

INAUGURAL LOCAL 15 CHARITY GOLF OUTING







On Sunday, October 1st we held the Inaugural **IBEW Local 15**Charity Golf Outing at Ruffled Feathers Golf Club in Lemont, II. The event was a huge success.

The chosen Charity was **CAL'S ANGELS**, a non-profit organization supporting pediatric cancer. **CAL'S ANGELS** grants wishes, funds research and raises awareness for kids and their families battling cancer.

Less than 2 weeks after registration was opened on the **Local 15** Website, the Outing was full with 144 golfers. We thankfully had 27 businesses donate sponsorship for the outing, providing funds for food, drinks and donations for raffles and silent auctions.



The day started at 7:30am with the golfers checking in at the registration table in front of the club house. Golfing began with a shotgun start at 9am. On the course the golfers were challenged with "Beat the Pro", "Ring of Fire", "Longest Drive" and "Closest to the pin"; they also met with several sponsors and were visited by Local 15 staff.

Golfing was over by 2pm, followed by a dinner in the club house. **Local 15** President, Chris Riser, thanked the members for participating in the outing and supporting such a great cause. He expressed the importance of getting **Local 15** members together to create comradery and a sense of Union Pride. Chris also announced the golf groups with the 3 best scores. The 3rd Place Team was Brett Lehrke, Mike Snyder, Mike

Malchahy and Shawn Tracy from ComEd Overhead West Region. There was a tie for 1st Place at 14 under! The two teams had a putt off on the practice green to determine the winner.

The 2nd Place Team was Jeremy Rainey, Bobby Diebold, Ryan Woulfe and Joe Messina from ComEd Overhead North Region. The 1st Place Team was Jimmy Glidic, Marc Gagliardo, Matt Curran and Andrew Curl from Constellation Generation Dresden Station.

(Pictured Left) Stacey Vessel, a representative from CAL'S ANGELS gave a speech informing the members on how the money raised would be helping kids fighting cancer and their families.

On Thursday, October 12th (Pictured Right) CAL'S ANGELS
President, Stacey Wahlberg and Development Coordinator Stacey
Vessell came to the Local 15 office to get a check for over \$35,000!
Those funds will Grant Wishes and provide Christmas presents for kids battling cancer. More to come on specific details on where the money is going. A HUGE THANK YOU TO ALL OF OUR MEMBERS
WHO PARTICIPATED IN THE OUTING! WE SHOULD ALL BE PROUD
OF THIS EVENT AND THE IMPACT IT WILL MAKE ON THE LIVES OF THE KIDS AND FAMILIES SUPPORTED BY CAL'S ANGELS.



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OHT Boundaries:

SOUTH (Reporting Location, Channahon) - South of North ave (Rt. 64) and including Chicago, Indiana (Lake Michigan) to Kewance.

NORTH (Reporting Location, Libertyville) - North of I88, Lake Michigan to RT 47.

WEST (Reporting Location, Rockford) - RT 47 to Mississippi River, Wisconsin to I88

OHT Additive:

All employees in the Overhead Transmission group will receive an additive of 1.5% of the maximum hourly rate of pay of the employee's job classification. The additive will be applied for all compensable hours while in the OHT group. The additive will be paid at the applicable overtime rate when overtime is worked. Alternates and temporary assigned individuals will receive the additive for all compensable hours while in OHT.

CONGRATULATIONS!

To the Lineman and Crewleaders on completing the OHT School.

OHT Training:

Employees in Overhead Transmission must attend and successfully complete structured training programs as defined. Examples included, but not limited to; Leadership courses for LCL, Crew Leader/Planner, and Crew Leaders, Construction Standards, Transmission and Distribution Overhead Training, Structure rescue training, Transmission Switch training and Lock Out Tag Out.

Overhead Transmission Crew Leader/ Planner

Job summary: Plan, coordinate and field verify OHT activities in coordination with LCL. This individual will prepare work packages as required in accordance with Company work control processes and procedures. As required, conduct walk downs and field verification of Overhead Transmission planned and emergent work in the operations, maintenance and construction (as defined in the OHT agreement) of the Company's electric facilities and equipment.

