

I.B.E.W. LOCAL UNION #725
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THE "CURRENT" WORD

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Mission Statement

The mission of the Reach out and Engage Next-gen Electrical Workers (RENEW) initiative is to inspire the next generation of IBEW workers to become active in their local union by focusing on issues important to younger workers, providing education about the IBEW and the labor movement, and fostering relationships with members and local union leadership.

Pictured Left to Right Attending Sixth District Progress Meeting and RENEW Conference

SIXTH DISTRICT VICE PRESIDENT DAVID RUHKORFF
LOCAL #725 RENEW COMMITTEE CHAIRMAN DON SIMS
IBEW INTERNATIONAL PRESIDENT LONNIE STEPHENSON



**R
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RENEW Committee members Don Sims, Mike Buell and Jacob Orman met for the first time to establish goals and objectives of the committee.

They hit the ground running, helping with the Members' Only Cookout & the Labor Day Parade. At their second meeting, new RENEW Committee members Preston McCammon, Patrick Thacker, James Allen and Zach Dery were brought up to speed on the program's progress—and more plans were made to further promote their goals. These guys are young and on fire, coming up with fresh ideas to get all members engaged. We can't wait to hear what they come up with next!

The Union Hall staff challenges the RENEW committee members to obtain email addresses for all IBEW Local Union #725 members.

Good Luck With That One!

Ensuring the IBEW is reflective of ALL members is essential to a strong and sustainable workforce. The RENEW initiative is an opportunity to better understand younger workers while continuing to engage members of all ages to foster proud and active union members.

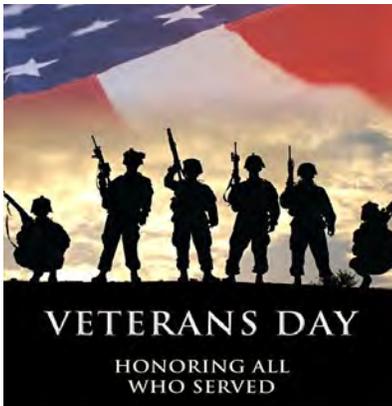


THERE WILL BE A \$1.00 MONTHLY DUES INCREASE
EFFECTIVE JANUARY 1, 2016

WIREMAN QUARTERLY DUES—\$111.00

APPRENTICE QUARTERLY DUES \$105.00





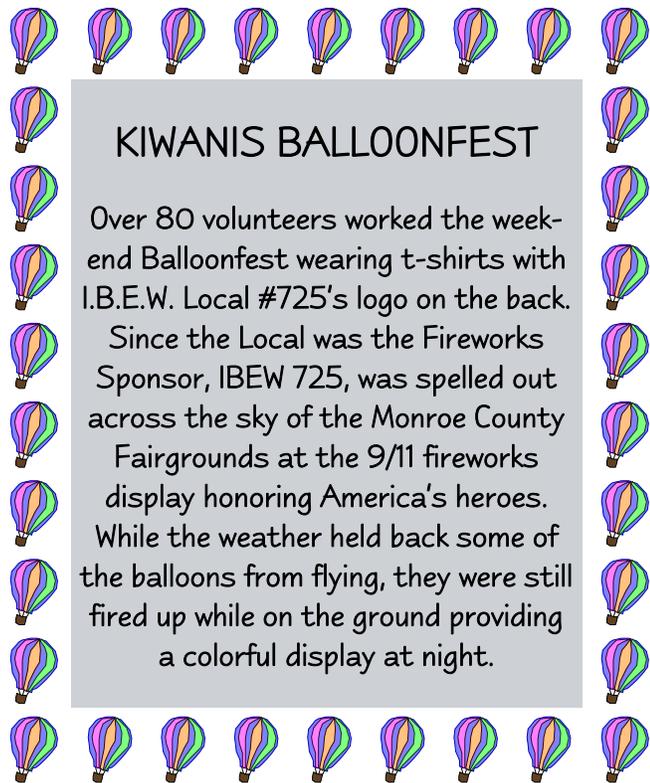
WE ARE
TRULY
THANKFUL!



CHRISTMAS UNION MEETING—FRIDAY, DECEMBER 11—7:30

Please join us at the hall for the Christmas Union Meeting.

Food & Drink Served—\$100 Random Raffle Drawing



KIWANIS BALLOONFEST

Over 80 volunteers worked the week-end Balloonfest wearing t-shirts with I.B.E.W. Local #725's logo on the back.

