



THE 1439 TIMES

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

Volume 17, Number 5 September/October, 2010

NOMINATIONS OF OFFICERS

Nominations will be held on November 2, 2010 for the election of officers and election of delegates to the 2011 International Convention as provided in the Local 1439 By-Laws. This term of office will be for a three (3) year period, running from January 2011 through December 2014. Installation of Officers in 2011 will occur at the first meeting in January.

The offices for which nominations will be accepted are as follows:

- President
- Vice President
- Financial Secretary/Business Manager

Recording Secretary
Treasurer
Executive Board members will be nominated in accordance with the provisions of the Local Union By-Laws from the following work groups:

- Building Service
- Meter Laboratory, Shop and Meter Test; Meter Installation; Meter Reading; Relay Testing and Communications Group
- Overhead Area Group (St. Louis City and County)
- Trouble Department and Service Groups (St. Louis City and County)
- Underground (Cable/Conduit/Construction/URD)

Groups
Stores (Supply Service operations and Stores Reclamation Shops) Groups
Substations (Operating, Maintenance and Construction) Groups (St. Louis City and County)
Motor Transportation Group (St. Louis City and County)

SPECIAL NOTICE:

Any active member who does not receive a ballot and instructions by **December 3, 2010** should contact the Union office for instructions on obtaining an alternate ballot.

Jefferson County Group
St. Francois County Group
Potosi/Hayti Group
Franklin County Group
St. Charles County Group
Transmission Group
Entergy/Atmos Energy
Alliant Energy

Nominations for all Local Union Officers and Executive Board members will be accepted in accordance with the provisions set out in the Local Union By-Laws, the guidelines established by the Executive Board and approved by the membership, and the Constitution of the IBEW. All candidates for Local Union office will be provided

a photocopy of the regulations to govern the conduct of candidates and their supporters after the candidate's nomination. It should be specifically noted Article XVI, Page 47 of the IBEW Constitution provides, "No member shall be nominated for office unless he is present or signifies his willingness to be nominated in writing either before or at the time of nomination nor shall he be eligible for any office unless he has been a member in continuous good standing for at least two years in the Local Union immediately prior to nomination.

See **NOMINATIONS** page 6

15th annual Tom Kraus Golf Tournament raises more than \$5,000 for Hope Lodge

It was another wonderful time with our golf friends celebrating 15 years of honoring the memory of Tom Kraus. We returned to the greens of Sunset Lakes Golf Course on a typical June Saturday.

One hundred forty-four golfers took off for a day of fun and excitement. We had a quick afternoon shower which looked to be a real doozy, but it blew over quickly and all returned to normal.

We thank Ameren/UE for returning as our "Golfer Gift" sponsor as well as our hole sponsors, golfers and those wonderful workers who volunteered their time and weekend!

The food and refreshments were great. All in all, the day was once again a huge success. After all expenses were paid out, we donated \$5,216.18 to the American Cancer Society's St. Louis Hope Lodge.

Hole Sponsors
Hammond/Shinners

Bricklayers, Local 1
Daniel & Henry Insurance
Mo. AFL-CIO
IBEW Local 1
IBEW Local 2
IBEW Local 4
IBEW Local 53
IBEW Local 309
IBEW Local 702
IBEW Local 1455
IUOE #148
Gas Workers #5-6
Asbestos #1
UFCW Local 655
#148 Credit Union
Elevator Constructors #3
St. Louis Port Council
Carpet & Tile Layers #1310
UNICOM*ARC
Franklin Dist. Work Group
Bob Barnes for Oppenheimer
Ameren/UE (Golfer Gift Sponsor)

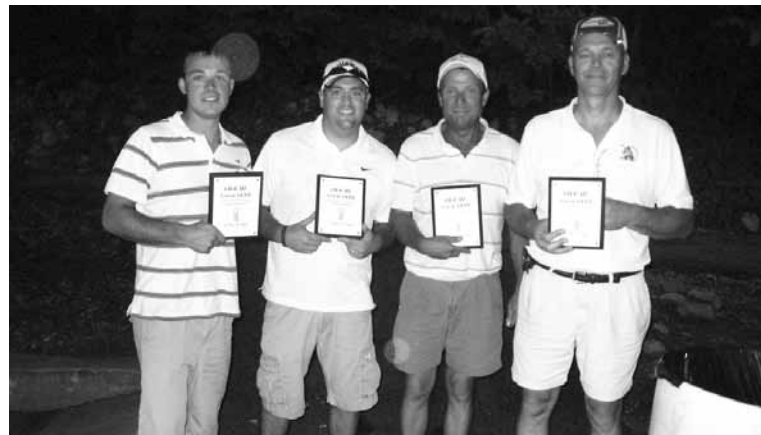
Workers
Les Koester
Bob Wiesehan
Bernie Ems
Lisa Parr
Mike White
Sue Walter

Golfers
Skip Gerstner, Josh Gerstner, Jordan Gerstner, Sam Rosener, Dave Long, Dan Valdez, Steve Harvey, Dan Killian, Ken Noce, Mike Cooper, Dan Noce, Kevin Ogden, Chris Long, Kevin Becker, Jerry Bess, Jimmy Gideon, Kris Covert, Shawn Tarr, Chad Fletcher, Terry Roberts, Louis & Jordan Drummond, Mike Gum and Don Johnston, Ray Kraus, Forest Casper, Mark Bierman, Scott Bierman, John Modesto, Mike Modesto, Bruce Giles, Karla Giles, Rich Weber, Scott Weber, Ken Schriever, Tim Lempfert, IBEW #4 Becky Daugherty, Theresa Dunn, Mark Swanson, Rod West, Jerry West, Jeff West, Ryan Fox, Steve Shull, Scott Shull, Ron Croy, Lucas McClain, Chris Lochman, Ross Belt, Steve Malon, Chris Malon, Brian Mueller, Mike Brown, Nick Walter, Will Coosman, Matt Curry, Aaron Fries, Mike Walter, John Desmond, JJ Desmond, Tim Walter,

See **GOLF** page 6



FIRST PLACE "A" FLIGHT: Mike Brown, Chris Malon, Brian Mueller, Steve Malon



FIRST PLACE "B" FLIGHT: Jordan Drummond, Mike Gum, Louie Drummond, Don Johnston

Members, Union deal with crucial issues

By
**MICHAEL D.
WALTER**
Business
Manager



Guidelines for misconduct interviews

Under Federal and State labor law, when an employer interrogates a worker (member) about suspected misconduct, the member can request the assistance of any available Union representative or Shop Steward and can refuse to answer questions until the request is granted. This is known as the "Weingarten Rights."

