.

Currently no grievances.

**Grant PUD:** COVID-19 dominates the parties' discussions. Most workers have returned to work, with protocols (social distancing) requirements. Those with Center for Disease Control (CDC) identified health issues are restricted and have been placed

on Paid Administrative Leave or have been teleworking.

The parties recently agreed to a security cameras Letter of Agreement, which provides the Union with clarification on when management can use the videos for investigations.

**Benton PUD:** We recently bargained two (2) new positions for the Meter Shop.

**Franklin PUD:** No issues

# Congrats to our Journeymen



Trevis George



Ian Case



Yevgeniy Savin



Andrew Johnson

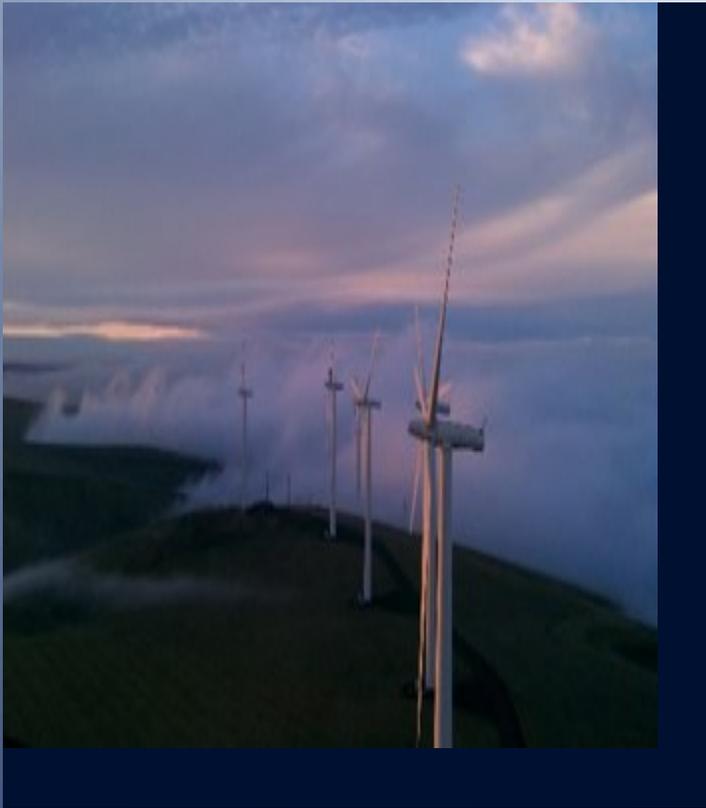


Bo Williams



# Kennewick Office

**Randy Coleman, Business Rep.**



**Framatome:** The employer's initial reaction to the hazard of COVID-19 prioritized health and safety of employees and they willingly partnered with the union to identify and implement alternate shifts and/or work assignments for the purpose of decreasing COVID cases via work related exposures. Unfortunately, time has eroded management's resolve to honor our mutual efforts as they are walking away from our amended shifts that were established in an effort to decrease member density in the Shops. We are, of course, pursuing enforcement of our COVID Letters of Agreement via the grievance process. However, as I write this report, management's abandonment of our Agreement leaves our members at unreasonable risk. Additionally, a corporate-level Overtime Compensation Policy change has interrupted the rate of compensation for our members. This arbitrary non-negotiated decrease in compensation will likely result in Board charges against the employer as the company has refused to bargain the effects of the policy change.

## **Energy Northwest:**

Nuclear Bargaining Unit negotiations were delayed due to COVID-19 considerations; however, since July 7, we are now at the table. Major issue in front of us is the discussion determining where to find comparables for our members at the NRC regulated nuclear powered Columbia Generating Station (CGS). Our position is that CGS is owned by Bonneville Power Administration; therefore, like positions within their workforce should have the highest influence. Other issues on the table include Shift Differential, Holiday pay, and 401k contributions.

## **Tri-City Crafts Association: (TCCA - IBEW Local 77 and Carpenters and Joiners Local 96):**

The TCCA will soon begin contract negotiations as the current contract expires December 31. Our Sisters and Brothers working under the TCCA contract have also been affected by the Framatome North American Division's overtime policy change. This will be a separate Board charge against Framatome.

*(Continued on the next page)*

# Kennewick Office

**Randy Coleman, Business. Rep., Cont.**

**Hanford Atomic Metal Trades Council (HAMTC):**

**Negotiations:** Negotiations will begin early September for CH2M Hill, Washington River Protection Solutions, and Mission Support Alliance contracts. Some affiliates, including IBEW Local 77, will seek wage adjustments, in addition to general wage increases.

**COVID 19:** Decreases in rotations, between COVID time and work, have caused an increase in exposure related quarantines. The Council continues to be aggressive in assuring that members are kept whole for absences caused by the pandemic.

**Don't forget to pay your dues!**



## *Congrats to our Journeyman*



Yuriy Pyatigorets



Jason Russell



Sean Wilmott



Tim Ubben



Tyler Heiss



## Jen Watson, Business Rep.

Brothers and Sisters,

Labor Management Committees have begun to meet. I am hoping to attend as many meetings as possible but have made it clear to the company that once the initial Ground Rule meeting occurs, each group is free to move forward with scheduling their subsequent meetings. The Labor Relations Program

Manager and I want to ensure that our busy schedules don't keep the committees from meeting more frequently than they would like. Meeting notes are forwarded to both of us so we can keep apprised of progress. If your group has not started meeting, be assured it will be happening soon.

Arbitrations have been slow to schedule due to the pandemic, but it looks like we should be able to proceed via Zoom. The company offered a resolution to two grievances but later rescinded. We await clarification on their modified proposals so we can decide whether to accept or schedule hearing dates.

The ULP filed due to the company not responding to our requests for information has been settled with the understanding that we will receive all of the requested information. You should see a posting regarding the outcome on PSEWeb or posted at headquarters.

Load Office Negotiations have commenced. We have about a dozen TAs under our belt and are currently working through some tough conversations about scheduling. The Small Committee has done an amazing job and I am confident we will come out of this with a great contract.

Many of you have asked about hard copies of the new CBA. As soon as they come in from the printers I will work on getting them distributed. I plan to deliver to shop stewards for further distribution throughout the headquarters. Those at outlying plants may receive copies in the mail.

I wish everyone a safe and happy fall and hope that everyone takes the time to mail in their ballot ahead of Election Day.

In Solidarity,

Jen Watson



# Steve Cant, CIH, Business Rep.



**City of Centralia Light & Water-Wastewater, Lewis County PUD, Cowlitz County PUD, PacifiCorp Chehalis Generation Plant, Grays Harbor Energy, LLC**

**COVID-19 Pandemic Update:** One marker that our members in the Southwest have stayed focused on self-protection from Coronavirus and helping to minimize infection is that we have received no reports of COVID-19 infections for all of our Units even in the face of some hotspots occurring. As we all know, the Governor has put a pause on his start up and return to work plan to address the hotspots so we currently remain within the Pandemic operating policies at all of our facilities. Although there are differences in the virus protection policies from facility-to-facility, all plans are nonetheless build on a foundation of protecting others and yourself by using appropriate masks and six (6) feet social distancing. Selective crew separation, sanitizing and good procedures continue to be major factors as to why we have been so successful against the virus.

**PacifiCorp Generation Plant And Grays Harbor Energy (GHEC), LLC, Plant:** There are currently no active grievances at PacifiCorp and only one pertaining to job description and back-pay at GHEC.

Both plants (Chehalis and Elma) continue to operate fully and effectively although maintaining full staffing is difficult due to retirements, other job opportunities, and promotions.

**City Of Centralia:** Water and Wastewater negotiations which began at the end of 2019 have still not been resumed although wage rate comparisons with other utilities have been almost completed and will be submitted to the City HR Manager very soon.

At Centralia City Light we have been working on resolving pay bumps for performing Engineering Tech 1 and 2 work and are continuing to work on that issue. We are also investigating what appears to be an effort by City Light to establish a staff position to perform work currently captured in the Union position classification of Engineering Tech 4. The outcome remains to be seen. Other than that, all work is getting done and no COVID-19 positives have been reported. Lewis County PUD: Activities are running in a smooth and cohesive manner. Recent events include the awarding of four (4) groundman positions, recruitment efforts on four (4) positions (essentially turbine operators) at the Cowlitz Falls Hydro Generation Plant project. We did push a previously reported grievance concerning the termination of a meter reader/installer to Step 2 as it remains un-resolved.