Since the Local was the Fireworks Sponsor, IBEW 725, was spelled out across the sky of the Monroe County Fairgrounds at the 9/11 fireworks display honoring America's heroes.

While the weather held back some of the balloons from flying, they were still fired up while on the ground providing a colorful display at night.

MILLER-EADS GOLF OUTING FOR KENT CAME

Employees and friends of traveling contractor Miller-Eads Co., Inc. took to the golf course raising \$3,000 for Brother Kent Came. Then, Miller-Eads matched the \$3,000 for a total of \$6,000. THANK YOU MILLER-EADS FOR THINKING OF KENT!

BLOOMINGTON SATELLITE OFFICE

Fountain Square Mall

101 West Kirkwood Ave., Suite 005A

Business Manager Joe Kerr will be available to meet with members living or working in or near Bloomington on the first Thursday of every month as his schedule allows.

Call first to confirm that a representative is available on the first Thursday of every month!



Please be sure to patronize the new Meijer store on Highway 46 in Terre Haute (by the hall). IBEW Local #725 contacted Meijer as soon as we heard they would be building a new store in Terre Haute. Meijer representatives then contacted the building trades long before construction began insisting that their new store be built all union. LET'S THANK THEM BY SHOPPING THERE!



We'll help you get there.™



Trustees heard proposals from four (4) companies interested in managing the I.B.E.W. Local #725 Supplemental Pension Fund. Mercer, BMO Financial Group, John Hancock Financial, and Mass Mutual presented proposals to the trustees and administrators. After careful evaluation, Mass Mutual was selected as the Fund's new money manager effective February 1, 2016. Allocations will be mapped over to Mass Mutual, utilizing JP Morgan's Asset Management Smart Retirement Program. Once the transfer has taken place, you can then decide if you want to invest the money yourself or if you want to have the money invested for you based upon your birthdate. With the Asset Management Plan, your investment is continually monitored and as you get closer to retirement, your money is moved to a less risky investment.

Supplemental Pension Education Meetings will be scheduled after the transfer to help you determine which plan is the right one for you. Please watch your mail for notification and feel free to bring your spouse since this change affects them too. Tentatively, several educational meetings are being planned throughout the jurisdiction, including the union hall, the apprenticeship office, the Bloomington satellite office, and a location still to be determined in Illinois.

IF YOU NEED ASSISTANCE ON HOW TO INVEST YOUR MONEY, PLEASE CONTACT SETH YUDES AT THE NUMBER LISTED BELOW. FOR PENSION APPLICATIONS, CHANGE OF BENEFICIARY FORMS, ETC., PLEASE CONTACT JOHN DILL AT THE NUMBER LISTED BELOW.

John Dill
 Senior Taft – Hartley
 HealthSCOPE Benefits
 Financial Administrator
 P.O. Box 50440
 9045 East 59th Street
 Indianapolis, IN 46250-0440
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YOUR CONTACTS

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 800 East 96th St., Ste. 400
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FROM THE DESK OF THE PRESIDENT, PAUL A. RUPSKA



The summer has passed us by way too quick. I would like to thank everyone who participated in the United Way Labor/Management golf outing this year. We were able to give the United Way almost \$20,000 from this charity event. I would also like to thank the Local 725 softball squad for another hard fought tournament at the Local 601 Illinois State IBEW Softball Tournament. We took home 3rd place this year. We have finished up some projects in our jurisdiction this summer, including Academy Sports on the south side of Terre Haute & Fresh Thyme Foods. We have had a lot of guys working overtime down at the Marathon Refinery this summer and fall. The calls are still coming in and everyone must be working because they are going deep into the book. It's starting to slow down in Terre Haute, but we hope it picks back up again in the early spring. I hope everyone has a very wonderful holiday season.

ORGANIZER'S REPORT— TOM SZYMANSKI



The last few months involved a lot of traveling to various meetings and conferences. The IBEW Membership Development conference focused on our need to grow our membership as new work opportunities sprout up across the country and manpower shortages are already occurring in many parts of our District. If we cannot organize these new workers, they will surely assist the non-union in expanding their market share, which is the last thing we need to happen if we want to continue being a dominant player in our markets. At the 6th District Progress Meeting, we spent a lot of time on the need to bring in young workers and assist those within our ranks to become more involved with their local unions through the RENEW program started a few years ago. We were also informed that the IBEW will not be making a presidential endorsement until after the primary election.

