

May 2018



Greetings from IBEW Local 668

From the desk of your Business Manager:

I hope the better weather finds all my Brothers and Sisters well. Discussion at our building trades meeting finds crafts either overwhelmed with work or picking up. Seems we are picking up slowly. However, the work outlook looks good.

At our last meeting the membership voted to put the June 1st raise of \$0.75 on the check. Our package will be as follows:

GF Rate @ 118%= \$39.65

FIC Rate @ 115%=\$38.64

Foreman @ 112%=\$37.64

Journeyman Rate: \$33.60

DB (Decatur NECA-IBEW) Pension = \$5.71

DC (Health scope) Annuity = \$4.15

HRA=\$ 0.25 cents Healthcare= \$7.05

NEBF \$1.01 @ 3%

I want to thank the negotiating team, even though all were fairly new to the process we were able to come out with a 3 year contract..

Raises will be every 6 months for Journeymen Inside Wiremen as follows:

6/1/18 = \$0.75

1/1/19 = \$0.60

6/1/19 = \$0.65

1/1/20 = \$0.60

6/1/20 = \$0.70

1/1/21 = \$0.60

Upcoming Dates:

05/14 Union Meeting

05/18 Fish Fry

05/21 Athletic Association Meeting

5/22 Retiree's Breakfast

6/11 Union Meeting

6/18 Athletic Association Meeting

6/19 Retiree's Breakfast

6/25 E Board Meeting

06/30 Family Picnic/IB-Shelter A



Sign, generator, and CE will get same % raises per 6 months.

We agree to suspend spousal insurance for INCOMING apprentices through the 2nd year to offset an increased pay rate. Other dependents will still be covered. Spousal insurance will begin with the 3rd year. Current apprentice will NOT be affected.

The NEBF is at 82.96% funded and assets remain slightly below Market.

The Decatur (NECA-IBEW) pension trustees voted to move \$0.40 per hour from non-credited to credited on June 1, 2018 (Currently \$1.00 is non-credited to individuals' accounts; effective June 1, 2018 it will be down to \$.60 cents per hour that will be non-credited) The Goal with current projections to reduce the non-credited portion on 6/1/19 by \$0.30 cents and then on 6/1/20 by the remaining \$0.30 cents.

On the (NECA-IBEW) health side, more adjustments are being made to the investment structure. They are investing in infrastructure and the fund currently is 17.5 months. It was recommended that no increases will be needed the remainder of 2018.

Looking forward to a great summer.

In Solidarity,

Larry K. Spencer

Important Phone Numbers:

Larry Spencer's Cell 765.490.6680

Jeremie Pearson's Cell 765.490.6681

NECA 800.765.4239

I.O. 202.728.6206

NEBF 301.556.4300

Old National 800.731.2265 Option 3, Option 1

Important Websites:

neca-ibew.org

ibew668.org

nebf.com

ibew.org



From the desk of your Organizer:

The Abuse of Apprentices Stops Now

Posted on October 5, 2017 by Mark Breslin
“I can’t believe I signed up for this s***.”

And so began a tale of stupidity, short-sightedness and tradition that reflects a broken culture and wasted talent.

The words were spoken to me by a young man in March 2017 after I gave a presentation to 400 young people serving their union apprenticeships. During my talk, I asked a question that I have been asking for over 10 years to well over 100,000 union craftsmen and women: “How many of you during your apprenticeship were hazed, teased, called names, given meaningless work, ignored or not taught because the guy in front of you was afraid for their job?” And in that room, like the other 200 times before, 95% of the hands slowly rose into the air.

Ninety. Five. Percent. In the year 2017. Not 1970 or 1990. Today. Now.

The young man in question approached me at the end of my presentation. He waited until everyone else had left. He told me he had military leadership experience. He had seen and done more than any of his apprentice peers. He had joined a union and the apprenticeship to again be part of a team that cared about each other - but he found something entirely different.

His experiences included being degraded; given little to no mentoring or instruction; seeing his peers called names (though no one would do it to him as he had that look in his eyes); and watching poorly performing journeymen be treated with more attention and respect because they were friends with the foreman. He felt he was part of a team only when it was funny to treat the low man on the food chain poorly.

