

LOCAL 77 REPORTS

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

Online Spring Edition—June 2020

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Representing more than 8,000 Workers in the Electrical Utility & Related Industries located in Washington State, N. Idaho & Montana



REX HABNER **Business Manager's Report**

Hello to all members. This is a very trying time for all of us. I first want to thank all our members who continue to keep the lights on, service centers operating, responding to customer questions and assisting with billing. COVID-19 has rocked our world and the dedication of our members to their jobs has proven that Local 77 members care and are the best at moving us all forward.

Local 77 has stepped up in every way possible. We have given employers flexibility with MOU's to ensure we have healthy workers available every day. Many of our employers have stepped up and allowed our members to work one week on one week off and have continued to pay them full time, using the off week to telework on safety training etc.

We have closed our halls in Seattle, Spokane and Tri-Cities and are allowing our staff to work from home. Both Business Representatives and staff do come into the office as needed. I want to thank our entire staff for their dedication to keeping Local 77 running smoothly and efficiently.

All Business Representatives now have access to Zoom and the ability to set up meetings. I know many of them have started to have Zoom meetings with both Shop Stewards and members. This will expand as they become more familiar with the platform. Feel free to reach out to your representative if your group would like to schedule a Zoom meeting.

We have continued to upgrade our systems and have provided the staff with computers to allow them all to work from home. Board meetings have been held virtually and upgrading our conference calling system is in the works.

We have some important choices to make in the upcoming elections in November. We are not only selecting the leader of this great country for the next four years, but also electing the people who care about working Americans. Labor has been under attack for the past three and half years. Many of our protections have been stripped by the current administration and Senate. They have gutted many of the safety programs that we have worked long and hard for. They continue to attack Unions as the bad actor. However, every state in the top ten in wages is also in the top for unionized workforce. If they get their way, Right to Work for Less will become the standard. We need to vote with our pocketbooks in the next election. Local 77 supports the nomination of Joe Biden and we ask our members to think about what the outcome will be if he isn't elected.

Please make sure you vote in the upcoming election in November. We will be sending out our list of endorsed candidates as the races become clear. Our Political Action Committees will make recommendations based on candidate questionnaires and interviews.

Washington is all mail in ballots and if you are not registered please do so. Idaho and Montana members may want to consider absentee ballots with the uncertainty of what will happen in the coming months with COVID-19.

In closing, I would like to ask all of our members and their families to continue to practice safe social distancing and wear a mask when in public when possible. Anything we can do to slow this virus is a step in the right direction. Thank you all for your hard work and dedication and "Stay Safe."

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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Treasurer: Lynne Moore
Recording Secretary: Helen Berglund

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Office Closed During COVID-19 Pandemic

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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 upcoming dates.

First Aid class is from 8:00am until 11:30am. The Flagging Class starts at 11:30am.



Past Business Manager Lou Walter

As you may have heard, former Business Manager Lou Walter was involved in a serious auto accident near Spokane on June 3. He suffered multiple injuries and spent several hours in surgery to repair severe damage to his legs. He also suffered several broken ribs and a collapsed lung, which the doctors were able to re-inflate. Lou will be in ICU recovery for a month to 6 weeks. He has a long road to recovery ahead of him. His son Joe has been able to see him and we appreciate his updates on Lou's condition.

Please join the officers and staff in sending Lou warmest wishes for a speedy return to health and finding strength with each new day. There is a link to a Go Fund Me page below.

Go Fund Me Page - [Click Here](#)



COVID-19: things you should know

IBEW LOCAL 77

COVID-19 Information

Click Here

Executive Board Update

Damian Hernandez, President



The Executive Board has experienced a few changes over the past few months. There have been two resignations on the Executive Board that have led to Officer position changes on your IBEW Local 77 Executive Board.

President Rick Johnson and Vice President Brady Hansen have resigned. We would like to thank them both for their many contributions to IBEW membership over the years. Rick has made more contributions to the local and organized labor in general than we can list here. Brady's work as a safety champion continues to support IBEW members and extend the IBEW reach into the developing world. We thank them both for their contributions.

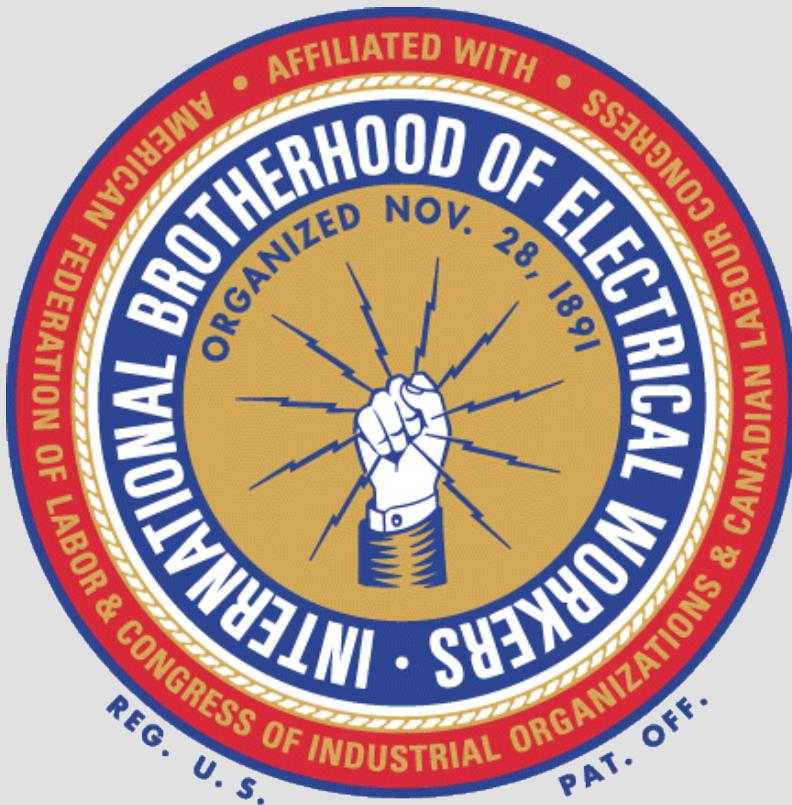
The Executive Board has approved the appointment of myself, Damian Hernandez, as President, Rick Luiten as Vice President and Helen Berglund as Recording Secretary.

In addition, we would also like to welcome the recent appointments to the Executive Board: Scott Hines who is representing District 1 and Chris Robertson who is representing District 2. 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 Recording Secretary, as a shop steward, and is on the Customer Service Summit planning committee.

There is currently a vacancy in the Executive Board District 4 position. Interviews will be held at the June 17 Executive Board meeting to fill that vacancy.

Your Executive Board has continued to meet monthly via conference calls during the Stay Home, Stay Healthy order in Washington State. We will continue to conduct business via conference call and the internet until it is safe to do otherwise. The new officers look forward to their new roles and responsibilities. Together with the Business Manager, we will work to grow and strengthen our great union.

IO President Lonnie Stephenson



Click on the IBEW logo above

for a message from

IO President Lonnie Stephenson

John Cunningham - Congratulations!



After a 54 year distinguished career in the labor movement, John Cunningham has chosen to retire and spend time with his family, enjoy his sailboat, get in a little hiking and some good old fashioned and well deserved relaxation.

John began his career at Southern Cal-Edison in 1965 and became a member of IBEW Local 47, where he took his first role as a Shop Steward. He stayed there until a massive layoff in 1974. He then moved to Washington Water Power, working at their Pullman and Moscow locations until 1987. He served on the negotiating committee and as Chair of Unit 125. He would then travel to the New England region where he worked in five states and was a member of Locals 42 and 104.

John came to Local 77's jurisdiction in 1991, where he worked at Puget Sound Energy at their Kirkland, Factoria and Poulsbo Service Centers and was Chair of Unit 119. He also spent time at Seattle City Light. He first came on staff as a Business Representative in 2004, where he continued his career in that role, as well as Assistant Business Manager and Sr. Assistant Business Manager.

In John's own words: "I will always be grateful to Ray Warren for hiring me; and for his decisive leadership, especially bringing Interest Based Bargaining to our organization. I enjoyed negotiating agreements with nearly twenty public and private employers, representing members in a challenging number of diverse types of employment and in very different economic situations over the years. I have particularly felt satisfaction and gratitude for the opportunity to participate in the leadership of the Local as Senior Assistant Business Manager. Helping develop new leadership for meeting our future challenges has been a great pleasure."

Thank you all for your help as I tried to live up to the opportunity to serve our members and the broader community. Remember Solidarity! We have excellent, far-sighted leadership in Business Manager Rex Habner. His integrity and commitment can take us far into the future."

John's vast wealth of knowledge in collective bargaining, contract administration and his leadership skills will be sorely missed by everyone at Local 77. The Officers and Staff of Local 77 wish John the best for a long and peaceful retirement.

Thank You LU 77 Members!



T O G E T H E R
WE WORK TO
BUILD THIS
INDUSTRY

T O G E T H E R
WE STAY STRONG
IN TIMES OF
UNCERTAINTY

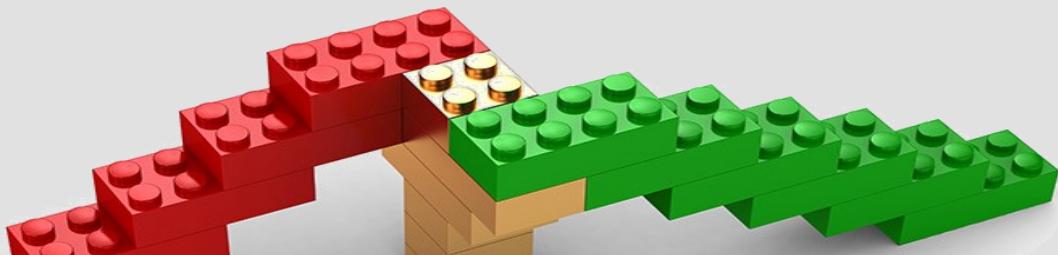
F O R E V E R
WE ARE THE
WORKING CLASS

Snohomish PUD & Opalco

Nichole Reedy, Sr. Asst. Business Mgr.



