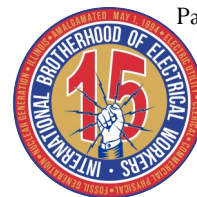


INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

AMALGAMATED MAY 1, 1994

AFFILIATED WITH AFL-CIO AND CLC

JUNE 2022



LOCAL 15 UNITY NEWSLETTER

UNION NEWS AND INFORMATION TO YOU

JUNETEENTH FREEDOM DAY



Juneteenth, official name of federal holiday **Juneteenth National Independence Day**, also called **Emancipation Day**, **Freedom Day**, **Jubilee Day**, **Black Independence Day**, and **Juneteenth Independence Day**, is a holiday commemorating the end of slavery in the United States, observed annually on June 19.

In 1863, during the American Civil War, President Abraham Lincoln issued the Emancipation Proclamation, which declared more than three million slaves living in the Confederate states to be free. More than two years would pass, however, before the news reached African Americans living in Texas. It was not until Union soldiers arrived in Galveston, Texas, on June 19, 1865, that the state's residents finally learned that slavery had been abolished. The former slaves immediately began to celebrate with prayer, feasting, song, and dance. The following year, on June 19, the first official Juneteenth celebrations took place in Texas. The original observances included prayer meetings and the singing of spirituals, and celebrants wore new clothes as a way of representing their newfound freedom. Within a few years, African Americans in other states were celebrating the day as well, making it an annual tradition. Celebrations have continued across the United States into the 21st century and typically include prayer and religious services, speeches, educational events, family gatherings and picnics, and festivals with music, food, and dancing.

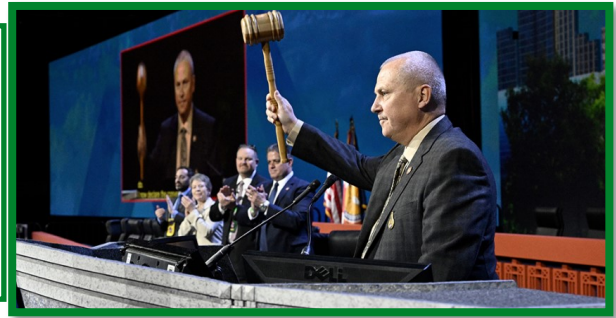
Juneteenth became a state holiday in Texas in 1980, and a number of other states subsequently followed suit. In 2021 Juneteenth was made a federal holiday. The day is also celebrated outside the United States, being used by organizations in a number of countries to recognize the end of slavery and to honor the culture and achievements of African Americans.

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IBEW 40TH INTERNATIONAL CONVENTION

International President Lonnie R. Stephenson gaveled the 40th IBEW International Convention in Chicago to a close on Friday, May 13, an historic occasion marked by a visit from the sitting President of the United States and the election of the first woman to International office. (Pictured Right)



In closing remarks, President Stephenson announced the host city for the 41st International Convention, which will be held in San Diego in 2026 and reminded delegates of the fun and work they'd been part of over the previous nine days.

The Convention began with a weekend of volunteering and good times.

A day of service brought hundreds of IBEW brothers and sisters to clean up parks around the city and a picnic brought everyone to the iconic Soldier Field on the Lake Michigan waterfront. Throughout the weekend, the RENEW/NextGen, Government Affairs, Women's and Electrical Workers Minority Caucuses got together to share ideas, network and chart the future and build the bonds of brotherhood.

On Monday, the work of the convention began in earnest. The leadership team of Stephenson, International Secretary-Treasurer Kenny Cooper and International Executive Council Chairman and New York Local 3 Business Manager Chris Erikson were all returned to office by acclamation of the nearly 2,000 delegates.

Canadian Prime Minister Justin Trudeau appeared by video to praise the good work the IBEW/FIOE does building his nation's middle class and the infrastructure that makes Canada work. Gov. J.B. Pritzker, Chicago Mayor Lori Lightfoot, Sixth District International Vice President Paul Noble and Chicago Local 134 Business Manager Don Finn all welcomed the IBEW to heartland of American organized labor. District caucuses then held their elections for Vice President and IEC representative.

On Tuesday, the crucial and technical work of updating the laws and Constitution began and district election results were announced. The convention was visited by AFL-CIO President Liz Shuler, who is breaking new ground in the labor movement.

The first brother from overseas spoke to the delegates, Paddy Kavanaugh, general secretary of Ireland's Connect Trade Union. Delegates also heard from David Long and Kirk Davis, CEO and president of construction partners NECA. Illinois Senate President Don Harmon and U.S. Sen. Tammy Duckworth spoke and delegates heard from an old friend, International Secretary-Treasurer Emeritus Salvatore "Sam" Chilia, by video.

