

IBEW LOCAL UNION NO. 20

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Treasurer—Michael Bradshaw

Recording Sec.—Ronald Scott, Sr.

Executive Board Members—

Chairman—Bobby Chandler
George Honaker, John Lee, Tony
Lindeman, Pat Jolly, Chris Campos,
Brian Watson

Assistant Business Managers—

Ricky Foreman, Karsten Frentrup,
Dean Manry

Organizers—

Jeff Maya—972-639-6845
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Administrative Assistants—

Linda Madden
Linda Rutherford
Angie Whorton

A Message from A. C. McAfee Business Manager/Financial Secretary

Dear Brothers and Sisters:

The employees, and some former employees, of Boggs Electric are to be congratulated on the resounding vote **for the union** in the Representation Election conducted on Friday, Sep. 26, 2008. The election was held at the Boggs office in Balch Springs between the hours of 6:00 & 7:00 AM, which meant everyone had to get going early. We had a very good turnout and the members are to be commended for their efforts. The election was necessary to convert Boggs Electric (who refused to voluntarily recognize the union as the representative of their workers) from a National Labor Relations Act 8 (f) contractor to a 9 (a). The 8 (f) agreement allows a contractor to walk away after a ten (10) day notice at the end of an agreement. A 9 (a) agreement means the contractor must continue to negotiate in good faith at the end of an agreement.

The following are some excerpts from the National Labor Relations Board (NLRB) guidelines regarding conversion from 8 (f) to 9 (a).

The Different Effects of Section 9(a) and Section 8(f) Recognition

1. *Section 9(a): After Contract Expiration – The union is presumed to have continuing majority status; therefore, recognition, terms and conditions of employment, and the bargaining relationship continue.*
2. *Section 8(f): After Contract Expiration – There is no presumption of majority status, so the employer can **withdraw recognition, walk away, and unilaterally change terms and conditions of employment.***

The following are some excerpts from “Unionbusters 101”:

What is Unionbusting? The term unionbusting describes the planned course of action to stop workers from organizing a union or to destroy a union already in the workplace.

Who are Unionbusters? Unionbusters are professional consultants or lawyers, who may represent a legal consortium or consulting firm. These individuals or firms advertise their ability to manipulate the labor law system and specialize in advising employers on how to thwart union organizing drives or how to decertify unions.

What do Unionbusters Do? Unionbusters offer legal services, advice and consultation, training seminars, workshops and materials for management and supervisors, and a variety of targeted anti-union propaganda for distribution to employees, including videos, posters, leaflets, flyers, and giveaways. Unionbusters’ sophisticated advice, training and materials help an employer create a sense of dissension and division among employees during an organizing campaign and spread misinformation about the union before workers vote in a union representation election.

Why Haven’t I Heard of these Firms? Unionbusters operate under the radar intentionally. Unionbusters provide material and instructions behind the scenes while the employer’s management carry out the actual communications with workers. The unionbuster’s name or firm is not used or referenced in the anti-union materials distributed to employees, further masking the unionbuster’s involvement in orchestrating the anti organizing campaign. More importantly, the anti-union company is rarely called on to divulge that it hired a unionbuster or reveal the specifics of such expenditure. Therefore, without a paper trail, unionbusters are hard to detect, underreported, and not in the public eye. (Con’t. pg. 2)

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Sophisticated Unionbuster Techniques include:

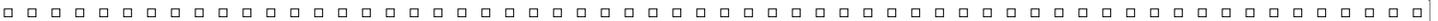
Divide & conquer: The unionbuster creates opportunities and crafts persuasive messages to make employees feel that there is a tense division among staff concerning the union election. They may go so far as to pit one group of employees against each other.

Letters, letters, letters: A unionbuster’s specialty is hammering out materials – be it cartoons, leaflets or management correspondence – to make the case against the union. 92 percent of companies involved in organizing drives mail anti-union materials to employees’ homes.

We need to be on the lookout for any of the above type tactics anytime we are having a representation election. Many times, ACTIONS SPEAK LOUDER THAN WORDS.

It is in the best interest of the **membership** that all of our contractors be converted to 9(a) status and I fully intend to continue to do so. A couple of them will continue to bad-mouth me, but so be it. Some of the contractors have already voluntarily converted without having an election. Most of our contractors work with the Local Union very well. There are just a few of the so-called Independents who seem to have their own separate agenda.