# Southwest PUD's

*(Continued on the next page)*

# Steve Cant, CIH, Business Rep., Cont.

**Cowlitz County PUD:** At Cowlitz County PUD, we have resolved all issues related to the investigation of a member related to alleged mistakes, money handling, and other issues and the member is now back to work from paid administrative leave. The District is changing over to a new information system and will eliminate three office positions. Those individuals are scheduled to become Customer Service Representative 2's in early October or they can exercise bumping rights by mid-September. Additionally, we are working with the District to resolve differences regarding a Warehouseman Helper job description changes. Although there has been a report that a contractor hired by the District has had one employee tested positive for COVID-19, we have not had any Unit members at the Utility tested positive and no one has reported "contact" with the positive person.



## *Congrats to our Journeymen*



Josh Newton



Logan Valentine



Nate Pioli



Parker Worth



Ryan Johnson



## Chris Henning, Business Rep.

As summer comes to a close and the pandemic seems to carry on, I hope everyone enjoyed the time spent with family. This year has defiantly been one to remember. The last several months have led to what I would consider to be a troubling increase in members being caught under the influence, just a reminder that poor choices even off the clock can affect your employment especially those with CDLs. If you are struggling please reach out to your Shop Stewards or me directly and we will do everything we can to help you deal with whatever it is that you may be struggling with during this pandemic.

I don't foresee us getting back to "normal" until the first of the year so stay strong and carry on. On another note elections are just around the corner and as most of you have heard me say be informed and vote. The hall puts out an endorsement list, that list is comprised of candidates that have been interviewed and vote checked by the PAC, if you have questions or want to be more involved reach out to me or the political director Christine Reed.

Have a great Labor Day weekend.

Chris

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# Southwest PUD's

# CITY OF SEATTLE KING COUNTY SEATTLE DOT SEATTLE CITY LIGHT

Steve Kovac, Business Rep.



The MOU regarding COVID was signed by all Unions and the City. The City council passed the MOU and it is now in effect with an effective date of March 3<sup>rd</sup> and an expiration date of September 1 or when the emergency declaration has been lifted by the Mayor, whichever comes first. The City can extend the agreement one time for 60 days. Any additional extensions must be by mutual agreement. Local 77 can reopen the MOU at any time.

We have had only one confirmed case of COVID in our membership and this person has recovered.

City of Seattle has started to negotiate what buildings will look like when employees start returning to work. They also want high risk employees to provide proof from their doctor that they are high risk. We have tentative agreements on both issues. Return to work will not happen for most until after January 8<sup>th</sup>, 2021. The high-risk employees age 59 and younger will be asked to get a medical certification that they have an underlying medical issue that would make them high risk. It is a yes or no question.

**City of Seattle CMEOs:** Working on several issues in JLMC including training and safety on the job site. Submitted Wage Review and new PDQ's to create two new titles.

**SDOT**—having weekly meetings to discuss COVID-19 for SDOT. Field workers have gone back to 100% reporting to work, only exceptions are those who have identified as high risk.

Working with SPU on bidding language clean up and ensuring our standby agreement is being followed. SPU has been following our MOU for the past two months. We haven't had any issues since they agreed to follow. We will have a follow up meeting in late November early December. Attending morning dispatch meetings

throughout SPU with Head of SPU Mami Hara to discuss race and social justice issues and COVID-19 issues.

**City of Seattle I.T.:** We are working with Seattle IT to come up with job descriptions and jobs of the future. SPAF'S and PDQ'S continue to be processed. We have about 5 that were denied and are being appealed. Working on getting our Leads and Supervisors paid correctly. They need to make a minimum of 4% above the highest paid worker they lead/supervise. Should have pay adjustments soon. Affects about 15 of our members.

IT informed us that they are cancelling the contracts of several TLT's. Thirteen total with 6 being our members. This is being done as a cost savings. All of these temps will be allowed to apply for internal jobs at the City for 6 months.

**King County DOT/IT:** We are working on staffing at IT and trying to keep enough employees on property. Roads is working every day, and the County is stepping up PPE and social distancing efforts. Still down several workers for installing radios. These jobs have been advertised. In coalition bargaining for contract years 2020/21. I believe this will be a long process.

(Continued on the next page)

# CITY OF SEATTLE KING COUNTY SEATTLE DOT SEATTLE CITY LIGHT

## Steve Kovac, Business Rep., Cont.

**King County Metro/Light Rail:** Our members received their retro pay and the County had not calculated it correctly. They should be receiving additional retro on their next check. King County will also take dues retro out of this check.

Metro terminated one of our members – we have filed a grievance on this. It was denied at Step 3. We moved it to arbitration and are waiting on the County's proposal to possibly settle.

King County requested to meet about opening the contract to discuss wages for 2021 and 2022. They want us to give up our 3% wage increase both years. I said I was willing to meet but, most likely not interested in opening the contract. King County has treated this group poorly over the years and 75% of our members wages are paid for by either Sound Transit or Seattle City Light. Negligible effect on King County.

**Seattle City Light:** JLMC meetings are happening monthly and we are working on several issues, Locator Training, Start times and schedules, vacation cap extension, job expectations, travel, accident investigations, training, OT, masks and PPE, P-1 pole replacement Electrical Reviewers assigned to contract crews, AWS, CDL updates/timelines, Pre-Apprentice line worker reset.

We are having issues with management at North Service Center, Skagit and Boundary. This deals with both how are members are being treated and having non-77 members doing our work. All these issues are on the table currently. Line crews, Underground and Network went back to the AWS and we are trying to finalize an MOU. SCL is ending the Pre-Apprentice line worker program for this year. They are proposing to move the 6 pre apprentices into Material Supplier positions and then bring them back to the pre apprenticeship in March of 2021. We have submitted a proposal to do this and should be negotiating it soon.

### **Seattle City Light Material Controllers/ Apprenticeship Coordinators:**

Requested a meeting to present our wage review for both Material Controllers and Apprenticeship Coordinators.

**Seattle City Light Power Marketers:** Have a grievance on parking and are scheduling our next JLMC. We have contacted the City and requested to resume JLMC. Members have been moved to the North Service Center to reduce the number that are in the SMT daily. This is a response to COVID. Those remaining at the Key Tower end up working 12 hours shifts at the same desk as the person who just finished. Trying to move the City to allow them to work from home or move desks so day and night shift are not in the same general location.



## Jonathan Finch, Business Rep.

# City of Bellevue, Enwave, & Jefferson Co. PUD

Greetings,

The change of seasons is upon us once again. Schools are remote, parents are trying to figure out how to teach and work, large portions of our community no longer go to work; either telework or sadly, are without work and still the lights stay on. I want to thank each and every one of you (our 77 members and families) for doing what you do. Most of you continue to come to work during these trying times helping to keep a very important part of our societal infrastructure working seamlessly. Those of you who are not reporting to a worksite (teleworking) are producing more than you used to (up 15% by some reports) and showing resolve by getting the work done and helping to maintain sanity in your own home.

Work with all of my assigned employers (contracts) continues to revolve around COVID-19 staffing and budget impacts. Some employers are weathering these times better than others.

**The City of Bellevue** reached out to all of the unions they are signatory with to work out a way to get through 2020 without employment or compensation impacts. All positions are currently filled and JLMC continues to be positive and productive. We are mid contract and hopeful that revenue streams will begin to return to the city and 2021 impacts can be minimized. During this COVID time, crews are reporting at different times, different locations and minimizing social interactions. There are no telecommuters.

**Jefferson County PUD** and our local recently signed a new CBA. The final bargaining happened during the peak of COVID and was a new

experience for all involved. Learning to communicate thru a small computer screen instead of face-to-face was a little awkward. We have had several meetings since the contract was ratified and have been able to work thru some issues. JLMC meetings are regularly scheduled and we are holding one grievance in abeyance on crew chief pay pending further JLMC discussions. The crews report to different job trailers, stay with their crews and are minimizing their interactions. We have a member teleworking and several getting dispatched from home (they start their day at home and then go into the field.)

I could not write this without mentioning **Enwave**. I look forward to the day when I can meet each one of you. I hope to schedule a parking lot meet-up for introductions in the near future.

As Steve Kovac and I share some duties with King County and the City of Seattle I want to share where we are with the Coalition of Unions and King County negotiations. As of September 1<sup>st</sup>, Coalition leadership and County LR are still working on the foundation for negotiations. As many of you know the local governments have been hit hard by a reduction in revenue. Metro Transit operators have a new contract with significant increases penciled in. The Coalition members are very aware of the resulting pay equity issues and plan to negotiate hard at the table. King County is also ramping up efforts to better incorporate the BIPOC employee experience and voice at the table. We have a member attending meetings with me, and I am hopeful it will be productive.