Major Accountabilities:

- 1. Plan, coordinate, and provide guidance to Overhead Transmission employees engaged in the execution of scheduled and emergent work activities, including job walk downs in accordance with Work Control process and prepare along with validating work packages as required.
- 2. Recommend required resources per each assignment including manpower, equipment, obtaining outages, required permits, and access to property in the timeframe required to perform the work. Interfaces with planners (Operating, Distribution and T&S), other internal organizations, and external entities which may include miscellaneous contacts such as various municipality organizations.
- 3. Assist management to coordinate emergency response, including assisting in performing emergency patrols to restore service to customers.
- 4. Promote and maintain an environment that fosters a high performance organization and a learning culture.
- 5. As required, to perform the work of any member of a Overhead Transmission line crew and to assist the crew in their work assignment. As referenced in page 1, Section 1 paragraph A. VII
- 6. Work Performance Evaluation will be performed by management every 6 months and discussed with the employee. a. Performance issues will be reviewed with management and a Local 15 Business Representative.

CONGRATULATIONS! To the new SSC B Graduates

Electrical Mechanic B

Substation Construction Department

Duties: Under direct supervision as a member of a field crew to perform electrical and mechanical work requiring the lesser skills involved in the installation, removal, dismantling, maintenance, alteration and wiring of electrical equipment; and to perform related work as assigned. Typical examples of the duties are:

- To assist a man of higher grade in installing, dismantling, repairing and maintaining electrical and associated equipment at generating stations, substations, distribution centers, electric service stations, and network vaults.
- 2. As directed to do bending, fitting, and installing copper or aluminum conductors and steel supports; cutting and threading pipe; fitting and making conductor connections; pulling and fireproofing cable; and erecting platforms, scaffolds, and barricades. To clean and blow out, lubricate, and make minor adjustments and repairs to equipment; and to operate oil-handling equipment.



- 3. As instructed to wire building light and power circuits, to do minor control wiring, and to operate winch and boom equipment.
- 4. To perform building alteration and repair work such as making concrete or other patches, drilling holes in metal, slate, or other materials, performing rough carpentry, and to do cutting and brazing work.
- 5. Not eligible for upgrading to a higher classification.



On October 27th, 53 Overhead Apprentices Completed 3 Phase School at Chicago, Joliet and Rockford Training Centers.

CONGRATULATIONS!

Elias Hernandez, Eduardo Vega, Michael Cardenas, Cleo Jamison Jr., Richard Ronan, Joshua Dummer, Matthew Magolan, Christopher Michel, Clayton Wehmhoefer, Thaddeus Crites, Caleb Gallup, Alex Pammer, Austin Szczepanski, Wyatt Vander Linde, Anthony Picozzi, Daniel Roesel, Jeremy Anderson, Ezequiel Aranda Murillo, Jason Larson, Jonathon McDermott, Ismael Munoz, Phillip Sheedy, Jacob Hobby, Jakob Hughes, Isaac Moore, Alexander Morales, Michel Pinkston, Brenden Velez, Michael Akinpelu, Caleb Alber, Dillan Boeke, Daniel Bontz, Lorenzo Brandon, Forrest Brown Timothy Brown, Rolando Cruz, Joseph Davis, Kyle Forbes, Trevor Franzenburg, Larz Gough, Andrew Hilderand, Thomas Jacobs, Austin Joos, Travis Kirkland, Joesph Limberg, Samuel Rupp, Cole Schnabele, Eric Schultz, Ryan Tamalunas, Steven Yee, Jayme Absher, Ryan Bernard, Jeremy Borges





Overhead Electrician Job Duties

- 1. To install, remove or relocate line equipment
- 2. To install and maintain line equipment or underground cables.
- To work on the pole in making preparation for work operations such as installing safety equipment on conductors, hoisting and installing blocks, risers and booms, and installing temporary rigging and weather enclosures.
- 4. On pole installation, replacement and relocation work to perform such operations as lashing poles, temporarily guying poles, removing and installing arms and braces, transferring line and service wires, transferring transformers providing temporary supports for cables, pipes, potheads and conductors.
- As instructed, to drive a truck or truck and trailer; to operate power takeoff or trailer-mounted equipment; to control the fall line in the operation of the power device used for hoisting and lowering large or heavy equipment on poles or structures; and to operate excavating equipment.
- 6. To perform service restoration work such as cutting lines in the clear, removing foreign objects from lines, replacing fuses, reinstalling and connection primary, secondary and services wires, lashing, bracing or guying poles; under the direction of a man of higher grade, to perform switching operations.
- 7. To perform work on transmission line towers such as installing temporary staging, pulling conductors to tension, attaching lines to insulators, washing insulators, operating live-line tools, installing pole-top switches, patrolling transmission lines and visually observing for sources of trouble and performing grounding operations and, very infrequently, to perform work from suspension ladders or a boatswain's chair.
- Occasionally, to perform such work as installing multiconductor leadcovered cables overhead, using a trolley-chair; testing resistance of ground rods and thawing water pipes.
- Occasionally, to clean transformer vaults by dusting, sweeping and removing accumulations of dirt.
- O. As assigned, to work with an inspector, overhead, and make inspections, as instructed, of poles, hardware, arms, conductors, pothead and transformer connections and other such equipment on overhead lines.
 - 11. Occasionally, to perform repair work on pothead equipment, such as replacing front entrance plates, and covers on four conductor, air break potheads.





Transition Guidelines for Crew Leaders, Overhead Electrician Specials,
Overhead Electricians. and New Three-Phase Overhead Electricians

In addition to the Job Shadowing Guidelines for Graduating Three-Phase Overhead Electricians dated July 31, 2015 and the Cumulative Overtime Policy Document dated November 30, 1994 this is intended, where applicable to define the transition process for Lateraling and Promoting Crew Leaders, Overhead Electricians Specials and Overhead Electricians to provide consistency across the ComEd Regions.

Transition for Crew Leaders, Overhead Electrician Special and Overhead Electricians

- Following the lateral, promotion and selection processes, all classifications will report to their new locations on the same date.
- Lateral transferring Crew Leaders, Overhead Electrician Specials and Overhead Electricians will be assigned shifts two weeks from the date they report to their new locations.
- Crew Leaders promoted in place at their current reporting location will be assigned shifts within two weeks after the promotion call.
- Crew Leaders promoting to a different location will be assigned shifts within a two week transition period beginning on the date they report to the new location.
- Overhead Electricians that promote to Overhead Electrician Special are required to complete training and OJT (ride along at the reporting center that they will be assigned) before they can be assigned a shift.
- The Cumulative overtime hours for lateral transferring Crew Leaders, Overhead Electrician Specials and Overhead Electricians will be entered on to the overtime lists at their new reporting locations, effective on the date that they report to their new location.
- Crew Leaders and Overhead Electrician Specials promoted at their current location will be averaged into the appropriate overtime list immediately following the promotion call.
- Crew Leaders and Overhead Electrician Specials promoted at another location will be averaged into the appropriate list effective on the date that they report to their new location.

Vm gram 12/16/2015

Bill McBride

Date

Ty MISSELL I

Terry McGoldrick

Date

Collective Bargaining Agreement and Supplement to Collective Bargaining Agreement between Commonwealth Edison Company & Exelon Business Services Company and

IBEW Local 15



NRG CBA LANGUAGE

5.1 Service

Length of employment in the Company shall be "Service". Service includes:

- (1) The length of employment with Commonwealth Edison Company ("ComEd") provided that the length of employment qualified as "service" with ComEd and that the Employee directly entered the Company's employ as a "transferring employee" on December 15, 1999 pursuant to the terms of the March 22, 1999 Asset Sale Agreement between the Company and ComEd.
 - (2) The length of employment with any wholly owned subsidiary of Edison International, other than for bumping purposes under Section 5.19.
 - (3) The length of employment with NRG Energy, Inc. Or a subsidiary Starting April 1, 2014.

VISTRA KINCAID CBA LANGUAGE

5.1 Service

Service is defined as the period from the employee's last hiring inclusive of approved leaves of absence and layoff as provided herein. Service for the time current employees were employed at the Kincaid facility shall be granted for only those employees who were hired by the Company without any interruption in active employment on February 27, 1998, or Thereafter.

Collective Bargaining Agreement and Supplement to Collective Bargaining Agreement between Constellation Generation and IBEW Local 15

3. Length of employment in the Company shall be "service." Length of employment in a particular job classification within the Nuclear Physical department within the Company shall be "seniority." Service and seniority will be in accordance with the Company's records, but cannot include time spent in the Company prior to a break in service that has not been joined. If two (2) or more employees are promoted to the same job classification on the same date, their seniority order in their new job classification shall be determined by the seniority they had in the job classifications from which they were promoted.