The Indiana State AFL-CIO convention reiterated the need for our members to VOTE for their paychecks and start preparing now for next year's election. John Gregg must take back the Governor's office if labor in Indiana has any hope of stopping the elimination of laws and benefits that help union labor keep good paying jobs. Reducing Unemployment Benefits and eliminating Worker's Compensation are on the backburner if anti-worker legislators continue to get their way. In Illinois, Governor Rauner continues to go after the State Prevailing Wage for construction work and eliminating traditional subjects allowed in city and county CBA's.

The IBEW State Conference discussed the job outlook and manpower needs, decided to assist the local union organizers financially for campaigns and meetings, and will begin to focus on the 2016 election with the endorsement of Gregg for Governor and Glenda Ritz for State Superintendent of Public Instruction. Finally, Thank You to all of the members and guests who attended the 2015 Eugene V. Debs Banquet on Saturday, October 24, and watched as International Bricklayers President James Boland received this year's award.



Eugene V. Debs is one of the most famous and well known labor leaders of his era and even still today throughout the labor movement. Plus, he was born and raised in Terre Haute, IN!

Working people can be thankful for the things we have today, in part due to Debs' involvement with so many labor battles and fights for social justice during his lifetime. He sacrificed his personal life and dedicated everything he had to the cause of improving workers' lives!

Learn more about Debs at www.debsfoundation.org and please consider becoming a member. If labor doesn't continue to support the Debs Foundation, no one else will. Membership forms and more can be found on their website.

Don't forget, we have a new website with Job Line information, Members' log-in, News, Benefits info, a Buy Union directory, and more! Plus, follow us on Twitter, on our new Facebook page (Search "IBEW Local 725"), or click on the icons from the website.



BUSINESS MANAGER'S REPORT—JOSEPH D. KERR

Greetings Brothers and Sisters,

Well another summer has come and gone and very soon the holidays will be upon us, and the season for giving thanks. Sometimes we don't have to look too far to realize we have a lot to be thankful for. We have had some of our own members go through some difficult times over the last year or so, and I would ask that you keep them in your thoughts. I would also like to thank each and every member who has found it in their hearts to give when asked to help a fellow member. Thank you for your generosity.

As some of you know, we have started a RENEW program, Reach out and Engage Next-gen Electrical Workers. I encourage all of our young members to get involved with this program as everyone has something to offer and ideas to help the local move into the future. I am excited about this program and while it isn't new to the IBEW, it is new to us. If you have any questions, you can contact the local union hall.

For the last twelve months, we have been working within the building trades and the NMAPC to remove the wage modification at Marathon. It has been a long drawn-out timeline of meetings between the building trades and Marathon, as well as representatives from the NMAPC. We are but one trade within the building trades and the issue of the wage modification has to be a building trade's decision as a group. Some trades are content with the modification thinking it will keep their members employed by making this concession. I sent out postcards for an anonymous vote on 100% or 95% and these were sent only to members working at the refinery. Why, some asked? Well just like when we vote at building trades, it's only voted on by the local unions that have jurisdiction there. If anyone feels the need to discuss this, please give me a call or stop in and see me. I feel the information asked for should come from those directly impacted and this only affects the way I will vote when the time comes.

The trustees of our Supplemental Pension have decided, after an RFP process, that we will be making a change effective February 1st when we will be changing from Mercer to Mass Mutual. Be sure to watch for mailings detailing upcoming educational meetings concerning this change.

Don't forget, we will have food at the December union meeting. Adult beverages will be served after the meeting, so plan to come out and take part in December. President Paul Rupska and I will both be at the International Foundation Benefits Conference for Trustee training and will not be present at the November meeting. See you all in December and I wish you all a safe and happy holiday season.

"To organize all workers in the entire electrical industry in the U.S. and Canada, including all those in public utilities and electrical manufacturing, into local unions." ~IBEW Constitution, page IV Object #1~

BUSINESS REPRESENTATIVE'S REPORT—DANE STRAHLE

Well, we are closing in on the end of another calendar year. There are approximately 50 members on book one and book two. We should have work in Bloomington and Vincennes throughout the fall and winter with several projects on the drawing board in those areas. We are already starting to see out-of-state, non-union, contractors looking and bidding on projects because of the loss of the Common Construction Wage Law (CCW). This will definitely have a major impact on our work and consequently our paychecks—another great reason to "VOTE".

It is sad that here in Indiana organized labor had one of the lowest voter turnouts in the entire nation. It has been reported that in the last governor-general election, John Gregg only lost to Mike Pence by 75,000 votes and there were approximately 240,000 union members and their families that didn't take the time to go vote. Maybe they thought it wasn't important at the time, but please look and see how valuable their vote would have been now that we have lost both the Right to Work and the CCW. We will soon have a second chance to vote and help get out the vote in the upcoming governor's race. It will be here before we know it, and we had all better do everything that is possible to turn things around in the Indiana State House or our work situation will only get worse.