*(Continued on the next page)*

## Jonathan Finch, Business Rep., Cont.

# City of Bellevue, Enwave, & Jefferson Co. PUD

As to 77 members in the coalition, a few are being dispatched from home (KCIT radio shop) and all others are reporting to work and doing their best to stay safe and get the work done.

I continue to work with Steve on the City of Seattle assignments, and support him at King County Rail/Metro as we often attend multiple overlapping meetings.

In closing, I want to say thank you to my IBEW family of Sisters and Brothers for all their understanding and support of each other during these times. You should be proud of the work you do. Keep it up and stay safe.

Jonathan Finch

## *Congrats to our Journeymen*



Blaine Barnard



Caleb Fredrickson



James Faircloth, III



Vincent Sorge



Sjoerd Deboer

# Christine Reid, Political Action Committee Director & Membership Development



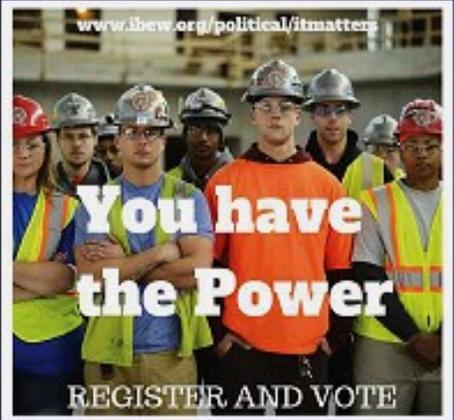
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**You have  
the Power**

REGISTER AND VOTE

*(Continued on the next page)*

**It's not too late,  
but time is ticking!  
Deadlines:**

Election day is  
November 3, 2020



Registration deadlines  
Online: Oct. 26  
By mail: Received by Oct. 26  
In person: Nov. 3

Absentee ballot deadlines  
Return by mail: Postmarked by Nov. 3  
Return in person: Nov. 3 by 8:00 p.m.

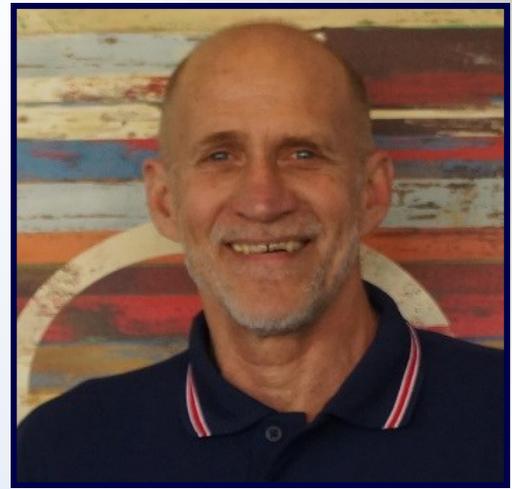
Early voting  
Oct. 16 - Nov. 3, but dates and hours may vary  
based on where you live

Additional information  
The deadline to update an existing voter  
registration with a new name or address is  
Monday, October 26, 2020

You can also register and vote on Election Day



## Rick Strait, Business Rep.



Dear Brothers and Sisters –

I hope this article finds you and your families safe and healthy! As we collectively try to navigate these troubled times, we must believe that this too shall pass.

On a more work-related subject, the current book status is as listed on the next page. We have several members who have been following storms from the east-coast throughout the mid-west and are now working in Houston, Texas.

As you know, our C.B.A., (Collective Bargaining Agreement), expires February 1, 2021. The NECA Contractors have contacted the 4-Locals with a proposal to extend the agreement for one year. We have been meeting virtually as to how meeting with the membership will work during the COVID-19 restrictions.

The Hall has been closed since early March with people here mostly working remotely. I have been coming into the office three days a week with the rest of the time working from the home office and over the phone.

We have been staying current with the apprenticeship interviews, with the last of the interviews this year being held in August. Currently, there are fifteen indentured apprentices laid off. Work has been slow from previous years.

We have signed up one new contractor recently, Schmitt Electric from Wenatchee. They are an Inside IBEW contractor who is getting into substation construction. Currently, we have three members working for them.

If you had not noticed, the .45 cent hourly contribution that is withdrawn from your paycheck for the Long Term/Short Term Disability Plan, has dropped to .30 cents per hour beginning August 1, 2020. Like the HRA Plan, this STD/LTD Plan has drawn attention across the county in popularity and may expand, which will drop our rate again. If you have not needed to use the STD/LTD, great, but for those members who have had to use the plan, they are grateful it has been available to them.

*(Continued on the next page)*

## Rick Strait, Business Rep., Cont.

As far as the contract goes, nothing will be approved without approval of the membership. If the one-year extension is agreed to, you will have the opportunity to vote yes or no to the offer, so remember to vote. It's your union, get involved.

Monday October 5, 2020

	<b>BOOK 1</b>	<b>BOOK 2</b>
<b>LINEMAN</b>	<b>14</b>	<b>1</b>
<b>EQ OPERATOR</b>	<b>6</b>	<b>4</b>
<b>GROUNDMAN</b>	<b>3</b>	<b>2</b>
<b>TREE TRIMMERS</b>	<b>6</b>	<b>0</b>

Seattle open calls:

Company	Workers ordered	Hours & Duration
Davey – Seattle	1JTT & 1Foreman	4/10s; long
Davey – Snohomish	1JTT & 2 Foreman	4/10s; long
Mass Electric – Seattle	JL with NCCCO Crane Cert JL with CDL	5/10s; 1 year
Aclara – Kent	2 JL – three phase meter change-out	4/10s; 2-3 yrs
Potelco – Seattle City Light	2 JL – distribution	4/10s plus
Michels Power – Seattle	2 JL – BO pole change outs	4/10s; 1 yr.
Michels Power – Marysville	1 JL - Install Transformers and new AMI system	4/10s; 4mths

## First Aid and Flagging Classes

Seattle Office: (206) 323-4505

Spokane Office: (509) 328-8670

Call ahead to reserve your spot.

Please check our website for future upcoming dates.

*First Aid class is from 8:00am until 11:30am.*

*The Flagging Class starts at 11:30am.*

# Teri Kannor, Business Rep.

*Trees; Potelco Admin.  
& Westin Hotel*



**Unit 149:** Crews have continued regular schedules, using water trailers, etc. fire watch, due to the season. Apprentices continue to be dispatched through the JATC, 89 apprentices working in Washington State, which is a good number.

**Asplundh** has begun using a Mobile time clock system, for clocking in and out. This first came into effect back in February 2020, Local 77 & 483, stopped this process, as the contractor did not inform the Union. After contacting our Lawyers, and working out the details of how it works, and seeing a demonstration, it was decided to okay to begin this process, with a firm commitment to review every 3 months, and no disciplinary actions would be allowed regarding check in times. From our lawyers in their opinion, it is allowable; Asplundh is being Federally Mandated to do this, as a result of a ruling & fine from past ICE violations. See included Memo, and copy of letter from IBEW Local 77 Attorney.

A second Step apprentice working for **Davey Tree** cut his right foreman, while topping a tree on Seattle City Light property, IBEW 77 Accident Investigators were informed, and will be assigning an investigator. Davey Tree Supervisor informed me that apprentice received 30 stitches, and went home that evening, is recovering at home, and will be assigned light duty when released from the doctor. There were a couple of conversations and fixes about late paychecks, was handled without a grievance being filed.

**Unit 135:** Longtime member and Shop Steward Sally Bourgault has retired. She will be missed, we wish her well.

I have been researching all of the stuff coming from the Employment Security Dept. for emergency COVID rules, as well as webinars, Labor & Industries updates, and Department of Labor since these change weekly.

**Westin:** Five of fifteen members working steady. Still working on an issue about PTO accrual/roll over.



Above: Kemp West - Seattle City Light  
Emergency Response Crew

*(Continued on the next page)*

# Teri Kannor, Business Rep., Cont.



Above: Asplundh Tree Crew: Foreman Allen Galloway, Darren Boeholt, and Monty Simmons



Above: Asplundh Tree Crew: Foreman Jered Rusher, Austin Arrington, and John Harmon



Above: We wish Cheryl Fenske well in her recent retirement.

## ATTENTION MEMBERS:

IF YOU HAVE ANY MEDICAL QUESTIONS AND/OR CONCERNS, PLEASE CONTACT LINECO DIRECTLY. IBEW LOCAL 77 DOES NOT PROCESS YOUR MEDICAL BENEFITS. THIS WOULD INCLUDE ADDING A SPOUSE OR CHILD TO YOUR PLAN, ELIGIBILITY OR COPIES OF YOUR INSURANCE CARDS.

LINECO CAN BE REACHED AT: 1-800-323-7268 OR [www.lineco.org](http://www.lineco.org).

TK/ks opeiU8 afl-cio

*(Continued on the next page)*

# Teri Kannor, Business Rep., Cont.



REX HABNER  
BUSINESS MANAGER/FINANCIAL SECRETARY



ALICE PHILLIPS  
BUSINESS MANAGER/FINANCIAL SECRETARY

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**To: Asplundh Tree Expert, LLC. IBEW Local 77 & 483 Shop Stewards**  
**From: Teri Kannor, Business Representative, IBEW Local 77**  
**Alice Phillips, Business Manager/Financial Secretary, IBEW Local 483**  
**Date: July 30, 2020**  
**RE: Asplundh Mobile Time Clock**

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**Please see the attached letter from the Union Attorney in regards to the Mobile Time Clock implementation.**

**Please note: We have a firm commitment from Asplundh to review this implementation process in three (3) months.**

**If you have any questions and/or concerns, or if you find yourself subject to a disciplinary action in regards to this implementation, please contact your Business Representative ASAP.**

TK/ks  
opeiu8 afl-cio

*(Continued on the next page)*

# Teri Kannor, Business Rep., Cont.

Robblee Detwiler PLLP  
Attorneys at Law

Kristina Detwiler  
SaNni Lemonidis

Bradley Medlin  
Richard H. Robblee\*

\*Of counsel

March 4, 2020

Alice A. Phillips  
Business Manager/Financial Secretary  
IBEW, Local 483  
3525 S. Alder St.  
Tacoma, Washington 98409

Re: Asplundh Mobile Time Clock  
Our File No. 3228-000

Dear Ms. Phillips,

I'm writing this letter in regard to the new mobile time clock system which is being implemented at Asplundh. Having reviewed this matter, it is my belief that switching to a different method of timekeeping is within management's rights and does not need to be bargained prior to enactment. My position is reinforced by the fact that this new system is not optional for Asplundh. Instead, it is federally mandated by I.C.E.

Should the mobile time clock system negatively impact Local 483 members, those impacts may be a source of future bargaining. This fact, however, does not change Asplundh's ability to switch to a different timekeeping method.

Very truly yours,



Kristina Detwiler

KD:ka

*(Continued on the next page)*

# tree trimmer links:

Know Your Benefits— A Complete Guide

National Electrical Benefit Fund  
(NEBF Pension Benefits)

National Electrical Annuity Plan  
(NEAP Pension Benefits)

ANSI Z133 2017 Revision Review

*Congrats to our Journeymen*



Austin Weber



Nate Kane



Daniel Worley



Noe Vasquez



Bernie Lujan



# SNOHOMISH CO. PUD & OPALCO

*Nichole Reedy, Sr. Asst. Bus. Manager*

## In the Know: Education Matters

The annual FMCS Conference was held virtually this year, and boy, was it a **doozy!** As you might expect from the Federal Mediation and Conciliation Service, this two-day whirlwind tour of what’s happening in labor was chock full of rousing discussions ranging from impasse and implementation to arbitration and regulation. If you’re bummed that you missed out, don’t worry - your Union was there taking it all in for you.



It’s no surprise that the average rank and file member is not generally up-to-date on trends in labor or abreast of the latest regulations and precedent setting cases being decided. You rely on your business office to stay informed on such matters that affect the ever-changing ways in which contracts and laws are interpreted. As we have seen, one single case or decision can overturn hard-fought gains earned over decades overnight.



And while you are busy putting in your 8-for-8, we’re working hard to keep all of the protections you have come to enjoy and expect in place. Conferences such as the FMCS help do just that. Think of them as ‘ongoing education’ for the business staff, much like many other professionals are expected to maintain. At this virtual conference, we had the privilege to hear many professionals on the labor front speak on the ways labor law is changing and how virtual meetings are replacing the traditional methods of bargaining, mediation and even arbitration. They shared best-practices vital to their successes and offered insights into failed and flawed strategies. We heard presentations on emerging technologies and their effects on the job market, as well as discussions on collaborative innovation.



*(Continued on the next page)*



# SNOHOMISH CO. PUD & OPALCO

## *Nichole Reedy, Sr. Asst. Bus. Mgr., Cont.*

We also had the dubious distinction of hearing from the Chairman of the National Labor Relations Board, John Ring. His eye-opening remarks were an unabashed retelling of his methodical approach to rolling back decades of gains in workers' rights and protections. As the country finds itself in the grips of a global pandemic, the NLRB is happy to go about the business of giving back far-reaching powers to business interests as if no one was watching.

The FMCS Conference, and numerous others focusing on pensions, health care, safety, technology, etc., provide a place to exchange the latest news, trends and strategies. They are the ideal setting for our reps to hear what's going on and what's being done about it. We have a chance to meet the players and learn what others have found works and doesn't.

Occasionally questions arise when Local Union Staff (and sometimes members) are sent to conferences like these. While offered virtually right now because of the pandemic, often the only way to get this information in such a condensed and concise way is to attend in person. This also provides opportunity to make connections – sometimes very important connections – with people in our industry. Hours spent in windowless rooms, typically far beyond the usual workday. It is a different experience attending virtually, but well worth the investment of time.

I walked away from this conference (as I do from them all) with a notepad full of information that directly affects members in my unit, as well as units across our local. Information that will impact negotiations currently under way. Because, you know what? We'll be doing our darndest to not get our bell rung by John Ring!

# Spokane Office



## Mike Brown, Asst. Business Mgr., Spokane Office

### **Avista, Avista DO/GC, Cheney, Chewelah**

Things have been busy. The pandemic has made things busier and I think we would agree it will be a sweet day when all of this comes to an end. I'd like to take the time and report out on what's going on.

**Avista Utilities:** As usual, there are a lot of things going with Avista. We are constantly working on improvements and challenges. On September 1<sup>st</sup> we will be having an LMC meeting. The meeting will be held virtually. On the agenda, we will be talking about COVID, sub-committees, and negotiations this winter. We currently have 9 sub-committees going. Those sub-committees are resolving issues, improvements, grievances, or new items like new classifications. Thus far all these committees have been productive.

We are still working through the Meter Reader RIF. The RIF is projected to work through the end of the year. This process has been very difficult for everyone involved. We also filed a grievance in the middle of August on the administration of the Pension Plan. The Union has information and knowledge of former members' pensions impacted after they left the bargaining unit for non-bargaining jobs at the Company. When they went to non-bargaining, they were told that their pension would cease, and that

they would be moved into the newer 401K plan. The pension plan documents state that once a Local 77 member in the plan, as long as you didn't terminate employment, you shall always be treated as a Local 77 member. This grievance will take time to process, I will report out on it as it progresses.

**Avista Distribution Operators and Gas Controllers:** We are working on negotiations still. We have had 15 sessions thus far. Meetings have been very productive. We are utilizing the approach of Interest Based Bargaining (IBB) in this negotiation. The process, if used correctly, is very beneficial. The process does take more time, but the time is worth it as items truly get talked through and it allows for a more open forum for negotiations. We have reached several tentative agreements so far and we are currently working through some very tough topics. The tough topics have really tested the IBB approach, but it is going well.

*(Continued on the next page)*

# Spokane Office

## Mike Brown, Asst. Business Mgr., Spokane Office, Cont.

**City of Cheney:** It has been going very good at the City lately. This is awesome, the members at the City deserve that, it wasn't so about 1.5 years ago. There have been a lot of positives at the City lately. The City recently hired a new line apprentice. We formally stood the apprenticeship back up and have held a couple of JATC committee meetings. The City is also looking into offering broadband internet services to its customers as well. We are learning more about this. The service will be provided through a collar device between the meter socket and the meter. These collars will be installed for those who wish to use the service. More work is always a good thing, and we are hoping for good things with this.

**City of Chewelah:** It has been quiet at the City lately and things have been running smoothly. The City had some organizational changes and the day to day is being run by the Mayor herself. The only items that have come up has been information requests by the Freedom Foundation and budgetary items.