Negotiations: There IS a better way



Negotiation is an integral part of everyday life – it occurs in business, in your personal relationships (think marriage or parenting), as a consumer – it's integrated into our way of life. If you've ever opened the free airline magazine held in the seatback slot (well, before COVID I guess) you will have come across a quote: "You don't get what you deserve, you get what you negotiate." Dr. Chester Karrass, someone who is arguably a master at negotiation, would suggest that the "art" of negotiation is more important than the substance of any issue under consideration. And in most circumstances that we come across in our industry, he is right: art trumps substance, but it's a shame. This perspective breeds the kind of cynicism and suspicion that make contract negotiations rancorous.

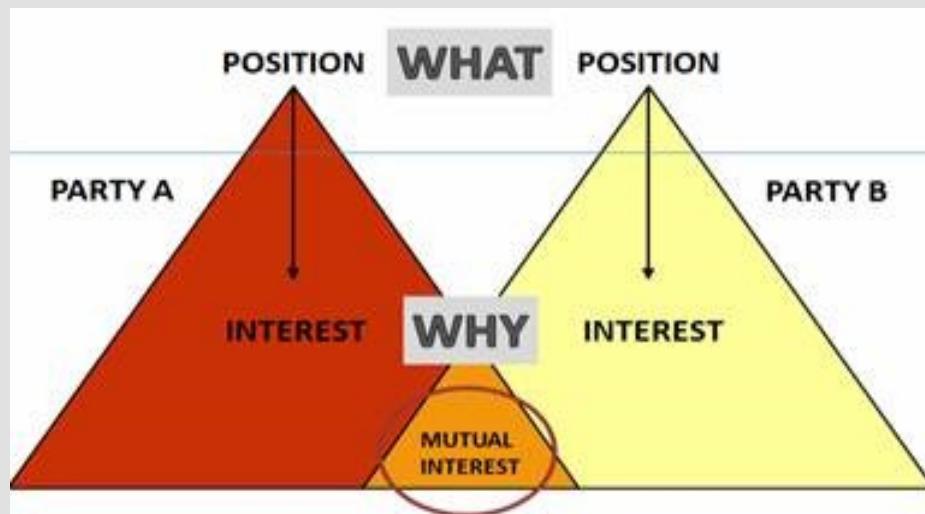
If you have sat on a negotiation team or have had the (un)fortunate experience of being the Lead Negotiator, it is likely you understand that these discussions can be tense, frustrating and exhausting. When it is time to negotiate, we often form a team, mustered from the rank and file. A group of volunteers whose experience in negotiations can range from novice to veteran. Sometimes these experiences are polite and productive, many times they are adversarial and result in more cracks in an already strained relationship.

This year, at Snohomish County PUD, it was different. When the esteemed members of this year's negotiation team volunteered to participate on the Union's negotiation team, they were committing to something new, an alternative method of negotiation called Interest Based Bargaining (IBB). In contrast to traditional bargaining, IBB adds a collaborative problem-solving process that encourages the sharing of ideas and airing concerns. All of us hoped that IBB, building off a relationship forged over the preceding three to four years, would foster a new era of trust between the District and our members. Members of the negotiating team were trained by Rhonda Hilyer, CEO and Founder of Agreement Dynamics, in IBB in December 2019. Everyone was optimistic. The assumptions of IBB were conciliatory and cooperative. We learned from our trainer that "mutual gain is possible," and that "discussions will be open and frank." We further agreed to minimize caucuses as much as possible. IBB directs the parties to share information and have open and honest conversations about the issues and concerns presented. Of utmost importance? Since behavior is driven, by beliefs, success using IBB is dependent on the ability of the participants to buy into the process.

Snohomish PUD & Opalco

Nichole Reedy, Sr. Asst. Business Mgr., Cont.

The foundation of this process is trust. And that takes time and a willingness, by both parties, to take a leap of faith. This is an incredible hurdle but, if successful, can open doors to an ongoing process where solutions are accepted and supported, without either party feeling like they were pressured to compromise their important issues. Team members follow a problem-solving cycle. A clear and defined issue is broached, all interests regarding the issue are listed, options are brainstormed, and then each option is measured against established criteria to develop the best solution.



The Small Committee was dedicated and spent weeks of 12-hour days sitting in a small room tirelessly navigating through discussions of interests in order to secure a great contract for our members. The Large Committee dedicated numerous evenings to going over the information that was presented the preceding week and helping to determine our path forward for the next week. Subject matter experts were available, often at the last minute, to help us understand issues in depth, and assist us in resolution. In the end, it was one of the most successful bargaining sessions we have ever had at Snohomish County PUD.

I want to take this opportunity to sincerely thank everyone who participated in the process, but especially the Small Committee who spent months in close quarters together. Jake Morgan, Becky Wright, Troy Haugstad, Derek Schneider and Dennis Montoya, I owe you a debt of gratitude.

Negotiations is a LONG process and takes dedication, understanding, organization and communication. We started talking about negotiations at unit meetings in November of 2018, had training for our members on the collective bargaining process in May 2019, started meeting as a large committee in August 2019, trained in IBB with the District in December 2019, began bargaining in January 2020 and had a contract out to members to vote on March 19, 2020. The contract was accepted by the membership on April 3rd and voted in by the Commission on April 7th.

I am proud of the work we have done, and the process that were able to utilize.

Congrats to our Journeymen



Jeffrey Odom



Marcus Lorentz



Chris Jenkins



Ernesto Torres



Brandon Stanifer



Bryce Conner



Caleb Wiegand



Colton Worley



Jacob Bellos



Frederick Brownfield



Justin LeBoeuf



Kegan Friddle



Matt Tauzin



Charles A. Smith



Drew Partington



Garyn Churchman



Jerry MacDonald



Mitchell Erickson



Josh Schwint



Shop Steward Recognition

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 or call Jamie at (206) 323-4505.

Shop Steward Training

If you are interested in attending a future Shop Steward Training, please contact Jamie McConville at jamiemcconville@ibew77.com or call Jamie at (206) 323-4505.

Construction

Rick Strait, Business Rep.



Brothers & Sisters:

I hope all is well for you and your families during these unprecedented and uncertain times of COVID-19. From federal, state, county, city, and even the IBEW/NECA, efforts continue to be made to battle this pandemic. If you have questions or concerns in

regards to rules or regulation check out our web site at www.ibew77.com or follow us on Facebook for updates.

I know many of you have dealt with angry and irate customers in the field. If your contractor has not given you any information on how to deal with them, please let me know; I can help you out.

The work picture is slower than usual for this time of year as utilities are not spending as much capital money on improvements as they normally do. At one point, we had over 200 members who had been laid off or furloughed during this time. After the Governor's modified construction opener, the mass majority of these people went back to work. The National Disease Emergency Response Act (NDERA), see attached, was announced on March 19, 2020 and addresses dispatching and other issues about COVID-19.

Conversations have begun about the NECA Four Local (77, 125, 483 & 659) contract renewal. We are considering the options of how to reach the membership during this time off shutdowns. Zoom or other options are being investigated regarding security issues.

Most of all stay safe and stay connected for updated information.

Rick

DISPATCH INFORMATION

Tuesday May 26, 2020

	BOOK 1	BOOK 2
LINEMAN	22	5
EQ OPERATOR	2	3
GROUNDMAN	7	2
TREE TRIMMERS	2	1

Construction



TO: All NECA Chapters and IBEW U.S. Local Union Business Managers
FROM: IBEW International President Lonnie R. Stephenson
NECA CEO David Long
SUBJECT: National Disease Emergency Response Agreement (NDERA)
DATE: March 16, 2020

In recognition of the current emergency in our nation and the need for our industry to react quickly to this and future emergencies, the IBEW and NECA have developed the National Disease Emergency Response Agreement (NDERA) for use by our contractors and members. This agreement provides our industry with the ability to react quickly to potential emergencies related to this pandemic.

The provisions of the agreement will become effective immediately, March 16, 2020, as it is intended for use and shall remain in effect until terminated. We shall meet via teleconference every 30 days to evaluate this agreement and determine its continued utility.

If you have any questions, please be sure to contact either the IBEW or NECA national organizations.

Construction

NECA/IBEW National Disease Emergency Response Agreement (NDERA)

This Agreement is made and entered into by and between the National Electrical Contractors Association ("NECA") and the International Brotherhood of Electrical Workers ("IBEW") (together the "Parties"), and it is applicable to all firms and IBEW local unions that sign a Letter of Assent to be bound to a construction agreement between any chapter of NECA and any local union of the IBEW. The IBEW may make this Agreement available to other employers in the construction industry that have not signed a Letter of Assent to be bound to a construction agreement between any chapter of NECA and any local union of the IBEW.

This Agreement shall take effect March 16, 2020 and shall remain in effect until terminated as provided herein. The Parties shall meet via teleconference every 30 days to evaluate this Agreement and determine its continued utility. The Parties may mutually terminate this Agreement immediately, and either party may unilaterally terminate this Agreement by providing at least a 90-day written notification to the other party.

The term *chapter*, as hereinafter used, shall mean the applicable chapter of NECA.

The term *local union*, as hereinafter used, shall mean an IBEW Local Union.

The term *employer*, as hereinafter used, shall mean the individual firm that has signed a Letter of Assent to a construction agreement between any chapter of NECA and any local union of the IBEW or agreement between NECA and the IBEW, or if this Agreement is made available to a contractor that has not signed a Letter of Assent, but is otherwise signatory to a construction agreement with a local union of the IBEW, *employer* shall also mean such contractor.

This Agreement (NDERA) shall supersede any conflicting provisions in a construction agreement between any chapter of NECA and any local union of the IBEW, except that it shall not supersede any locally negotiated MOU or agreement between a chapter of NECA and an IBEW local union addressing the impact of coronavirus.

The term *employee*, as hereinafter used, shall mean an individual performing work pursuant to the terms of a collective bargaining agreement between any chapter of NECA and any local union of the IBEW or agreement between NECA and the IBEW, or pursuant to a collective bargaining agreement between a contractor that has not signed a Letter of Assent, but is otherwise a signatory to a construction agreement with a local union of the IBEW and has adopted this Agreement.

The term *coronavirus* shall mean coronavirus disease COVID-19.

