



Issue 2

November 2007

Business Managers Report

Elected Officials

Brothers and Sisters,

I hope this newsletter finds you well. The work picture is still currently slow with approximately 50 Journeymen on Book 1. Many of our members are working in neighboring jurisdictions. If you are thinking about traveling make sure you are enrolled in ERTS (Electronic Reciprocal Transfer System) **PRIOR** to going to work in another local's area. If you are traveling, reciprocity does run 3 months in arrears (meaning June hours worked would not be received until the end of September.) This is why your health and welfare may run out if you do not have hours built up in your hour bank, even though you have been working. See Linda to make sure you are registered.

On October 7 we took a bus to the Moscone Center in San Francisco for the NECA Convention. Close to 45 members, retirees and Collins office staff made the trip. There was a trade show and Town Hall meeting with questions and answers for IBEW President Ed Hill, Secretary-Treasurer Jon Walters and NECA CEO John Grau and NECA VP of Labor Relations Geary Higgins. It was a very enjoyable day and thank you to those who participated.

The good news is 2008 has some very good projects already awarded to Signatory Contractors in our area. Gregori High School, Oak Valley Hospital, Gallo Glass, and Modesto Regional Water Treatment Plant, to name a few. These projects will start to man up in early 08.

At the October 9th General Union meeting the IBEW/NECA Code of Excellence was adopted by Local 684 membership. The Code of Excellence is primarily for our customers. It assures them that we are a top notch professional organization with their best interest at heart. It states that we will hold up our end of the Collective Bargaining Agreement and the contractors will do the same to ensure they get a quality installation on time and on budget. Please review The Code of Excellence guidelines. For 98 percent of our membership the code is how you do business daily, but we do have some who occasionally do not meet the expected standards of IBEW professionalism and productivity.

The Code of Excellence will help us with accountability on the job and make sure the contractor provides all items necessary to manage and complete a project. Gregori High School and Gallo Glass are slated to be COE jobs.

If you do not feel that you can abide by these guidelines, you do not have to sign a COE agreement and you can work on jobs which are not COE. ALL jobs SHOULD be COE jobs.

Fraternally,
Billy Powell



E-Board Member
Larry Machado



E-Board Member
Michael Torres



E-Board Member
Jeremiah Nieman



Treasurer
Steve Bertozzi



Recording Secretary
Jeromy Myers



Vice-President
David Francis



E-Board Member
Adam Jautaikis

Belt Buckle Bill

Stainless Steel Belt Buckles.

Bill Munter

IBEW L.U. 654 retired

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Installation of Underground Conduit

A serious issue of concern has developed which threatens our installation of underground conduit by IBEW Members.

The Laborers International union is claiming the installation of all underground conduits in many areas of the IBEW 9th District and every State is impacted by the claim of work for the installation of underground conduit. In some cases they are now pulling the wire and terminating. What will be next?

I would request every member of the Inside Branch of the IBEW in the 9th District aggressively protect our trade and work in regards to the installation of conduit both in the ground and in the building. It is our obligation to protect our trade and must do so by accepting job referrals to our Contractors who perform Traffic Signal, Street Lighting and duct bank work.

We have never before seen such an attack on us and our jurisdictional work by another union. We must act.

I am an Inside Wireman and like you have been provided a good livelihood from our electrical trade and unionized industry. To insure that the IBEW is the "Right Choice" for our employers and our customers we must continue to provide our skill, ability and expertise in the installation of underground conduit.

Please assist in protecting our trade and jurisdiction.

Fraternally,

Michael Mowrey

International Vice President, Ninth District

Code Of Excellence

The **IBEW Code of Excellence** proclaims to all that IBEW construction members will:

Come to work on time, fit for duty and ready to work.

Obey recognized customer and employer work rules.

Demonstrate zero tolerance for alcohol and substance abuse.

Exercise proper safety, health and sanitation practices.

Own up to '8 for 8' and be on the job unless otherwise allowed or authorized to leave.

Follow safe, reasonable and legitimate management directives.

Encourage respect for customer's rights and property, as well as for others on the job.

exercise the skills and abilities of the trade.

Care for tools and equipment provided by the employer.

Eliminate waste and other forms of property destruction, including graffiti.

Limit lunch and break times to allocated periods; adhere to start and quit times.

Leave inappropriate behavior to those of lesser knowledge.

Employ the proper tool for the job and maintain personal tool responsibilities.

Not solicit funds or sell merchandise without the Business Manager's approval.

Curtail idle time and/or pursuit of personal business on the job, including cell phone use.

Expel job disruptions and refuse to engage in slowdowns or activities designed to extend

the job or create overtime or any other conduct that would cast the IBEW in bad light.

Training Center and Apprenticeship Congratulations Bob!!