WEINGARTEN RIGHTS: If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my union representative, officer, or Steward be present at this meeting. Without union representation, I choose not to participate in this discussion.

Whether it be a Shop Steward or a Business Representative from our office, our job is to: 1) advise the member to think about the question, as well as the answer, before speaking. This is intended to prevent any damaging statements or saying something which could be misinterpreted; 2) Serve as a witness in the event that someone attempts to distort the conversation; 3) Point out any extenuating circumstances; and 4) Advise the member to be honest – to get caught up in a lie only compounds the discipline and further supports the company's just cause.

On request, the Union must be advised as to the subject matter of the interview, that is, the type of misconduct being investigated. The Union must also be allowed time to meet privately with the member being investigated to provide reminders and advice as to how to answer questions. Again, avoid dishonest answers or insubordinate conduct. As well, the Union representative should object to intimidating or confusing questions. Many times, the questions are designed to lead you down a path or, better yet, to find fault in your conduct.

Although the investigation is not a step in the grievance procedure, there is opportunity to argue as to why the alleged misconduct does not justify disciplinary action.

It is also recommended that the member, as well as the Steward or Union representative, take notes of the discussion.

In the event that discipline is issued, a grievance must be filed by the member disciplined. The grievance must be filed timely and in accordance with your Labor Agreement. This investigation interview process is one which is now common with all of our employers.

City of Potosi negotiations

The City of Potosi's negotiations have wrapped up for the 2010-2011 budget cycle. There were some minor language changes in the policy manual which benefited both the City and the members. There was an additional holiday provided, which certainly benefits the members. However, the language changes and additional holiday do not pay the bills,

feed the family or keep up with inflation. This is the second year in a row that the members working for the City of Potosi did not receive a pay increase. The members weren't asking for much, simply \$0.50 an hour increase across the board. At the very least, the City should have countered with a sum less, maybe \$0.25 an hour. There are only 16 members covered by this agreement, with an average wage of \$10.00 an hour. A \$0.25 per hour raise would only cost the City approximately less than \$9,000 per year, factoring in overtime.

The members working for the City have saved the City countless dollars over the last 10 years. We have reduced workers compensation claims by about 90% through awareness and a safety program. We have saved the City about \$50,000 per year in reduced medical benefit costs, not to mention the increase in coverage. We have brought our members into leadership roles and to a level that both supervisor positions have been eliminated. This is now a 100% self-directed workforce. The General Working Foreman, Jeff Benson, makes half of what the previous superintendent made and the Lead Gas Mechanic, or Working Foreman, for the Gas Department makes half of what his previous supervisor makes. We are also very proud to say that the City residents have seen improvements to the aesthetics of the City. The efficiency and production is at its highest level in maybe the City's history. Each and every member has taken ownership in their jobs and community.

The labor/management relationship has been excellent for the past eight years. We have certainly come a long way, but we cannot continue to see our members be insulted in this manner. Through improved benefits and addressing the wage parity issue, we have improved on retention. The employees of the City spend a great deal of their money in the City. With continued total disregard for the commitment and pride of the City employees, things will change for the worse. The community needs to realize the value of these employees. The citizens of Potosi, with the Union and its members, need to demand that these employees be recognized for their efforts.

We will be reviewing the City's budget ledgers and identifying areas of spending that are in question. More preparation for the 2011 meet-and-confer session will be necessary. Public support and awareness is in order.

Ameren benefit change

Our members covered by the AmerenUE benefit package will see a change in your major medical coverage. Don't jump to a negative conclusion – these changes are positive.

The administrator of the major medical coverage will change from the present Health Link, Open Access III with

Principal as the administrator to Anthem Blue Cross Blue Shield as both the provider and plan administrator. There will be absolutely no changes to the coverage. I repeat "there will be no changes to your present negotiated coverage." The present design will remain the same with Anthem Blue Cross Blue Shield (A/BCBS).

We know that 98% of the providers used by Local 1439 members are in the A/BCBS network. We believe that now more of the providers will also fall in the HMO benefits. We do recommend that you check with your present providers in advance of the effective date of January 1, 2011, to make sure they are in the network.


All members and covered dependents will receive new identification cards by year end. All customer service phone numbers, mailing addresses and claims information will also be provided.

On the more positive side, this change will also result in a reduction in costs. The A/BCBS estimated overall costs will be lower than the present Health Link/Principal arrangement. Instead of the anticipated premium of \$403, your monthly premium cost will be \$379. In total, after we review the 2010-2011 true-up

See Members page 6



Business Manager Mike Walter met with U.S. Representative Russ Carnahan at the Capital in Washington, D.C. on July 22. The two discussed issues important to the utility industry and the members of Local 1439. Congressman Carnahan has assured Local 1439 that he is listening and fully recognizes our issues and concerns. Energy is one of his top priorities. Mike also met with the congressman's staff, who were complimentary of 1439's work in this changing industry.