During the period of this Agreement, the following conditions exist:

If an employee:

- Reports having contact with another person(s) who has reasonably believed to have contracted coronavirus or a similar disease

Construction

- Has recently returned from a High-Risk Country as defined by the Center for Disease Control (CDC); or
- Presents symptoms associated with the coronavirus or similar disease as defined by the CDC

The employer shall be permitted to remove the employee from the jobsite and require the employee to obtain a doctor's release certifying that the employee is able to return to work. If an employee is confirmed to have coronavirus or similar disease, the employer shall notify all employees who were believed to be in contact with this individual and take actions consistent with appropriate protocols to prevent the further spread of the disease.

If an employee reasonably believes another employee(s) has met one or more of the above conditions, the employee shall report such to the employer as soon as reasonably possible. The employer shall then follow all appropriate guidance and protocols to ensure a safe jobsite.

There shall be no adverse action taken against an employee who refuses to be present at the jobsite so long as the employee genuinely believes there is imminent danger and a reasonable person would agree there is a real danger of contracting coronavirus at the jobsite, nor shall any adverse action be taken against an employee who has been quarantined, or advised to self-quarantine, due to possible exposure to coronavirus.

In the event access to a jobsite is restricted or denied by the employer or other appropriate public or private authority in response to the coronavirus or similar disease, the employer shall be permitted to temporarily furlough the employees assigned to this jobsite. The employer shall not contest any unemployment claims filed by employees temporarily furloughed as a result of a restricted or closed jobsite due to the coronavirus or similar disease, or who have refused to be present at the jobsite out of a genuine belief that being present would place them in imminent danger of contracting coronavirus, or who have been quarantined, or advised to self-quarantine, due to possible exposure to coronavirus. Such employees shall be permitted to return to their original positions with their employer upon the resumption of work on the jobsite, and/or their ability to return, without the need of the referral process, and irrespective of whether such employees have signed their local union's out-of-work list.

This threat is ongoing and must be continually monitored by the Parties who agree to discuss any new legislation or regulation related to the coronavirus or similar disease that may impact this Agreement.

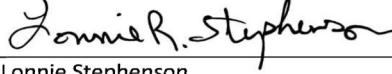
Signed for NECA



David Long
CEO

Date: 3/16/2020

Signed for the IBEW



Lonnie Stephenson
International President

Date: 3/16/2020

Construction

Center for Disease Control Resources for COVID-19

Symptoms

<https://www.cdc.gov/coronavirus/2019-ncov/symptoms-testing/symptoms.html>

High-Risk Countries

<https://www.cdc.gov/coronavirus/2019-ncov/travelers/after-travel-precautions.html>

Prevention

<https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>

OSHA Resources

Guidance on Preparing Workplaces

<https://www.osha.gov/Publications/OSHA3990.pdf>

City of Seattle/Seattle SDOT/SCL

Steve Kovac, Business Rep.



Working with the City of Seattle and several other unions to come up with a MOU dealing with the Mayors Emergency Declaration and COVID-19. It is in the final stages and should be signed soon.

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

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 On weekly meetings to discuss COVID-19 and COOP for SDOT

Our members at SPU, SDOT and Parks went to a work one week off on telework the next. 50% staffing. We had 4 members self-identify as high risk and they are off work and being paid under the COVID-19 earn code. This was extended until May 5th and then again until May 31st for high risk individuals.

Working with SPU on bidding language clean up and ensuring our standby agreement is being followed. Our members have agreed to staff Standby and SPU has agreed to follow our MOU. On weekly meetings to discuss COVID-19 and COOP for SPU

City of Seattle I.T.

We are working with Seattle IT to come up with job descriptions and jobs of the future. When this is complete the City will do a market analysis to come up with wages. This analysis will be done every two years going forward. We have filed and held in abeyance about 40 PDQ's and SPAF's for members who are still underpaid or not being paid the same as peers. IT is working through these. Several members have either been reclassified using the PDQ process or received raises based on inequities through the SPAF process. 8 reclasses and 6 wage increases. One member was denied a reclassification. We are appealing that decision.

On weekly meetings to discuss COVID-19 and COOP for ITD

ITD has hired an additional HR coordinator and he has been assigned to ensure grievances and Wage reviews remain on schedule.

City of Seattle/Seattle SDOT/SCL

Steve Kovac, Business Rep., Cont.

Seattle City Light

Due to the COVID pandemic we haven't had JLMC the past two months. These will restart in May.

Worked with SCL on their COOP for the COVID response. Crews are working varying schedules and we have a weekly conference call to discuss issues. Many of our members are having issues with management changing what we have agreed to. Working with management to solve these problems.

Settled about 15 grievances from the ULP. Working on a new document for processing requests for information with SCL.

Seattle City Light Material Controllers/Apprenticeship Coordinators

Requested a meeting to present our wage review for both Material Controllers and Apprenticeship Coordinators this is on hold until COVID is past

Seattle City Light Power Marketers

Have a grievance on parking and are scheduling our next JLMC which is on hold until COVID is over.

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.

We have daily conference calls with City of Seattle HR to discuss COVID responses and deal with issues. Working on an MOU to cover the Civil Emergency. SDHR has been very open in their dealings with us.

Northeast WA. & Idaho

Tim Barnett, Business Rep.



Couched in Contemplation

It has been said by some that utility workers are not first responders. I do not necessarily want to enter that debate here, but if by that they mean we do not have sirens in our trucks, then I would have to agree. However, one thing this pandemic has proven, among many others, is that we are essential workers—all of us that work within a job classification covered by Local 77. When many of us accepted our duties as part of the electrical worker community, there was probably an expectation to step up in a crisis, but none of us imagined a crisis as large-scale as this. But we've handled it with grace. I want to applaud everyone's commitment and sacrifices in keeping not only our work areas safe, but our communities, and beyond. In the early stages, efforts were put in place to protect the workforce. Some were asked to

be on standby, while others were asked to do more in place of and to protect our high-risk Brothers and Sisters, or those with susceptible family members at home. We have had to adapt our workspaces, work hours, and availability in order to provide for essential needs within our communities. Our living rooms transformed into offices, conference tables were replaced with Zoom meetings, and for those still needing to go work, it meant putting their lives at risk on a new level. When our neighbors, as well as some of us, were sent home, it was even more imperative to make sure they had the necessary utilities, like power, internet, water, and gas, just to name a few. Thank you to all, including those behind the scenes, who have continued to work through this pandemic to keep the lights on, internet functioning, water flowing, baths warm and food cooked, in order to provide for this new way of life.

Because large gatherings have not been allowed, we have not had the opportunity to have our normal union meetings. However, in the midst of all of this, your Local 77 Union Representatives have still been busy enforcing your Collective Bargaining Agreements, crafting your negotiations, continuing conversations with Shop Stewards, devising modifications specific to the pandemic, and designing a pathway for moving forward. For the Northern Lights A and B groups, and Okanogan County Electric Co-operative, negotiations have continued, proposals have been gathered, and meetings have been set (for Northern Lights.) Two grievances at Northern Lights, one on the failure to award a bid, and one on a position lasting longer than 90 days not being filled, are moving toward arbitration, and hopefully will not hinder the negotiation process.

At Chelan PUD, at our last Unit #114 meeting, we discussed electing a Negotiating Committee for upcoming Chelan negotiations, which still needs to be done; be thinking about who best can carry your concerns forward.

As we move into summer, let's continue showing the strength and grace that we have proven we are capable of. If I have not said it enough, you all amaze me every day, and I am so proud to be a part of this organization. Thank you for all your hard work.

Stay safe and be well.

Spokane Office

Mike Brown, Asst. Business Mgr., Spokane Office



Avista Utilities

We currently have a LOA for COVID that we are working under. The LOA has language putting groups of employees, 2-3 crews together on one team. The team is able to co-mingle. This most recent LOA allowed for work to start working towards a normal, but still have some restrictions. Paid-Administrative Leave (PAL) and Available for Recall (AFR) are still available to be used. PAL is being used for employees who are able to demonstrate that they have some medical reasons to be away from work, family situations, childcare, etc. AFR is where employees are asked to be at home ready and fit for work. Both of these are compensated at the employees pay rate. Good news is we have not had any layoffs due to COVID. For the most part, things have been running as expected with the COVID situation.

Although I just said things have been okay, we have had an issue here and there. One in particular was disagreements between the Union and Management in one area. The COVID situation had become difficult and Management was of the opinion that, co-mingling employees and cross contamination was a numbers game. They determined their own numbers that if they stayed in a certain ratio, that they could expose and cross contaminate employees. This was opposite of the agreed LOA. This disagreement led to a crew being assigned with light staffing to do a job that needed to have qualified people assigned. When the Union became aware, we sent a cease and desist until such time as Management could provide a safe work environment.

We also have been working hard for over a year now on a grievance that had technology components to it. We did recently come to resolution on the grievance. This was a major win for the Hands!!! More to come as we transition into this.

Avista Distribution Operators/Gas Controllers

We have started our negotiations on the contract. The COVID situation has put delays into this, and we are behind, but we are at least started now. We have had 2 meetings thus far. We are currently working through each party's list of interest/proposals. Further discussion on each item will come soon and we will start working through each one.

Spokane Office

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

City of Cheney

Crews are still working and are working through the COVID situation. There haven't been any issues thus far. We have been working on the apprenticeship at the City. It has been some years since we had an apprentice, so we are updating this.

City of Chewelah

Crews are still working and are working through the COVID situation. There haven't been any issues thus far.

Like IBEW 77 On Facebook! 

Spokane Office

Dave Garegnani, Business Rep.



Greetings Union Brothers and Sisters,

For those of you who do not know me, my name is Dave Garegnani. I'm one of the new Business Representatives for IBEW Local 77 here in Spokane. A little background about myself, I have been a Journeyman Lineman since 2003. I served the majority of my career with IBEW Local 465 working at San Diego Gas & Electric, along with my father, brother, and nephew who are all Journeyman Lineman as well. I moved to Spokane in July of 2016 with my wife and two young daughters, transferred my ticket to Local 77 and began working for Avista Utilities. Since then, I have become a delegate on the Spokane Regional Labor Council representing Local 77. I was previously the Recording Secretary for Unit 123. I have a passion for the Labor Movement. Labor is what built this country. As a 21-year IBEW member I am beyond proud and excited to be representing Local 77.