Indiana is rapidly moving down the path of all the southern states that have done away with Right to Work and CCW and now have some of the lowest skilled wages in the nation. That is why we have so many IBEW Members coming up here and signing books in the north because most of the wages in the south are too low to support their families and their local economies. We can turn this around, but it is going to take everyone's hard work and time to get the job done. Please get out and vote along with your family, friends, and neighbors.

FEATURED MEMBERS OF THE QUARTER

Each quarter, the Local features an article about one member who has stood out among us all and deserves recognition. We are asking all members to contact us and let us know which one of your brothers or sisters deserves a "hard hats off" salute. Your nominee may have done something on-the-job, for his family or community, or just performed a kind act such as helping a brother in need. We see that happen often and we want everybody to hear about it! Please be sure to submit the name of the member you would like to see featured in our quarterly newsletter. Let's make sure everyone knows about the members who make this Local so great!

This quarter, we would like to recognize the THEJATC instructors who give up two nights per week throughout the academic year to ensure that our apprentices are properly trained. Many of the current and past instructors have committed themselves to the program for decades, and that is what has helped grow our apprenticeship. Trained By The Best To Be The Best!

CURRENT ACADEMIC YEAR INSTRUCTORS



- 1ST YEAR—STEVE NEIDLINGER
- 2ND YEAR—DALE GUMMERE
- 3RD YEAR—BILL PAYTON
- 4TH YEAR—RICH DUCHENE
- 5TH YEAR—C.J. COOPRIDER



We would also like to recognize Training Director Ryan Hughes who accepted the position almost two years ago and, since then, has prevailed over transitions in budget, staff, advisors, committee members and instructors!



ARE YOU CURRENT ON YOUR DUES?

The Indiana Department of Workforce Development Quality Control Unit is now requiring the Local Union to submit Labor Organization Statements on members who are collecting unemployment. One question on the audit is "Was this individual a paid-up member in good standing the week ending 10/10/15?" If your dues were only paid through 9/30/2015, we would have to answer "NO" to this question and you would have to re-pay benefits for the week ending 10/10/2015.

**PLEASE BE SURE TO HAVE YOUR DUES PAID BY THE END OF EACH QUARTER
SO THAT YOU WILL NOT HAVE TO FORFEIT YOUR UNEMPLOYMENT CHECK(S)!**

INDIANA UNEMPLOYMENT INSURANCE AUDIT!

WHAT IS CATEGORY 1 LANGUAGE IN OUR CBA?

These are items within our Collective Bargaining Agreements that cannot be deleted, modified, or changed in any manner by local unions as directed and agreed upon by the International Office and their agreements with NECA.

Category 1 provisions are considered Standard Agreement Language by the IBEW International Office and NECA National. All Inside Construction Agreements between IBEW Local Unions and NECA Chapters must contain all Category 1 Language verbatim, i.e., no deviations or changes to these clauses are permitted. Likewise, the agreement may not contain language that is contrary to the intent of the Category 1 language or circumvents provisions contained in the Category 1 Language.

Examples of this language includes: Establishment of a Labor-Management Committee, a grievance procedure, the union being the sole and exclusive source of referral of applicants for employment, the Employer having the right to reject any applicant for employment, Standard Apprenticeship language, definitions and many, many more items.

Please keep this in mind as many of the provisions in our contracts are there for reasons outside of the local union's control. Many of these provisions have been there since the partnership of IBEW and NECA started and have a definite purpose in our long time relationship. Ask for clarifications if you have any questions about your contract language.

November 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 	4 W.V.B.T. ILLINOIS STATE CONFERENCE OF IBEW	5 S.C.B.T.	6	7
8	9	10	11 	12	13 UNION MEETING	14
15	16 IND.ST. B/T CAMPAIGN	17 JATC 	18 W.V. CLC W.V.B.T.	19 E-BOARD MEETING	20	21
22	23	24	25  L.L.B.T.	26 	27 CLOSED FOR THANKSGIVING	28 IBEW 725 IS 102!
29	30					



DECEMBER 21st—IT'S WINTER!

DECEMBER 25TH—MERRY CHRISTMAS!

JANUARY 1ST—HAPPY NEW YEAR!





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We're Also On The Web:

www.ibew725.org

Log On To Our Website For The Latest Job Information. Or, Follow Us On:

