

LOCAL LINES

LARC

The newly negotiated Apprentice review process is up and running and the first class of Apprentices were reviewed March 30 through April 2nd. The review went well and there were very few issues with the process.

I have been asked a lot of questions about how this process works and will address those that seem to keep coming up.

1. Who is doing the reviews? **The Company and the Union chose three employees each to perform the reviews. Per the negotiated program, all of the evaluators shall be competent in the craft.**
2. What happens if you do not pass the review? **If an Apprentice does not meet the requirements to pass, they can be reviewed again after ninety days. If an Apprentice does not pass the second review they may or may not be given a 90 day letter. The trigger to have a 90 day letter issued is if the Review Committee feels that an employee does not have the ability to advance to Lineman.**
3. How does an employee get sent to a LARC review? **An Apprentice will be recommended by their local review team. Once the local team feels that the Apprentice is ready for a Lineman's position, their names will be sent to the LARC for review.**

As a side note, It is imperative that Apprentices stay on top of their progress. If you have been approved by your local review team, make sure your name has been submitted to the LARC. I don't want you to miss out on a job because your name was not on the books.

The program as a whole is a huge success for both the Company and the Union. This is the first process I have been apart of that has been done with 100% cooperation between the parties. From the ground up it has been a collaborative effort.



Special points of interest:

- LARC
- What's New ?
- May 9th Picnic
- Calendar



From L-R Joe Adams BM SCU-8, Chris Weber Apprentice and Dave Maxon VP North Central Region

LARC

There are several pieces of the program still to be finalized. An additional review from step 3 to step 4 is in the final phases of development. This will require an Apprentice to be reviewed by the LARC at the Winter Garden Training Center prior to receiving their step increase. This will be a one day assessment and the same rules apply to an employee who does not pass this review that apply to being qualified as a Lineman. The details of this review will be discussed between the Company and the Union later this month.

The last item concerns the creation and implementation of Training Crews. . There are no decisions made yet but we will be meeting to discuss some opportunities to help provide additional training for our Apprentices. Where we have the ability to do so, we should be providing the work to the Apprentices who need the training. We have to do a better job giving quality work assignments to our Apprentices. I will keep you updated as new information becomes available

What's new ?

With every contract there are changes in “how we used to do things”. I want to highlight a new section with each newsletter and will start with some of the changes in the SL Crew language. Specifically, what the crews are able to do after sundown. **Article VI Section 2 (C) 7** addresses this issue. It states, “ *streetlight maintenance and installation, non-energized construction of underground lines and equipment that are truck accessible, non-energized construction of new overhead single phase branch line poles, hardware, and equipment that are truck accessible (excluding installation of conductors, truck stocking and cleaning, and job preparation.*” There are additional comments in the MOC that need to be considered also.

Overhead and underground tasks performed after sundown **shall not require insulate and isolate**. Essentially it speaks to new construction work where there is no chance of it becoming energized. The job shall not require cover. Discussion between the parties also addressed not using the crews to perform underground maintenance. It is not the intent of the parties to use the SL crews to perform bad underground repairs unless the customer is out

Picnic

The local's annual picnic will be held on **Saturday, May 9th** at the Bear Lake Clubhouse. We will start at noon and finish up around 5:30pm. As always, the food will be good and there will be plenty for the children to do. Please plan on attending and bring the family out with you. I look forward to seeing you.

May 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 Union Meeting	5	6	7	8	9 Union Picnic
10 Mothers Day	11 LARC Reviews	12 LARC Reviews	13 LARC Reviews	14 LARC Reviews	15 H&S Meeting	16
17	18E-Board Meeting	19 Third Steps	20 Third Steps	21 Third Steps	22 Third Steps	23
24	25 Memorial Day	26 Third Steps	27 Third Steps	28 Third Steps	29 Third Steps	30
31 Utility Conf						

June 2009

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Union Meeting	2 Utility Conf	3 Utility Conf	4	5	6
7	8 Third Steps	9 Third Steps	10 Third Steps	11 Third Steps	12 Third Steps	13 FEWA
14	15 E-Board Meeting	16 Third Steps	17 Third Steps	18 Third Steps	19 Third Steps	20
21 Fathers Day	22	23	24 Council Meeting	25 Council Meeting	26 Council Meeting	27
28	29	30				

Arbitrations

Feltman—discharge

Date— 4-21-09 and 4-22-09

Rhoads—discharge

Date— 4-28-09

Harris— discipline

Date – Settled

Myers—discharge

Date—TBD Arbitrator chosen

Martin/Dotten—Vac sched

Date TBD Waiting on panel

Norton—discharge

Date - TBD Arbitrator chosen

Mcvey—discharge

Date—TBD Arbitrator chosen

Frey—discharge

Date –TBD Arbitrator chosen

Recently Held cases:

Plank—discharge

Date— 4-1-09

Recent Decisions

Day—Discharge (Returned to work)

I want to remind everyone about changes to the grievance process. There are new timelines and a new grievance form. The forms can be found online at www.ibew1412.org If you have any questions please feel free to contact your steward or one of the Officers.

Continue to work safe and I look forward to seeing you at the meeting!

David B Price

President