Here is the future of our business. The ideal candidate, signing up with exactly the right reasons and a perfect foundation for success...but it had only taken him two years to go from enthusiasm and belief to “I can’t believe I signed up for this s***.”

This legacy practice of mistreating and degrading apprentices needs to end *now*, and it is the contractors first – and the union second – who have to start taking a stand. The current crop of apprentices needs to be the very last that are ever abused in the apprentice system as a stupid excuse for developing our young talent. It is being done by insecure people who had it done to them. And it is, decidedly, over.



I know some old-school guys are going to tell me that if you don't have thick skin, don't sign up; if you can't hack it, then you don't belong. I disagree. Talent development is not about hazing or mistreatment. It is about instilling confidence, skills and belief through mentoring, guidance and coaching. This is not always common behavior in an industry that prides itself on toughness and independence. As well, many are going to say that the Millennial Generation is soft and has received too many trophies for too little effort. While some of that may be true, it doesn't justify poor behavior at the jobsite on the part of journeymen whose pensions will someday be paid by those very same apprentices.

I would like to suggest three solutions to this challenge – one for the apprentice training staff, one for the contractors and one for the union leadership – so each can play a part in a constructive evolution going forward.

First, apprentices must be given a true picture of what they are going to face. We cannot ignore the fact that this is going to be part of their experience. In my book *Survival of the Fittest* (and especially in the accompanying workbook), I outline roleplaying behaviors for classes to engage in and discuss. Spend ten minutes at the end of classes doing roleplaying. Stand back and watch the wheels turn. How does an apprentice deal with hazing? How do they respond when told to “slow it down”? How do they ask for assistance or mentorship? How should they go about earning respect on the job? These are not technical skills but *jobsite survival skills* that every apprentice needs so they can get through the wringer until we change the culture.

Secondly, contractors need to draw the line: if you abuse, haze or mistreat an apprentice, you are fired. Foremen are expected to develop apprentices or at least match them to journeymen capable of maximizing their ability. Companies need to move away from the idea that apprentices are cheaper labor with limited skills and begin developing them as our future leaders and workforce. A change in mindset needs to precede a change in behavior.

Finally, unions can help by standing up for apprentices and giving them the camaraderie they were first offered. The best part of being in the trades isn't the money; it's the people and the work and the pride that comes with doing something that you feel is important. Sharing that with others and seeing it play out every day, with everyone having each other's backs, is what it's all about. Every union in North America might consider an annual “Mentor of the Year” award for the journeyman who is tops in development of apprentice talent. Make it visible. Talk about it at the hall. Put it in the newsletters. Bring the brotherhood (and sisterhood) back to union affiliation.

In summary, it is time for a change. Not every apprentice is going to make it, and we aren't running a babysitting service. If an apprentice doesn't have the heart and passion to be a tradesperson, maybe they need to do something else. But for every young man or woman who comes to us offering us the next 25 years of their life - their blood and sweat and best effort - we deserve to give them more. And the time is now.



From the desks of your Office Admin:

Please be sure to keep your information up to date. This includes a valid email if you have one. We would love to email these newsletters to you for your convenience.

Make sure you send in your data statement that you received in the mail. If you have lost this, it can be found online @ neca-ibew.org . This statement must be filled out once a year.

If you would like for anyone in the office to help you with medical, vision, or dental claims, please see Donna or Patience so we can get you an updated Customer Service Consent (HIPPA). It will give us permission to speak on your behalf to assist with your claims. We will also keep a copy in your files to help assist you later if needed.

Resigns are from the 10th to the 16th for all Local's. If resigns are not done within this window, you may be dropped from the book. Set a reminder on your phone or whatever will help you to remember. We are able to do first sign by fax with several other locals as well.

Concerning Book II resigns: Please call us by the 9th or 10th if you have resigns with other local that you would like for us to do for you.

Effective January 1, 2018, the Fund will administer benefits for retirees and their eligible dependents who are age 65 or over and eligible for Medicare. We have terminated our relationship with Transamerica. **THIS WILL ONLY BE AN ADMINISTRATIVE CHANGE. BENEFITS ARE NOT CHANGING.** The Fund administrative Office will process claims and administer the benefits. All claims with dates of service prior to January 1, 2018 will be processed by Transamerica.

