



THE

1439

TIMES

News and information for, and about, the members (and families) of IBEW 1439 who proudly serve: The electrical industry: Ameren UE (St. Louis), Alliant Energy (Iowa) and Entergy (Arkansas); the natural gas industry: Atmos Energy (Missouri); and city employees (except police and firefighters) in Potosi (Missouri)

Volume 18, Number 4 July / August, 2011

What has become of our bidding procedure? 'Fun and games' hurt our members

It is increasingly evident that we are losing sight of what the bidding procedure was put in place for. It is our bargained-for right, as 1439 members, to bid on different jobs within the company based on seniority and qualifications.

This allows us to move along in our careers and advance into different jobs or apprenticeships. This is how we better our lives. When we advance it usually comes along with a pay raise, new skills and a job that you enjoy and can look forward to coming in to. This in turn has a positive effect on you and your family.

Over the years though, it

By
**TIM
FLANAGAN**
Vice
President



appears that the procedure has transformed into more of a game with some of our own members. Brothers and Sisters that have no intention of taking the job or have the necessary qualifications for the job are signing bids. The only thing this does is slow down the process.

Then to make it worse, when they are polled they take their

time answering. We all know that if they had a real intention of taking the job, they would already know the answer. They would have already "talked it over" with their family.

It is understandable to take a day or evening to reconsider before they answer, but that's all. Anything more is nothing but a childish game that only hurts our own members. Just recently we had several banked apprentices that were declared "excess employees" by the company. They were given a limited time to bid on another job within the company.

So what happened? A number of our members with skilled

jobs bid on the lower classification jobs that the banked apprentices needed to stay employed. These members didn't want to be janitors or porters; they just thought it was "cute" or "funny" to play with the company.

Thankfully the banked apprentices still found jobs, but next time we may not be so lucky. Or even worse, we could totally lose our right to bid. A right we have enjoyed and used to our benefit for decades.

So as 1439 members, let's do ourselves a favor and stop using the bidding procedure as a toy. Let's stop holding up transfers and training. The company has

already said that the bidding process is too timely and confusing. Part of this is its own fault; part of it is ours. But how can we expect the company to improve their part if we cannot stop our own members from turning it into a game?

We are hurting our friends and coworkers we work beside everyday. We are supposed to be Union Brothers and Sisters that look out for each other. So, if you are one of these members please stop wasting everyone else's time, stop wasting someone else's energy, stop wasting the company's money and stop affecting other people's lives. We will all be better off.

Hope and Joint Solidarity for Joplin

THE PREZ SEZ...

By
**BILLY
HOWLE**
President



For many classifications in our Union, hurricanes, tornados and straight-line winds mean many hours of storm restoration work.

Within the past few months, starting on New Year's Eve, then Good Friday, and May 22 in Joplin, we've witnessed the power of such storms when we see power lines snapped in half or even totally uprooted or leveled. When the average citizen sees pictures of a proposed work site, it's hard to imagine where to begin to clean up from such a disaster, but that's what we do for a living.

And make no mistake, it's

dangerous, but we do it safely, logically and efficiently. A lot of safety aspects have changed within the last couple of years.

On May 22, 2011, our brothers and sisters in Joplin were devastated. The F-5 tornado nearly leveled the town. In the days that followed the tornado, 11th District Vice President **Curt Henke** sent out an e-mail asking that everyone stay away from Joplin and let the dust settle. IBEW Local 95 so far has eight members that have lost their homes completely, and many of those that lost everything, have children.

Brother Lundien, Local 95 business manager has provided ages of the children if you would like to donate items for them:

- 4 month old – diapers – size 2 and diaper wipes
- 2 3-year-old girls,
- 13 year old boy (maybe a hand held game)

One family has 4 children:

- Girls – 3 & 11 years old
- Boys – 7 & 15 years old

Other items needed: hand sanitizer, toothpaste, toothbrushes, deodorant, laundry soap, hair brushes, towels, water, some pet food, peroxide, Band-Aids, Neosporin.

If you would like to donate money, Local 95 has set up a membership relief fund – the official title is "IBEW Local Union 95 Joplin Mo Membership Relief Fund." Send contributions to IBEW Local 95, 3316 S. Main, Joplin, Missouri 64804. Or send your donation to Local 1439 and we will forward it.

We do not have any details pertaining to Local 1474's families, but we will advise when we have any information available.

Many of us have benefitted from storm restorations. Let's give back for all of those times and help out our brothers and sisters in Joplin who have lost everything and help restore their hope for a better tomorrow.



St. Louis, April 22. Photo by Dave Long



Joplin, May 22

Negotiation updates on 3 properties

By
**MICHAEL D.
WALTER**
Business
Manager



Ameren/Missouri

The Local 1439 South contract expires September 30, 2011. Our 1439 South members report to the Potosi and Hayti headquarters. Presently we have 24 members working under the South agreement, a 50% reduction in the workforce. In 1992, when that property was purchased from Arkansas Power and Light, we had 48 members.

The negotiating committee is **Josh Ray**, Lineman reporting to Hayti, and **Doug Cheatham** reporting to Potosi. All members are scheduled to meet on June 23 in Cape Girardeau, Mo. There have also been discussions with the company related to an extension of the South contract to coordinate that agreement with the 1439 North agreement. If an extension is possible, it will need to be voted on by the South membership.

Some of you may recall that from the 1960's through 2007, IBEW Locals 309 and 649 were also included in our 1439 North contract agreement. The concept of including the South members would be no different.

The 1439 North contract expires on June 30, 2012. We are actively preparing for those negotiations as well. Why so early, you ask? There are several reasons. First, I would ask if you have been keeping up with the multitude of federal and state regulations which presently have affected the utility industry and those on the floor in Washington, DC and state capitals which have potential to result in serious affects. Certainly some could prove to be advantageous, but some will prove to be detrimental. You would have to be in a coma not to realize the economic disaster our country is in today.

As I have been personally working in this industry for 32 years and in the union office for 16 years, I will unequivocally tell you that this is the worst time I have ever experienced. The term "great depression" is

not thrown around senselessly. Utility companies do not close power plants, lay off workers and cut dividends as a plan to rape the consumers. The financial powers such as those on Wall Street do not lower the bond ratings of large utility companies to prove that they can do it. It is time to prepare ourselves for the next several years and there is no reason not to start now.

The North committee has been set out consisting of 24 members throughout the entire 1439/Ameren/Missouri jurisdiction. Our first meeting will be on June 27 at 5 p.m. at the union office. President **Billy Howle** and I commend the members who accepted the call. Your four officers, President **Howle**, Vice President **Tim Flanagan**, Treasurer **Cedric Childress** and Recording Secretary **Ken Bohning** are also on the committee.

There will be many tough decisions made, recommendations made, surveys and solidarity rallies. We can only ask that all members pay close attention, attend your union meetings and get engaged.

Alliant

Local 1439 has just completed negotiations with Alliant Energy. Business Representative **Doug Mueller** deserves respect and appreciation for a good job in serving as our chief negotiator. Alliant, like all, are operating in a state with a poor regulatory climate. Our membership in Southern Iowa has declined by over 50% in the last 10 years. There has been virtually no replacement of retired personnel in quite some time. It is as if the preparation to address the aging workforce is something we will simply put on a shelf to address another day.

Our relationship with Alliant's management and their attitude and intent to resolve issues in an open-minded and harmonious manner is good. I believe the approachable and cooperative attitude of the Alliant management is reflective of the outcome of our recent negotiations. As well, we cannot go on without recognizing the work ethic and professionalism of the Local 1439 workforce in Iowa. Brother Mueller's article

in this issue will cover the negotiations in more detail.

Entergy

Entergy Arkansas in a miniching style has shut down all hiring. I say miniching because this is the game plan of virtually all investor-owned electric utilities in this country. This is really nothing out of the ordinary. Entergy Arkansas, formally Arkansas Power and Light followed a similar game plan in 1994 when they announced massive layoffs. Seventeen years later, we find ourselves struggling to stay above water. Our members working the Northern Arkansas, Ark/Mo Service Territory have treaded water for so long it is concerning that we may drown. Robbing Peter to pay Paul is now the game plan/survival mode. We see no lights at the end of the tunnel.

It is becoming rather depressing to see and experience the men, the property and the customers suffer. The circuits are in need of re-conducting, the outages increasing in numbers as well as duration and most of all the continuing stress on our members as they continue to get the job done to the best of their ability.

All the factors included in our scenario on the Entergy property is a formula for failure and potential disaster. We can preach safety, Code of Excellence and professionalism, but as we all know, what our members do for the customers, the employer and their brothers and sisters each and every day is a different world. Our members in Arkansas are living and working in a degenerating set of circumstances.

It is hard for the employee/member to understand at times, but there are two known factors that we cannot control. One being the fact that our collective bargaining agreement, as all do, contains a "Management's Rights" provision. Management will determine manning requirements and needs. The second is the ongoing pressures of the economy, coupled with narrow-minded and unjustified decisions by state regulators and legislators.

As fatigue and frustration continue to mount, we are

seeing a rise in grievances and issues among the workforce. The evidence of this has been realized for about two years. We have been successful in resolving most if not all grievances and have successfully addressed some serious issues. This has been worked out in a reasonable and harmonious manner. We must give credit to managers such as **Brady Aldy** who has responded to our concerns and grievances with a very open-minded and approachable attitude. During these times, it is fortunate and key to our members who are keeping the faith and holding on to their professionalism

and values.

Brothers and sisters, the scenarios are no different on Entergy property as they are on most other properties. All challenges are similar across the industry. We can only continue to ask that our members keep the faith. We must remain hopeful and positive that change will soon come and the regulators and legislators in Arkansas will come to their senses and recognize the horrible outcome they are fostering. The quality of electric power to their constituents is truly at stake. With all of this, we continue to do our best to keep the lights on in Northern Arkansas.



St. Louis was proud to sponsor four Apprentice Linemen at the First Annual IBEW 702 Lineman's Rodeo in DuQuoin, Ill. on Saturday, April 30, 2011.