THE 1439 TIMES

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Fax: 314-644-6736
E-Mail: local.1439@ibew1439.com
Website: www.ibew1439.com

Officers and Executive Board Members
Business Manager/Financial Secretary: Michael D. Walter
President: Billy Howle
Vice President: Sandy Keevil
Treasurer: Cedric Childress
Recording Secretary: Douglas Brown

Executive Board Members: John Brennan • Kris Covert • Richard Rapp • Jim Diedrich • Ruth Eagan • Tim Flanagan • Lisa Parr • David G. Long • John Marquart • Terence O'Laughlin • Lynn Portell • Allen Wagner • C.R. Stattler • Michael E. White • Melvin Whirley

Business Representatives: Doug Mueller • Mark Staffne

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 • Northeast Arkansas Labor Council • St. Louis Labor Council • St. Louis Union Label & Services Trades Council • Labor Employment Relations Association (LERA)

Training for the future

BY
MARK
STAFFNE
Business
Rep



As everyone knows, the aging workforce across the utility business is a large concern for companies nationwide, with up to 60% of utility workers being eligible to retire in the next five to ten years.

The replacement of knowledge and experience is not only a concern for utility companies; it is a huge concern of the union movement, namely, Local 1439.

If you look at the average age of our Union leaders, Stewards, Officers, Safety Representatives, Joint Safety Board and Executive Board members, they are not the youngest of age. The experience and knowledge of these members is irreplaceable. For that reason, we, as Local 1439, need to take a real hard look at

training our future leaders.

Take a look at Stewards. It takes numerous years for Stewards to feel comfortable representing their work group. Most of the training a Steward receives is on the job. It is not learned in a classroom or out of a text book. Somehow we need to start passing that knowledge on to younger members. Maybe we need to put people in the position of Assistant Steward. This is a great way for someone to learn the job and be able to

absorb some knowledge.

Election of officers and Executive Board members is coming up in December 2010. This is a great way to get involved and learn the internal workings of the Union. I think many of our seasoned members would be happy to teach our younger members all that they can about the union.

If there are any members that have not been involved with the union and are interested in becoming more involved, please call Business Manager Mike

Walter, Business Representative Doug Mueller or myself at the union office. This invitation also goes out for people interested in social functions (Labor Day, BBQ, golf tournaments, website and Facebook) just to name a few.

For years now, we have been asking the company to start training people for the future. Now is the time for Local 1439 to start training for the future. The future of the union movement depends on it.

Members have resources for solving problems

Dealing with issues and or problems which are encountered daily can be a challenging and frustrating experience. However, Local 1439 members are afforded numerous avenues and channels which are at our disposal to assist in the resolution of virtually any concern in which we are presented.

The affordability and right to discuss concerns with your Shop Steward, Safety Representative, Blue Hat, Apprentice

BY
DOUGLAS
MUELLER
Business
Rep



Advisors and Union office is clear and concise. Bypassing these provided channels in an attempt toward resolution may not always end with the conclusion you anticipated.

It is apparent as a member-

ship that every effort is made to adhere to these provisions and handle situations amongst ourselves. Regardless of the topic, suppress the urge to share your personal opinions and personal information of others with supervision. This approach which may appear just at the time, in actuality, may have the potential to damage reputations and create misguided opinions of your fellow brothers and sisters.

The most unintentional comments, regardless how meaningless you believe, may require supervision to follow a path which they may not even feel comfortable. Members of management are required to follow through with procedures or abide by rules and policies which are mandated by their superiors.

Management is clearly not the enemy, and working together with supervision is still

seen as the general rule to most resolutions. However, it must be duly noted, if information is shared about others, management will act accordingly to the rules which they have been forced to uphold.

The next event that transpires in your work group, recall the provision which you are entitled, concentrate your efforts and actions toward a resolution which provides the best interest of your peers.

Misclassification cheats workers across the board

The Government Accountability Office (GAO) says that some 10 million workers are misclassified as contractors, meaning that they are routinely cheated out of workers' compensation, sick days, minimum wages and overtime and their employers pocket the difference. Employers that engage in misclassification enjoy a competitive advantage over those that do not, and ultimately it costs states and the federal government considerable losses in tax revenue and lost contributions to funds such as state workers' compensation programs.

The practice results in situations similar to one encountered by the International Brotherhood of Electrical Workers (IBEW) in Ohio three years ago when a majority of 40 workers employed by Baker Communications, a subcontractor for Time Warner Cable, signed union cards but the NLRB ruled the workers ineligible for representation because they were deemed

"independent contractors." According to the IBEW, the workers all followed the same employee manual, worked the company schedule and wore the same uniform with Baker Communications emblazoned on it.

The number of employees who are misclassified in a given state depends largely on how aggressively individual states enforce contractor classification statutes. In some states as many as 30 percent of workers are misclassified. Missouri is presently reviewing HR-3408 and SB-2882 which address this issue. Please contact your respective State Representative and Senator to support this legislative action. You can use the IBEW 1439 website to find out who your representative and senator are. www.ibew1439.com

Local 1439, and other IBEW Local Unions, met with Robert Clayton, chairman of the Missouri Public Service Commission and Larry Rebman, Missouri Director of Labor, to discuss the issue of misrepresented

workers related to the utility industry. It is not only unfair but can have a very significant effect on various Missouri state programs.

The utility companies tend to contract out work and turn a

blind eye to how the contractor conducts their business. These are our jobs and we cannot compete in an arena of cheaters who refuse to follow the rules. A utility company should also be held responsible for hiring any

contractor who does business in such a selfish and despicable manner.

If you have suspicions of the use of misrepresented workers, please notify the Union office.

IBEW Local 204 and Alliant Energy reach tentative contract

IBEW Local 204 has reached a three-year tentative contract with Alliant Energy. Changes to the original contract were mailed Aug. 3 to all active members for review prior to upcoming explanation meetings. These meetings will be held between Aug. 16 and 24 at seven separate locations throughout the Alliant property in an effort to answer any and all questions pertaining to the tentative contract. Once the explanation meetings have completed a contract vote is scheduled for Sept. 13.