Let us know if there is anything you would like to see in future newsletters.





SUMMER PICNIC, JUNE 30, 2018

Shelter A

RESERVATION FOR _____ FAMILY

Immediate Family \$5/person

_____ Lunch

_____ Dinner

_____ Park Passes

Guest Policy: If you would like to bring guests, you will pay the same discounted rate that the hall pays for their tickets. Please call Donna or Patience for more information.

Guests \$5/person

_____ Lunch

_____ Dinner

_____ Park Passes

Dues Info— \$116.25/quarter

Remember that dues **MUST BE PAID EVERY QUARTER**. This means at the end of March, June, September, and December. If you do not pay on time, there is a \$20 late fee. Avoid this fee by paying on time.

For your convenience, you may pay online with a credit/debit card. Paying online is easy! Go to ibew668.org. Enter your last name and card number. Next, go to the pay dues tab on the right. You can pay dues by the quarter or use the custom payment tab and enter any amount if you have a prior balance.

Until you start collecting your last pension (PBF), you must continue to pay dues.



Healing Prayer

Heavenly Father, we pray that You will lay your healing Hands upon all those who are sick. We beg You to have compassion on all those who are suffering so that they may be delivered from their pitiful circumstances.
In Jesus, we pray.
Amen.

Member News:

Congratulations to Valerie Mosby on the birth of her son!

Congratulations to Keith Hendrickson on the birth of his daughter!

Keep Harry Shideler's family in your prayers. His wife is still in the hospital.

Keep Jim Spencer in your prayers. He is having hip replacement surgery.

Matt Hester is a licensed real estate broker. If you are in the market for a home, give him a call at 765.532.5094

Call John DeBusk with Accurate Home Inspections at 765.607.1545. He offers home inspections, radon testing, mold, water, termite, home energy, maintenance, and infrared inspections.

Call Craig Mullens with Top Notch Home Inspection, LLC at 765.418.8282. He offers home inspections. You can also email him at topnotchinspect@yahoo.com.

Please let us know if you have any other information you would like included in your newsletter.

Congratulations to our JATC Graduates!!!!

David Brummet

Matt Fleschner

Tim Ruby

Abraham Sowers

Eric Stoffel

Morgan Thomas

Jacob Weston

Joseph Wiggins

Brock Zarse

Mike Foshee

Frankie Ballina

Alan Simpson



Retirees Section:

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Until you start collecting your last pension (PBF), you must continue to pay dues.

Remember that the Retiree's Breakfast is every 3rd Tuesday of the month. It is at the Downtowner's. If you need a ride, you may call Joe Harris or Lou Feldman.

Important Phone Numbers:

Larry Spencer's Cell 765.490.6680

Jeremie Pearson's Cell 765.490.6681

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Who Went Where?

Start date	First name	Last name	Employer name	Job class de- scription	Short_call
3/5/2018	BRANDON	OSBORNE	HUSTON	APP. WIREMAN	F
3/5/2018	CHRIS	PAYNE	HUSTON	APP. WIREMAN	F
3/6/2018	COLTON	MATTOX	INDUSTRIAL ELECTRIC INC.	APP. WIREMAN	F
3/6/2018	RYAN	MIKELS	HUSTON	APP. WIREMAN	F
3/6/2018	ALAN	SIMPSON	BARTH ELECTRIC	APP. WIREMAN	T
3/7/2018	JEFF	DEERR	INDUSTRIAL ELECTRIC INC.	JRN. WIREMAN	F
3/7/2018	BENJAMIN	ROY	INDUSTRIAL ELECTRIC INC.	APP. WIREMAN	F
3/12/2018	ALAN	SIMPSON	HUSTON	APP. WIREMAN	F
3/13/2018	MICHAEL	SLATE	BARTH ELECTRIC	JRN. WIREMAN	T
3/13/2018	KEVIN	STOKES	BARTH ELECTRIC	JRN. WIREMAN	T
3/19/2018	JONATHAN	HAMILTON	HUSTON	APP. WIREMAN	F
3/19/2018	ADAM	HOLT	ELECTRIC PLUS, INC.	APP. WIREMAN	F
3/19/2018	GREGORY	JONES	ELECTRIC PLUS, INC.	JRN. WIREMAN	F
3/19/2018	BRANDON	OSBORNE	ELECTRIC PLUS, INC.	APP. WIREMAN	F
3/19/2018	TIMOTHY	RUBY	HUSTON	APP. WIREMAN	F
3/19/2018	KEITH	SPENCER	ATEC, INC.	JRN. WIREMAN	F
3/20/2018	JOSHUA	RUCKEL	RA-COMM ELECTRIC	JRN. WIREMAN	F
3/21/2018	ADAM	BLUEMKE	E.M.I.	APP. WIREMAN	F
3/26/2018	JAREK	WALDON	HUSTON	CE	F
3/27/2018	DARYL	KILLIAN	INDUSTRIAL ELECTRIC INC.	JRN. WIREMAN	F
3/27/2018	BENJAMIN	WAGNER	J & J ELECTRIC	APP. WIREMAN	F
4/2/2018	FRANK	BALLINA	HUSTON	JRN. WIREMAN	F
4/2/2018	GARRETT	BICK	HUSTON	APP. WIREMAN	F
4/2/2018	TAYLOR	JERO	HUSTON	CE	F
4/2/2018	DONALD	LIGHTFOOT	HUSTON	APP. WIREMAN	F
4/2/2018	BOYD	MATTEY	HUSTON	APP. WIREMAN	F



