



876 NEWS

March 2021

Business Manager

Chad Clark

Officers

President Dave Nelson

Vice President Gerald Cornell

Recording Secretary Brian Erickson

Treasurer Daniel Fredricks

Business Manager's Report

Hello Brothers and Sisters,

I hope everyone is doing well! I know it has been a while since our last newsletter. I would like to inform everyone what has been going on at our hall. The hall has never been more financially stable. As of December 31st, 2020, we are 525k over our original 4.5 mil goal, our next goal is 5.5 mil which will be 1 mil over our original goal and will be a huge achievement to make sure working dues continue to stay at 1.5%. I have been working with the Albat Director for a while now to utilize our JMAP Training Center for our Albat Apprenticeship classrooms and use the site for extra training. As of late 2020, Albat signed a lease with Wolverine Power to utilize the training center. I am also working with the Albat Director in possibly setting up a permanent training facility in our jurisdiction for our construction branches; Albat is looking to possibly purchase a property for this. I have closed our Iron Mountain office as it was

outdated and not handicap accessible; we spent about 9k-10k a year to maintain and staff the office 2 Saturdays a month. With the new online service and with our Rep Rich Crane servicing the U.P. he can service the needs going forward. I would like to say thank you to Jack Carlson for all the years of service and help you provided IBEW Local Union 876 in your retirement years! God bless you and thank you again! I will be looking for an office space to rent to handle Union Business such as Negotiations, Grievances and Crew Checks in the area of Escanaba, for our members in the U.P. I will be doing this with the past expenditures of the old hall in order not to place any further financial strain on our finances. I would like everyone to know that once we can legally have meetings we will resume. I would love nothing more than to get back to the norm; however, until then I will continue to have the Executive Board, per the IBEW Constitution, continue the checks and balances of our month-to-month operations. I would also like to remind everyone that if you would like to see the Executive Board Minutes and Financial Statements, please call the hall to make an appointment to come in and review them. Please remember you will need to follow the CDC, Health Department and Governor Guidelines.

Thank you for being members, may God Bless You and please work safely.

876generalforemanunite.com

General Foreman are not covered in the Agreement No. 6-876-A. It appears this classification has never been in the "A" agreement. An agreement dating back to 1954, 66 years ago, does not include the G.F. classification, only Foreman. The Department of Labor has caselaw stating General Foreman are truly management.

Article 15, section 5, page 45, in the IBEW International Constitution, Rules for Local Unions, mandates:

Sec. 5, No L.U. shall allow any member who becomes an electrical employer, a partner in an electrical employing concern, a general manager, or other managerial position, to hold office in the L.U. or attend any of its meetings, or vote in any election of a L.U. The L.U. may allow such a member to continue his Membership in the L.U., or the member may apply to the F.S. for a withdrawal card. It shall require a majority vote at a meeting to grant such a card. But the L.U. has the right to require such a member to take out a withdrawal card if it so decides.

The NECA representatives have made it clear that IBEW L.U. 876 does not represent any member working as a General Foreman, in fact, 876 cannot file a grievance in their behalf the way it is. These workers are truly "at will" employees and are subject to employer's discretion.

General Foreman can log in at:

876generalforemanunite.com to sign an Authorization card and show Union Solidarity. If enough cards are signed, we will approach NECA and the employers about putting the classification in the "A" agreement. The employers will not see the cards, all information is confidential, and will not be shared. Contact Phil Barnett for further details or inquiries via email: pbarnett@ibewlocal876.org or Cell: (616) 446-0924

You Don't Know Jack

Chances are if you're not from the Upper Peninsula you may have never been to the IBEW Local 876 satellite office in Iron Mountain Michigan. If you haven't visited that office, then you've never met Jack Carlson. Jack started with MJ in 1972 as a groundman. He wanted to be a lineman and liked to climb, so in 1973 he joined the Albat apprenticeship



(Jack believes it was the third class of the Albat program). Back then the climbing school was at Ferris State University. Jack spent 10 years with MJ. Then he started to work out of the hall (tramped around) with many different contractors, often back with MJ out of his hometown Iron Mountain for larger jobs. Jack took over the Iron Mountain office in the mid 1980's and maintained the office every first and third Saturday each month until it was recently closed this year. He tells a story about his son that came in as an apprentice in 1987. Jack was on the apprentice board during the time of the interview, and put him through the paces like any other apprentice. Months after the interview, John Degear asked why Jack had not mentioned that he was his son? Jack replied, "He will make it on his own merits, not mine."