I AM GOING TO CONTINUE TO DO WHAT IS BEST FOR THE MEMBERSHIP OF THIS LOCAL UNION!!



**IBEW-NECA SOUTHWESTERN HEALTH AND BENEFIT FUND
IMPORTANT NOTICE TO RETIRED PARTICIPANTS**

Retired members who participate in the IBEW-NECA Southwestern Health and Benefit Fund should have received the following letter by now.

Last year the Trustees re-evaluated the basis for establishing non-Medicare retiree medical premiums. The self-pay medical premium for all retirees that have not qualified for Medicare is based on 173 hours times the current contribution rate. The Plan’s required contribution rate was increased effective with November, 2008 eligibility. As a result the monthly self-pay medical premium for all retirees that have not qualified for Medicare is increasing to \$813.10, (e.g., 173 times \$4.70 = \$813.10) effective November 1, 2008.

This increase applies to married retirees without Medicare and single retirees without Medicare, and married retirees that are not eligible for Medicare, but whose spouse is eligible for Medicare. If the retired participant has Medicare and his or her dependent spouse does not, then the self-pay premium is the same as the married with Medicare category, or \$542.00.

Eligibility Category	Monthly Self-Pay Rate
Retiree and Spouse not eligible for Medicare	\$813.10
Single Retiree or Spouse not eligible for Medicare	\$813.10
One Spouse eligible for and one Spouse not eligible for Medicare:	
If retired participant has Medicare and spouse does not	\$542.00
If the spouse has Medicare and retired participant does not	\$813.10
Retiree and Spouse eligible for Medicare (no change)	\$542.00
Single Retiree or Spouse eligible for Medicare (no change)	\$271.00

Please contact the Fund Office at 972-980-1123 or Toll Free at 1-800-527-0320 if you have any questions.
Mailing address is: P. O. Box 819015 Dallas, Texas 75381-9015

I.B.E.W. Union Dues Increase

The Delegates of the 37th IBEW International Convention, which was conducted in Cleveland, Ohio during the week of September 11 through 15, 2006, approved amendments to Article IX of the *IBEW Constitution*. Accordingly, effective January 1, 2009, there will be a per capita increase of one dollar (\$1.00) for all members, and the following rates will apply to the I.O. portion of all monthly dues payments covering January 2009 through December 2009:

	<u>“A” Members</u>	<u>“BA” Members</u>	<u>“FP”—Fee Payers</u>
Per Capita:	\$12.00	\$12.00	\$12.00
Pension Fund:	<u>\$13.00</u>	Not Applicable	Not Applicable
Total:	\$25.00	\$12.00	\$12.00

(Con’t. pg. 3)

In accordance with Article IX of the *IBEW Constitution*, \$12.00 per month from each member shall go into the General Fund, and the additional amount paid by "A" members (\$13.00 per month) will be deposited into the IBEW Pension Benefit Fund.

Moreover, all of the remaining rate changes that were approved at the 37th International Convention have been implemented in the International Office's membership system. The following is a summary of all of these changes:

Effective Date:	1/1/2010	01/1/2011
Per Capita:	\$12.00	\$13.00
Pension Fund:	<u>\$14.00</u>	<u>\$14.00</u>
Total:	\$26.00	\$27.00

HAVE YOU REGISTERED TO VOTE?

This is just a reminder to those who have not yet registered to vote, the deadline to register is October 6, 2008.

RETIREE MEMBERS LUNCHEON OF DALLAS AND FORT WORTH

DALLAS RETIRED MEMBERS—The Dallas Retired Members will meet at the **Blackeyed Pea Restaurant**, located at 7778 Forest Lane, Dallas, Tx. on the 2nd Tuesday of October, 2008 at approximately 11:00 AM for great food and fellowship. If you are a retired member and have never attended the monthly luncheon, we encourage you and your spouse or friend to attend.

