

Quarterly
Newsletter for
Members

1439 Times

September
2018

ISSUE 18-03

2018 Making Strides

Everything is coming up **Pink**

Yes, October is Breast Cancer Awareness Month, and Team IBEW is beginning to work full force in our quest to end breast cancer. We will be calling on all members to consider donating to our Team.

This year's walk is Saturday, October 27 in Forest Park (Lower Mundy Parking Lot) at 9:00 AM

Everyone is invited to join us at the 1439 Union Hall for coffee and donuts prior to the walk, and a light lunch after the walk. We are again teaming up with the members of IBEW Local 1, 1455; and our very own neighbor, Amy Rust, Administrative Assistant from IBEW Local 2 as a 2018 Portrait of Hope Honoree for the American Cancer Society!

There will be several competitions for "Real Men Wear Pink" during the campaign, but all proceeds go to TEAM IBEW.

Everyone has been very supportive in the past, and I truly appreciate it. At the Kick-Off Breakfast in August, we heard from Washington University scientists and doctors telling of new treatments that sound incredibly encouraging; all because of people like you who donate to our cause! I look forward to a fun and busy fundraising October, and all those **pink hard hats**. I personally thank all of you for your continued participation.

Karen Krshul Long
7 year survivor



Update

By Doug Mueller

I am hopeful this edition of the 1439 times finds you and your family healthy and enjoying what remains of summer. I am pleased to share that Local 1439 continues moving in a positive direction, finances are thriving and Union meeting attendance is vibrant with a large contingent of the younger members participating.

Renovations to the board room, hall, bathrooms and kitchen are now complete. These updates were twofold, bring the Union Hall into the twenty first century and make the additional office space desirable to a renter. Fortunately, both objectives were accomplished, and we are pleased to welcome I.B.E.W. Local 1455 into the Union Office. This is a perfect fit for both Locals and will provide additional income wherein a portion of those monies will be used to complete the renovations of the front offices.

Staffing has been a major point of contention on Ameren's property for many years; however, with the recent influx of new employees, it appears relief is in sight for many classifications. To date, there are multiple Apprentice classes in Substations, Heavy Underground, Traveling Operators, Relay and Overhead, with more planned. Due to this influx in staffing, Local 1439 membership has increased by 65 this year and that trend is expected to continue throughout the year and into the next.

this issue

Doug Mueller/Making Strides **P.1**

Blue Hats/Matt Curry/Matt Kopecky **P.2**

Apprenticeship Program / Entergy **P.3**

Entergy/Right to Work **P.4**

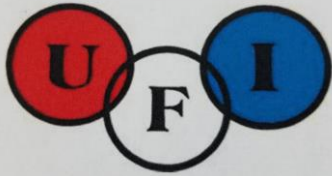
Upcoming Events **P.5**

The relationships with the Companies who employ us are solid. This is one of the most important aspects when negotiating agreements, contracts and resolving grievances, which by the way, are at the lowest levels in recent memory.

Below are agreements which have been reached and/or being negotiated since the last newsletter.

- Heavy Underground Apprentice Advisor - completed
- SLD proposal – completed
- Stock Clerk proposal – completed
- Seniority Merger for Overhead - negotiating
- Trouble Responsibilities/pay increase – negotiating
- Merging of South contract into North – negotiating
- IBEW Code of Excellence – discussing
- Work hour proposal Overhead – discussing
- Meal Per Diem Transmission – being voted on by work group
- Out of Town Storm List Transmission – complete
- Soft Dig Pilot – discussing
- Entergy Contract Negotiations – complete
- Potosi Negotiations – complete
- Hall renovations – complete
- Board Room renovations – complete
- Leased office space – complete
- St. Francois overtime agreement – complete

I look forward to seeing you at your next Union Meeting, and if you have any questions, please contact the Union Office.



Matt Kopecky
314-495-9166

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Great Expectations

Although positive thinking can be powerful, there's a fine line between optimism and unrealistic expectations. There are possible pitfalls when overestimating how a portfolio will perform.

A survey of investors found that many have reduced their expectations for the stock market. A large majority expect annual stock market returns over the next one to five years to be no higher than 8%. This is down from the 12% return investors expected from stocks in 2010 and the 20% return they expected in 2009.

Despite scaling back their investment expectations, 87% of investors still expect to reach their long-term financial goals, even though four in 10 made no adjustments to their investment strategies during the previous two years.

Possible Pitfalls

The most obvious risk of overestimating how your portfolio will perform is that you may not reach your goal on time. Major financial goals such as retirement and saving for college can take years to achieve. If you arrive at the expected date of your goal but haven't accumulated the expected funds, there's no starting over. You may be forced to postpone your goal or make do with less money.