I was fortunate enough to have the recent opportunity of spending some time under the wing of Mike Brown, Assistant Business Manager for Local 77 here in Spokane. It has been an awesome experience seeing firsthand what it is like working inside the business office. Mike has taught me a lot about negotiations, bargaining, researching contracts, etc. Mike will continue to mentor me as I familiarize myself with my new assignments.

With the COVID-19 pandemic still affecting our country currently, it has been quite an interesting transition to say the least. With only the ability to introduce myself to shop stewards, general managers, and members over the phone, I have been very excited and anxious to get out and visit with you all and get to know what you do. I want to be a familiar face to the members and somebody that you can count on. All in good time.

Inland Power and Light: Currently, we are gearing up and preparing to begin negotiations for the next contract. I have been speaking with members and gathering proposals. Due to the COVID-19 pandemic we will be delayed in scheduling meetings. Possibly start in June or July. A step 3 grievance was settled back in March and a step 2 grievance is currently on hold due to the pandemic. Inland's response to the COVID-19 pandemic has been similar to all other employers around Local 77's territory. Staggered start times, crews staying together even during call outs, and maintaining social distancing.

Kootenai Electric Cooperative: In response to COVID-19 KEC has had crews staggered, including crews that are for daily work, crews for daytime trouble and crews for afterhours trouble calls, then rotate each week.

Spokane Office

Dave Garegnani, Business Rep., Cont.

A BIG congratulations to KEC Journeyman Lineman Cory Oscarson and Journeyman Serviceman Brian Rhead for their recent 2020 Safety Heroism Award from the Northwest Public Power Association. Cory and Brian assisted at the scene of a serious accident that involved a semitrailer and another vehicle. You can read the full story from the link below. Thank you for heroism. <https://www.nwppa.org/wp-content/uploads/2020-Heroism-Award.pdf>



Cory Oscarson



Brian Rhead

Modern: Staggered start times and reporting to field locations.

Vera: Effective, 5/11/2020, all crews are reporting to normal work schedules for this week, Monday through Friday 7am – 3:30 pm.

They are still maintaining social distancing within the crews, for Phase 1 of Governor Inslee's guidelines and reporting to separate workstations.

Nespelem Valley Cooperative: Opening letter has been sent and, working with crew on gathering proposals. Spoke with General Manager and discussed possibly conducting negotiations over the phone or Zoom/Skype.

Columbia Basin Hydro: With transitioning into CBH, I have spoken with the shop steward and getting to know him over the phone. Also have spoken with the manager and assistant manager on the phone and discussed the next steps for the month of May and the continued "Stay at Home" order. Looking forward to visiting CBH and getting to see firsthand the different crafts and what they do.

Spokane Office

Dave Garegnani, Business Rep., Cont.

USBR – Grand Coulee: At this time, we are discussing a return to work plan with members of the Columbia Basin Trades Council. Leaving it up to individual regions. Merge back at a slow pace.

It is my hope that by the time you are reading this, life will hopefully be back to somewhat normal and back to normal working hours and conditions. I would like to think that we will come out of this situation better people, more aware and more educated. Looking past any of the negative this pandemic has put us through, lets reflect on the good things that we have taken away from this situation. I cannot begin to express my gratitude and admiration for all the Local 77 members and the work you do. Especially in times like this. Be safe!!!!

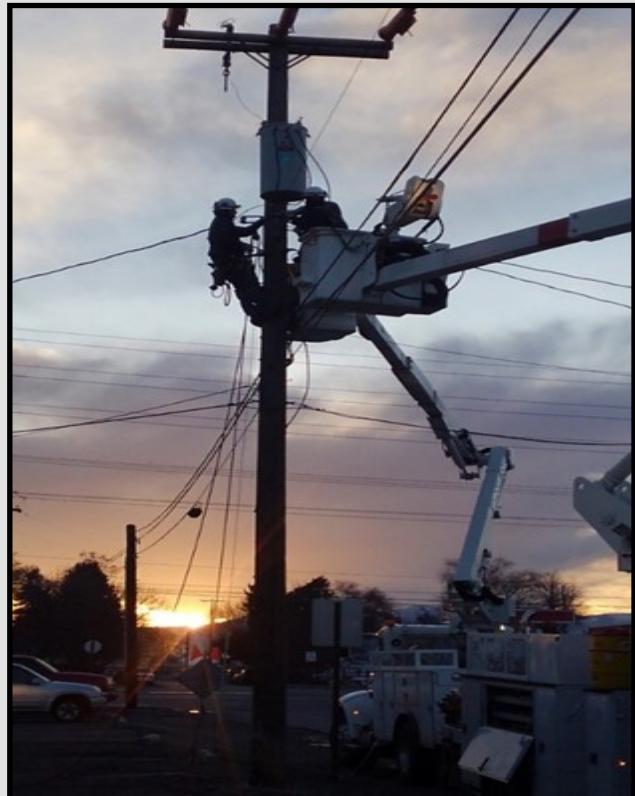
Dave Garegnani

davegaregnani@ibew77.com

Inland Power and Light crew. Foreman Dallas Childers, Journeyman Lineman Travis Geissler, Travis Swartz, and Tig Cornell.

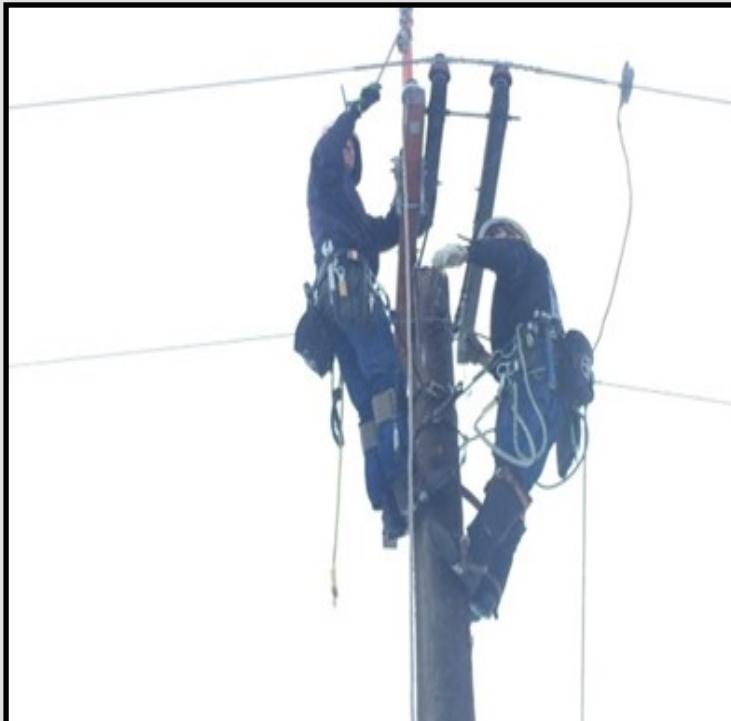


Modern Electric Water Company Journeyman Lineman Tyler Stockman, Nick Dahmen, and Cody Claussen.



Spokane Office

Dave Garegnani, Business Rep., Cont.



Nespelem Valley Electric Cooperative Crew.
Foreman Uriah Palmanteer, Journeyman
Lineman Scott Vejraska, and Dalton Boutain.

Spokane Office

Dave Garegnani, Business Rep., Cont.

Inland Power and Light Journeyman
Lineman Andrew McCann



Inland Power and Light Journeyman Lineman
Clint Risken

Spokane Office

Will Power, Business Rep.



It has been a crazy early spring in regard to the Covid-19 Virus. Weekly conference calls with NECA to navigate I.O. emergency agreements, changes to unemployment requirements, educating the over 15 contractors currently working in the area and our members to all the changes to the norm and issues as they come up.

The utilities in my assignment have all gone to some sort of shift change to mitigate chances of getting sick while keeping the lights on.

We have negotiated a LOA with Intec Services that has been awarded the Avista pole testing contract. We were able to get those members that were previously employed by another pole testing contractor a 25% raise and doubled their per diem when they work out of town. They are attached to the NECA contract and will also be enjoying that full benefit package. They have not

had the best experience in the past within our local and this experience has renewed their confidence. I am looking forward to welcoming them at the next Unit 129 meeting once we have one.

Two new contractors have moved into the area to perform work in our jurisdiction and signed Letters of Assent. We have also had 3 new contractors become signatory to preform work that is subcontracted from our existing NECA contractors.

The office staff worked hard to transform our paper forms for dispatch requests, pre jobs, registration forms to sign the books, and book resigning to digital versions that can be filled out via laptop or mobile devices and submitted in real time. They also have developed a term slip that can be filled out and simultaneously sent to all parties at once. This has been vital to keep our local members employed or receiving unemployment benefits in this time of crisis.

Under the construction tab on the ibew77.com website you can also now get links to all the benefits provided under the NECA agreement. There are also 3 instructional video links on the next page.

My hats off to Jim and Shannon who have manned the Spokane and Kennewick offices (even though the doors are locked) to keep us up and running while the reps work remotely in this unique situation. Dispatches have picked up here in late April and there are a minimal number of members on the books, with several of them being on furlough from California awaiting the all clear to return to work. There are several substations going on and a few highline jobs starting up. PP&L in Yakima continues to put out a steady stream of small jobs as well as most utilities working with contractors to adjust and keep maintenance projects going which keeps the employers afloat and members employed.

Spokane Office

Will Power, Business Rep., Cont.

Even in this uncertain time the work picture short term is good, only time will tell for the long-term outlook. The 4locals and NECA have begun talking about how we will proceed to try and negotiate the new CBA with all the current meeting and travel restrictions in place.

[INSTRUCTIONAL VIDEO FOR RESIGNING THE OUT-OF-WORK-BOOKS VIA A MOBILE APP](#)

[INSTRUCTIONAL VIDEO ON RESIGNING THE OUT-OF-WORK BOOKS VIA A COMPUTER](#)

[INSTRUCTIONAL VIDEO ON FILLING OUT THE DISPATCH REGISTRATION FORM](#)

Local 77 hands, if you would like to be included on an informative Zoom meeting, email me at willpower@ibew77.com. Just put Zoom in the title and I will add you to my list. Time and date TBD. Add current phone # and address while you're at it!

Shop Steward Corner

WEINGARTEN

Quite possibly *the* most important right you possess!