The other night I was talking to my wife. I had mentioned to her that I usually write about something in these articles and I had writer's block. I couldn't think of the right topic. I had ideas but they weren't right, they just didn't have it. But then she mentioned something. It was perfect and fitting for everything going on right now.

Our Country is facing so many things right now. The pandemic, the election, mandates, etc. All of these have either brought people closer together

and the same time divided more people. One thing that has always bothered me is divisiveness. As a Rep, I have had times where people have been divisive. Since it bothers me so much, I try and spend the time with the person and hear them out, hear what the issue is. We work through it and find a way to build solidarity out of it. Last time I checked we aren't called IBEW Local Divisiveness #77. That's right, we're a Union. No one is bigger than the other, nor is someone smaller than the next. We are one. We are one Unit. We are one Union and one Local. Everyone's topics, grievances, proposals, issues, etc. are ours. I really work hard at that. No one's craft or profession is larger than the other, nor is it smaller. Eastern Washington's desires are not larger than the West or South. It's all of ours. In all of what's going on right now, have you noticed, we have become closer and stronger? I have noticed it. I have had members who have never called the Hall or the Rep before call me. They are calling me sometimes from a group call with others on their phones. Group or joint issues and questions. How freaking awesome is that!!!!!! We need to keep this up. We need to remain on the same page literally. This chapter and this book isn't over. We're the authors, so let's write one hell of a story. I want to thank the entire membership at Local 77 for everything you do in your jobs everyday for the people of the Pacific Northwest. You are all the Union and the Local.

# Spokane Office

## Will Power, Business Rep.



**City of Richland:** The City and the members agreed to attempt a 1yr wages only rollover to the existing contract due to the uncertainties relating to Covid and the unknown negative affects to the future economy. In the end the City and the members were too far apart, with the City's highest offer being far below any recent wage increases negotiated that compare to that CBA. We have agreed to enter full negotiations, even in the light that it is difficult to meet in person during this time. Proposal forms have been sent out and we look forward to what looks like a difficult negotiation process. There are some issues regarding the City deciding that Line worker's as well as other departments not represented by the IBEW were deemed "emergency responders" by the City regarding the two weeks of pay provided by the FFCRA act. This allowed the City to voluntarily opt those members out of the program, forcing them to utilize their PTO or ESL. We are at the time of this writing, working to fight this stance by the city at our disposal.

**Benton REA:** Due to a miscommunication at the management's level, the members at the REA have stopped driving company trucks home as a measure to prevent Covid exposure. There was some mutual benefit to the members driving trucks home, with the REA benefiting more. This practice reduced response time to emergencies, like people trapped in vehicles due to car hit poles, as well as structure and wildfire situations. This practice brought up many issues to work out, as in responsibility due to break-ins in member's driveways and vehicle prowling of personal vehicles at the office, along with permitted personal use while running errands, attending kid's sporting events and such. The local and the City were in the early stages of working on a permanent agreement that benefited both parties and avoid-

ed confusion when the REA's internal misunderstandings became known. At this time, all talks are tabled until further notice.

**Big Bend, Clearwater Power, Columbia REA, and Idaho County Power and Light:** Besides, one Covid positive case and some small issues all has been relatively routine as it can be during this time.

**Eastside Construction:** There have been many new contractors in our area. Be sure to check your NEAP statements as a few members have contacted me regarding last quarter's reports showing no deposits. Thankfully, this was due to the new contractors getting set up and familiar with the reporting system, and all member's benefits were paid, but not posted in time to be entered in the quarterly statement. Recently I received a call from a worksite about some "red flags" regarding an employee claiming to be a Journeyman Lineman. This was a member from another local who ported in on an open call for a substation/collection system on a windfarm project. I contacted this ported member's home local and got their backstory. This member's ticket classification was "NONE". This individual was not a Journeyman Lineman, and I had the apprentice moved to another crew. Unfilled calls give the employer the right to bring in temporary workers to do the work until the call is filled, at which time they are to be replaced by the member taking the open call. This is an example of why we need to get back in the habit of doing a "ticket check" on the job. Had that been done, we would have known sooner. I did have a member acting as an "unofficial steward" on the job, which is nearing completion.

*(Continued on the next page)*

# Spokane Office

Will Power,  
Business Rep.,  
Cont.

This reminds me to ask again, if you are interested in being a shop steward and interested to know what all is entailed contact me. My goal is to have enough designated stewards in my jurisdiction to have one on most jobs as guys move from job to job, to be able to get them some training, and build their experience level up.

We have collected 100 proposals for the NECA contract negotiations and are awaiting further developments before we assemble a large committee. Thank you to all the members who took the time to fill them out. This time we utilized a "text blast" with a link to the online proposal form in addition to the traditional method of mailing them out. This was a great success as we received most proposals from the online form. If you did not receive a text and wish to receive them in the future, please let us know so that we can verify your phone number and/or figure out why you did not receive this first text. I have been having informal zoom meetings to keep members updated on what is happening since we are currently not having official unit meetings. We do not conduct official business on zoom, it is more of a chat keeping members in the loop, if you have not already participated in one and want to get an invite simply email me with the subject of zoom. Include your full name and ticket # so that I can verify your member status and get you on my zoom address list.

Will Power

IBEW Local 77

Eastside Construction Rep

509-919-0314



## Congrats to our Journeymen



Joseph Stauffer



Branden Aldrich



Andrew Martin



Kyle Holland



Ky Ward

# Spokane

# Office

**Dave Garegnani, Business Rep.**



Brothers and Sisters,

I hope you are all doing well currently. Who would have thought a few months ago that the summer of 2020 would look like how it does now? Not only has COVID-19 made a huge impact on our daily lives, but even the current political and social climate have taken center stage as well. Through all of this YOU, the members of Local 77, have stood strong in the line of duty. Through temporary changes to our contracts, to State mandates, to schedule and show up changes. This continued change to our lives has not only been burdensome, but inconvenient to say the least. Please know that your hard work and effort does not go unnoticed. I know this has not been easy to deal with. You are the ones who keep this Local running. I want to express my sincere appreciation and admiration to each of my brothers and sisters of Local 77. Thank you!!!! SOLIDARITY FOREVER!!!!

**Inland:** Came to a T/A on a 1 year roll over with a couple MOU changes included. Being sent out to members for vote. Had a boom truck contact energized conductors on July 10. No injuries.

**Kootenai:** Rolling back to COVID schedule with staggered start times. Came to a resolution for a PTO Cash Out constructive receipt. LMC meeting was held to discuss permanent 4-10

schedule. MOU has been drafted. Boom truck contact on July 15. No injuries.

**Nespelem Valley Cooperative:** NVEC Board of Directors approved the 2020 bargaining agreement between Nespelem Valley Electric Cooperative and IBEW Local 77, and is currently awaiting approval from the I.O.

2020 – 3.5% - \$47.72  
2021 – 3.5% - \$49.39  
2022 – 3% - \$50.87

1 – 8-hour floating holiday

Changes to standby/call out procedure including a 4-hour minimum weekday call and 10 hours standby pay for weekends.

*(Continued on the next page)*

# Spokane Office

## Dave Garegnani, Business Rep., Cont.

**Vera & Modern:** Very quiet.

**Columbia Basin Hydro:** On July 6<sup>th</sup>, brothers and sister of Local 77 came together and held an online raffle to raise funds for brother Daniel Hoffman (apprentice Hydro Operator) that was aired on Facebook live. Daniel was involved in an on the job vehicle accident that had left him a quadriplegic. The fundraiser which raised \$7,800, was made possible by members, friends and family who offered donated items to be put in the raffle. Donated items were collected from all over Local 77's service territory. The fundraiser was a success, and Lindsay Hoffman (Daniel's wife) was beyond thankful and appreciative to Local 77 and members. An extra special thanks to Sara Langus, Josh Ressa, Jen Watson, and Brandon and Crystal Arkle.



Daniel and Lindsay Hoffman



Daniel Hoffman,  
Apprentice Hydro Operator

*(Continued on the next page)*

# Spokane Office

## Dave Garegnani, Business Rep., Cont.

**USBR Grand Coulee:** On July 9, 2020, the Federal Labor Relations Authority issued a final rule adopting an addition to its regulations concerning dues revocation effective August 10, 2020. Local 77 will bargain the effects.



**Left and Below:** Kootenai Electric Cooperative Lineman Ben Cook and Tyler Forsman spreading energized wire with tongs and lever lifts.