Thank you, Jack Carlson, for all the dedicated years of service to your Local. We hope to see you at the union meetings, and we hope all the members get a chance to know Jack.

Mike's Minute

Brothers and Sisters,

A question we hear a lot is, "Should I get on the books?" This is something you need to be aware of in our industry (furloughs) are not allowed. Other than taking a short vacation, if you are out of work then you should be on the books. In the past, your employer might have put you on a lay off for a few weeks and you would not go to the hall knowing their return-to-work date. The issue you may have is if you receive unemployment benefits you must be seeking employment, according to the Michigan Unemployment Office. This is hard to prove if you are not registered on the books. Our new system records the time that you were registered to the books, along with every time you logged in to look for work. This will help you prove you were looking for work. If the unemployment office audits your claim, this should help you to avoid owing any money back. Please err on the side of caution and register if you are not working and receiving unemployment benefits. If you are working on the 6-876-A agreement, your employer has a 40-day call back period, as long as you're receiving unemployment benefits from them and you have not already gone to work for a different contractor. This allows them to pull you from the books and put you back to work just like returning from a vacation.

Beneficiary Changed?

Please be sure that you know who is designated as your beneficiary. If there have been any changes in your marital status or if you have any questions as to who is designated as your beneficiary, please contact the Local Union Hall. In the event that a member passes away, please contact the Local Union Hall and we will walk you through the steps that need to be taken to ensure that appropriate benefits are paid.

Dispatcher's 2 cents

Brothers and Sisters,

As some of you know, you need a termination slip sent in to get on the Out of Work Books after you have been dispatched out to work. This is to keep from having anyone that is employed from getting on the books while still working. If you get laid off or quit, make sure you get a termination slip and pay-off arranged before leaving the show up. Some Contractors take a lot of time sending them in. This is your responsibility to prove you are unemployed to get on the books. If you have a copy of the termination slip, send a picture of it in with your request to be placed on the books to diapatcher@ibewlocal876.org; this works for all classifications. If you take a referral to go to work and didn't start, send the dispatcher an email stating that you didn't start. This will need to be done in the first 24 hours. It is hard to get a termination slip from a contractor if you never started working for them.

ALBAT Graduates

Shawn Angus	Thomas Lefebvre
Levi Arnold	Logan Miller
Jeffery Bancroft	Matt Monzo
Garret Bond	James Myers
Joshua Brush	John Nolan
Mark Bryngelson	Kyle O'Conner
Gerald Darga	Alex O'Neil
Andrew Fuhrman	Nick Pearman
Joseph Fuoss	Joshua Rakan
Timothy Gray	Luke Schwemin
Brandon Handrich	Nick Sharon
David Hitts	Cooper Young
Andrew House	Justin Wilk
Kris Konstanzer	

Congratulations to our Brothers and Sisters for completing their apprenticeship programs.

From the Front Office

We would like to welcome Terra Gurnari to our office staff. Some of you may have talked to her on the phone already. She worked for us on a temporary basis earlier in the year and is now back full-time. Thank you for using the online dues payment system to pay your dues. If you are not yet set up on the online system, please give us a call for instructions. You may still send in a check or money order for dues.

Thanks,

Memory, Stacy, & Terra

Diaz

Hello Brother and Sisters,

I am Ernie Diaz, your Outside Construction & Utility Representative. I started working in the Union Hall back in August. I have been a Union member for 20+ years working in Transmission, Distribution, Airport lighting, Highway lighting, and Traffic Signals. I have had the privilege to be on the Executive Board and Albat Apprentice Sub-Committee. I have been out seeing many crews and have many more to see. If I have not been to your crew I will be out and about this spring. I have been involved in co-op contracts and I have been learning that this is not the line work I'm used to. The Union is always trying to make things better for our members and I am excited for my opportunity to make a difference. I hope everyone is being safe and hope to see you soon.

Death Benefit Fund

The Death Benefit Fund is currently at #566. If you are not up to date on your death benefits, or if you are unaware of where you are at, please contact the hall. Don't let yourself fall behind.

Obituary Column

It is with our deepest sympathy we Report the passing of the following Members.

Herman Martin	- April 2020
James Berles	- April 2020
Donald Bowers	- May 2020
James Poulsen	- June 2020
Raymond Conklin	- July 2020
Harley Boone	- July 2020
Robert Matts	- July 2020
Eugene Bishop	- August 2020
David Cornell	- August 2020
Denis Martens	- October 2020
Phillip Battice	- October 2020
Arlen "Art" Reagan	- November 2020
Lucas Carlson	- December 2020



Our thoughts and prayers go out to the families and friends of each of these members. They will be sincerely missed.