Training Director News

At last count, we have 58 apprentices attending school in our program. We only have 4 new First Year apprentices, and have had to reschedule their first school session to attempt to add to their number. We currently have 70 waiting to enter the program. With the work picking up in the near future, we hope to be able to add to this number.

I have noticed that although some seem to appreciate and thrive in the day school environment, many want to cruise through the program. 3 apprentices were lost last year for disciplinary reasons. We need to remind ourselves that this is a privilege and to take the opportunity seriously to guarantee success.

On a brighter note, the apprenticeship competition was in San Jose this year. We were proudly represented by Bobby Stutzman. For the second year in a row, Local 684 has taken home **FIRST PLACE!** He placed first in ¾ inch pipe bending, motor control, and first in overall. Many larger locals cannot understand how we can win. However, we know it is through the curriculum, hands on training, and pride we take in our apprenticeship program.

I would like to thank everyone for participating in the continuing education classes. We have sponsored 3 classes so far; Codeology, Basic Circuit Protection and Electrical Safety, and Basic Motor Control. We have had guest speakers from Cooper-Bussmann, our resident instructor Adam Jautaikis, and David Francis. It seems that those who sign up are participating. More continuing Education classes will be scheduled for after the first of the year.

Fraternally,

Mark Bowden

Training Coordinator

New Scoreboard at Chuck Hughes Stadium



I am pleased to announce the installation of the new Fair-Play scoreboard at Chuck Hughes Stadium at Thomas Downey High School in Modesto. I'm sure you have noticed that the IBEW has been working with Trans Lux, Fair-play Scoreboards across the country. Our local LMCT Labor Management Cooperative Trust offered to purchase and install a scoreboard for Modesto City Schools to help show the community who we are and that we want to help. After several meetings with MCS representatives we were able to proceed. On November 1st with the help of Matt Paine and the Collins Electric's crane truck, Steve Warner of Fair-Play, and Richard Venema the installation was completed. The scoreboard will provide years use to our community and remind all spectators that the IBEW cares. I hope that this is the first of many projects that we, IBEW 684 can provide.

If you are aware of anything that we might be helpful within our jurisdiction please let us know.

Thank you,
Billy Powell

IBEW 684 Retirees

Aloha! I just returned from a trip to Hawaii where we cruised around the islands.

We have been averaging about 10 retirees at the breakfasts. Our next breakfast is November 28th at 9:00 a.m. at the Old Mill Café.

If any retiree has news for the newsletter please call me at (209) 526-2676.

Hope to see you at the next breakfast.

John Kincanon



Back Row: Cotton Roberts, Wade Drury, Norman Hyer, Frank Anderson, John Kincanon (the hat), Gordon Fisher
Front Row: Bill Hurst, Dan Johnson, Al Browder, Jack Zakarian, Al Autrand

NEW MEMBERSHIP DEVELOPMENT REPRESENTATIVE

Billy, Mark and I attended a Membership Development Conference. We heard about some very interesting methods being used in other locals to sign up new members and contractors. One method is a Job Blitz. Brother and Sister local representatives help each other visit the bigger non-union jobs in their areas to promote the IBEW. Another is an Industry Night. This is to introduce our existing contractors to possible new members as well as getting non-union contractors information about how the IBEW can help their business.

I have sent letters to some of the big non-union contractors in our area with information on how Local 684 is here to help with their employee needs. I hope some will realize that we CAN help.

Remember the CODE OF EXCELLENCE. It is something that we need to follow for the good of the IBEW.

Fraternally,

Richard Venema

Howe Electric Crossroads Save Mart - Riverbank



Jack Mills, Frank Rodabaugh, Jim Marlett, Larry Martinez, Tony Lozano



Special Run Off Election by Mail In Ballot

Please join in a Precinct Walk supporting this election on Saturday, November 17 and/or November 24.

Please contact Tom Aja at 209-649-3665 for more information regarding the precinct walks.

We want our newsletter to represent YOU-
our members. If you have any
information you would like to add, please
email your article to:

ethesportsnut@hotmail.com

or

linda@ibewlu684.org

January Deadline:
Friday, Dec. 21st

IBEW Local 684
519 12th Street
Modesto, CA 95354

Just a Few Reminders
Effective January 1, 2008

\$1.00 increase in Monthly Dues = \$35.00
\$.40 increase in hourly wage = \$33.12
\$.40 increase in H&W = \$8.70
\$.10 increase in Pension Plan A = \$5.15

AFTER DISPATCH REPORT

You will now be able to call the job line after dispatch to find
out where the calls went to on the books.

Health & Welfare Questions

Please call: 800-282-5246 ext: 140 (Monique)

Non-Profit Organization U.S. POSTAGE PAID Permit No. 199 Modesto, CA
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Important Dates To Remember:

Dec 11 @ 7 P.M.
Union Meeting



The Staff of IBEW Local 684

Wish all our members and retirees a Merry Christmas and a
Prosperous New Year!!