Who Went Where, cont.

4/3/2018	HOBERT	DOUGLAS	NKC CONVEYOR	JRN. WIREMAN	F
4/3/2018	HOBY	HAYS	NKC CONVEYOR	JRN. WIREMAN	F
4/4/2018	JASON	CAIN	NKC CONVEYOR	JRN. WIREMAN	F
4/4/2018	KEVIN	STOKES	INDUSTRIAL ELECTRIC INC.	JRN. WIREMAN	F
4/5/2018	CHRISTOPHER	FRANCESCHINA	NKC CONVEYOR	JRN. WIREMAN	F
4/7/2018	ERIC	WISE	HI-LINE ELECTRICAL, LLC	JRN. WIREMAN	F
4/9/2018	KEITH	HENDRICKSON	HUSTON	APP. WIREMAN	F
4/9/2018	DANIEL	HESTER	HUSTON	APP. WIREMAN	F
4/9/2018	RYAN	MIKELS	HUSTON	APP. WIREMAN	F
4/9/2018	MATTHEW	NEAL	HUSTON	APP. WIREMAN	F
4/9/2018	JOE	SLIGER	HUSTON	APP. WIREMAN	F
4/12/2018	CHRIS	PAYNE	HUSTON	APP. WIREMAN	F
4/13/2018	ANTHONY	ANASTOR	HUSTON	APP. SIGNMAN	F
4/13/2018	MICHAEL	FOSHEE	E.M.I.	JRN. WIREMAN	F
4/16/2018	AARON	GRAVES	KAISER ELECT. CONTRACTORS, INC.	JRN. WIREMAN	T
4/16/2018	MATTHEW	HESTER	KAISER ELECT. CONTRACTORS, INC.	JRN. WIREMAN	T
4/16/2018	JOSEPH	SHEETS	HUSTON	JRN. SIGNMAN	F
4/19/2018	TODD	BOYCE	E.M.I.	APP. WIREMAN	F
4/20/2018	EZEKIEL	MCCARTHY	ELECTRIC PLUS, INC.	APP. WIREMAN	F
4/20/2018	MATTHEW	MCKINSEY	MJ ELECTRIC	JRN. WIREMAN	F
4/23/2018	JOSHUA	COOPER	MJ ELECTRIC	JRN. WIREMAN	F
4/23/2018	DURELL	MARSHALL	LONG ELECTRIC CO., INC.	APP. WIREMAN	F

MAY 2018

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Union Meeting @
5:30 pm

Retiree's Break-
fast @ The
Downtowner's

Fish Fry

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Athletic Assoc @
5:30 pm

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JUNE 2018

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Union Meeting @
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Athletic Assoc.
Meeting @ 5:30

Retiree's Break-
fast @ The
Downtowner

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E-Board Meeting
@ 5:30

Summer Picnic
Shelter A