Due to the volume of changes and additions in

depth detailing in this article is infeasible. However, the following subjects have changes proposed: Health and Welfare, 401K Contribution, Pension, Meals and Overtime, Standby Guidelines, Family Emergency Medical Leave, On-Line Job Application/Bidding Process with a agreed-upon wage increase of three percent in year one and 3.25 percent in the remaining years.

The results of the contract vote held on Sept. 13 will be relayed in the next Nov.-Dec. issue of 1439 Times, or check the Union's website at www.ibew1439.com.



MEET DENNIS STEINER – Brother Steiner was initiated into IBEW Local 1439 on Feb. 1, 1991 and has been a member of Local 1439 for 19 ½ years. He is currently a Substation Electrical Mechanic officially reporting to the Watson headquarters. Dennis began participating in the Substation Apprentice Program as an advisor in August of 2005 and became a Safety Representative in October of 2007.

Notice: Prescription Safety Glasses

This notice applies to our members who are covered by the Collective Bargaining Agreement between AmerenUE and Local 1439.

Our office has been receiving complaints from members that they are being charged a \$25 processing fee when ordering new glasses. This fee is predominantly occurring at Clarkson Eye Care. The fee is inappropriate and should not



be paid.

Others have experienced the exam being processed through the major medical coverage with the customary \$25 co-pay. When purchasing safety glasses, there should not be

a \$25 co-pay, in accordance with the major medical co-pay, because it should not be processed through our major medical benefit.

The exception would be if you had an additional eye exam for a special condition you may have with your eyes. There may be an additional charge if you order a special lens. The extra charge should be discussed prior to completing the order.

Meet Rob Nguyen, new Blue Hat representative

Hello to all my Brothers and Sisters. I am excited to be taking part of this great opportunity in promoting and encouraging safety to the workforce. It has only been a month since I have officially taken part of this safety program and I have already seen and met many people who are truly sincere about the well being of people, and that's why I really decided to get involved.

I have been working in the electrical Lineman business for seven years and have been fortunate to be surrounded by men and women who love what they do. When the opportunity arose for me to consider this position, some asked me if I thought I had enough experience for the job and I asked, how much do I need to care about someone?

You and I being involved in



NGUYEN

safety is not about how much you know but rather how much do you care about people. I truly admire the many skills I have seen displayed by my fellow workers but all the knowledge and experience means nothing if people go home injured and hurt. I am not trying to "sell" safety but safety is what holds our fabric of professionalism together and without it we have no hope. That is why I believe

it is essential and crucial for us all to focus on safety in our diverse and ever-changing line of business.

We all have a responsibility to make whatever line of work we do better and safer for the next generation. If we take safety serious from even the littlest act like putting out cones or wearing reflective traffic vests and following safety procedures no matter what, we are creating an atmosphere of success! And that is what we must do to ensure the security of our skills and professions!

Safety and all its acts will preserve who we are and what we do, for today and for the next generation. I am truly happy to be part of this safety culture change and I hope and pray you will take part as well because it's about people... it's about you!

Entergy Coach Observer program yielding positive results

Local 1439 Coach Observer Brother Steve Shelton reports that the ten Coach Observers in Arkansas will have soon visited all the service centers in the state for the second time. Safety and positive attitude have noticeably improved since the first visits. The coach observer team is very appreciative of how well the members of Locals 1439, 647, 750, and 1703 have accepted this program.

The Coach Observer team feels they have had much success in clarifying safety rules with the

members and in demonstrating the use of new tools and assisting their supervisors in getting the tools purchased. Along with these positive outcomes, they have also seen improved communication between management and the union members in the field in a joint effort to improve safety and working relationships.

The Ark. Coach Observer Team is looking forward to continuing their work with the members and management to improve safety, craftsmanship, and positive attitude in the future.

We're IBEW – Hire IBEW

American Electric	New Melle	636-398-8811
Boushey Electric	Hillsboro	636-479-9333
Choice Electric	Union	636-583-8051
Eckelkamp Elec.	Washington	636-239-4795
Fox Electric	Fredericktown	573-783-2158
G & A Electric	Villa Ridge	636-742-4687
Good Electric	O'Fallon	314-303-3375
Grasser Electric	St. Peters	636-441-5200
J. Bathe Electric	St. Charles	636-498-0613
Jag Electric	Cedar Hill	314-686-9941
Kay-Bee Electric	Florissant	314-837-3308
LC Electric	Glencoe	636-458-3658
Sanderson Electric	Manchester	636-220-8687
Schaeffer Electric	St. Louis	314-892-7800
Superb Electric	St. Charles	636-493-5820
Total Electric	Farmington	573-756-1709
Trinity Quality	Wildwood	636-346-3861

From time to time our members, our members' neighbors,

in-laws, parents, siblings and friends need an electrical contractor for work at their residences. The only choice is a union electrical contractor. Local 1 members are trained well through our negotiated contracts with our employers. IBEW Local 1 and the National Electrical Contractors Association (NECA) are very proud of their training programs.

As members of Local 1439, we cannot question the cost of an IBEW Local 1 union contractor who pays a living wage with good benefits. If we do choose anything other than an IBEW Local 1 union contractor, we are also saying that we, as IBEW utility workers, are also too expensive and overpaid. Good union wages put money in the economy. Make sure we use our good union wages to support our union brothers and sisters.

Annual Safety Caucus provides valuable training, information

By
**LISA
PARR**
Joint Safety
Board
member



In May, I attended the National Safety Council 2010 Spring IBEW Safety Caucus in Tulsa, Okla. They provided us with three training classes and one guest speaker. There was also a breakout session to discuss industry issues that have occurred in the past year.

The first training session was on Generational Differences. There are four main generations in our workplace. The Traditionalist, born 1925-1945, the Baby Boomers, born 1946-1964, Gen X, born 1965-1980 and Gen Y, born

1981-2000. In this session, we discussed the values and needs that each group has and if we try to understand and share each others views, we can work together as a team instead of just disregarding each other because we do things differently.