Rich's 906 News

Hello Brothers and Sisters from the UP. Work has been steady up here but we'll probably see a small slow down with load limits likely coming on before long. The turn of the New Year brought the Eastern UP a very nasty ice storm, that required many crews from all over Michigan to help with the restoration. Thank you to all that assisted with Alger Delta Co-op and Cloverland Electric Co-op during these tough conditions. Workload for the summer looks good with many projects to start as soon as the weather breaks. Our crews on the Garden windmill project as well as MJ on ATC property have made good progress all winter. Also, Xcel Energy looks to have work in the UP in the coming months. The City of Escanaba will enter contract negotiations soon. I look forward to our next visit.

Albat

Hello Local 876 Members,

I am excited to take on the role of ALBAT Area Coordinator for Michigan. I grew up in Northern Lower Michigan in Oscoda County. I began my career trimming trees for Asplundh Tree Expert Co. working non-union. This led to an opportunity in the IBEW trimming for Local 17. After 7 years of trimming and several attempts applying, I was accepted into the ALBAT Lineman program. This is my 7th year as an ALBAT class instructor and 11th year in the trade. During my time in the IBEW, I served on the Local 17 Executive Board for 7 years and helped start their RENEW committee.

I am looking forward to working around the state with Journeyman, Apprentices, Local 876 and Contractors within the jurisdiction to further the training of our apprentices and move the industry in the right direction. One of the main things we can do to achieve this is by being involved. Without quality people taking the opportunity to step up and take on roles as Instructors, Foremen, Officers, Management or Committee members we will not move forward. Thank you for all that do! We face many challenges ahead, but I am confident together we will raise the bar. If you have any questions, please feel free to reach out.

Sincerely,
Don Stone
Michigan Area
Coordinator
ALBAT Program
Cell – (937) 405-8700
Email –
dstone@albat.org



Organizer's Corner

Jaflo Tree has been awarded a LCTT contract on Consumers property. They will have approximately 8 workers at first. They are bidding more work in northern west Michigan. 876 negotiated an agreement with Jaflo before they placed a bid on any work here. On another note, we have an organizing campaign ongoing at Hemlock Semi-Conductor. The campaign is moving slowly but moving. The workers reached out to us, asking for representation. We are hoping to get to a NLRB vote.

Outstanding Apprentice 2020

Apprentice Ben Apol is being recognized for excellence in the field. Ben was working in Temperance, MI for Hydaker Wheatlake on Consumers Energy property, on an unusual structure in the cold and windy weather. Ben completed the complicated job in a safe and timely manner. By planning for each task and keeping a solid work ethic, he displays a good example of what an IBEW Apprentice looks like. Keep up the good work Ben we look forward to you teaching the next generation your skills.



Round of Meetings

At this time the round of meetings are cancelled due to the Covid-19 Pandemic.

We value your input. If you think a topic should be discussed in the newsletter, please contact Mike Cornell at the hall.

616-784-1133 ext. 100



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Dues Issues

We have been getting a lot of calls lately about Member's being behind in dues and also wanting their dues tickets emailed to them after they have already been processed and mailed.

Please remember that your monthly Membership dues are **your** responsibility even if the Contractor you are working for is deducting them. The Contractor is only responsible, per the agreement, to deduct your working assessments. If the Contractor you are working for deducts your membership dues, it is as a courtesy to you. Every Contractor deducts the membership dues during different weeks of the month. If you are on vacation, working out of jurisdiction or off for whatever reason during the week they deduct the membership dues your dues will not be deducted therefore you will owe dues for that month. For those of you that don't know what you are paid through it tells you on your dues ticket. So if your dues ticket says you are not paid through the current month we are in or ahead that means you somehow got behind and need to get those caught up.

It is imperative that you keep your dues ticket on you at all times and that you are paid up on your dues. We get a lot of calls when storms hit from members either needing to pay up their dues because they are behind, and/or needing their dues tickets emailed to them because they don't have them on hand. Emailing your dues ticket after it has already been previously processed adds an increased expense to the Local as we have to reprint your dues ticket in order to email it to you. We can't just email it from the system that the dues are processed in. Please be conscious of these things going forward. You can check and pay your dues on the online dues payment system at

<https://members.ibew876.workingsystems.com>