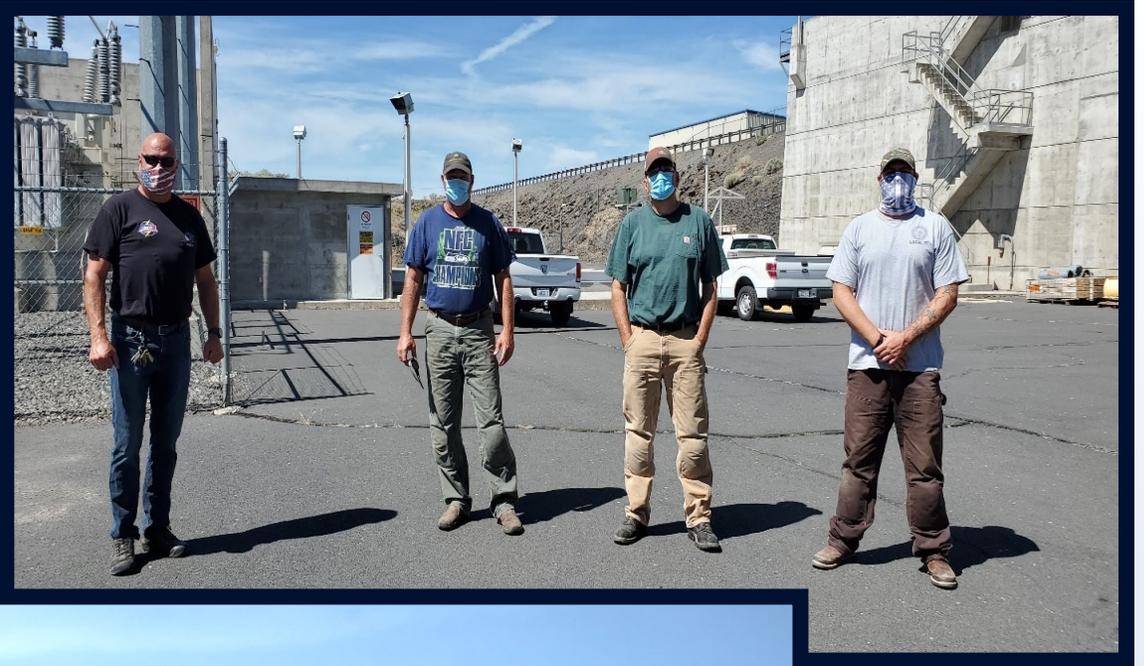
**Left:** Kootenai Electric Cooperative Lineman Cory Oscarson and Phil Crouse working a hard access transformer change out.

*(Continued on the next page)*

# Spokane Office

## Dave Garegnani, Business Rep., Cont.

Columbia Basin  
Hydro Crew: Bob  
Knesek (Technician)  
Paul Hall (Mechanic)  
Jeff Marsh  
(Mechanic) Rick  
Price (Operator)



Left: Columbia  
Basin Hydro Crew:  
Noel Yingling  
(Mechanic) Bob  
Knesek (Technician)  
Jeremy Dreher  
(Operator)



# Tim Barnett, Business Rep.

Theme parks have nothing on 2020; this has been the wildest ride I can think

of. Just when you have adapted to the change, and there is light at the end of the tunnel, it turns out to be a freight train barreling straight toward you and you have to alter course yet again to find your way. While this may seem gloomy, I hope to highlight your resiliency. These times have been tough, but you are tougher. In areas of uncertainty, you have found courage. If the CDC were to perform contact tracing on Local 77 members' resolve and determination, they would find it extremely contagious and responsible for the tenacity propping those up around them when they need it the most. You are strong and brave, and we will see better, brighter days.

Much of my news articles have been drafted with the premise of sharing information or thoughts and give some original content beyond reporting the same information that could be gleaned by attending a Unit meeting. Now, in the absence of the traditional meetings, I too must alter the way I do things to keep the members apprised of events happening around us.



## **Northern Lights, Inc. A & B Groups:**

We completed negotiations, practicing social distancing, sanitizing frequently and wearing face mask when necessary. It is a 3-year agreement with 3% annual increases each year. "A" Group added the caveat that, if Avista sees a general wage increase of 6% or more, than we will reopen the contract solely for the purpose of negotiating a potential wage increase. We added language to both A & B contracts improving the grievance process and clarifying the job posting and bidding procedure. The bargaining unit accepted the improved language as resolution to two grievances that were headed to arbitration. Since negotiations, the Cooperative has reached out to the Union and added a second Lineman out of the on-call/standby program. This arrangement is specific to the pandemic and the second Lineman is from the same crew to limit potential exposure.



## **Okanogan County Electric Cooperative:**

We did our negotiations out in the warehouse to keep separation. I think it was probably more inconvenient for management than us. We agreed to a 3-year agreement with 3.75% annual increases each year. We created a Lead Lineman position at 105% and convinced the Co-Op to bid a Service Lineman position. We also added 4.5 hours of annual leave per week to the standby requirement. Additionally, we were able to get mutual consent to move the starting time earlier during these hot months.

*(Continued on the next page)*

# Northeast WA.

# & N. Idaho

# Tim Barnett, Business Rep., Cont.



**Douglas PUD:** We had a Labor/ Management meeting to discuss the impacts of the District's decision to contract out power supply merchant functions to Portland General Electric, duties historically performed by System Operators. The District has no current intent to reduce the number of employees in System Operations or make changes to compensation.

We have a Step 1 grievance for an employee being denied Short Term Disability. Without going into too much detail, the issue revolves around the Central Washington Public Utilities (CWPU) Universal Insurance Program (UIP) having a voluntary plan to meet the State of Washington's requirements for Washington's Paid Medical Leave. The Short Term Disability (STD) was modified to meet or exceed the State Plan. It was the Local's understanding that appeals would be processed through the Employment Security Department (ESD), the agency charged with administering the State program.



**Okanogan PUD:** We had some consternation with the mask mandate. Add to that a fire season that has been especially brutal this year. I will refer to the top of this article.

When I mentioned "tougher", I was referring to our Brothers and Sisters in Okanogan County surrounded by wildfires and large spikes in COVID cases per capita. That is true grit.



**Pend Oreille PUD:** With the closing of the newsprint papermill, an account responsible for 70% of the PUD's revenue, the District announced it would be laying off 7 of its 84 employees (2 being bargaining unit members). The District declared a reduction-in-force in the job classifications of Hydro-Maintenance (from two to one) and Warehouseman (from two to one). They offered a Severance Agreement to the least senior employees, but they elected to exercise their bumping rights. As of this writing, the Warehouseman has bumped into a Meter Reader position and that Meter Reader has elected to take the layoff (no severance has been offered). The Hydro-Maintenance has bumped into the other Warehouseman position; the Warehouseman has bumped into a Meter Reader position; the Meter Reader has until August 26 to decide on a Customer Service Representative position or take the layoff.