The second training class was on Job Hazard Assessment. We were shown a job safety analysis worksheet and all of the steps you need to go through before you start a job. The list included: PPE, tools required, job preparation and any hazardous materials/exposures.

The third training class was on OSHA Recordkeeping/Inspections. We were given a copy of the IBEW Report of Occupational Injury, Illness or Fatality. There is an information sheet designed to be given to stewards to fill out and sent to the IBEW to keep this report accurate. Recording

or reporting a work related injury, illness or fatality doesn't mean the employer or employee was at fault, an OSHA rule has been violated or that the employee is eligible for Workers Comp or other benefits. He explained how to file a complaint to OSHA and all of the steps involved. There is a Whistle Blower Protection Program established so that if you do make a report to OSHA they can't do any of the following to you: Firing/Laying off, Blacklisting, demoting, denying OT or promotion, disciplining, denial of benefits, failure to hire or rehire, intimidation, reassignment that affects prospects for promotion or reducing pay or hours.

The guest speaker was Carl Potter. We've heard him speak at our safety kick off and roundtable. His message this time was about safety being a team sport and that we need to get people

to do what they already know how to do – follow the safety rules that are established.

In the breakout session, I attended the lineman group discussion. There were other separate groups for communications, power plants, relay, gas etc. These sessions are very informative because you had utility workers from across the country talking about issues they were and are having with materials and equipment. It's a way to find out if anyone has a resolution to an issue you might be having. I thought it was the best part of the Caucus.

In closing, I think it is a valuable source of information for our Local and that we should keep attending these yearly sessions. Networking is the best way to keep us informed and to find a way to make our jobs safer and more efficient.

Ameren/UE safety manual completed

The consolidated safety manual for IBEW Locals 2, 702, 1439 and 1455 and IUOE Local 148 is complete and in print. The rollout of the new manual was to begin in August. The proper rollout and implementation of the manual is very important in this process. All Locals have agreed on the language. Please take the time to become familiar with the new manual. If a particular rule is not clear to

your entire work group, please seek a clear interpretation through the Safety Department and Union Office.

The following is a copy of the letter we wrote to address Local 1439's position as to the Appendix:

My advice: Stick with it!

I have been a 1439 Safety Rep at the Franklin District for nine years. Three or four weeks ago Doug Mueller asked me to write an article for the *1439 Times* about our safety team. He is going to be asking other reps to do the same for future issues. So get ready.

He asked if I would kick it off – so here goes. What I would like to do is encourage all safety reps and safety teams just to stick with it. Don't give up on doing what is right to help keep your co-workers safe. In nine years, I have seen many changes in safety policies – some good and

By
DAVID PURSLEY
Franklin
District
Safety Rep



some not so good.

When I started, there were no safety teams, no FR clothing, no "Rules to Live By", no buck squeeze, no truck grounding policy, etc. Being around when they started the new safety initiative nine years ago, I have seen LWAs and incidents drop dramatically in the last few

years. I think this is because of the commitment of us all watching out for each other. Our safety team's goal has always been the same, whether we agree or disagree with what the company is doing.

We should be doing everything we can to make our work headquarters the safest in the company. After all, it is our safety we are talking about. For several years, the company and the Union have been behind us to make a difference in safety. In our safety team's opinion, we would be foolish not to take advantage of this and stick with it.

Partnership hits one-year anniversary in August

BY
MATT KOPECKY
Union
Financial



August 2010 marks the one-year anniversary of the Union Financial and IBEW Local Union 1439 partnership. During this very busy year new programs have been instituted and

additional programs are constantly in the works to provide financial security and benefits.

Most importantly, each member has the ability to discuss his or her financial situation with a professional financial advisor who is a Union member.

Other IBEW locals have asked to be a part of this unique partnership. I am proud to announce the Union Financial-

Local Union 1439 partnership now includes two more locals, IBEW Local 1455 and IBEW Local 2-Utility.

To Mike Walter, the Executive Board, and all the members of Local Union 1439 I send a heartfelt thank you for having the vision to start such a unique program.

Feel free to contact Matt Kopecy, Union Financial, Inc., at 314-495-9166 or by email at matt.kopecy@ufinc.net.

May 25, 2010

Mr. Jim Lewis
Ameren/UE Company
P.O. Box 66149
St. Louis, MO 63166-6149

Dear Mr. Lewis:

This letter is related to the consolidation of the safety manual set out to ensure the safety of all workers represented by I.B.E.W. Locals 2, 702, 1455, 1439 North, 1439 South and I.U.O.E. Local 148.

Local 1439 and Ameren/UE have had a long history of bargaining over safety rules and practices. In accordance with Article 19, "Cooperation" of the collective bargaining agreement, the parties have agreed to the "safety rules" set out in the consolidated safety manual, which apply to the employees represented by Local 1439.

The Appendix and Policies set out in the manual are not a product of the provisions set out in Article 19. Although not negotiated, the Appendix sets out additional guidelines and policy for the purpose of protecting the lives of the employees of Ameren/UE. The Union office encourages all of our members to read and fully understand all rules and policies in the interest of safety.

Local 1439's objective is "To build a positive safety standard that our peers can trust and believe in. One where we collectively demonstrate professionalism, responsibility and accountability for our own and each others' safety behavior in an effort to eliminate accidents."

Sincerely,

Michael D. Walter
Business Manager

Report on the 2010 Utility Conference

By
David Long
Overhead
Repairman



I recently had the privilege of representing our Union at the Utility Conference and would like to share some comments with you. While there were many informative topics on which to report, here are some that I would like to expound on: Rate Case Intervention, Code of Excellence and Communication.

Rate Case Intervention

The international office is encouraging local unions to become active in this process and cited the efforts in Missouri as an example of what can be accomplished. While it may

be a new approach for other locals, Local 1439 has been an active participant in this area for years. I know some have questioned why we are so active in the political process.

In the last two rate cases, our intervention and the testimony of Business Manager Mike Walter, the Public Service Commission has awarded substantial funds mandated for the purpose of staffing and training. Through our political activity, our local has become a viable and credible voice at the Missouri state capital on the issues that are critical to us. It doesn't always have to be headline news for us to benefit from our political activities.

Code of Excellence

The code promotes the philosophy of top shelf work ethic on the job and in safety – with safety

being emphasized. Unfortunately, we have experienced far too many fatalities and life changing accidents that have forever affected our lives and those of our family, friends and co-workers. Know your safety rules!

The new consolidated safety manual is out. Familiarize yourself with the new format and any changes that may be there for your particular job classification. Don't be the person that someone would think of on the news of an accident because of your willingness to take short cuts. While we still have areas of improvement, our Local 1439 is quickly becoming one of the top unions in safety as well.

Communication

Our local is in the forefront in this area as well. Our website, newspaper, hot flash notices, regional union meetings, texting,

our new Facebook page, and soon to come Twitter, makes our union one of the best – if not the best – locals in getting information to and in communication with the membership.

If you have texting with your cell phone and the Union office doesn't have your number, I urge you to call the office staff to update that information so that you can be reminded of upcoming meetings and activities through a text message.

I encourage all members to make a more concerted effort to attend union meetings. Through attendance, your questions or concerns can be addressed and answered rather than rely on the rumor mill or another member, although with the best of intentions, may not be fully versed on a particular subject. I also want to encourage our

new and younger members to get involved.

Whether this is your first labor union experience or if you are a seasoned veteran, I urge you to participate in the process whatever it may be.

These are just a few of the many issues and topics that were on the agenda at the 2010 Utility Conference. You can rest assured that the leadership of Local 1439 will continue the proud tradition of being a leader and addressing these and all issues that we may face in the future.

Brother Long is an Overhead Repairman reporting to the St. Francois Headquarters for Ameren/UE, and he serves as the Shop Steward for the Overhead there. He is an Executive Board Member representing the St. Francois District, and is a member of the Joint Safety Board.

• NOMINATIONS *from page 1*

The Executive Board has established **November 22, 2010** as the date when ballots are to be mailed, in accordance with the provisions of the Local Union By-Laws (Article III) to each member in good standing. The Executive Board has further established that no ballot received postmarked later than **MIDNIGHT, December 9, 2010**, be counted and that the ballots will be picked up by the Election Board at 3 p.m. on **Wednesday, December 15, 2010** at the established

Post Office Box and brought immediately to the Union Hall at 2121 59th Street (rear) to be counted by the Election Board.

ALTERATION OF RETURN ENVELOPES OR BALLOT SHALL VOID THAT VOTE. Any candidate for office may be present or have an IBEW member as an observer present at the counting of the ballots.

A run-off election, if it should be required, will be conducted in **January of 2011**, with ballots being mailed on **December**

31, 2010, to be postmarked for return no later than **January 14, 2011**. Ballots will be collected and counted on **January 22, 2011**. Installation of officers determined by run-off election shall be conducted at the first meeting in **February 2011**.

Please watch the 1439 Times and the Hot Flash for more information, including the date and time of the **official Local 1439 St. Louis meeting where nominations shall be made**. The information will also be posted on the website, www.ibew1439.com. If you have any questions, please don't hesitate to contact the Union office.

• *Business managers* *from page 1A*

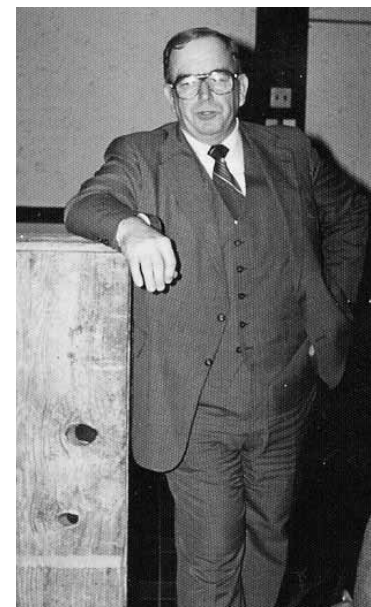
In this issue, we recognize Brother John Durham, a.k.a. "Bull" as he was known by his friends and members. He served as the business manager/financial secretary from July 1975 to Sept. 1986.

Prior to holding the position of business manager, he served as a business representative from August 1962 through July 1966 and returned in July 1969 through July 1975 under the leadership of Brother Gene Roedder. Brother Durham truly gave his life to the IBEW and Local 1439. He perished in a plane crash on Sept. 16, 1986. John was traveling as a passenger in a light plane enroute to Kirksville, Mo. on union business.

Former Business Manager Tom Kraus, was fortunate to have worked with John. He said "John was the 'shining example' of how a union representative should go about serving the members he represents..

John "Bull" Durham was strong in his convictions and let people know it, but at the same time he earned the respect of management to a degree that had never before been accomplished.

John's integrity and style has continued as Local 1439 still fulfills his beliefs that solidarity among union members and



among all of organized labor is key to our survival.

As with all our past business managers we must thank his wife Barbara and their children for the many hours he spent doing union business when he could have been with his family.

Personally, I was influenced by John as he asked me if I was interested in becoming a Shop Steward. I remember the evening, working at the Gratiot garage at Union Electric, when we received the news of his death. To this day, I wish I could have learned a little more about his character and jovial but authoritative presence.