"If this discussion could in any way lead to me being disciplined or terminated, or affect my personal working conditions, I respectfully request that my Union Representative be present at this meeting. Until my Union Representative arrives, I choose not to participate in this discussion."

You have the right under this law to representation under
the following instances:

INVESTIGATORY INTERVIEWS

Whether you are potentially being disciplined **OR** if you are a witness giving facts where someone else may be disciplined.

OTHER CONVERSATIONS

When an employee *reasonably believes* the conversation *may* result in discipline. The questions should be asked: "Could this lead to any discipline of any Kind?"

Do NOT leave the room while they decide what to do, or while they secure a Steward. Leaving the room could be construed as insubordination.

Kennewick Office

Brian Gray, Asst. Business Manager, Kennewick Office



USBR – Grand Coulee, Nespelem Valley Electric Coop., Columbia Basin Hydropower

New Business Representative Dave Garegnani has been assigned these duties. The Kennewick office will be assisting Dave with the transition and mentoring Dave on the Federal assignment.

Grant County PUD

Grant was one of the first utilities to proactively respond to the COVID-19 pandemic. Grant worked with the Business Office to create multiple Letters of Agreement for our members (flexible work schedule, telework, sequestration at work, and compensation and personnel protective equipment required during the pandemic event). The Business Office worked with the General Manager Kevin Nordt to have weekly Shop Steward updates with him and senior managers. The Microsoft Teams meetings have been very successful in creating a positive approach with the union and management. The ability to communicate with all Shop Stewards at Grant in one setting, and receive feedback, has been one of the positive things that has come out of this pandemic event.

Benton PUD

Crews will be returning to their normal work routine in the coming weeks. The PUD has identified several locations for crews to report/show up to create social distancing within the Line Department. No issues or grievances.

Franklin PUD

The Business Office and District reached a settlement in the Ann Bernard arbitration case. This clears up a wrongful termination allegation.

The District has staggered its crews' start/stop times and the workweek was shortened to two (2) days/week. One-half of the employees work Monday/Tuesday and the other half works Thursday/Friday. No issues or grievances.

Kennewick Office

Brian Gray, Asst. Business Mgr., Kennewick Office, Cont.

USBR Yakima/Umatilla

All crews were assigned telework duties during the pandemic. No issues or grievances.

USBR Hungry Horse

Wage Survey completed. 3.1% to 3.25% GWI. No issues or grievances.

City of Ellensburg

The Kennewick Business Office recently acquired the assignment. Contacted Shop Steward Brian Ring and he stated things are going well. No real issues.

Kittitas PUD

The Kennewick Business Office recently acquired the assignment. Currently in negotiations. There are no Journeymen working for them. Working on several outstanding issues, including an Unfair Labor Practice that was filed associated with an outstanding grievance. The employer changed working conditions without bargaining. The Local has an organizing campaign for the clerical group that is moving forward. PERC will be mailing ballots April 29, 2020, with the vote tally scheduled for May 20, 2020, in Olympia, Washington.

Kennewick Office

Randy Coleman, Business Rep.



Our union in the age of a pandemic?

Once again, I have procrastinated for several weeks, staring at the deadline for Business Rep contributions to our Local 77 newsletter. The deadline is now, but a few hours in front of me. Procrastination was predictable; however, as you know, the landscape surrounding us as a union feels unfamiliar as we struggle to network with each other, enforce contracts, bargain contracts, ensure members maintain equality and a voice in the workplace. Since early March, the obvious observation is how blind we would be without union leadership. Union leadership, as we all know, comes from our members serving as Stewards, members accepting committee appointments, members volunteering for action request, members providing input and/or listening to peers. Yes, union leadership comes from our members that choose to claim their rites under the National Labor Relations Act. Our member union leadership has kept our voice viable in the these most challenging of times and I offer the following accomplishments as evidence of our members' leadership success.

Energy Northwest

There are multiple COVID-19 Letters of Agreement:

- Reinforcing applicability of our Collective Bargaining Agreement during pandemic
- Members maintain wages (kept whole) if declared non-essential
- Established rotations for essential work evolutions
- Provisions for at-risk members
- Established telecommuting as an option
- Return to work planning
- Availability of COVID-19 test

Nuclear Bargaining Unit Negotiating Committee continues to prepare, via multiple Zoom meetings (video conference).

Framatome

- Temporary Swing Shift agreement to facilitate social distancing
- Labor/Management conference calls to ensure our Health & Safety Technicians maintain an active role in COVID-19 hazard mitigation.
- Securing test for members subjected to direct contact with COVID-19.

Kennewick Office

Randy Coleman, Business Rep., Cont.

Battelle/PNNL

Essential employees remain at work; all others maintaining wages (kept whole)
Renegotiated failed contract – new Tentative Agreement ratification vote to be held on May 29, 2020

3-year contract
3% annual GWI

Cost recovery for WA State Electrical License expense, to include wages for CEU time
Members volunteered as essential to ensure other members, declared risk due to COVID-19, could remain at home.

Shift agreements, intended to facilitate social distancing, will be implemented upon return to work

Hanford

Essential employees remain at work; all others maintaining wages (kept whole)
Non-essential employees will be call back soon; however, social distancing and use of mask/face coverings is to be determined
Labor/Management committee established for back-to-work planning

Fraternally,

Randall J. Coleman

IBEW LU 77 Central WA. Picnic

PICNIC

IBEW 77 Central Washington Picnic

July 11, 2020—Begins at 12:00 PM

BYOB & Potluck Style Picnic
Hamburgers, Hotdogs, Condiments, &
Water provided by IBEW Local 77.

RSVP: Shannon Bono (509)783-4136 or ibew77@gmail.com

GOLF TOURNAMENT:

Begins at 9:00 am @ Crescent Bar River Bend Park - Grant PUD Facility
\$60.00 for a two person team, must sign up as a team (limit 18 teams).

Prizes for top 4 teams, \$100 in prizes for first place team.

Contact Jared Montgomery for registration/questions.

CORNHOLE TOURNAMENT:

Prizes for top 4 teams.

CAMPING:

Camping available – must be reserved and spots will go QUICKLY!

Reservations open up January 15th at 9AM! Please contact via phone at
509-754-5002 OR online at

<https://www.crescentbarrecreation.com/camping>

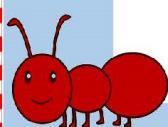
Alternate Camping: Thousand Trails Camp Site

Please contact via phone at 509-787-4349 OR online at rvonthego.com

QUESTIONS—CALL:

Rick Van de Brake (509)760-5435 (or) Tim Barnett (509)638-4235
Golf Tournament—Jared Montgomery (509)669-5999

Crescent Bar River Bend Park * Address: 8975 Crescent Bar Rd NW, Quincy, WA.
Phone: (509) 754-5002 * Email: crescentbarrecreationarea@outlook.com



COVID-19: things you should know

EMPLOYEE RIGHTS

PAID SICK LEAVE AND EXPANDED FAMILY AND MEDICAL LEAVE UNDER THE FAMILIES FIRST CORONAVIRUS RESPONSE ACT

The **Families First Coronavirus Response Act (FFCRA or Act)** requires certain employers to provide their employees with paid sick leave and expanded family and medical leave for specified reasons related to COVID-19. These provisions will apply from April 1, 2020 through December 31, 2020.

► PAID LEAVE ENTITLEMENTS

Generally, employers covered under the Act must provide employees:

Up to two weeks (80 hours, or a part-time employee's two-week equivalent) of paid sick leave based on the higher of their regular rate of pay, or the applicable state or Federal minimum wage, paid at:

- 100% for qualifying reasons #1-3 below, up to \$511 daily and \$5,110 total;
- $\frac{2}{3}$ for qualifying reasons #4 and 6 below, up to \$200 daily and \$2,000 total; and
- Up to 12 weeks of paid sick leave and expanded family and medical leave paid at $\frac{2}{3}$ for qualifying reason #5 below for up to \$200 daily and \$12,000 total.

A part-time employee is eligible for leave for the number of hours that the employee is normally scheduled to work over that period.

► ELIGIBLE EMPLOYEES

In general, employees of private sector employers with fewer than 500 employees, and certain public sector employers, are eligible for up to two weeks of fully or partially paid sick leave for COVID-19 related reasons (see below). Employees who have been employed for at least 30 days prior to their leave request may be eligible for up to an additional 10 weeks of partially paid expanded family and medical leave for reason #5 below.

► QUALIFYING REASONS FOR LEAVE RELATED TO COVID-19

An employee is entitled to take leave related to COVID-19 if the employee is unable to work, including unable to telework, because the employee:

- | | |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none">1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;2. has been advised by a health care provider to self-quarantine related to COVID-19;3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;4. is caring for an individual subject to an order described in (1) or self-quarantine as described in (2); | <ol style="list-style-type: none">5. is caring for his or her child whose school or place of care is closed (or child care provider is unavailable) due to COVID-19 related reasons; or6. is experiencing any other substantially-similar condition specified by the U.S. Department of Health and Human Services. |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

► ENFORCEMENT

The U.S. Department of Labor's Wage and Hour Division (WHD) has the authority to investigate and enforce compliance with the FFCRA. Employers may not discharge, discipline, or otherwise discriminate against any employee who lawfully takes paid sick leave or expanded family and medical leave under the FFCRA, files a complaint, or institutes a proceeding under or related to this Act. Employers in violation of the provisions of the FFCRA will be subject to penalties and enforcement by WHD.



WAGE AND HOUR DIVISION
UNITED STATES DEPARTMENT OF LABOR

For additional information
or to file a complaint:
1-866-487-9243
TTY: 1-877-889-5627
dol.gov/agencies/whd



WH1422 REV 03/20

Trees, Potelco Admin. & Westin Hotel

Teri Kanner, Business Rep.



As Essential workers in the Electrical Industry, Vegetation Management, Potelco Admin. Group, The Westin members as well, I want to take the time THANK ALL of our Members for their amazing response to the unusual circumstances

that we are facing because of the COVID-19 pandemic. This is all new to us, and as we continue to navigate this pandemic together, we want to be sure all members have the necessary tools and resources to continue working safely, and in good health.