When everything else at the 40th International Convention is forgotten, the third day will long stick in the mind of attendees. For the first time in its history, the IBEW hosted a sitting president, Joseph R. Biden, who repeated his belief that he simply would not be in the White House without the IBEW.

Consideration of proposed resolutions continued but it was a day for speeches, with appearances from North America's Building Trades Unions President Sean McGarvey, Speaker of the Illinois House of Representatives Emanuel Chris Welch, Executive Director of Helmets to Hardhats Martin Helms among others.

The visit from the president was extraordinary, but it left a mountain of work for Day 4. Nearly 60 constitutional amendments and resolutions were debated and voted on. The International Executive Council and newly-elected international vice presidents spoke to the delegates and the results were ratified, including Fourth District IVP Gina Cooper, who made history becoming the first woman ever elected an international officer in the IBEW. (Continue on page 3)

(Continued from page 2)

The podium was visited by a parade of friends from across the international labor movement including AFL-CIO Secretary-Treasurer Fred Redmond, Canadian Labour Congress Executive Vice President Larry Rousseau and Allen Hicks, National Secretary of the Electrical Trades Union of Australia. Stephenson then had an extraordinary sit-down conversation with National Football Hall of Famers Jerry Kramer and Mike Singletary, honoring them for their work with the IBEW supporting the National Child Identification Program.

The final day of the Convention completed the set of Illinois political leaders with an appearance from Illinois Senator Dick Durbin. President of the Danish Union of Electricians Jørgen Juul Rasmussen completed the roster of international guests who spoke to the Convention. IBEW General Counsel Jon Newman delivered a scorching assessment of Trump administration record on labor policy and how things have changed for the better under President Biden.

Final duties were dispatched by the delegates, including wrapping up grievance and appeals hearings, a handful of resolutions and appointing delegations to other international conventions. Stephenson gaveled the convention to a close late Friday morning, thanking delegates for their diligence and wrapping up a historic week that advanced the cause of working people and the IBEW and charted a course for the next four years.



The 40th IBEW International Convention was attended by Local 15 Members *(Pictured above left to right)* Treasurer George Longoria, Assistant Business Manager Chris Riser, Executive Board at Large Rep. Rudy Ruettiger, West Region Business Rep. Mark Shaulis, Vice President Ben Busser, President Terry McGoldrick, Senior Assistant Business Manager— Arbitration Coordinator Mike Freeman, South Region Business Rep. Mike Keating, Executive Board Chairperson Kathy Flynn, and Clerical Business Rep. Fabian Vela.

**To all the Fathers and to the Fathers of Our
Sisters and Brothers,**



DAD

Nutritional Facts

Serving Size: 1 Amazing Dad*

Amount per serving: 1 Great family

%Daily Value**

Unconditional Love 1000%

Unrivaled Skill 500%

Hard Working 100%

Wrong Answers 0%

Patience 500%

Caffeine 110%

*Meets or Exceeds Dad Joke Recommendations.

**Percent Daily Values Are Based On Your Unique Diet.

IBEW LOCAL 1220 MEMBERS RATIFY NEW CONTRACT WITH WTTW, ENDING 23-DAY STRIKE

International Brotherhood of Electrical Workers ("IBEW") Local Union 1220 is pleased to announce that a tentative agreement with Window to the World ("WTTW") Communications has been accepted and ratified by the membership.

This new collective bargaining agreement will expire in July 2025. Members returned to work at Chicagoland's PBS station on Friday, April 8. This agreement restores labor peace with the station and ends a 23-day strike that started on March 16. This was the first strike called in the nearly 70-year history of the IBEW and WTTW.

Included in this new agreement are full-time staff hiring guarantees which will partially protect the size of the IBEW bargaining unit as well as fair economic gains. Local 1220 made multiple concessions so that the company would be able to genuinely compete in the future with commercial television stations in the Chicagoland market. The IBEW looks forward to continuing its relationship with WTTW as both parties strive to produce even more award-winning programming over the course of this term. Local 1220 Business Manager John Rizzo has issued the following statement:

"It has been a very difficult last ten months with this company across the table, but we have achieved our ultimate goal which was to reach a new contract that was fair for the members. Our mission was to protect jobs and jurisdiction for both current and future generations of workers employed at WTTW. "We feel this was the best agreement possible given where both sides started in May 2021. "I cannot speak highly enough of the bargaining unit and their dedication to this cause. Our members were unified and selfless on the picket line. Every single member contributed something to the team. The job they all did together was admirable. Their sacrifices made this contract possible. "I would also like to acknowledge all of the support the Union received from Mayor Lori Lightfoot, numerous Congressmen and Congresswomen from across the state, dozens of Aldermen and Alderwomen from the Chicagoland area, the Democratic Party of Illinois, the Chicago Federation of Labor, the IBEW Sixth District, several other IBEW Locals in the area and members from other trade unions that joined us in solidarity on the picket line. "In true PBS style, I would say that the overwhelming support for the workers on strike was made possible by viewers like you. Thank you."