*(Continued on the next page)*

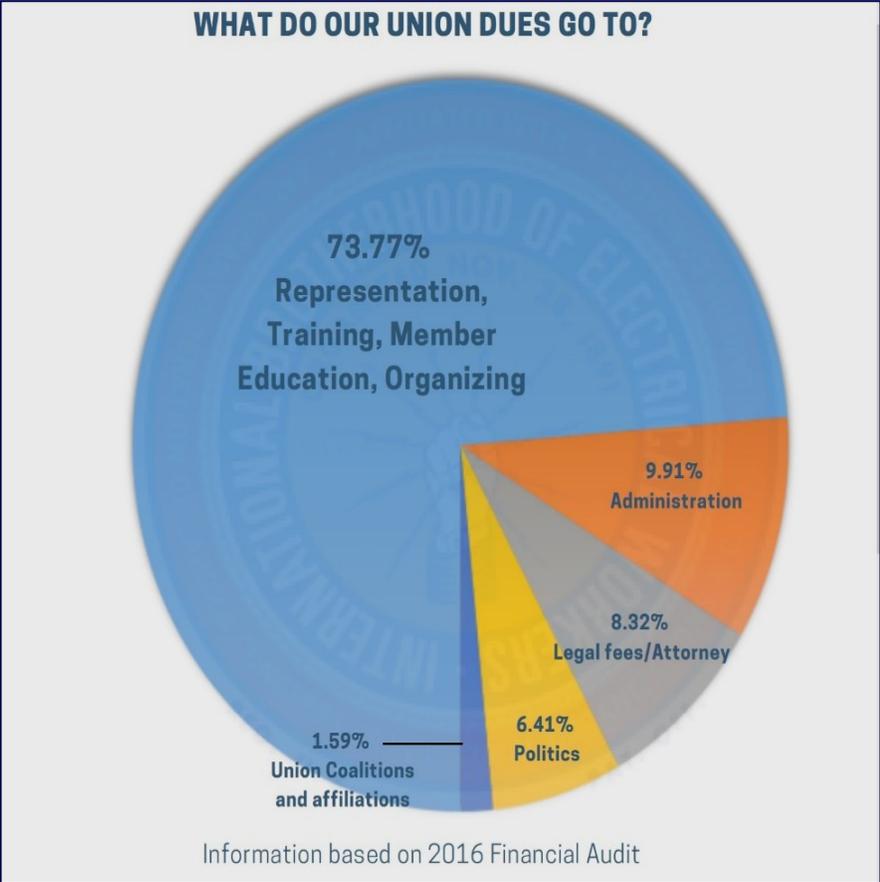
# Northeast WA. & N. Idaho

# Tim Barnett, Business Rep., Cont.

(Pend Oreille PUD Continued:) Regardless, when this all shakes out, we will have lost two union positions and it has been one of the hardest things I have had to participate in. Pend Oreille is a tight knit group and like family. I lived in that area for decades and feel for everyone going through these added struggles.



**Ferry PUD:** We had a member opt-out of the Union due to a misunderstanding of what Union dues go to pay for. During campaign season, there always seems to be some confusion between the Local's recommendation of candidates versus financial support in politics. The Union supports legislative action and bills that improve worker safety and worker rights. Donations to political campaigns come from Political Action Committee (PAC) funds, separate of dues. Recommendations are based on interviews and a vetting process that gauges the candidate's support for labor friendly ambitions. Local 77 supports candidates from both sides of the aisle. The Local shares the results of this selection process in the form of a recommendation for your consideration but recognizes that your vote is your decision.



*(Continued on the next page)*

# Northeast WA. & N. Idaho

# Tim Barnett, Business Rep., Cont.



**Chelan PUD:** We have had several Labor/Management meetings regarding business continuity during this pandemic. Of much concern lately has been the District's position on mandatory testing. If an employee has been exposed at work to a known positive case, the thought is to send them home for five (5) days on Paid Administrative Leave at which point the District would require the employee be tested at the District's expense and continue on Paid Administrative Leave until the results come back. If the test is negative, the employee comes back to work; if positive, then moved to the 80 hours COVID pay. Employees that have had an aversion to testing would rather use their accrued leave and self-quarantine as guidelines from the State and CDC have suggested. The District has suggested that that is the employee's prerogative but if the District requires mandatory testing, then declining it is a form of insubordination and disciplinary action would be pursued.

As these days run together, the stress levels can be high. I just want to remind people to be kind to one another. When others are at their wits end, be patient and show them some compassion. It will not hurt you and it just might help them through their day.

Stay safe and be well,

Tim Barnett

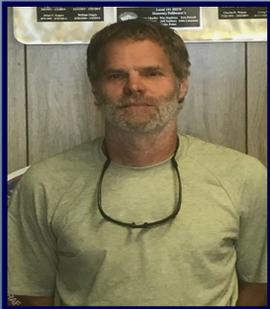
# Congrats to our Journeymen



Brooks Kelly



Ricky Sunford



Brian Smith



Juan Romero



Austin Stannard

# Shop Stewards

As you all know, Shop Stewards play a vital role in our organization. No Union can be successful without the dedication of hardworking, ordinary people, who have agreed to step up, take a leadership role and represent their fellow brothers and sisters.

The Shop Steward role is wildly underpaid and often a thankless job. In an effort to recognize the value these members bring to our Local we are instituting a monthly recognition program by which Shop Stewards are nominated for “Steward of the Month.”

The nominations come from peers, Business Representatives or anyone in the Local who feels a particular Shop Steward deserves recognition.

Shop Stewards chosen as the “Shop Steward of the Month” will be featured on IBEW Local 77’s website, in the quarterly newsletter, and will receive a \$25 gift certificate.

If you know of someone who excels in his or her role as Shop Steward and deserves recognition, please consider nominating them.

Forms for nomination are available by contacting Jamie McConville at [jamiemcconville@ibew77.com](mailto:jamiemcconville@ibew77.com) or call Jamie at (206) 323-4505.

If you are interested in attending a future Shop Steward Training, please contact Jamie McConville at [jamiemcconville@ibew77.com](mailto:jamiemcconville@ibew77.com) or call Jamie at (206) 323-4505 and leave your name and phone number.

# *Local 77 Remembers Those We Lost*



## MEMBER'S NAME

## DATE OF DEATH

*Shannon Allen*

*May 29, 2020*

*Gordon L. Anderson*

*September 11, 2020*

*Dan Armstrong*

*July 27, 2020*

*Steven Bartholomew*

*August 14, 2020*

*John Bates*

*Sept. 11, 2020*

*John C. Brown, Sr.*

*May 5, 2020*

*James Duffy*

*June 25, 2020*

*Mike Ferrier*

*July 17, 2020*

*LeRoy D. Finch*

*Sept. 1, 2020*

*Von C. Greiff*

*August 21, 2020*

*Mike Hanson*

*June 8, 2020*

*Steve Hlavacka*

*August 5, 2020*

*Wilfred F. Holthaus*

*June 6, 2020*

*Cary L. Jones*

*July 15, 2020*

*Justin Magleby*

*Sept. 2, 2020*

*Harvey Maier*

*August 21, 2020*

*Dick L. McIntyre*

*July 15, 2020*

*Robert A. Moore*

*June 27, 2020*

*Jeffrey O. Richartz*

*June 26, 2020*

*Emory C. Webber*

*Sept. 4, 2020*

*We recognize this list may not be complete. If you do not see your family member or loved one who was a Local 77 member please contact the Local and we will acknowledge them in our next newsletter.*

# VOC Committee

Christine Reid, Political Action Committee (PAC)  
Director & Membership Development, Cont.

VOLUNTEER ORGANIZING COMMITTEE'S

*Wear it Wednesday!*



*Send us your  
photos of you and  
your co-workers  
wearing your  
Union swag!*

[ibew77@ibew77.com](mailto:ibew77@ibew77.com)

/km opeiu8 afl-cio

# R.E.N.E.W.

Christine Reid, Political Action Committee (PAC)  
Director & Membership Development, Cont.

## IBEW Local 77

is excited to offer opportunities for activism to its membership. Please fill out the information below so we can ensure we have your current contact information to reach you regarding any events you express interest in.

I WANT  
TO BE AN  
ACTIVE  
IBEW 77  
MEMBER

NAME: \_\_\_\_\_

PHONE: \_\_\_\_\_

OK TO TEXT?  YES  NO

PERSONAL EMAIL ADDRESS: \_\_\_\_\_

YES, I WANT TO RECEIVE EMAILS FROM LU 77!

EMPLOYER: \_\_\_\_\_

PREVIOUS EMPLOYER: \_\_\_\_\_

### MY PERSONAL HOBBIES INCLUDE:

Nature Related (e.g., Gardening, Farming)

Arts and Crafts (e.g., Painting, Woodworking)

Community Service

Health & Fitness (e.g., Nutrition, Yoga, Sports)

Performing Arts (e.g., Singing, Broadway, Music)

Computers & Technology (e.g., Gaming, Social Media)

Outdoor Adventures (e.g., Fishing, Hunting, Hiking)

Travel

Nightlife & Social Events

Cooking

Business Owner

Type: \_\_\_\_\_

### I WOULD LIKE MORE INFORMATION ON:

Membership Outreach

Educational Training

Shop Steward Training

Customer Service Summit

Women's Committee

Political Action Committee

Reach out and Engage Next-gen Electrical Workers

Electrical Workers Minority Caucus

Community Service

Union Picnics

IBEW Local 77 Job Fairs

Golf Tournaments

Softball Tournaments

Bowling

Mud Run

Other Interests: \_\_\_\_\_

Previous Industry: \_\_\_\_\_

Volunteer Organizing Committee

## what will you do?

**VOLUNTEER ORGANIZING COMMITTEE:** The VOC is here to reach out to our brothers and sisters and build member-to-member relationships to strengthen our union ties and promote collective bargaining. On a scale of 1 to 4, please let us know how involved you would like to be.