Outstanding performances by **Nathen Reed** and **Phil Barnowski** almost resulted in trophies, and nothing short of great performances by **Ryan Czajkowski** and **Steve Sach**. They competed in **Hurtman Rescue**, two mystery events and the "egg-ceptional" speed climb. This outing is great training for the upcoming 28th Annual International Lineman's Rodeo in Bonner Springs Kansas October 15 where Local 1439 has won First Place for Journeymen Team and our Apprentices consistently place in the top three.



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Vice President: Tim Flanagan

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Office Staff: Karen Krshul • Marianne Lindsey

Local 1439 is affiliated with the following:

Arkansas State AFL-CIO • Illinois State AFL-CIO • Iowa Federation of Labor • Iowa State Conference • Iowa Utility Workers • Lee County Labor Council • Missouri State AFL-CIO • Missouri State Conference of Electrical Workers • Missouri Utility Workers Conference • National Safety Council • Northeast Arkansas Labor Council • Safety Council of Greater St. Louis • St. Louis Labor Council • St. Louis Union Label & Services Trades Council • Labor Employment Relations Association (LERA)

3-Year contract with Alliant Energy ratified

BY
**DOUGLAS
MUELLER**
Business
Rep



On May 26, 2011 the Local Union 1439 membership on Alliant Energy's property in Ft. Madison and Keokuk Iowa ratified a new three-year labor agreement.

Alliant Energy is the major utility in Iowa and acquired the Ft. Madison and Keokuk locations from then-Union Electric Company in 1992. The 16 members who presently man the two locations consist of three Line Foremen, six Line Mechanics, two Troublemens, one Meter Technician, one Customer Field Representative and three Meter Readers.

The following is a summary of the new negotiated wages, language and benefits. All things considered, this is a good contract and one where we realized gains on nearly every level.

Convert Veterans Day and Presidents Day to floating holidays for which we received an additional holiday which would float as well.

Continue the existing Flex Benefit Plan. The current medical insurance will remain in effect.

Retiree Medical for those sixty five and older. In lieu of

the supplemental insurance which was provided by the Company at a cost of \$135.00 per month per employee and the equal dollar amount for the spouse. The Company will now deposit two thousand dollars per employee and a like amount for the spouse to be used to purchase supplemental medical and dental insurance.

When employees are required to work out of town the Company will pay for lodging and the employee will be reimbursed for the reasonable cost of their meals.

Inclement weather clause now reads during adverse weather and/or extreme temperatures the Company will not require employees to work out of doors for long periods of time except during emergencies. If it is determined that weather conditions are hazardous and which the employee is not properly protected, he/she shall bring the matter to the attention of supervision prior to commencing work. If brought to supervisions attention, work shall only proceed if by mutual agreement. Employees may decline work if they feel it is unsafe.

The overtime rate of 1.8 is reduced to 1.55. One-time pre general wage increase adjustments were made in lieu of this change. The Line Foreman realized a 5% increase of \$1.61 per hour, Line Mechanic a 5%

increase of \$1.48 per hour, Line Troublemens a 5% increase of 1.52 per hour and the Electric Meter Technician a 1% increase of \$.36 per hour.

If the employee with management approval, continues working into his/her rest period, the employee shall receive double time (2.0) for the hours worked during the rest period or beyond sixteen (16) hours, he/she shall receive double time for all hours worked beyond sixteen (16) hours.

In addition, double time (2.0) will be paid for all hours worked on Sundays, and all observed holidays.

Increased the amount of rest period from six to eight hours.

All regular and probationary employees covered by this agreement shall be entitled to vacations with regular pay each calendar year in accordance with the following rules and schedules.

Vacation to be taken in the first calendar year of employment will be based on the month the employee was hired as follows. January, 80 hours (10) days, February 72 hours (9) days, March 64 hours (8) days, etc.

In the calendar year in which the employee's second anniversary of full-time continuous employment shall occur, he/she shall be entitled to a vacation of two weeks and a like vacation in each calendar year thereafter.

Effective 12/31/2012 employees will not be allowed to carry over vacation. Employees who have submitted their letter of intent to retire prior to December 1 shall be allowed to carryover vacation (carryover must be used prior to May 1 of the following year.

Effective 7/1/2011 employees subject to the Flame Retardant Clothing policy will receive an addition of \$100.00 to \$600.00 when first becoming eligible for the FR clothing program. Any unused allowance may be carried over from year to year with the maximum carry-over balance limited to \$750.00.

Effective 1/1/2012 an annual FR clothing replacement allowance will be increased by \$50.00 to \$275.00 per calendar year. Any unused allowance may be carried over from year to year with a maximum carry over balance of \$750.00.

Effective 7/1/2011 safety toe shoe allowance will be increased to \$40.00 for employees required to wear safety toe footwear, \$70.00 per employee required to wear climbing footwear and \$40.00 for Meter Readers and any other employees regularly assigned to a walking route.

Employees will be allowed to bank the reimbursement allowance up to a maximum of \$280.00 (\$160.00 maximum for non-climbing personnel.)