• *Golf tourney* *from page 1*

Mike Datillo, Nancy Datillo, Chris Iselin, Ron Kohring, Gas Workers Local 5-6, Bill Howle, Billy Howle, Steve Pursifull, Brian Ahrens, Rick Shinnars, June Shinnars, Drew Peterson, Joe Senn, Danny Kemper, Jay Boaz, Jerry Hagan, Mike Horack, Al Stonum, Matt Bichsel, Brad Bichsel, Dave Waters, Eric Welshans, Elevator Constructors Local 3, Ameren/UE: Joe Harvey, David Hagan, Sam Hardin, Craig Sherrill, Michael Marchbanks, Mike Marchbanks, Adam Bruce, Scott Swanson, Don Klein, Craig Eads,

Mark Chitwood, Kevin Hoette, Al Thompson, Bob Ritter, Brad Parker, Jerry Noah, Tim Kusmierczak, Miles McLaughlin, Gary Baker, Walter Baker, Mark Woulfe, Tim Wieckhorst, Paul Haar, Patrick Ellis, Adam Rutz, Ron Moore, John Seiter, Rich Gragg, Mike Kraus, Michael Kraus, Chuck Zytzniak, Matt Zytzniak, Terry Volz, BJ Volz, Mark Volz, Phil Chech,



Matt Curry, Nick Walter, Aaron Fries, Will Cooseman

Mark Staffne, Bryan Barklage, Matt Lamzik, Tim Collins, Irah Howe, Jim Howe, Mark Howe, Carl Ball, Ray DiBianca and Tom Lehr.

• *Members, Union deal with critical issues*

from page 2

amount, the assumed inflation increases, assumed medical trends and the reduction in the administrative and discounts through A/BCBS, the result is a 5.9% reduction versus what would have been a 12% increase. Furthermore, the A/BCBS network is much larger than the Health Link network. Now, when you travel, or your child needs medical care while at college in another state, there will be more than likely be a medical professional or facility that is in the network.

You should soon receive general communication regarding this change. In October, you should receive the annual enrollment mailings. November 3-17 will be the open enrollment election window to advise of any changes on dependents. The effective date is January 1, 2011.

We will continue to meet with the company to discuss

plan design changes to manage costs. This is a very delicate process. We know our members enjoy and appreciate the excellent negotiated coverage. We also know that many are concerned about the rising costs. We encourage our members to be responsible consumers. Ask about generic prescription drugs. Ask your doctor to consider a step therapy, which may do the job and manage costs. Take advantage of mail order prescriptions, especially on maintenance drugs. Most of all, take care of your health and take advantage of the various wellness programs available.

In October, you should receive the annual enrollment mailings. November 3-17 will be the open enrollment election window to advise of any changes on dependents. The effective date is January 1, 2011.

Transmission system must carry greater load

There is much to watch in the electric "transmission industry throughout the country. Literally billions of dollars are allocated by investor-owned utilities and government to "beef up" present systems to carry a greater load. It is also imperative that we construct new transmission lines to transfer power from the new generation plants and wind farms. In some cases, it has been estimated to cost \$1 million per mile for new construction.

In Illinois, Governor Quinn recently signed House Bill #4549 which will retain the traditional line approval process but will also include an alternative procedure which will require the I.C.C. to return a decision within 120 days. This will require the utility to pay a \$100,000 application fee and also require the utility

to pay a \$20,000 fee to each county in which the line is to be constructed. This legislation will expedite the process which can take years to complete with "rite-a-way" approvals and the like.

In Missouri, we intend to work with the utilities to obtain the same objective. We need to improve this process in Missouri to further encourage upgrades and new lines in the grid. This will result in additional reliability but moreover, it will create work for our members and foster economic growth throughout the state.

Ameren UE has recently announced the formation of a new subsidiary of the Ameren Corporation specific to the transmission system in Missouri and Illinois.

Our Local 1439 Transmission Linemen will be working on the new and re-construction of the Mississippi River cross-

ing from Illinois to Missouri. Local 1439 has some of the best and most efficient Transmission Linemen in the business as indicated in one of our previous issues of the *1439 Times*. We will continue to keep our members abreast as to the progress we make in Missouri related to the transmission legislation.

We're on Facebook! I.B.E.W., Local 1439

Postings every day about events, reminders of meetings and comments from members. Post your own messages, too. We are in the process of setting up Twitter. We are pleased to offer up-to-the minute communications vehicles for our members.

Attend your union meetings. See back page for schedule.

THE PREZ SEZ. . .

Labor Day marks the end of Summer and the start of Fall

By **BILLY HOWLE**
President



The annual Labor Day Parade and Picnic is getting bigger every year which proves union solidarity is growing. Events for Labor Day will include the parade, at which we are third in line. We will be back at Wilmore Park very early. At the Park we will have a band, washer tournament, and lots of food and drink. For the kids we will have extra inflatables, and animals to ride and pet. I hope to see you at the parade. If

you can't make the Parade, stop by the picnic anytime you can.

The Hog Roast will be held on Saturday, October 9th at the union hall. We will have some guest speakers, games, and great food and drink. Mark your calendars now and let's get everyone together for another great time.

With people out of work, unions have shown that "we have each other's back." We have raised approximately \$15,000.00 for the IBEW Relief Fund plus donating thousands of pounds of food and adopting families. On top of that, as of Aug. 1, St. Louis area unions have raised over \$200,000 for the St. Louis Labor Council's "Five for the Fight" campaign!

The 27th Annual International

Lineman's Rodeo is Saturday, Oct. 16 in Bonner Springs, Kan. We have a lot of teams and apprentices signed up this year to represent Local 1439. Anyone can go and watch and it's free! We always have a huge group each year, but there is plenty of room for more. We will be doing some fundraisers to help pay for the rodeo. We have a few sponsors in mind to also help defray the costs, but if you know of a sponsor for our teams and apprentices, let me know.

A new Local 1439 shirt, which comes in black or brown, is coming out soon. We will offer both long- and short-sleeve models. Check out the 1439 website for pictures of the new design. www.ibew1439.com.



Brother Brown is presented his degree by National AFL-CIO President Richard Trumka and IBEW Education Department Director Sister Jan Schwingshaki.