MEET LOCAL 15 STEWARDS

KRYSTAL GLIDIC



Krystal started with the company in 2013, hiring into the Maintenance department as an Office Service Specialist at Braidwood Station. She became the clerical steward for Braidwood station in 2015 and then the Chief Clerical steward in 2016 to 2020, taking a small break to concentrate on her busy family life. Then in 2022 she returned as the Chief Clerical Steward at Braidwood Station. Krystal has also held positions within Local 15 as the Joliet Recording Secretary and the Joliet Unit Chairman. When she is not at work she is usually enjoying her family time with her husband of 14 years and their conjoined family and have 3 awesome kids between them. When she's not busy working or running a kid to a sports event, she enjoys a few hobbies which include boating, motorcycle rides and short trips down a quarter mile track. A little unknown bit about Krystal is she was a Commercial Real Estate Title Examiner prior to her career with Local 15 and Constellation. Thank you Krystal for your service to IBEW Local 15.

KYLE CORDONE



Kyle Cordone started his career with ComEd in June of 2015 at Chicago North as a meter reader. He later took a lateral to Elgin where he spent a short time before going to line school and starting his overhead apprenticeship back in Elgin. Kyle became a 3 phase lineman in 2018 at the Mt. Prospect headquarters, where he still works today. He became a Union Steward in September of 2022 and a BAPP steering member in January of 2022.

Kyle has been married to his wife Noura going on 5 years. They have a 9 month old baby boy named Axel. In their free time, they enjoy traveling, outdoors and spending quality time with their family.

Thank you Kyle for your service to IBEW Local 15.

SCOTT RAGAN



Chief Steward Scott Ragan started with Constellation in Mechanical Maintenance at Byron Station May 19th 2008. He was promoted to SR. A January 27th 2014. Brother Ragan has attended Arbitration school at the University of Illinois in 2018 and a Nuclear Conference in 2019. Scott is the Unit Chair at the Dixon Unit meeting. He became the Byron Station Mechanical Maintenance Steward in 2016 and has been a Chief Steward at Byron Station since 2018.

Outside of work, Brother Ragan enjoys time at his family cabin with his wife of 16 years, Katie, and his two sons Jack (age 15) and Benjamin (age 12). Jack and Benjamin are both active in sports and Scott volunteers his time coaching his sons and their teams. Scott's hobbies are boating with his family and hunting and fishing with his sons.

Thank you Scott for your service to IBEW Local 15.



STEWARDS SCHOOL

On Friday September 7th, Local 15 Vice President Ben Busser, Senior Assistant Business Managers Mike Freeman and Jim Collins, and West Region Business Representative Mark Shaulis, held a Steward School for new Local 15 Stewards. Our



Stewards were trained on IBEW/ Local 15 History, Stewardship, Contractual Language, Duty of Fair Representation, Employee Rights, Fact Finding Meetings and Grievance and Arbitrations.

Pictured left:

Ryan McClenthen, Kyle Cordone, Matt Congdon, Don Johnson, Luke Kroll, Rich Barkley, Demetrius Mack, Brad Waldron, Mike Macella, Chad Chism, Nick Barber, Josh Eichelberger, Colin Calow, Jeremy Kolodzeji & Shane Egan.

CHIEF STEWARDS MEETING

On October 3rd, VP Busser and Business Representatives Brian Daniels and John Richards held a meeting with the Nuclear Chief Stewards in the Union Office. In that meeting, we discussed plans for future negotiations with Constellation related to staffing initiatives and potentially new work groups. Also discussed were the anti-discrimination policy, Simulator UPS arbitration settlement, upcoming arbi-

tration regarding the Hardened Vent Modification at QC Station, grievance reduction efforts, current state legislation and emergent travel. President Riser addressed the group at the end of the meeting and thanked them for their efforts and explained the importance of our Union to stick together.

Chief Stewards that attended include Dave Duncan, Stan Bush, Scott Ragan, Robb Reynolds, Tony Taylor, Russ Ruettiger, Brian Hale, Nick Creen, Brad Gritt & James Chiappetta.