Asplundh's Message on COVID-19

As the United States and many other countries continue to battle the COVID-19 outbreak, we wanted to update you with what we are doing at Asplundh Tree Expert, LLC. Our focus continues to remain on the health and well-being of our employees and customers. To do this, we are continually monitoring the impact of the spread of COVID-19 and reviewing information as updates from the U.S. Centers for Disease Control and Prevention (CDC) are distributed. As recommendations change from the CDC, we are adapting, as our members are diligently taking many precautionary measures to help reduce the chance of spreading the virus. We stand by our commitment to help keep the power flowing in our communities during this pandemic. Health and safety precautions Our employees across the globe have been actively participating in preventative measures according to the CDC's recommendations, including – but not

limited to – following the social distancing etiquette; routine cleaning and disinfecting touched objects; and frequent hand washing. We have replenished our healthy hygiene supplies for common areas of all offices and are providing those in the Field with these supplies as well to keep their equipment and vehicles clean and disinfected.

Communications: As our communities are setting new restrictions and updating their preventative measures, as recommended by the U.S. government and CDC, we have been adapting our policies and procedures. At the Home Office in Willow Grove, Pennsylvania, our 'COVID-19 Task Team' thoroughly executes communications within our company and ensures the latest developments are shared effectively. We have protocols in place for our employees at all levels in the event they become ill, have a team member that becomes ill or encounter a potentially ill person. These protocols ensure the proper levels of management as well as the proper departments are aware of such illnesses, and to provide the appropriate resources to them to help their recovery process. In addition, to help reduce the potential of spreading the illness, we have travel restrictions in place for employees and are asking employees that are capable to work from home in accordance with recommendations from the CDC.

Trees, Potelco Admin. & Westin Hotel

Teri Kanner, Business Rep., Cont.

As always, we remain committed to providing our reliable presence. We are confident our employees are taking all precautionary measures for themselves, as well as their families, which requires the highest level of responsibility during a pandemic. We are confident in our swift decisions and we will continue to do what we feel is best for the health and well-being of our employees and customers.

Thank you for your continued support and your proactive efforts as we overcome the COVID-19 outbreak. As a team, we will get through this pandemic and come out on the other side stronger than ever.

Be well,

Yours in Solidarity,

Teri

KEMP WEST CREW: CALE CASSIDY, AUGGIE VILLEGAS, DANIEL NOBLE, ENRIQUE RAMOS, AND BUSINESS REP. TERI KANNER, PAC DIRECTOR/MEMBERSHIP DEVELOPMENT SEAN BAGSBY, AND EXECUTIVE BOARD MEMBER REESE HINKLE.



opening page

Trees, Potelco Admin. & Westin Hotel

Teri Kanner, Business Rep., Cont.

Asplundh Tree Crews



Above: Foreman Allen Galloway & Crew
Darren Boeholt and Monty Simmons



Above: Foreman Jered Rusher Crew Austin
Arrington and John Harmon

Trees, Potelco Admin. & Westin Hotel

Teri Kanner, Business Rep., Cont.

A banner for IBEW's 2020 Photo Contest. On the left is a camera with its screen showing a photo of a construction site. To the right of the camera, the text reads "IBEW's 2020 PHOTO CONTEST" in large white letters, followed by "ENTER TODAY | DEADLINE: OCT 1" in smaller white letters.

IBEW's 2020 PHOTO CONTEST
ENTER TODAY | DEADLINE: OCT 1

The IBEW's 2020 Photo Contest Enter Today. Prizes: 1st Place - \$200; 2nd Place - \$150; 3rd Place - \$100; Honorable Mention - \$50. To register, go to: <http://www.ibew.org/PCS/>

Photo Contest Rules:

1. The contest is open to active or retired IBEW members only. The person submitting the photo must be the person who took the photograph. Members may enter up to five photos each.
2. International officers and staff are not eligible.
3. Photos can be submitted as digital files of at least 300 dpi, measuring 1,200 by 1,800 pixels at minimum, in color or black and white. Larger files of at least 2,200 pixels are encouraged.
4. All submissions become property of the IBEW Media Department.
5. Photo entries must have an IBEW theme of some sort, with IBEW members at work, engaged in a union-related activity or featuring subjects conveying images of the electrical industry or the union.
6. If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or the purpose of the gathering (e.g., a safety committee, a linemen's rodeo, a union meeting) can be submitted in place of individual names.
7. Photos previously published in IBEW publications or on the website are not eligible for submission.
8. Starting this year, entries must be submitted electronically via the Photo Contest link on ibew.org. Please contact the Media Department at media@ibew.org or 202-728-6102 with additional questions.
9. Up to 15 finalists will be selected and posted on ibew.org for final judging by the public.

The winners will be featured in a future issue of the Electrical Worker. Photo Guidelines: Here are some guidelines that will help ensure that the photos you send in for the contest look as good to the rest of the world as they do to you:

- Pay close attention to pixel width and resolution. Generally, photos should not be less than 2,200 pixels wide at 300 dpi. Most computer programs have a "Properties" tab you can use to check pixel width and file size.
- Another good indication of image quality is file size. Typically, the file size should be listed megabytes (MB). A file size listed in kilobytes (kb) is too small.
- Always err on the side of uploading a larger photo.
- Cameras also have adjustable settings for photo resolution. For print quality, camera settings should be set to an image size of 5 M (megapixels) or higher. If you're unsure about the settings, a good rule of thumb is to set the camera to the highest quality setting it allows.
- Cellphone photos may be acceptable, depending on the phone model. Newer model smartphones (iPhone, Android and Windows) usually produce files that are high enough in quality.

Puget Sound Energy

Jen Watson, Business Rep.



Brothers and Sisters,

My work environment may have changed, but I have remained busy during this unprecedented time. I am happy to report that PSE has had no layoffs and has the majority of its employees working from home during the COVID-19 pandemic. At first we were postponing meetings with the company for grievances, but have gotten into the rhythm of keeping our appointments electronically. Thank you to those that have attended the WebEx meetings.

I am currently working with our attorney on several grievances in Hydro and the Customer Access Center for which we have demanded arbitration. If we are not able to come to settlements we will be scheduling arbitration as soon as we are able.

I have been working with the Load Office on forming their Small Committee so we can head to the table for negotiations. I have also been working with members preparing for Labor Management meetings that were called out in the newly ratified CBA. We will likely start meeting electronically and go with the flow of the phased approach the governor has outlined for gathering.

I miss seeing your faces at unit meetings. If your unit is interested in meeting via Zoom on your normal unit meeting night, let me know. While we won't be able to hold an official meeting, I am open to the opportunity to catch up. In the meantime, please continue to reach out to me with issues as they arise.

I hope everyone is staying safe and sane under what are likely different working conditions while also juggling family responsibilities. Keep showing PSE that you really are the backbone of the company.

In solidarity,

Jen Watson

Southwest PUD's

Steve Cant, CIH, Business Rep.



City of Centralia & Water-Waste Water; Lewis Co. PUD; Cowlitz Co. PUD; PacifiCorp Generation Plant and Grays Harbor Energy, LLC Plant

COVID-19 Pandemic Consequences

Washington's Governor Inslee has issued several COVID-19 Proclamations and emergency restrictions to protect the citizens and workers of the State from the Coronavirus Pandemic. Our Local Union 77 members have been tasked with ensuring the continued safe operation and maintenance of the electrical industry infrastructure including generation, transmission and distribution, and water and wastewater in certain geographic areas including the City of Centralia. Our members have stepped up and performed admirably including electrical Line crews, tree clearance trimmers, turbine operators, mechanics, customer service representatives, as well as many other specialized experts and support personnel. We are proud of them all and thank everyone during this challenging time.

The Pandemic has had several significant consequences. For example, there were no Unit Meetings in February, March, April or May for Unit 103 PacifiCorp Gas Plant in Chehalis, Unit 104 Lewis County PUD in Chehalis, Unit 106 Cowlitz County PUD in Longview, Unit 133 in the City of Centralia, and Grays Harbor Energy Center (GHEC) near Elma. None-the-less communication was maintained using mobile phones, social distancing, frequent information exchanges with shop stewards, texts with members, and e-mails with management staff. The May EUSAC and Safety Summit Conference were cancelled as was the Spring Unit Conference. The Pandemic created a 24/7 challenge but together with our dedicated members and utility partners, our Units all appear to be working well and with each other in a supportive manner.

PacifiCorp Generation Plant and Grays Harbor Energy, LLC Plant

There are currently no active grievances at either plant and both plants continue to operate fully and effectively although competition for turbine operators and plant maintenance staff remains high. The PacifiCorp Corporate HR Office has been excellent at keeping all affiliated high voltage IBEW Local Unions fully informed regarding their COVID-19 response program and updates. We have had frequent joint Management/Labor teleconferences and have received all updates and documents their management team has received. There was concern regarding rumors of a pending sequestration at PacifiCorp, however, the Company cleared that up by explaining that they prudently looked at it as an option for protecting both their workers and facility, but ruled it out as having too many pitfalls. Currently, we are awaiting the results of interviews for two lead operator positions GHEC and will ensure hiring is completed within the CBA which should be prior to the end of May.

Southwest PUD's

Steve Cant, Business Rep., Cont.

City of Centralia

Water and Wastewater negotiations which began at the end of 2019 have been unable to be completed due to the Pandemic working emergency orders. However, we were able to complete and agree on all non-financial issues plus benefits other than general wage compensation and classification adjustments. With regard to wages, the City is pushing use of the Consumer Product Index (CPI) while the Union wants to use discreet percent (%) increases so we will need to break that logjam in the future. Both parties have agreed to consider comparison wage and classification data from eight (8) other cities. Our Labor team has stepped up and volunteered to request, collect and assemble the wage data into a usable summary. Since nothing is ever easy, it was necessary to utilize public disclosure requests and finally all data has been received. Meanwhile, as the Pandemic and its effects continue, negotiations on wages will only become more complex and difficult.

The Centralia Light Department has been ordered by the City Manager to bring all crews off alternating weeks at home with pay back to work full time. Currently, both major line teams (Blue and Gold) are working, but remain under social distancing guidance, use of separate lunch areas, and alternate callouts after hours or as may be worked out by the crews. Members are not co-mingled and to the degree possible, only work outages in their respective groups rather than use regular seniority rotation.