Continued on Page 3

Blue Hat Corner

Safety Over the Years

By Aaron Mehrtens

Recently at a Union meeting I had a conversation with a couple of retirees about the importance of safety. They began telling me stories about incidents they had seen during their careers. They were telling me that back then it was expected to lose a member per year to electrical contact. It was unbelievable for me to hear the details of these tragedies.

Standing there thinking of the climate around safety back then, for a moment I felt relieved. Relieved to be in this industry during a time when following safe work rules is an expectation. After the suffering from our Brothers and Sisters has happened, and the rules have been written in their "blood". Do not forget or mistake the purpose of these rules. They are not to make your job harder or to get you in trouble. They are here to keep us alive! If you think following rules, such as wearing rubber gloves, a long sleeve shirt, and fall protection are so bad, imagine being the one who discovered the need for having such rules. Or better yet how their families feel. No one would ever want to go back to expecting to lose at least one of our Brothers or Sisters each year. So we shouldn't accept our fellow workers violating safe work rules now. The only way we can assure that these tragedies never occur to us again is to set the expectation that we will not allow anyone to take risks and endanger themselves or others.

A Look Back

By Matt Curry

Having recently topped out and achieving a goal I set for myself long ago, it caused me to reflect on the last eight years I have been employed at Ameren. I wasted a lot of time feeling sorry for myself while I was a janitor. Like many of my colleagues in that job classification, I worked two jobs trying to make ends meet and wondering if it was worth the effort. Looking back I can honestly say it was.

I've heard many say that Local 1439 is a lineman's union, but that hasn't been my experience at all. Over the years I've been fortunate to cross paths with a lot of different people in different job classifications and I've made a lot of friends along the way. Working as a janitor was difficult, but no matter how bad things felt back then, I can't recall a single night where one of my coworkers (including building mechanics and installers) didn't put a smile on my face. We played a lot of pranks on each other to break up the monotony and had a lot of good discussions in the break room. I enjoyed learning about coworkers' backgrounds, families, and the things they enjoyed doing outside of work.

After what seemed like an eternity at the GOB I took my mopping skills to the Dorsett campus. Again, I was fortunate to meet a variety of people in building services, metering, stores, motor transportation, and energy delivery. The atmosphere at Dorsett was more relaxed than the GOB, which gave me a little more time to get to know the people that I worked around.

After only seven months at Dorsett I was finally able to give up my mop and toilet wand for a stores job at Callaway, where I was able to make new friends and reconnect with some old coworkers. I thoroughly enjoyed my time at the Nuclear Plant working long hours during the refuel, playing cards at lunch, taking a swing at bats flying through the warehouse, and enjoying a bowl of chili during Saturday overtime. I will always look back on those days with fond memories.

Starting my Lineman's apprenticeship was no different. I became fast friends with my classmates and instructors. During that time, I worked at a variety of work headquarters and met a lot of people along the way, some of whom I would not necessarily want to introduce to my children, but most I consider friends. Just as it was years ago, there's not a day that goes by that someone doesn't put a smile on my face. I look forward to a future of meeting new people, more smiles, laughs, and good stories to tell.

I would encourage everyone to try and attend a union sponsored event on occasion. Whether it's a meeting, golf tournament, Labor Day parade, or Christmas party, make a point to attend, meet some new people and reconnect with old friends. You'll find we all have a lot more in common than you think.

Great Expectations (Cont'd)

A less obvious risk is that, as you get closer to your target date and it appears as though you may not achieve your goal, you may be tempted to take on more risk than would be suitable for your situation in order to help close the shortfall.

Unrealistic expectations can also create a false sense of retirement security by leading you either to contribute too little of your income during your working years or to withdraw too much during retirement.

It's natural to hope for the best. But being realistic — and not overly optimistic — may put you in a better position to pursue your financial goals. Contact Matt Kopecky, Financial Advisor for IBEW Local 1439 at 314-495-9166 to help you construct a realistic plan.

REMINDER!

**Election Day is
November 6.
Remember to get out
and vote!**

APPRENTICESHIP PROGRAM

By an Apprentice Lineman

Starting at Ameren under the new P.A.L. program was a little awkward for all sides. Everyone was wondering who are these guys, what do they do and what are they capable of? There were a lot of unknowns for the veterans of the company and the newcomers plus there was new leadership for both Ameren and 1439. We worked in the districts until word came that apprenticeship programs were going to open. All three were going to be made available so now it was time to make a career decision, get through the evaluations and start the program. We got to know our new crew, trainers and leaders. Bonds formed with the shared goal of overcoming physical and mental obstacles of the apprentice program. Be there for them and they'll be there for you. Everyone carried their own weight and we were able to lean on each other when there was something in question or have a brainstorm session to make things flow smoothly. We have confidence in our leaders, their willingness to help and to coach are keys to the success of the program. The camaraderie grew naturally for our group.