1

2

3

4

SB/km opeiu8 afl-cio



First and foremost, this year marks the 100<sup>th</sup> anniversary of the passage of the 19<sup>th</sup> Amendment. While we recognize it didn't mark the end of the battle, we can learn from the mistakes made along the way and still celebrate the milestone and the forward momentum that followed. We honor the women who came before us to secure this most essential right. The women's suffrage movement is filled with extraordinary, dramatic, inspiring, complex and too-little-known stories. For more information and to hear these stories please visit: <https://www.womensvote100.org/the-suff-buffs-blog>.

We are incredibly disappointed to have the 3<sup>rd</sup> Annual Gala, Women in Trades and biyearly Women's Conference cancelled this year due to the pandemic. After last year's incredible turnout it wasn't days before the Committee began planning for the 2020 Gala. In order to ensure everyone's safety we made a decision early on that we would not be able to hold it this year. We ARE excited to continue the planning on into 2021!



In the meantime, we are interested in hearing from YOU about what ideas and suggestions you may have about online events (or smaller events if that becomes possible) that we could plan while we are waiting out this virus. We have always had a goal to build community coalitions in the communities that our members live in. This could be accomplished by starting your own caucus within in your unit. We can help to facilitate informal Zoom meetings if you are interested. The board of the Women's Committee is open to hearing about all of your ideas and are available to help you facilitate anything you'd like to do. And, let's not limit our ideas to online, let's get those big ideas together as well so we can hit the ground running when we are able to get out in the community again.



In solidarity, Local 77 Women's Committee Board

Nichole Reedy [nicholereedy@ibew77.com](mailto:nicholereedy@ibew77.com)

Teri Kannor [terikannor@ibew77.com](mailto:terikannor@ibew77.com)

Helen Berglund [helenberglund@ibew77.com](mailto:helenberglund@ibew77.com)

Sara Langus [saralangus@ibew77.com](mailto:saralangus@ibew77.com)

# Women's Committee



# IBEW LOCAL 77 PHOTO CONTEST



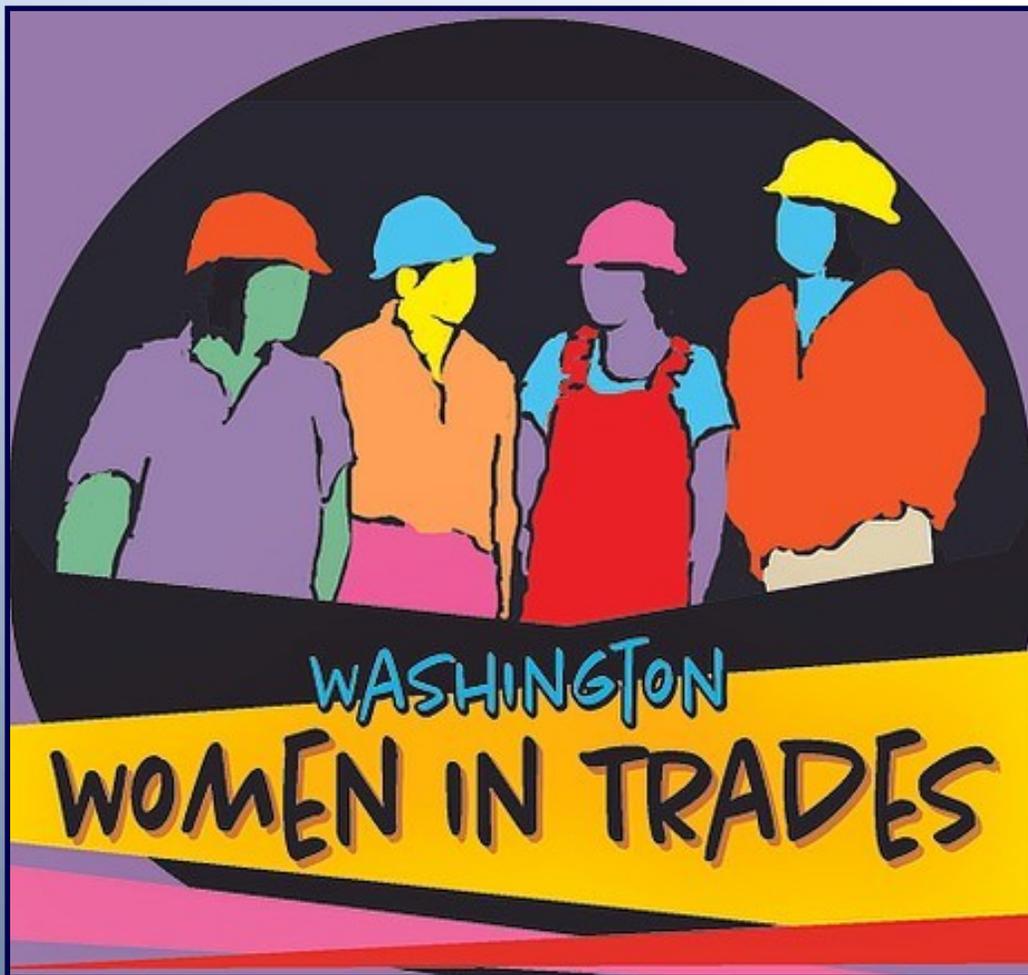
**\$500 Prize**

This contest is open to all active IBEW LU 77 members. Photos should be job-related. Submissions should be in a high-resolution format, and must be received by October 15, 2020.

Photo submissions should be sent to [meghanwright@ibew77.com](mailto:meghanwright@ibew77.com). (If your image size is large, please send a separate email to ensure it was received)

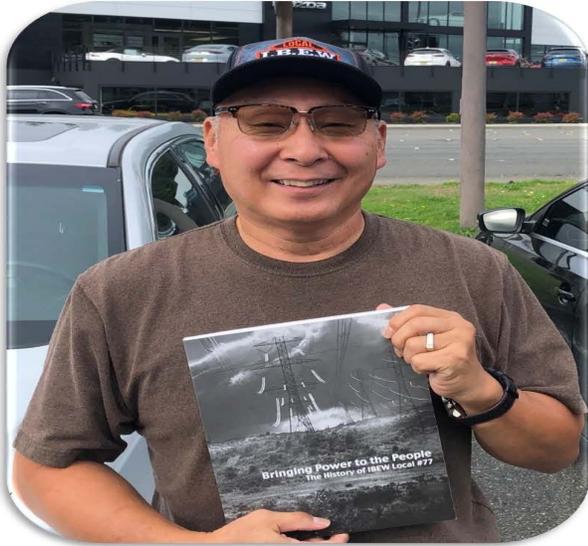
# Women In Trades Fair

The 41st Annual Washington Women in Trades Fair has been canceled until May 2021.



Click on the image above for more information.

# 45 YEAR MEMBER DOUG MATSUOKA



## FAMILY

Wife Debbie  
Daughters  
Taryn and Tracy  
& Son Tyler

## FUN

Golf (play more!)  
Bowl (in 2 leagues)

## COMMUNITY

Stay Involved

## EAT

More Noodles!

### Retiring from King County Metro

Doug's dad was a Union Carpenter, he grew up in Seattle, attended Franklin High School and after graduation entered the Residential Electrician Program sponsored by Local 46. Two years later he got into the Commercial Electrician Apprenticeship and topped out in 1981. From '81 until '91 he worked in the greater Seattle area; highlighted by jobs at the 1111 Third Ave Building, the Boeing Computer Center in Bellevue, the Renton Sewage Treatment Plant and the Washington State Convention Center.

In 1991, Doug went to work for King County Metro as a Wireman and joined Local 77 at that time. He spent nearly 30 years working for Metro; working in the substations, bus and trolley bases and other facilities. Doug has had the opportunity to work with many great co-workers and has been involved in countless projects (taking 3 substations and the tunnel off-line for maintenance remains a highlight.) Always a delight to work with, a mentor and a friend to many, he will be missed. His wife has recently retired from her career as an elementary school teacher and long-time gymnastics coach. They plan to spend more time together and with family and friends doing the things they love. Doug's last day on the job was in early September.

CONGRATS DOUG! YOU EARNED IT!

# Congrats to our Journeyman



Matthew Hanson



Michail Youngquist



Rigoberto Lemus



Joshua Hughes



Liam Macomb



# *Congrats to our Journeymen*



Dave Wickman



James Rice



Jeff Ball

CONGRATULATIONS TO  
ALL OF OUR JOURNEYMEN  
ON THE COMPLETION OF  
THEIR EXAMINATIONS!