Any balance over \$210.00 (\$120.00 for non-climbing personnel) as of December 31 will be reduced to \$210.00 (\$120.00 for non-climbing personnel) before adding the new allowance.

Applications for any job posted must be submitted via an electronic on-line job application process.

All employees on the payroll as of the date of ratification will receive a \$1,000 one-time payment.

Year one a general wage increase of 2.0% will become effective 1/15/2012-2013.

Year two a general wage increase of 2.5% will become effective 1/13/2013-1/11/14.

Year three a general wage increase of 1.0% will become effective 1/14/2014.

This contract will expire on June 30, 2014.

I would like to personally thank the families of John Brennan, Marvin Conlee and Bob Martin for allowing and understanding the numerous long nights spent during these negotiations. Without the dedication of the above mentioned these negotiations would not have ended as well as they did. Local 1439 is fortunate to have members of this caliber who work tirelessly not only for themselves, but their peers and the union they believe in. Once again, thanks. I could not have done it without you.

Work Group videos coming to a district near you

BY
**MARK
STAFFNE**
Business
Rep



Business Manager **Mike Walter**, with the approval of the Local 1439 Executive Board, has formed a Video Committee within Local 1439. This committee consists of **Bryan Borah, Steve Moutria** and **Nick Walter**. The purpose in forming this committee is to help educate our new members on all of the job opportunities at Ameren/Missouri.

The videos will also be available to outside individuals interested in a career opportunity

at Ameren/Missouri and IBEW Local 1439.

These videos will not only be used to educate our members, but also to promote the IBEW. The committee will start visiting various departments in order to produce a three- to five-minute video showing the type of work each department performs. Hopefully this will help new employees in entry-level positions, mainly Janitors, make an educated decision on career directions. Janitors are contained to the General Office Building and don't have the opportunity to view all of the union's job classifications within the Local 1439 jurisdiction.

Any department which is interested in making one of these videos, please contact the

union office so we can direct the committee in your work group!

Take pride in your department and be one of the first departments to have a video made. These videos will be available on DVD and also on our website at www.ibew1439.com.

Atmos sold to Algonquin

On May 13, 2011, our members working for Atmos Energy were informed that the Atmos property in Missouri has been sold to Algonquin Power of Canada. Liberty Energy Utilities will be the official name of the company and Liberty is a subsidiary of Algonquin Power. For a lot of our members at Atmos, this is not the first sale they have been through. Some of our members have been

through as many as five.

At this time, Local 1439 has very little information on the new company. However, after officials from Liberty Utilities were introduced on May 13, our members have a good feeling

about this sale. The Union is in the process of setting up a meeting with Algonquin officials.

Final approval by the Missouri Public Service Commission will take approximately nine to 12 months.

Durham Scholarship winners

Congratulations to the 2011 John Durham college scholarship winners. The essay topic this year was "The Social and Economic Impact of Right to Work".

Ben Schmid, son of Joe and Kim Schmid, won first place. His brother Joe won

last year. Joe (senior) is a Repairman at the McKenzie location of Ameren Missouri.

Chelsea Noce, daughter of Ken and Tanya Noce won second place.

Ken is a Lineman at St. Francois for Ameren Missouri.



Doing good business and taking care of co-workers

By
**ROB
NGUYEN**
Blue Hat,
Ameren UE



I came across this picture taken earlier this year at a 1439 South garage and it brought a thought I would like to share. When I visited that work group I could sense the tight-knit and family-like atmosphere. I believe this atmosphere generates a healthy place for safety to spawn.

Whether your work group consists of 10 people or a thousand people, the ability to maintain such an environment promotes a healthy place that fosters "SAFETY" in such a way where people communicate with and respect one another. We will always have problems and issues that can be dealt with or solved, but it's so much harder to do if we quarrel amongst ourselves.

I have a "small" family of

seven kids, three dogs, one turtle, and one wife 😊. Life is never dull around my house and we are far from perfect. But if I can reveal one thing that helps make our family run well, it's the sense of responsibility. I and my wonderful wife try to input this regularly into our kids. A responsibility that goes beyond helping around the house (which I do require) but a deeper responsibility that extends beyond the physical.

I encourage them to consider the needs of others before their own and place a high value on doing what's right even when no one is looking. This responsibility is what I saw at 1439 South, one that I have seen at other places, but lacking in others. I am not here to condemn anyone or any place, but wish to help improve the quality of our safety through a responsibility that touches the human heart.

A wise lineman once told me, "As a Union we sell labor and the company buys it and that's

the bottom line." Very true. We are in business to provide our customer, that is our employer, with a service. Within that service are guidelines that are expected to be met by both parties.

In exchange for our Union work we receive financial funds – and good funds I might add – but there is a flip side to this. In this business relationship. The company requires us to work safely and productively. It is in both parties' interests to perform according to certain guidelines to keep injuries and incidents low.

If safety is compromised then production will suffer. Incidents happen when you multiply the amount of people, hours worked, and unsafe acts that occur. We need to remember this is business and working unsafe or compromising safe work practices is not part of

the deal. As a matter of fact it breaches the contract.