The overall work we were issued during our early stages gave us a great outlook of what was to come. One example was eight private property poles that need to be changed out and most of them had little to no machine access. We had to figure out how we were going to replace them safely and efficiently utilizing the tools and skills we had been taught. Using effective communication and teamwork, we met our outage and time frame goals.

Stage two testing approached quickly and filled any down time or lunch break with possible questions and comps that could be on the test. The shared goal was for everyone to survive and succeed.

After the testing and training we all dispersed to the districts to take on a more individualized approach. Some of us were familiar with our district but others had never set foot in that particular headquarters before. Emotions were running high as everyone was anxious to get into the field, meet the people, learn as much as possible and show the crews what we are capable of.

Everyone warned us of the phone ringing for overtime work and right out of the gate it did. We work hard while continuing to use practices we had been given throughout the previous year. Scenarios from training are helpful in the field and we learn new things daily while on the job. We are not afraid to ask questions and are willing to take any advice to help with the task at hand. We have learned to conform to each individual crew because they all operate differently. Throughout the early part of the apprenticeship these were mentioned to us but not a reality until we were in the situations.

We are very thankful for the program that has come to be and hope that apprentices and crews that follow will have the training, camaraderie, focus, and friendships that our group has experienced.

3 Year Contract Ratified with Entergy

By Doug Mueller

The Entergy contract is unique in comparison to other Local 1439 contracts, wherein the membership works under the identical contract as members of Local 647, 750, 1703. Due to this, aggregate bargaining transpired, which in itself creates a unique dynamic to the process. In this instance, each local must balance individual concerns while maintaining constant focus on the group as a whole. Fortunately, the Union representatives involved were very empathetic to the individual issues which allowed for unison when focusing on the bigger picture.

The following is a brief overview of the issues agreed upon:

- **Lump Sum Pension Option** – employees may now choose between the defined benefit or the lump sum option upon retiring

Continued on page 4

3 Year Contract Ratified with Entergy – Cont'd

By Doug Mueller

A Successful Campaign By Jeremy Pour

August 7, 2018 was a memorable day in the State of Missouri. Right to Work legislation was overturned by a vote of the people, with almost seventy percent rejecting the devastating legislation. This was the second time in forty years the voters in Missouri have rejected Right to Work.

Local 1439 would like to thank everyone that took the time to talk with family, friends, co-workers, placed signs in their yards and knocked on doors to help fight against anti worker legislation. Special thanks goes to Nathan Null, our Registrar, who spent countless hours and weekends traveling Missouri talking with 1439 members and anyone who would listen about what the passing of Proposition A would do, not only to Union workers in the state, but all workers.

Finally, everyone that contributed to the Ten for Ten campaign, Local 1439 could not have released Nathan and help donate to the **We Are MO** PAC fund without everyone stepping up and helping. Beating back this legislation in August, however, was just the first step in taking back rights for workers and the middle class.

Please, we encourage everyone to go to the polls in November and vote for Labor and middle class friendly candidates. Together we can let our voices be heard.

- **IBEW Code of Excellence** – training will be provided for all new bargaining unit employees
- **Bidding Restrictions** - newly hired helper / apprentice / Journeyman Lineman classifications may be restricted from bidding out of network for 24 months from hire date or completion of an apprenticeship
- **Vacation** – established language which states when vacation begins, ends, and the ability to be removed from the overtime call list during that vacation
- **Rest Period** – hour for hour rest for hours worked between 12:00 a.m. and 5:00 a.m. for the day following scheduled off days and holidays
- **Direct deposit** - new hires will be required to utilize direct deposit, existing employees may continue receiving paper check. However, if existing employees opt into direct deposit, they cannot return to the paper check option
- **Restoration Work Outside of Normal Work Area** - \$75.00 packing pay, if the employee actually travels for the assignment, the \$75.00 will not be received / removed after 6:00 p.m. the day before the employee is expected to travel for the assignment / 16 hour minimum when employees perform restoration work on Entergy property / Off Entergy System, a minimum of 12 hours on travel days, all other days compensated for a minimum of 16 hours / For Line positions, all transportation, lodging and meals for Restoration work outside the employees normal work area will be provided
- **Technical Relay Work** – added appropriately trained prior to qualified for other Journeyman to perform the assigned work
- **Clothing Allowance** – new hire FR allotment increase of \$500.00 to \$1750.00 and existing employees increase of \$40.00 to \$575.00 with roll-over up to \$200 per year
- **Tool Policy** – The Company will now provide tools required for the job classification except for Auto and Hydraulic Mechanics
- **Meals** – increased Midnight meal from \$9.00 to \$9.25, Breakfast from \$12.50 to \$12.75 and Lunch from \$13.50 to \$14.00
- **Job Site Reporting and Travel Allowances** - increased travel allowance for **employee provided transportation over 20 and up to 50 miles from \$45.00 to \$55.00 per day**, Company provided transportation from \$30.00 to \$35.00 per day / **Over 50 up to 70 miles from \$95.00 to \$105.00 per day**, \$60.00 to \$70.00 per day / **Over 70 miles from \$110.00 to \$120.00 per day**, \$65.00 to \$75.00 per day / Travel allowance per day to cover all expenses from \$115.00 to \$135.00 / Per night for lodging from \$75.00 to \$95.00
- **CDL** – allow for reimbursement of \$150.00 for DOT physical cost once per year from once every two years
- **Drone Use** – language describing how drones will be utilized and crews in drone flight path must be notified
- **Wages** – Increase job A1530 Storekeeper base pay by \$1.50 per hour pre general wage increase (GWI) / Job A1282 Relay Technician Helper over 1 year, \$1.00 per hour pre GWI increase / A1281 Relay Technician Helper (new hire) 1st year, \$1.00 per hour decrease / A1292 Substation Repairman Helper over 1 year, \$.50 per hour pre GWI increase / A1291 Substation Repairman Helper 1st year, \$.50 per hour decrease
- **Three year contract** – General Wage Increase of 2.25% on October 1, 2018, 2019, 2020