TEMPORARY RETURN TO THE OFFICE FULL-TIME

We know that the new Customer Care & Billing System (CC&B) replacing CIMS is coming. The scheduled launch date is set for the 3 -day Martin Luther King holiday weekend of 1/15/24. The company has stated that although they are not interested in cancelling the Flexible Work Agreement, they do want workers in departments who have regular access to CIMS such as the Care Center, New Business Central, Billing and Revenue Management, in the office full time for the launch, to ensure the transition runs smoothly, to minimize impact to customers & ensure employees have support readily available. Given the significance of the transition, the company's stance is that it will be optimal to have everyone working onsite full-time where hands-on support will be provided to ensure the transition from CIMS to CC&B is as smooth as possible. The work location change (from work-at-home to onsite) is temporary, and the Flexible Work Agreement does allow for the company to bring members back with 30 days' notice. The company has stated that they do not know exactly how long each department will work onsite. This will be driven by how well the system functions and how quickly each department is able to return to standard operating performance. Members in departments who have regular access to CIMS should start preparing to return to the office full time. Details regarding the return to office process will be shared and discussed by the individual work locations.





Thanksgiving Day is a national holiday in the United States, and Thanksgiving 2023 occurs on Thursday, November 23. In 1621, the Plymouth colonists from England and the Native American Wampanoag people shared an autumn harvest feast that is acknowledged as one of the first Thanksgiving celebrations in the colonies. For more than two centuries, days of thanksgiving were celebrated by individual colonies and states. It wasn't until 1863, in the midst of the Civil War, that President Abraham Lincoln proclaimed a national Thanksgiving Day to be held each November.

In September 1620, a small ship called the Mayflower left Plymouth, England, carrying 102 passengers—an assortment of religious separatists seeking a new home where they could freely practice their faith and other individuals lured by the promise of prosperity and land ownership in the "New World." After a treacherous and uncomfortable crossing that lasted 66 days, they dropped anchor near the tip of Cape Cod, far north of their intended destination at the mouth of the Hudson River. One month later, the Mayflower crossed Massachusetts Bay, where the Pilgrims, as they are now commonly known, began the work of establishing a village at Plymouth.

Throughout that first brutal winter, most of the colonists remained on board the ship, where they suffered from exposure, scurvy and outbreaks of contagious disease. Only half of the Mayflower's original passengers and crew lived to see their first New England spring. In March, the remaining settlers moved ashore, where they received an astonishing visit from a member of the Abenaki tribe who greeted them in English. Several days later, he returned with another Native American, Squanto, a member of the Pawtuxet tribe who had been kidnapped by an English sea captain and sold into slavery before escaping to London and returning to his homeland on an exploratory expedition. Squanto taught the Pilgrims, weakened by malnutrition and illness, how to cultivate corn, extract sap from maple trees, catch fish in the rivers and avoid poisonous plants. He also helped the settlers forge an alliance with the Wampanoag, a local tribe, which endured for more than 50 years and remains one of the sole examples of harmony between European colonists and Native Americans.

In November 1621, after the Pilgrims' first corn harvest proved successful, Governor William Bradford organized a celebratory feast and invited a group of the fledgling colony's Native American allies, including the Wampanoag chief Massasoit. Now remembered as America's "first Thanksgiving"—although the Pilgrims themselves may not have used the term at the time—the festival lasted for three days. While no record exists of the first Thanksgiving's exact menu, much of what we know about what happened at the first Thanksgiving comes from Pilgrim chronicler Edward Winslow, who wrote: Historians have suggested that many of the dishes were likely prepared using traditional Native American spices and cooking methods. Because the Pilgrims had no oven and the Mayflower's sugar supply had dwindled by the fall of 1621, the meal did not feature pies, cakes or other desserts, which have become a hallmark of contemporary celebrations.

Source: History.com





UNIT MEETINGS



Central Meeting Recorder Bridget Brennan swears in new members Trimette Lindsey, Arleta Cooper and Frank Baley.



On October 11, 2023 Kincaid Unit Chair Joe Dooley swears in new member Brent Houseworth. (Left)



On October 4th the following members were sworn in at the Southern Unit Meeting: (above) Cooper Melvin, Melisa Villarreal, Habacuc Delagado Jr., Bryce Kramer, Tyler Maloy, Abraruddin Mohammed, Joe Corral, Kyle Forbes, Phil Sheedy, Caleb Gallup, Jeremy Borges, Alexander Morales, Michael Cardenas, Cleo Jamison, Jon McDermott and Rudy Riggins.