On November 21, 1891 the IBEW was formed by Henry Miller and a handful of other delegates. They drafted a constitution, and in that constitution the first rule, guideline, expectation (call it what you want) states:

"To promote reasonable methods of work..." those reasonable methods are referring to safety!

The Union was formed because too many people were getting hurt and killed.

Keeping our fellow man safe was on the initial agenda and should always be that. The wages and benefits will trail us if we continue to focus on keeping this business professional. If safe work is what companies want, then safe work is what they should get. They are our customers.



But even beyond what others want, safe good work is what we are all about..... it's what IBEW SHOULD ALWAYS OFFER to our customers. Don't take it personal, it's a business deal. Let's keep our minds focused on safety at work and produce some great labor that keeps them asking for more. Union pride worldwide!

Our Journeyman teams were called away for storm restoration in Alabama and from the two tornados that ravaged St. Louis on Good Friday. Local 1439 members worked safe and with no accidents!



In memory of Bro. Tackett

Five years ago we tragically lost Brother Bob Tackett. He was working July storm restoration after massive summer storms and accidentally walked into a live line.

We ask everyone to reflect on the devastating sadness of the loss. The pain was felt by family, friends, Union brothers and sisters and management of Ameren. We often end our safety articles with an admonition to work safely and thus arrive home to your families.

Be safe and be careful. Take care of yourself and watch over



Brother Bob Tackett

your co-workers. Brother Tackett's death serves as a reminder of the dangers and hazards of what we do as utility workers.

Local 1439, Ameren sign near miss' letter

May 31, 2011

Greetings:

As we strive to send each and every co-worker home at the end of the day in the same shape they were in when they left, we are missing a key safety component. That component is sharing near misses when they occur. A near miss is defined as an unplanned event that does not cause injury, damage, or ill health, but could do so. No one wants to have to make a call to tell your loved ones that you have been injured, especially if it could have been avoided if the near miss had been shared. For example, an extremely dangerous near miss is assuming that equipment is de-energized, beginning a job assignment and later determining that the equipment is energized. Sharing information in a case such as this is critical to saving someone's life in the future.

Near miss reporting is nothing new to Ameren or Local 1439. Union and Company Leadership have met to discuss this issue on many occasions. Both parties are in agreement that near miss reporting is a very significant factor in providing a safe workplace. Some co-workers believe the fear of discipline has become a hindrance in this process. The Company and the Union intend for this letter to serve as formal notice to both employees and supervision that self-reporting of a near miss incident will not involve discipline or result in negative consequences. The hope is to enable individuals to be proactive instead of reactive. We have been in a reactive mode too long and must empower everyone to be proactive. Timely reporting of a near miss is critical. A co-worker could be severely injured by not being aware of a situation that is known by someone else but is left unreported.

Near misses are really second chances that we don't often get. We have been successful in decreasing injuries but have a long way to go to reach our goal of zero accidents. We must continue to take steps to increase awareness, reduce complacency and ensure that everyone's eyes and mind continue to remain on task. Reporting a near miss is a tool that we have been under utilizing. It many times serves as a strong reminder of a basic safe work practice or procedure. It may also bring awareness to what may be a common but dangerous practice.

Every step that we take to improve Safety is a step in the right direction. We thank you in advance for your help and support to enhance the near miss reporting process! If you have any questions, please talk with your Local Union Leadership, Safety Supervisor, or call us.

Sincerely,

David N. Wakeman
David N. Wakeman, VP
E.D. Distribution Services

David J. Schepers
David J. Schepers, VP
E.D. Technical Services

Michael D. Walter
Michael D. Walter, Business Manager
Local Union No. 1439, I.B.E.W.

Enjoy the weather but use common sense

Tick bite prevention

• Avoid grassy areas and shrubs where ticks may be lying in wait to tag a ride on a potential “meal.”

• Wear light-colored clothing so ticks can be easily seen, and brush them off.

• Tuck pants into boots or socks.

• Apply insect repellent, specifically the brands designed to repel ticks. In high tick areas, DEET-containing repellents may need to be reapplied more frequently than for repelling mosquitoes. DEET-containing repellents with concentrations of 15% or less may be suitable for children. Follow the package label instructions carefully.

• Promptly check yourself, others and pets if exposed to tick areas.

If you get a tick bite, be alert for signs of Rocky Mountain Spotted Fever. The classic symptoms are a tick bite followed by fever and a rash. Seek medical treatment and mention the tick bite.



of your activity level. Don't wait until you're thirsty to drink. During heavy exercise in a hot environment, drink two to four glasses (16-32 ounces) of cool fluids each hour.

No Alcohol or Sugar

Don't drink liquids that contain alcohol or large amounts of sugar. These actually cause you to lose more body fluid. Also avoid very cold drinks, because they can cause stomach cramps.

Replace Salt and Minerals

Heavy sweating removes salt and minerals from the body. These are necessary for your body and must be replaced. A sports beverage can replace the salt and minerals you lose in sweat.