FORT WORTH—The Retired Members will meet at the new location of the 116 Federal Credit Union, located at 603 S. Adams, Fort Worth, Tx. (corner of S. Adams and Pennsylvania), the 1st Tuesday of each month at 12:00 noon. Come at 11:00 AM if you want to play dominos. Lunch is at Massey's at 1:30 PM. If you need more information, call Tooter Mills at 817-292-9727. If you are ill or need assistance, call Odis Green at 817-448-8697, Richard Fox at 817-378-0212, Tommy Hammer at 817-460-7718 or Jimmy Furr at 817-558-2009.

PENSION APPLICATIONS

We would like to acknowledge those member(s) listed below who have applied for their IBEW Pension.

"Thank you for all your years of service
and dedication to the IBEW."

Frank A. Allen, Sr., Richard R. Holland, Jr.,
Larry D. McQueen, Gerald Burkett

CRADLE ROLL

*Congratulations to Paul and Stacy Venable on
the birth of their daughter,
Rachael Nicole Venable.*

SICK AND INJURED

We would like to wish a speedy recovery to those members listed below. If there is a member we need to add to this list, please call the Business Office. They are: Joe Furlano, David Mitchell, James B. Sumner.

DECEASED MEMBERS

Our deepest sympathy goes out to the family and friends of those members listed below that we have recently lost.

Non-Participant Member—Charles J. Buckholt—Passed away 8/26/08—He was a member 57 years

DB# 334—James R. McFarland—Passed away 9/7/08—He was a member 38 years

DB# 335—Clyde I. Davis—Passed away 9/8/08—He was a member 11 years

DB# 336—Roland E. Miles—Passed away 9/19/08—He was a member 59 years

DB# 337—Donald L. Christy—Passed away 9/21/08—He was a member 14 years

DB# 338—Karl R. Kerns—Passed away 9/22/08—He was a member 49 years

We also want to extend our sympathy to those members listed below who have recently lost a loved one.

Dean Hightower lost his father, Robert Hightower, on 8/15/08. He was a member for 48 years out of Local Union No. 701.

John P. Kelley lost his father 8/1/08.

David Richardson and Brian Richardson recently lost their Step-father/Step-grandfather, Roland E. Miles, (mentioned above).

Ronnie McKinney lost his son, Jeb McKinney on 9/11/08.

If you know or work with any of those mentioned above, please take the time to acknowledge their loss and offer your support.

2008 Annual Awards Banquet

This is just a reminder to those of you who have put off calling in or mailing in your RSVP for the Awards Banquet. We will not accept any reservations after October 10, 2008 by 4:30. NO EXCEPTIONS!!!!!!

Also, if you intend to bring someone in addition to you and your companion, the cost is \$30.00 for each additional person, and you must have your payment mailed to our office no later than October 10, 2008. Once we have received your payment, you will be issued a ticket by mail that you will need to bring to the banquet.

This year's banquet will be held on Saturday, October 18, 2008 at the Hilton Arlington, 2401 East Lamar Blvd., Arlington, Texas. Dinner will commence at 6:00 PM, with the awards ceremony immediately following.

We encourage all members of IBEW LU #20 to attend and to show your support toward these members for their many years of service and dedication to IBEW.

Due to limited seating, we will first accommodate those who made their reservations in advance. For those members who are receiving an award and are wanting to bring extra guests, please call the LU Business Office during the week of October 6-10, 2008 to see if we have extra space available. We look forward to seeing you at the banquet!!

Are We **BETTER OFF**

Than We Were 8 Years Ago?



605,000 Jobs Lost in 2008
(CNNMoney.com, 9/5/08; Associated Press, 9/5/08)

Unemployment Rate at 5-Year High
(CNNMoney.com, 9/5/08)

2 Million Home Foreclosures
(Brookings Institution, 3/7/08)

46 Million Without Health Care
(Census Bureau, 8/07)

\$4-a-Gallon Gas Energy Crisis
(CNNMoney.com, 6/8/08)

A Global Financial Meltdown With No End in Sight
(Associated Press, 9/16/08)

John McCain Thinks So

“I think we are better off overall if you look at the entire eight-year period, when you look at the millions of jobs that have been created, the improvement in the economy, etc.”

—Republican Presidential Debate, CNN, 1/30/08



John McCain, **FUNDAMENTALLY WRONG**

VOTE **Nov. 4**

For more information, contact IBEW System Council U-4 at 561-624-2700 or visit www.WorkingFamiliesVote08.org.