(Above) Chicago North overhead apprentice, Matthew Katchem is sworn in by Chicago Unit Chair David Heiberger

COME TO A UNIT MEETING!

GET UP TO DATE LOCAL 15 NEWS AND INFORMATION. ASK QUESTIONS, GET INVOLVED!! ENJOY FOOD ON US

NOVEMBER

DATES, TIMES AND LOCATIONS

Wednesday, November 1st

Powerton Unit Meeting ** * 4:00pm

Pace - 300 McLean St, Pekin

Southern Unit Meeting 5:30pm

Stone City VFW- 124 Stone City Drive, Joliet

Thursday, November 2nd

West Unit Meeting 6:00pm

American Legion - 1120 W. First St., Dixon

Central Unit Meeting 6:30pm

American Legion - 310 W. Butterfield Rd, Elmhurst

Tuesday, November 7th

Northeast Region Unit Meeting 5:30pm

American Legion - 749 Milwaukee Ave, Gurnee

Wednesday, November 8th

Kincaid Unit Meeting ** * 3:45pm

Locals Restaurant - 609 Douglas st., Pawnee

Chicago Unit Meeting 5:00pm

IBEW Local 134 2722 S MLK Dr, Chicago

Thursday, November 9th

Northwest Unit Meeting 5:30pm Holiday Inn - 7550 E. State St., Rockford

President Riser will attend **

VP Busser will attend *







Union Members Helping Union Members

Principal Financial Group invites you and your spouse to attend

"2023 Retirement Workshop"

IS RETIREMENT IN YOUR HORIZON?? IF SO THIS WORKSHOP MAY BENEFIT YOU

- 401(k) Strategies to Supplement your Retirement Income Social Security

Pension Supplement Ends at age 65

- Pension Benefits
- Long Term Care and Life Insurance Protection
- Health/ Medicare

WHEN: 4:30 PM Wednesday, November 29, 2023 WHERE: Principal Financial Group 3333 Finley Road Suite 500 Downers Grove, IL 60515

WAYNE JOHNSON WILL BE ATTENDING

Space is limited. Please contact Patti Freda to R.S.V.P - Freda.patti@principal.com or 630-874-6743

We are professionals in your benefits and are IBEW Local 193 Members

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Representative Principal Securities Representative Wavne Inhoson and IRPW is not an affiliate of any company of the Principal Financial Circum* and does not recommend or sponsor and

RETIREMENTS

Congratulations and Thank You for Your Service, from Your IBEW Local 15 Sisters and Brothers

Maria Martinez	ComEd Commercial Center	Billing Clerk	Jul-85
Mark Rowe	Rockford	OHT Crew Leader - Line	Aug-85
Denita Pointer	Lincoln Center	Customer Service Rep	Jul-13
Christine Starinsky	ComEd Commercial Center	Customer Credit Rep	May-90
Caroline Callahan	ComEd Commercial Center	Billing Clerk	Apr-11

Our Condolences to the Family, Friends and Co-Workers of:



Michael C. Mann

68 Years Old

Passed Away October 5th

30 Years at Quad Cities Nuclear Plant

Maintenance Mechanic

-OFFICERS-

CHRIS RISER

President/ Business Manager/ Financial Secretary

BEN BUSSER

Vice President/ Senior Assistant Business Manager/ Executive Board Member

GEORGE LONGORIA

Treasurer

GLADYS NEGRON

Secretary

- EXECUTIVE BOARD-

TOM TIBBLES - Chairperson/ Clerical Division

WILLIAM HAWKER - Generating Physical Fossil Division

MIKE QUIRK - Commercial Physical Division

JIMMY GLIDIC - Generating Physical Nuclear Division

PAUL "VINNIE" ROCHOTTE - Commercial Physical Division

RUSS "RUDY" RUETTIGER - Commercial Physical Division

OSCAR "BIG O" SANCHEZ - Clerical Division

-REPRESENTATIVES-

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Exelon/ComEd MyHR

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Constellation MyHR

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NRG

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