Do Not Leave Children in Cars

Even with the windows cracked open, interior temperatures can rise almost 20 degrees Fahrenheit within the first 10 minutes. Children who are left unattended in parked cars are at greatest risk for heat stroke and possibly death.

Use a Buddy System

When working in the heat, monitor the condition of your co-workers, family and friends and know what to do if someone is having a heat stroke.

Overheating is dangerous

Drink Plenty of Fluids

During hot weather you will need to increase your fluid intake, regardless

Consider retirement needs, but don't forget your retirement wants

BY
MATT
KOPECKY
Union
Financial



You might have read or heard that you need to replace about 80% of your pre-retirement income to maintain your standard of living in retirement. Research suggests that retiree spending may actually be higher than the income earned during their working years.

The idea that you may need less income in retirement considers that your income tax burden may be lower when you quit working due to decreased income. In addition, you are most likely not contributing a large portion of your payroll check to fund a retirement plan.

Rather than focusing on how much money you'll need to *get by* in retirement, take some time to envision a retirement lifestyle that you can really get excited about. Unless you plan to spend retirement being fru-

gal, there's a good chance that you could need more than 80% of your pre-retirement income to fund the lifestyle you seek.

More time, more money?

Retirement may be the first time in your life when you are free to travel, play golf, go back to school, focus on hobbies, and pursue other interests that you simply didn't have time for during your working years.

What a disappointment it would be to retire and finally have the time, but not the money, to do as you please. If you would find it difficult to afford

your ideal retirement lifestyle on your current income, it could be an indication that you are underestimating how much income you'll need in retirement.

Underestimating costs and spending

The danger of underestimating how much you expect to spend in retirement is that it could lead you to save too little or invest too conservatively during your working years. Among the 46% of workers who have attempted to calculate how much money they will need for retirement,

44% made changes to their retirement savings strategies as a result, with the majority of changes involving saving or investing more.

To prepare for a retirement that you can truly look forward to, consider the luxuries that your retirement-needs calculation may not account for. It could mean the difference between living well and just getting by.

For help calculating your retirement needs and wants, call Matthew Kopecky at 314-495-9166.

• History

from page 8A

The interest in organizing grew as the other ARK-MO employees contacted the union from other Missouri districts. It was said that union interest in southern Missouri was spreading “like a prairie fire.” Two years later another election was held, adding 24 more members to the ranks.

Although organizing success made us proud, we had the start of contract negotiations on the Union Electric property in 1965, which began on a sour note. One of the key issues was inclement weather. If it was below 15 degrees F, the crews did not work. The company proposed 10 degrees. Negotiations were drawn out and frustration among the membership mounted.

At that time, Local 148 IUOE went on strike. IBEW Locals 1439, 309 and 649 honored the picket lines. Due to the unrest and frustration, the member-

ship voted out Brother Roedder. **Erwin Hegger** became the Business Manager for one term only, serving from 1966-1969.

The contract negotiations dragged out for over 15 months, the longest in the Local's history. Problems on the U.E. property cropped up everywhere. In 1967, Local 1455 went on strike during their negotiations. Local 1439 again honored the picket lines and supported our sister local. As the strife seemed to continue for several years, the Local returned to another election of officers.

In 1969 Gene Roedder was returned as Business Manager. **John Durham** and **Tom Kraus** were appointed Business Representatives. Roedder acknowledged the knowledge and initiative of Durham and Kraus.

1969 also saw Local 1439 and 1455 in a unit clarification case against U.E. The unions

agreed that many management positions were in reality bargaining unit positions in that they did not have the ability to hire, fire, suspend or recommend. While 1455 sought after confidential secretaries, 1439 sought after all first-line supervisors, dispatchers and training classifications. After numerous hearings, the unions were unsuccessful. The Union also filed charges claiming that the classification of “janitress” was discriminatory since it paid less than the “janitor” classification. The EEOC agreed and the company was forced to eliminate the janitress classification.

By 1970 another problem surfaced. Members were reporting unsafe conditions left unattended, leaving dangerous situations for customers and employees. Restoration of service was unacceptably delayed. Local 1439 appealed to the Public Service Commission. The Union's

efforts heightened the public awareness of the Union's interest in safety and quality of service.

The 1970s opened with yet another strike on the U.E. property. Operating Engineers Local 148 walked off the job over an improper assignment at the Sioux Power Plant. The situation grew worse when three operators were disciplined at the Cahokia Power Plant. Local 148 declared a strike which lasted 11 weeks. Again, Local 1439 refused to cross the picket lines. Despite the fact that like any strike, there were hardships for the members and their families, Local 1439 and the other unions demonstrat-



HISTORY-MAKING LEADERS from left: **Tom Kraus, John Durham, Rich O'Driscoll, Gene Roedder.**

ed that they would stand united in the cause of justice and the voice of fellow brothers and sisters.

In the next issues, we will continue in 1972 with Gene Roedder as Business Manager and **Carl Spear**, President, who returned from the Korean War blind. More organizing throughout Missouri and Arkansas. We again went on strike in 1975 and the Local finds a new home.