Lewis Co. PUD

We have reached agreement on several issues related to the introduction of the single Serviceman (single bucket) trucks, but more concerns, including wage rate, likely continue into regular contract negotiations at the end of the year. The District disqualified a member's bid on a groundman position twice for being "not sufficiently qualified" based on a prior written reprimand that did not affect his seniority qualifications under the CBA. We are also looking into concerns about a change in practice with respect to training individuals for the CDL exam. An issue related to use of the Equipment Operator classification after normal work hours is being researched as is seniority related to an Engineering Tech filling in for Dispatchers as relief person for vacation hours.

Cowlitz Co. PUD

The Cowlitz County PUD, we have a member on paid administrative leave pending investigation and disciplinary action related to alleged mistakes, money handling, attitude, etc. We have been able to refute all allegations and therefore no discipline has been issued at this time. For the same person, the District also proposed a Performance Improvement Plan which included several negative findings, threats of termination and a rigid set of performance expectations. The District's material has been completely refuted. We have now proposed the District provide training in a positive way on performance expectations for the entire Customer Service area from bottom up to Manager and we provided a detailed multi-page proposal which included a "respectful workplace" section, and in addition, there would be no discipline issued. The COVID-19 program at the District appears to be working well.

Southwest PUD's

Chris Henning, Business Rep.



What a weird time we are living in now, pandemic response is now a real situation and not some theme of a movie. The actions taken have and will impact the way we do things in the future good and bad. One benefit of all of this is the fact that whether management wanted to admit it or not you are all essential employees. Some utilities have treated this as a serious matter, while some have done just enough to comply with the government and others have buried their head in the sand just hoping it will go away. What matters most is that even through a pandemic the members of IBEW Local 77 show up and get the job done in an efficient and safe manner and for that you all should be proud of who you are and the work you do.

Thank you

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YOUR DUES!**

**Local 77's Seattle, Spokane, and Kennewick
Offices accept these credit cards.**

VISA, MASTERCARD, & DISCOVER CARD

Thank you for your continued support!

PAC & Organizing

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



Welcome to 2020,

Welcome to 2020, a world our younger selves of 6 months ago would not recognize. A world that changed overnight, and with it our daily lives and sense of normalcy. Future generations will ask, what was it like before COVID? Children born today will not be able to experience a pre-Covid world or understand the world we are longing for, and grieving over. The truth is, we find ourselves today in the “upside down world”, a place of uncertainty and unknowns. Having said that, I am reminded of the importance of using this time to focus on finding new and creative ways to work. Instead of lending power to fear, let's remind one another that when there is a will, there is a way. After all, together we can still accomplish much.

Finding New Ways

You've heard the expression “Politics never sleep,” well it's true, even a worldwide pandemic isn't enough to stop the great political wheel! Facing the challenge of lockdown in full force, our PAC committees still managed to find a way to keep moving forward with the early endorsements process for some of our candidates. What is usually done in person, was now done by conference call. Candidate interviews previously scheduled and conducted in PAC member meetings, now took on the look of Hollywood Squares or the Brady Bunch opening scene (Zoom) meetings. Even with the new challenges, Our PAC Committees managed to get it done. I want to thank our King County and Ben Franklin PAC members for their dedication, and flexibility in our ever-evolving process, and for their working so graciously together with me.

WSLC COPE Convention

With early endorsement wrapped up, next up was the annual WSLC Cope Convention. This is where Delegates representing **WSLC**-affiliated unions from across Washington State gather (*this year, first time online*), to vote on endorsements for congressional, statewide, state legislative and judicial candidates, plus state ballot measures. Our delegates this year included; myself, President Damian Hernandez, Brother Patrick Lyman and Brother Charlie Reyes. For the most part all went smooth, with only a few technical hic ups. After 12 long hours of watching democracy play out, we had successfully completed our statewide endorsements.

PAC & Organizing

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

This is an incredible event that really needs to be experienced firsthand. The collective power of labor is an incredible force, and participating provides us at 77 a voice in helping shape our future political landscape. My hope is that each of you, would consider playing an active role in either our PAC (Political Action Committee), or as a delegate/substitute delegate to your local Labor Council, or even as a PCO (Precinct Committee Officer) in your LD. Let me know if I can help in any way by answering questions or if you are just interested in learning more about the process. I'm always up for a visit.

VOC / RENEW

As with most things, we are in a holding pattern with an ever-changing timeline. Most events have been either cancelled or postponed with no future date determined, a constant moving target for now. I do have absolute confidence in our VOC and Renew in their ability to overcome these challenges, as they help to reshape our new normal and come up with new ways to do things.

Finally, I want to thank everyone for the kindness, encouragement and support given me as I step in and try to fill some very large shoes left by our Mr. Sean Bagsby. Never follow a hall-of-famer they say, that is exactly where I find myself. What an amazing man! There is so much more that should be reported on here, but with just 3 weeks under my belt it will have to wait for next time. I'm so thankful to be working with such a fine group of men and women, and hope that you will reach out to me with ways I can help support the good work that you all do. In the meantime, remain safe, healthy and hopeful.

In Solidarity,

Christine Reid

PAC & Organizing

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

Wear it Wednesday!



DAMIAN HERNANDEZ



CHARLIE REYES

WSLC Delegates



CHRISTINE REID



PATRICK LYMAN

City of Bellevue/Seattle SDOT/King Co.

Jonathan Finch, Business Rep.



City of Bellevue

Bellevue recently hired a new Crew Chief in the Signal Shop. Christina Henrie had been filling in for over a year. She did a wonderful job; seems the City wanted to bring in someone from the outside. The new hire reportedly comes from the City of Redmond. I look forward to meeting him and getting him involved in Local 77.

Our members continue to report to different sites with staggered start times. I have no reports of anyone falling ill or being diagnosed with COVID-19.

City of Seattle, SDOT

The Signal Electricians have long struggled with equity in their overtime distribution. It has been a subject of JLMC for years. We are finally negotiating the new policy. I am hopeful this will ease some tension in the shop.

Roughly half of the crew has self-identified as high risk and remain home fully paid (at least until the end of May). The remaining Electricians are on a rotation with 50-60% working 1 week on/ 1 week off-site (telework).

King County Metro Transit & DOT/IT

I continue to attend coalition meetings with our labor partners on behalf of the Signal and Roads folks. Due to the pandemic, the County is anticipating massive budget shortfalls. As I write this, the recent Transit Drivers contract has yet to pass thru King County Council. There is worry among our coalition partners that the council may reject the contract in an effort to save money. Either way, the coalition faces a tough Q3 and Q4 for bargaining. The County indicates they have enough money and projected federal aid to get thru 2020 without layoffs/furloughs; but 2021 and 2022 currently look bleak. Thankfully, our members in the Signal Shop and Radio Shop have steady work and do not have a reduced workload at this time.

Council approved the DOT/IT contract and members saw their new pay rate on most recent check and will see retro on the next one.

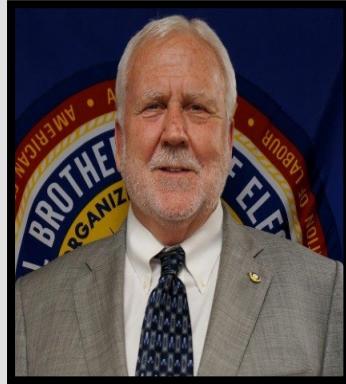
Transit/Light Rail contract was voted on by members and passed 41/20. It should be legislated on May 26th and raise and retro should be in our members pockets by the end of June. Worked with Metro/Light Rail on new COVID schedule. This allows more social distancing and more time away from work.

Metro terminated one of our members – we have filed a grievance on this. It was denied at Step 2 and we have moved it to Step 3.

Jonathan

Jefferson PUD & Enwave

John Cunningham, Business Rep.



Kittitas Co PUD

Local 77 continues to try to provide meaningful representation to this beleaguered bargaining unit. At the time of this writing we have only one member, a storekeeper, on the property. Historically, there have been six journeyman linemen on the crew structure. Six members left from September through December of this past year.

Assistant Business Manager Brian Gray and I have been working to create an agreement that might attract a new crew. The non-bargaining unit employee group has voted to return to the Social Security system. This may attract members when coupled with PERS. One of the active topics of discussion is the creation on an on-call status with appropriate compensation.

Enwave

The entire unit has been kept working at the steam utility. The employer and Union agreed on an exception to allow vacation carry over language for the year in the wake of the pandemic.

Jefferson Co PUD

The Union and District continue to negotiate under terms of an extension following the April 30 expiry of the current agreement.

The parties have made significant progress. The tentative agreements to date include:

Accelerated PTO accrual

Added personal days off

Improvement in the District contribution to an HRA

Increase in the District 457 match to employee dollars

District to pay 50% of Paid Family Medical Leave premium

Journey Line wage to \$50.00 (4.62%) – May 1 2020. 2021 – 3.25%. 2022 – 3.25%.

29 May 2020

Today is my last day of service at Local 77. It has been one of the great pleasures and honors of my life to have been in the employ of the Local. We do good things for the membership across the Local, bring value to our employers, and serve in our communities. Thank you all for pulling together to make our Local work.

“If it isn’t safe, don’t do it.” John Logan

Local 77 Remembers Those We Lost



<u>Member Name</u>	<u>Reported Death Date</u>
Donald E. Bankson	April 21, 2020
Arthur I. Driscoll, Jr	May 11, 2020
Barney R. Howard	March 26, 2020
John W. Meyer	March 31, 2020
Robert H. Murphy	April 3, 2020
Robert D. Newman	April 20, 2020
Larry F. Sather	April 21, 2020
Jack L. Thompson	May 3, 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.

COVID-19: things you should know



STOP THE SPREAD OF GERMS

Help prevent the spread of respiratory diseases like COVID-19.

Avoid close contact with people who are sick.



Cover your cough or sneeze with a tissue, then throw the tissue in the trash.



Avoid touching your eyes, nose, and mouth.



Clean and disinfect frequently touched objects and surfaces.



Stay home when you are sick, except to get medical care.



Wash your hands often with soap and water for at least 20 seconds.



For more information: www.cdc.gov/COVID19



CS314915-A

VOC Committee

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

**Wear it
Wednesday!!
2.0**

Send us your pictures of
you and your brothers
and sisters to:
ibew77@ibew77.com
& please post to the
VOC Facebook page.