One a personal note, I would like to thank Business Managers Kenny Downs Local 750, Scott Oliver Local 1703, Shannon Walters Local 647, and Local 1439 Shop Steward Ronnie Dickson for their dedication and commitment to the membership. I consider it a privilege to work with individuals of this caliber who put their individual interests aside for the betterment of the Union.

Please Help

If you know someone who is not receiving the Local 1439 Newsletter, please have them contact the Union office to verify their current e-mail address. They can contact us by e-mail (local.1439@ibew1439.com) or call 314-644-6111.



Reminder:

Just a quick reminder for all the members who donated to the Ten for Ten, if you wish to change your donation amount, the Company requires that you contact the Union office and request a new PAC payroll deduction card to sign and return to the Union for processing.

Upcoming Events

September

Thursday, August 30	Executive Board	4:30 pm
Monday, Sept. 3	Labor Day – Wilmore Park	
Tuesday, Sept. 4	St. Louis	4:30 pm
Wednesday, Sept. 5	St. Louis Afternoon	1:30 pm
Tuesday, Sept. 11	Jefferson	4:00 pm
Wednesday, Sept. 12	St. Charles	4:00 pm
Monday, Sept. 17	Walnut Ridge	4:00 pm
Tuesday, Sept. 18	Franklin	4:00 pm
Thursday, Sept. 20	Callaway	4:00 pm
Wednesday, Sept. 26	EWMC	4:30 pm

October

Monday, October 1	Executive Board	4:30 pm
Tuesday, October 2	St. Louis	4:30 pm
Wednesday, October 3	St. Louis Afternoon	1:30 pm
Tuesday, October 9	St. Francois/Potosi	4:00 pm
Thursday, October 18	Retirees Meeting	10:00 am
Monday, October 22	Alliant	5:00 pm
Wednesday, October 24	Sikeston	4:00 pm
Wednesday, October 24	EWMC	4:30 pm

November

Monday, November 5	Executive Board	4:30 pm
Tuesday, November 6	Election Day	
Tuesday, November 6	St. Louis	4:30 pm
Wednesday, November 7	St. Louis Afternoon	1:30 pm
Monday, November 12	Veteran's Day Observed – Office Closed	
Tuesday, November 13	Jefferson	4:00 pm
Wednesday, November 14	St. Charles	4:00 pm
Tuesday, November 20	Franklin	4:00 pm
Thursday, November 22	Thanksgiving Day – Office Closed	
Tuesday, November 27	Hayti	3:30 pm
Tuesday, November 27	Blytheville	5:00 pm
Wednesday, November 28	Jefferson City	4:00 pm
Wednesday, November 28	EWMC	4:30 pm

December

Monday, December 3	Executive Board	4:30 pm
Tuesday, December 4	St. Louis	4:30 pm
Wednesday, December 5	St. Louis Afternoon	1:30 pm
Tuesday, December 11	St. Francois/Potosi	4:00 pm
Thursday, December 13	Butler	4:00 pm
Friday, December 14	Local 1439 Christmas Party	3:00 pm
Tuesday, December 18	Kirkville	4:00 pm
TBD	Walnut Ridge	4:00 pm
TBD	Alliant	
Monday, December 24	Christmas Eve – Office Closed	
Tuesday, December 25	Christmas Day – Office Closed	