16th Annual Tom Kraus Memorial Golf Tournament

Off and on sun peaking through the clouds and an average of 80 degrees, light breeze... Wait, that doesn't sound like the average weather scenario for the Kraus Tournament...but it was and it was wonderful watching and playing golf at Sunset Lakes Golf Course.

We heard comments such as "I think this is the best weather ever for this tournament," "Did Kraus order this weather from heaven?" We believe he did and everyone enjoyed every minute of it.

As usual, our players stepped up and donated big time. Not only did 124 golfers have a great time, they bought "Pot of Gold" tickets, participated in the Skins Game where almost all of the Skins winners donated their winnings back to Hope Lodge!

We were privileged to have IBEW Local 1 sponsor our Margarita Hole, and we collected a tidy sum for the "IBEW Relief Fund" as well.

No event is successful without volunteers. We have the best

of the best when it comes to volunteers. They cooked brats and pork steaks, helped set up, haul, unload, tear down, brought their own coolers and ice to keep the refreshments cold and most importantly, they helped keep things running smoothly!

At the end of the day, those talented Jefferson County boys, Rich Gragg, Adam Rutz, John Seiter, and Terry Wall, won First Place "A" Flight with a cool 58, and our very own Mike Walter, John Desmond, Doug Mueller and Matt Kopecky won First Place "B" Flight with a 73.

Rough numbers are in and

we raised about \$5,000 for Hope Lodge!

Our heartfelt thanks for your continued support of this great tournament honoring the memory of Tom Kraus. I know he is proud of our 16 years of bringing fun and solidarity amongst our members, families and friends, but our contributions to local charities is what sets us apart from others. We may not be big, but our hearts truly are. We couldn't do it without you. See you next year!

Hole Sponsors
Hammond and Shinnors

Bricklayers, Local 1 of MO
Daniel & Henry Ins.
MO AFL-CIO
IBEW Local 1 (Margarita Hole Sponsor)
IBEW Local 51
IBEW Local 53
IBEW Local 309
IBEW Local 649
IBEW Local 702
IBEW Local 1455
Gas Workers, Local 11-6
Operating Engineers, Local 148
Asbestos Workers, Local 1
Iron Workers, Local 396
Local 148 Credit Union
Elevator Constructors, Local 3
Kozeny-Wagner

Union Communications
Franklin Dist. Work Group
1439 Bowling Team
Plumbers and Pipefitters, Local 562
Oppenheimer, Inc.
American Income Life
Mike White "All Around Great Guy"

Volunteers
Bob Wiesehan
Tom Fox
Les Koester
Bernie Ems
C R Statler
Rick Deters
Mike White



A Flight Winners — Rick Gragg, Adam Rutz, Terry Wall and John Seiter.



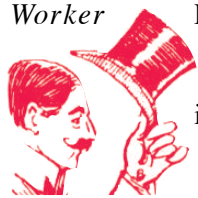
B Flight Winners — Mike Walter, Doug Mueller, Matt Kopecky and John Desmond.

IBEW Has Talent: Dave Pursley!

By MIKE WALTER

If you read the *International's Electrical Worker* newspaper, you'll know that the IBEW is conducting its own talent contest. Each of the eleven Vice Presidential Districts held competitions for a talented member to represent them.

Our 11th District held the competition at the Annual Progress Meeting in May in St. Charles, Mo. After all the votes were tallied up, our very own Brother **Dave Pursley** (Repair-



man reporting to the Franklin District in Union, Mo.) won.

He will travel to the 38th International Convention in Vancouver, British Columbia to compete in the finals. Dave plays guitar and writes songs about utility work, safety and family.

Local 1439 is very proud of Dave's accomplishment so far and wish him well! We will also be conducting a fundraiser to offset the additional travel costs for Dave and his wife.

Stay tuned for the results in September.



DAVE PURSLEY

Visit us online 24/7

Read back issues of *1439 Times* and stay on top of your union's news and meeting dates at local.1439@ibew1439.com

Answers to retirees' questions

At the April meeting of the Retirees' Club, six questions or comments were raised that merit sharing with all retirees.

Q: Is there still a \$1,000 restoral after the benefit max has been met?

A: For those who retired prior to 1992, there is a restoration of up to \$1,000 which is awarded in the event that an individual exhausts the benefit maximum.

Q: What resources are available to find a Medicare supplement plan if we hit the Lifetime Maximum (LTM)?

A: AARP, Medicare.gov (go to Other Coverage).

Q: The LTM is not printing on EOBs from Anthem.

A: Anthem's system does not currently have the capability to report on the LTM on each claim. Retirees can call Anthem toll-free at 877-403-0610 to check their balances.

Q: Why isn't the shingles vaccine covered?

A: The plans for retirees under age 65 include coverage



Tom Fox, president of the Local 1439 Retirees' Club.

for preventive care services, and the shingles vaccine is included up to the dollar maximum. Medicare-eligible plans do not cover preventive services

including the shingles vaccine.

Q: Physical therapy maximum – is that on the body or the body part?

