



**“WE EARNESTLY INVITE ALL
WORKERS BELONGING TO
OUR TRADE TO COME
FORWARD, JOIN OUR RANKS
AND HELP INCREASE OUR
NUMBERS, UNTIL THERE
SHALL BE NO ONE WORKING
AT OUR TRADE OUTSIDE OF
OUR BROTHERHOOD...”**

1891 PREAMBLE TO THE *IBEW*® CONSTITUTION

INVEST IN YOUR FUTURE!



Our website is located at IBEW1116.com

Benefits For Members

1. Union Plus
2. Financial Advisor
3. Scholarships for both you and your children
4. Working in the community

Officers of I.B.E.W. Local #1116

BUSINESS MANAGER	Sarita Morales
PRESIDENT	Greg Carter
VICE PRESIDENT	Andrew Koch
RECORDING SECRETARY	Patrick Armet
TREASURER	Jacqueline Ehresman
ADMINISTRATION	Alberta Adrian
POWER PRODUCTION	Chad Hagelin
ELECTRIC DEPARTMENT	Scott Tutalo
TRANSPORTATION	Frankie Estrella
SGS UNIT CHAIRMAN	Greg Mathena
SGS VICE CHAIRMAN	G. Scott Chambers
SGS RECORDING SECRETARY	Taio Kitchens
TRICO ELECTRIC COOPERATIVE	Matt Fredericksen
UNS GAS CHAIRMAN	Bill Vohs

IBEW Local 1116 represents Employees in various locations throughout the State of Arizona: Asplundh Tree Experts, Tucson Electric Power, Springerville Generating Station, Trico Electric Cooperative, Sulphur Springs Valley Electric Cooperative and UNS Gas.



Issues We've Fought For

- Meal Adder
- Arbitrated the rest period for Unisource Gas - settled in employees' favor.
- Settled a grievance for an employee to bid on a position while in corrective action; the Employee was awarded seniority for that position from the original bid going back six months.
- Starting 2011 all new clearance procedures for both Springerville and Tucson Generation Stations must be fully trained.
- Arbitrated the Medical and Dental plan co-pays for both Tucson Electric Power and Unisource Gas; the Arbitrator ruled in the union's favor that the company must negotiate co-pays, must revert back to the 2009 co-pay rates and must reimburse

Without a Union

Employer Rights have precedence

Workers Statutory Rights are not afforded

No real employee grievance procedure

With a Union

Safety Protections

Negotiated Overtime pay

Job Training Benefits

Defined Work Schedules

Negotiated Wages

Pension Benefits

Seniority Rights

Leave of Absence

Negotiated Health Plan

Paid Vacation & Holidays

Grievance Procedures

Arbitration

A Voice



Unions protect the rights and dignity of the individual through the collective efforts of its members

The IBEW exists solely to represent the interests of workers in the electrical industry. It is an organization of workers for workers.

**IT'S ALWAYS WISE TO TAKE ADVANTAGE OF YOUR
LEGAL RIGHTS**

WITH A UNION, the employer must bargain and pay the wages negotiated.

WITH A UNION, your rights on the job are spelled out and must be respected.

WITH A UNION, you can stop abuses on the job. The union can prevent unfair treatment of employees. It gives you representation on the job and the right to file grievances if you are treated unfairly.

WITH A UNION, you can collectively negotiate for better wages, holiday pay, vacations, health and pension benefits, and job conditions.

WITH A UNION, you have greater security on your job. The employer can't fire you without just cause and must respect your length of service if there are layoffs.

But it's up to you to make a bargain. Bargaining will work for you if you want it to work. The union is your bargaining agent. Your dues are nominal and the returns are great. Your membership is a bargain in any person's language.

Paying dues is like paying premiums on an insurance policy – but you don't have to die

to have it pay off. You collect the benefits everyday of your working life.

The more members we have, the louder our voice becomes!!

Union Dues...The Facts

What are Union Dues? Union dues are those funds provided by union members to financially support the goals of their organization. In the IBEW, union dues are divided into two parts: The international portion of dues goes to support the representational, research, legal, administrative, and legislative goals of the organization's members on a national level. The local union portion of dues goes to support the goals of the local union's members at the local union level.

How much are the IBEW's dues? The IBEW's dues structure is as follows:

Effective January 1, 2020

"BA" members -International portion - \$20.00 per month.

Local Union portion - 1.5 % per month

Local Union portion non-utility 1% per month

"A" members -International portion - \$39.00 per month.

Local Union portion - 1.5% per month

Local Union portion non-utility 1% per month

The only difference between "BA" and "A" members is that "A" members participate in a voluntary pension and death benefit insurance plan - this costs an additional \$19.00 per month above the \$20.00 "BA" rate.

How is the rate of union dues determined? The members determine the amount of union dues paid to their local and international union by a democratic majority vote. Members must decide what amount of dues will be necessary to provide economic resources to achieve their goals.

What are initiation fees? An initiation fee is a charge to new members of a local union. In the IBEW, the initiation fee is purposely kept low (we want to invite new members in, not keep them out economically).

Our initiation fee for 'A' members is \$12.00

Our initiation fee for 'BA' members is \$10.00

Who determines initiation fees?