**SHOW YOUR UNION PRIDE AND WEAR
YOUR IBEW 77 SWAG ON**

WEDNESDAYS IN 2020!

#ImIn77

VDC Committee

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



RENEW Committee

Christine Reid, RENEW Committee



2020 T-SHIRT DESIGN CONTEST!

IBEW Local 77

Contest Rules:

- ⇒ Design your artwork (freehand or digitally)
 - * artwork must be IBEW/SAFETY/UNION oriented
- ⇒ Submit your design by July 7, 2020 to: RENEW@ibew77.com
- ⇒ We will post all submissions on Local 77's Facebook page
- ⇒ VOTE! through the Local 77 Facebook page: facebook.com/IBEWLocal77
- ⇒ After the winning design is selected, a batch of both men's & women's t-shirts will be available for purchase in the IBEW Local 77 Online Store.

Voting will begin on
July 8th & end on July 31st



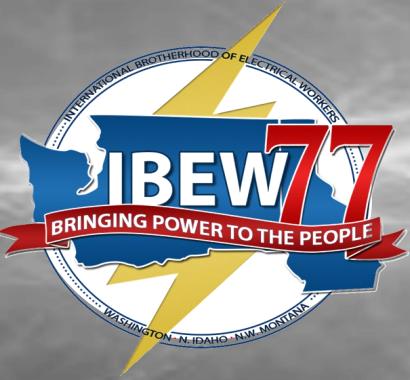
Remember to submit YOUR design to RENEW by July 7, 2020 via email to:
RENEW@ibew77.com

Unit Meeting Schedule

Week	Monday	Tuesday	Wednesday	Thursday	Friday
First Week	<p>Unit 105 Grays Harbor PUD/City of McCleary – IAM/Woodworker's Hall, 2600 Summer Ave, Aberdeen, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 110 Pacific Co. PUD/Wahkiakum Co. PUD – Hunters Inn Restaurant & Motel, 1060 State Rd 4 West, Naselle, WA at 6:30 p.m. (meets monthly)</p> <p>Unit 127 Okanogan PUD/Ferry PUD/ Okanogan Electric – Okanogan PUD Auditorium, 1331 Second Ave N, Okanogan, WA at 7:00 p.m. (meets monthly)</p> <p>Unit 140 Instrument Specialists (HAMTC) – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 155 Construction – Alger Community Center, 18735 Parkview Lane, Alger, WA at 4:30 p.m. (meets monthly)</p>	<p>Unit 104 Lewis Co. PUD – Operations Center, 124 Habein Rd, Chehalis, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 114 Chelan PUD/Douglas PUD – Labor Temple, 27 N. Chelan Ave, Wenatchee, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 177 City of Seattle I.T. – Seattle Municipal Tower, Room 1600, 700 Fifth Ave, Seattle, WA at 5:00 p.m. (meets monthly)</p>		<p>Unit 106 Cowlitz Co. PUD – PUD Operation Center, 875 Industrial Way, Longview, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 116 Puget Sound Energy/City of Bellevue – IBEW 77 Hall, 19415 Int'l Blvd, SeaTac, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 120 Grant Co. PUD – even months – Feb, Apr, June, Aug, Oct, & Dec at Grant PUD, 312 W. 3rd Ave, Moses Lake, WA at 7:00 p.m. odd months – Jan, Mar, May, July, Sept, & Nov at Ephrata Service Center, 30 C St. SW, Ephrata, WA at 7:00 p.m.</p>	
Second Week	<p>Unit 109 Avista (Coeur d'Alene & Sandpoint Docks)/Kootenai Electric – Hayden Eagles, 1520 W. Wyoming Ave, Hayden, ID at 5:00 p.m. (meets monthly)</p> <p>Unit 112 Puget Sound Energy – Olympia Labor Temple, 119 ½ N Capital Way #5, Olympia, WA at 6:00 p.m. (meets odd months – Jan, Mar, May, July, Sep, & Nov).</p> <p>Unit 121 All Energy NW Units – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 7:00 p.m. (meets monthly)</p> <p>Unit 128 Mason Co. PUD #1 & #3 – Johns Prairie Operations Center, 2621 E. Johns Prairie Road, Shelton, WA at 5:30 p.m. – From May–Sept meeting starts at 6:00 p.m. (meets monthly)</p> <p>Unit 131 Benton REA – Line Room REA, Prosser, WA at 5:45 p.m. (meets monthly)</p> <p>Unit 135 Potelco Admin – IBEW 483 Hall, 3525 S. Alder St, Tacoma, WA at 5:30 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec).</p>	<p>Unit 107 SCL–Skagit – Annie's Pizza, 44568 WA-20, Concrete, WA (meets even months – Feb, Apr, June, Aug, Oct, & Dec) at 5:15 p.m.</p> <p>Unit 111 Benton PUD/Big Bend/City of Richland/Construction/Columbia REA/ Franklin PUD – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 6:30 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec)</p> <p>Unit 133 City of Centralia – City Light & Water/Wastewater – Line Room, 1100 N. Tower Road, Centralia, WA at 4:30 p.m. (meets monthly)</p> <p>Unit 137 Avista – Colville Service Center, 176 Degrift Rd, Colville, WA 3:30 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p> <p>Unit 148 Pend Oreille PUD – even months – Feb, Apr, June, Aug, Oct, & Dec at Tiger Fire Station, 390442 Hwy 20, Lone, WA at 6:00 p.m.</p> <p>odd months – Jan, Mar, May, July, Sept, & Nov at 202 Riverside Ave, Cusick, WA at 6:00 p.m.</p> <p>Unit 151 PSE Bothell Call Center – Sammamish Valley Grange, 14654 148th Ave NE, Woodinville, WA at 6:30 p.m. (meets monthly)</p> <p>Unit 156 Avista Clark Fork – Clark Fork Senior Center, 1001 Cedar St, Clark Fork, ID at 5:00 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec).</p>	<p>Unit 100 SCL/Seattle DOT/ King Co. Roads/ Enwave – even months – Feb, Apr, June, Aug, Oct, & Dec at IBEW 77 Hall, 19415 Int'l Blvd, SeaTac, WA at 6:00 p.m.</p> <p>odd months – Jan, Mar, May, July, Sept, & Nov at Shoreline Community College, Building #1500, Room #1504, 16101 Greenwood Ave. N., Shoreline, WA at 6:00 p.m.</p> <p>Unit 108 City of Ellensburg/Kittitas PUD/PSE – Moose Lodge, 301 W. 4th Ave, Ellensburg, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 123 Avista/ Inland Power & Light/ Modern Electric/ Cheney/ Vera Water & Power – IBEW 77 Hall, 1506 N. Washington, Spokane, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 136 Northern Lights – Northern Lights, 421 Chevy, Sagle, ID at 6:00 p.m. (meets monthly)</p>		
Third Week	<p>Unit 107a SCL–Boundary Dam – Western Star, 202 WA-31, Metaline, WA at 5:00 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p> <p>Unit 115 Puget Sound Energy – Alger Community Hall, 18735 Parkview Lane Alger, WA at 5:30 p.m. (meets monthly)</p> <p>Unit 124 USBR/Grand Coulee – Old Grand Coulee Middle School, 412 Federal Ave, Grand Coulee, WA at 5:30 p.m. (meets even months – Feb, Apr, June, Aug, Oct, & Dec).</p> <p>Unit 125 Avista Pullman - Avista Pullman Service Center, 5702 WA 270, 3:30 p.m. (meets monthly)</p> <p>Unit 126 Avista/ Clearwater Power – Avista Clarkston Service Center, 1330 Fair St, Clarkston, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 141 Areva – IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 4:30 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	<p>Unit 119 PSE – The Eagle's Nest at Kitsap County Fairgrounds – 119 Fairgrounds Rd NW, Bremerton, WA at 5:30 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p> <p>Unit 129 Spokane Construction – IBEW 77 Hall, 1506 N. Washington St., Spokane, WA at 7:00 p.m. (meets monthly)</p> <p>Unit 130 Avista/Idaho Co. Light & Power – Grangeville Service Center, 201 E. Main St, Grangeville, ID at 3:30 p.m. (meets quarterly – Feb, May, Sept, & Nov).</p> <p>Unit 158 Jefferson Co. PUD – Finnriver, 124 Center Rd, Chimacum, WA at 5:00 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	<p>Unit 152 C.M.E.O.s – IBEW 77 Hall, 19415 Int'l Blvd, SeaTac, WA at 5:30 p.m. (meets quarterly) Call SeaTac hall for dates.</p>	<p>Unit 149 Tree Trimming – at 7:00 p.m. (meets monthly)</p> <p>Jan, Mar, May, July, Sept, & Nov at IBEW 77 Hall, 19415 Int'l Blvd, SeaTac, WA</p> <p>Feb, June, & Oct at IBEW 483 Hall, 3525 S. Alder, Tacoma, WA</p> <p>Apr, Aug, & Dec at Labor Temple, 2812 Lombard, Everett, WA</p>	
Fourth Week	<p>Unit 118 Snohomish Co. PUD – Labor Temple, 2812 Lombard, Everett, WA at 5:30 p.m. (meets monthly).</p>	<p>Unit 117 Electricians (HAMTC) - IBEW 77 Hall, 2626 W. Clearwater Ave, Kennewick, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 122 Puget Sound Energy VFW Hall, 120 2nd St. NE Room 2224, Puyallup, WA at 6:00 p.m. (meets monthly)</p> <p>Unit 138 Metro – Washington State Labor Council Building, 321 16th Ave. S., Seattle, WA at 4:30 p.m. (meets monthly)</p> <p>Unit 142A Seattle Construction – IBEW 77 Hall, 19415 Int'l Blvd, SeaTac, WA at 7:00 p.m. (meets monthly)</p>	<p>Unit 150 Puget Sound Energy Goldendale – PSE Plant at 6:00 p.m. (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	<p>Unit 153 Puget Sound Energy Mint Farm– Longview at 4:30 p.m.; (meets odd months – Jan, Mar, May, July, Sept, & Nov).</p>	

The 41st Annual Washington Women in Trades Fair is postponed until Wednesday, September 30, 2020. All other details remain the same. Click on the image below for more information.





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