A: The maximums are annual amounts, so it does not get expanded for additional body parts or recurrences.

Q: Are retirees eligible for the dental plan that was in the newsletter?

A: Yes. The discount plan is administered through Humana. For more information, contact Matt Kopecky and 314-495-9166.

The next meeting is set for Thursday, August 18 at 10 a.m. at the union hall. See you there!

MEMBER UPDATE

New Members
Christopher Buerck
Traveled In
Mark McFarland
Retirees
Jesse Woolfolk
William Francis
James Knee

Left Jurisdiction
Carl Mattox
Deceased
Milton Kaempfe
Roy Hagan

CALENDAR

Statement of Official Local 1439 Meetings

In accordance with the IBEW International Constitution, the St. Louis meeting is the official meeting of Local 1439. All official announcements

and all voting, other than mail ballot, will take place at the regular St. Louis monthly meeting.

July 2011

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				June 30 5 p.m. Executive Board meeting (date change)	1	2
3	4 Office closed for Independence Day 	5 4:30 p.m. St. Louis meeting	6 1:30 p.m. St. Louis Afternoon meeting	7 4:15 p.m. St. Francois meeting	8	9
10	11	12	13 3:45 p.m. St. Charles meeting	14 3:45 p.m. Jefferson meeting	15	16 10 a.m. IBEW Motorcycle Ride in York, Pennsylvania
17	18	19	20 3:45 p.m. Franklin meeting	21		
24	25	26	27	28		
31						

WE DO THE WORK!

August 2011

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 5 p.m. Executive Board meeting	2 4:30 p.m. St. Louis meeting	3 1:30 p.m. St. Louis Afternoon meeting	4	5	6
7	8	9	10 3:45 p.m. St. Charles meeting	11 3:45 p.m. Jefferson meeting	12	13
14	15	16	17 3:45 p.m. Franklin meeting	18 10 a.m. Retirees' Club meeting	19	20
21	22	23	24	25	26	27 
28	29	30	31		Topped Out! Congratulations Jacob Wilson	

Free family fun on Labor Day Sept. 5

A day full of activities honoring the contributions of workers and to the unions that helped us along the way.

Parade
The parade kicks off at 8:30

a.m. We will again be marching with our fellow IBEW locals from the Ameren Missouri property along with IBEW Local 1. Parade participants each receive a T-shirt to wear and

keep as their souvenirs.

Transportation

The fun begins on the bus ride to the parade. Meet us no later than 7:30 a.m. at Pavilions 1 and 2 of Wilmore Park in south St. Louis. The park is located at Gravois and Hampton in South St. Louis City, about 3.6 mi. south of the Union Hall. After the parade, meet us at the bus for the return trip.

Festivities

Join all IBEW locals for food, refreshments, games, live music and attendance prizes. Games and pony rides for the kids! Bring your lawn chairs and, if you like, your own picnic items.

For more information, contact Local 1439 at 314-644-6111.



Labor Day Parade 2010.

The members of Local 1439 working for Ameren/South & City of Potosi are proud to announce the

9th Annual 1439 South

Guy "Boomer" Barton

Memorial Golf Tournament Saturday, August 20, 2011

at
Terre du Lac Country Club — Bonne Terre, MO

Open to all 1439 Members & the Public
144 Golfers - Shotgun Start — 1 p.m. Tee-Off

Price includes cart, green fees, lunch & dinner
Beer and Soda will be sold on the course

Attendance Prizes and Closest to the Hole Contests — Awards for 1st Place A & B flights
Proceeds to benefit the Sayer's Senior Center

For more information, contact Louis Drummond at 573-438-3031,
Sam Johnson at 573-438-7322, or IBEW Local 1439 at 314-644-6111
Make checks payable to: Belgrade State Bank c/o Sayer's Senior Center
and mail to: IBEW, Local 1439, 2121 59th Street, St. Louis, MO 63110



THE 1439 TIMES

News and information for, and about, the members (and families) of IBEW 1439 who proudly serve: The electrical industry: Ameren UE (St. Louis), Alliant Energy (Iowa) and Entergy (Arkansas); the natural gas industry: Amos Energy (Missouri); and city employees (except police and firefighters) in Potosi (Missouri)

Volume 18, Number 4 July/August, 2011

Our Proud History The decade of uncertainty, solidarity

By MICHAEL D. WALTER
Business Manager

We left off in the last issue in 1961 when the Joint Safety Board became a reality. Praise and



Tom Kraus and John Durham.

recognition were given to Local 1439 for the innovative plan.

In southern Missouri, there was an urge for recognition of a different type. The employees of the Arkansas power company (ARK-MO) were in search of a union and Local 1439 caught their attention. The soon-to-be members worked in ARK-MO's Ironton, Piedmont and Potosi locations.

A request was made and Local 1439 Business Manager Roedder and the business representative began meetings. In the fall of 1963, Local 1439 petitioned the National Labor Relations Board for certification. The NLRB accepted the petition and scheduled an election in November 1963. Local 1439 won the election easily and became our new unit on November 19.

See **HISTORY** page 5

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