Congratulations, graduate!

Brother Doug Brown, Journeyman Lineman, Shop Steward working out of the Ellisville Garage and Recording Secretary for Local 1439, has earned his bachelor's degree in Technical and Professional Studies from the National Labor College. Brother Brown traveled to Washington, D.C. on June 26 to receive his diploma and

recognition for his accomplishment. The Union office offers our sincere congratulations and appreciation for Doug's past and continued dedication to Local 1439!

To the best of our knowledge, Doug is the first Local 1439 member to achieve this accomplishment. We are proud of you!

"Tip of the Hat" to Substation Electrical Mechanics

Local 1439 Substation Electrical Mechanics are well trained and get the job done. We sometimes forget the training, hazards and significance of our various utility classifications in the electric utility industry. The Substation classifications are included in the technical side of the business and will continue to increase as "Smart Grid" becomes more prominent. We "tip our hat" to a very important and highly trained work group.



Substation crew replacing transformer bushing.



Kyle Wood, Bruce Kitchen and Mark Stuckenschneider



Mark Stuckenschneider and Kelly Washington

Basic facts on the IBEW

For those members who may be new to the International Brotherhood of Electrical Workers, and for those who have not really thought about the organization, here are a few facts about who we are and what we do as the IBEW.

The IBEW is an organization run by its members, for its members. We are a union dedicated to the basic principles of organized labor and are the largest, strongest and oldest union devoted to electrical workers. We also represent more gas utility workers than any other labor organization in the U.S. or Canada.

We are affiliated with the National AFL-CIO, giving us

the combined strength of 10.5 million workers. There are more than 725,000 members of the IBEW in more than 900 local unions established throughout the U.S., Canada and U.S. territories. The IBEW was first established in 1891 in St. Louis, Mo.

Our jurisdiction: IBEW covers all branches of utility, construction, telecommunications, broadcasting, railroad, manufacturing and government. The International office is headquartered in Washington, DC with district offices throughout the U.S. and Canada. Local 1439 is in the 11th District (Mo., Neb., Iowa, N. Dak. and S. Dak.)

Attention voters: Vote pro-worker candidates on Nov. 2

Election day is Tuesday, the "Political/P.A.C. News" November 2. Take a look link at the bottom of the at AFL-CIO endorsed candidates. Endorsements indicate that the candidate is pro-labor. This impacts you, as a worker and Union member.



At press time for 1439 Times, Missouri endorsements were not available. Check the Local 1439 website and/or the Missouri AFL-CIO website for endorsement information.

Illinois residents: please go to www.ibew1439.com, click

GOOD OF THE ORDER

Deceased

Henry Spinner
James Maness

New Members

Jarod Aubuchon
William Heddy
Chance Doty
Justin Messex

Retirees

Steve Rabbitt

Robert Bingman
Stan Kriete
Cynthia Halbrook
Steve Buntion
Rodney West

Left the Jurisdiction

Sharon Graham
Brett Kelley
Yancey Burgess
Kevin Ford

Attention Atmos Members

The new 2010-2012 Atmos Contract books have been printed in 4.5 x 6 inch size for your convenience. Pick up your copy at the next scheduled union meeting.



Mark your calendar for union events

Local 1439 Events for 2010

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.

Sept. 2	Executive Board meeting (Date change due to Labor Day)	Oct. 6	St. Louis Afternoon meeting, 1:30 p.m.
Sept. 6	Office closed for Labor Day Parade & Picnic	Oct. 9	Hog Roast
Sept. 7	St. Louis meeting, 4:30 p.m.	Oct. 13	St. Charles meeting
Sept. 8	St. Louis Afternoon meeting, 1:30 p.m.	Oct. 14	Jefferson meeting
Sept. 9	St. Francois meeting	Oct. 14	Retirees' Club meeting
Sept. 15	St. Charles meeting	Oct. 15-17	27 th Annual Lineman's Rodeo
Sept. 16	Bailey meeting	Oct. 20	Franklin meeting
Sept. 22	Franklin meeting	Oct. 27	EWMC meeting, 4:30
Sept. 22	EWMC meeting, 4:30 p.m.	Nov. 1	Charities Committee meeting, 4:30 p.m.
Oct. 4	Executive Board meeting/Bldg. Corp.	Nov. 2	Executive Board meeting, 5 p.m.
Oct. 5	St. Louis meeting, TBA	Nov. 2	St. Louis meeting, TBA
		Nov. 7	Election Day Daylight saving time ends

Joint Union/Solidarity Annual Hog Roast sponsored by IBEW Local 1439

We will also be joined by IBEW Local 4

Sat., Oct. 9, 2010
1 p.m. until 6 p.m.

Dinner at 3 p.m.



Local 1439 Union Hall
2121 59th Street, St. Louis, Mo.
(1-44 and Hampton Avenue)



Games for the kids, washer tournament & more!

Bring your family & friends to join with us in *solidarity and good Union fellowship.*

Beer, food and set ups provided.

Please bring a side dish such as breads, salads, appetizers, potatoes, veggies and/or desserts! As a courtesy and to assist us in this event, *please call or e-mail and let us know what you are bringing.*

314-644-6111
Local.1439@ibew1439.com



THE 1439

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

Volume 17, Number 5 September/October, 2010

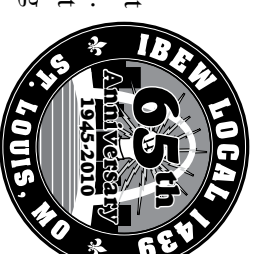


Business managers led the way over the past 65 years

By MICHAEL D. WALTER

We continue our series of articles honoring our past leaders throughout 2010 as we recognize Local 1439's 65th anniversary as an IBEW Local Union. Our predecessors dedicated their lives to the IBEW and Local 1439. Our past leaders made many difficult decisions and left behind many precedent-setting agreements.

See **BUSINESS MANAGER** page 6



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