Again, the amount of any initiation fee is determined by the membership of the union in a democratic vote.

Do unions collect dues for profit?

No. Unions are non-profit organizations under Section 501 of the Internal Revenue Code. The dues they collect from the members are for the specific purpose of benefiting the goals of the membership.

Does the union have any rules on financial propriety?

Yes, very stringent rules. Any expenditure of local union funds must be approved by the membership. At each meeting, a financial report is presented to a local union's members for approval by the membership. No local union can expend funds without prior approval of the members. Each local union is also required to provide a quarterly audit of its funds to the members. Also, unions are governed by the Labor Management Reporting and Disclosure Act of 1959. This federal law provides very strict federal penalties, up to and including prison, for anyone misappropriating union funds. Unions must file annual reports with the U.S. Department of Labor outlining expenditures and income for the union. Unions are subject to audit by the U.S. Department of Labor, Office of Labor Management Standards, at any time.

What is the real cost of union dues?

Union workers enjoy a \$161 weekly wage advantage over their unorganized counterparts. Union workers also enjoy medical, pension and other benefits that are, on average, 89.2 percent better than those of nonunion workers.

An example of how you can calculate your dues

There are 80 hours in a pay period, and 26 pay periods in a year, however, Union dues may be deducted once or divided into two deductions a month. To compensate for some months having 5 weeks instead of 4 weeks the union uses 174 hours in the below formula.

For example, if your hourly rate is \$14.00 you would calculate your dues like this:

$$\$14.00 \times 174 \text{ hours} = \$2,436$$

$$\$2,436 \times 1.5 \text{ (1.5\% local rate)} = \$36.55 \text{ local dues}$$

$$\$2,436 \times 1.0 \text{ (1\% local non-utility rate)} = \$24.36 \text{ local dues}$$

$$\$36.55 \text{ (local dues)} + \$20.00 \text{ (international dues)} = \$56.55 \text{ total monthly union dues.}$$

$$\$24.36 \text{ (local dues)} + \$20.00 \text{ (international dues)} = \$44.36 \text{ total monthly union dues.}$$

Our dues are quite low compared to most unions. In addition, because of our strong membership, we have negotiated wage increases well above the national average. According to the Society of Human Resource Management the average wage increase in 2010 was just 2.3%! The stronger and more united our membership the more leverage we have when it comes time to negotiate new contracts with Asplundh Tree, SES, TEP, Trico, and UNS Gas! If you think about it, our union dues pay for themselves.

IBEW The right choice!

Your Rights during Investigatory Interviews with the Company...

otherwise known as - - -

"Weingarten Rights"

The National Labor Relations Act (NLRA) gives employees the right to assistance from union representation during investigatory interviews. Although not explicit in the Act, the right was declared by the US Supreme Court in 1975 in NLRB vs. J. Weingarten, Inc. The rules the court announced are known as Weingarten rights.

Employees sometime confuse the Weingarten rules with the Miranda rules. However there is a big difference in the two rules. Under Miranda rules police who question criminal suspects MUST notify them of their right to remain silent and to have an attorney present during questioning. Under Weingarten employers have NO obligation to inform the employees of their rights to union representation. The employee must ask for union representation in such meetings.



An investigatory interview occurs when:

Management questions an employee to obtain information and the employee has a *reasonable belief* that discipline or other adverse consequence may result from what he or she says.

Investigatory interviews relate to such subjects as:

absenteeism

accidents

compliance with work rules

damage to company property

drinking

drugs

falsification of records

lateness

poor attitude

poor work performance

sabotage

slowdowns

theft

violations of safety rules



Not every discussion with management is an investigatory interview, for example: a supervisor may speak to an employee about the proper way to do a job. Even if the supervisor asks the employee questions, this is not an investigatory interview - as the use or possibility of discipline is remote.

However, a routine conversation changes character if a supervisor becomes dissatisfied with an employee's answers and takes a hostile attitude. If this happens, the meeting becomes an investigatory interview and Weingarten rules apply.

Having a steward present can help in many ways, the steward can:

Serve as a witness to prevent supervisors from giving a false account of conversation.

Object to intimidating tactics or confusing questions.

Advise (when appropriate), an employee against blindly denying everything, thereby giving the appearance of dishonesty and guilt.

Help an employee avoid making fatal admissions.

Warn an employee against losing his or her temper.

Although some supervisors sometimes try to assert that the only function of a steward at an investigatory interview is to observe the discussion (in other words be a SILENT witness) this is WRONG. The steward has the right to counsel the employee during the interview and to assist the employee to present the facts. Legal cases have established the following rights and **obligations of the steward.**



When the steward arrives, the supervisor must inform the employee and the steward of the subject matter of the interview: for example, the type of misconduct which is being investigated. The supervisor does not, however, have to reveal management's entire case.

The steward can take the employee aside for a private pre-interview conference before the questioning begins.

The steward can speak during the interview. But, the steward has no right to bargain over the purpose of the interview or to obstruct the interview.

The steward can advise the employee not to answer questions that are abusive, misleading, badgering, confusing or harassing.

When the questioning ends, the steward can provide information to justify the employee's conduct.

If called to a meeting with management, read the following statement to management BEFORE the meeting starts!!

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without representation present, then...

"I choose not to participate in this discussion."