IBEW Local 15

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-OFFICERS-

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 FINANCIAL SECRETARY

Ben Busser
 VICE PRESIDENT- SR. BUSINESS MANAGER

Lisa Sims
 RECORDING SECRETARY
 EXECUTIVE BOARD MEMBER

George Longoria
 TREASURER

-EXECUTIVE BOARD-

CHAIRPERSON

Kathy Flynn
 CLERICAL DIVISION

John Richards
 GENERATING PHYSICAL NUCLEAR DIVISION

Ian Hacker
 GENERATING PHYSICAL FOSSIL DIVISION

Mike Quirk
 COMMERCIAL PHYSICAL DIVISION

Vinnie Rochotte
 COMMERCIAL PHYSICAL DIVISION

Russ "Rudy" Ruettiger
 AT LARGE

Tom Tibbles
 CLERICAL DIVISION

ASSISTANT BUSINESS MANAGER

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UNITY June 2022

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June - Calendar

7	First Tuesday	NORTHERN UNIT MEETING * 5:30^{PM} American Legion - 749 Milwaukee Ave - Gurnee
1	First Wednesday	POWERTON UNIT MEETING 4:00^{PM} PACE - 300 McLean Street - Pekin JOLIET UNIT MEETING * 5:30^{PM} Stone City VFW - 124 Stone City Drive - Joliet
2	First Thursday	DIXON UNIT MEETING 6:00^{PM} American Legion - 1120 W. First St. - Dixon ELMHURST UNIT MEETING 6:30^{PM} American Legion - 310 W. Butterfield Rd - Elmhurst
8	Second Wednesday	KINCAID UNIT MEETING 3:45^{PM} South Fork Building - 124 Central Avenue - Kincaid CHICAGO UNIT MEETING 5:00^{PM} IBEW 134 2722 S. Martin Luther King Dr. Chicago
9	Second Thursday	ROCKFORD UNIT MEETING 5:30^{PM} Holiday Inn - 7550 E. State Street - Rockford
15	Wednesday	Executive Board Meeting
19	Sunday	JUNETEENTH
19	Sunday	Fathers Day

Senior Assistant Business Manager- Arbitration Coordinator Clerical
 Business Representative

Mike Freeman
 CALL CENTER CRYSTAL LAKE, ELGIN, GLENBARD/BULK POWER, HIGHLAND PARK, LC1-2
 -3, LIBERTYVILLE, MT. PROSPECT, SKOKIE, WOODSTOCK
 630-442-9864 FREEMAN@IBEW15.ORG

Clerical Business Representative

Fabian Vela
 BUSINESS REP -AREAS- AURORA, BOLING-
 BROOK, BRADLEY, BRAIDWOOD, BYRON, CANTERA, CHASE BLD, CHICAGO NORTH-
 SOUTH COMM CENTER, CRES-
 WOOD, DIXON, DEKALB, DRESDEN, ENERTOUCH, GOODCENTS, FREEPORT, JOLIET
 - CCC/DDC, LASALLE, MAYWOOD/TECH CETER, QUAD CITIES, ROCKFORD, STC,
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 773-717-6073 VELA@IBEW15.ORG

GENERATION BUSINESS REPRESENTATIVES

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 815-272-1950 DANIELS@IBEW15.ORG
Dave Grooms
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 815-677-3137 GROOMS@IBEW15.ORG

WEINGARTEN RIGHTS

In 1975, the United States Supreme Court in the case of *NLRB v. J. Weingarten, Inc.* 420 U.S. 251 (1975) upheld a National Labor Relations Board (NLRB) decision that employees have a right to union representation at investigatory interviews. It held that employees in unionized workplaces have the right under the National Labor Relations Act to the presence of a union steward during any management inquiry that the employee reasonably believes may result in discipline. These rights have since become known as the Weingarten Rights. During an investigatory interview, the Supreme Court ruled that the following rules apply:

Rule 1: The employee must make a clear request for union representation before or during the interview. The employee cannot be punished for making this request.

Rule 2: After the employee makes the request, the employer must choose from among three options:

1. Grant the request and delay questioning until the union representative arrives and (prior to the interview continuing) the representative has a chance to consult privately with the employee
2. Deny the request and end the interview immediately
3. Give the employee a clear choice between having the interview without union representation or ending the interview

Rule 3: If the employer denies the request for union representation, and continues to ask questions, it commits an unfair labor practice and the employee has a right to refuse to answer. The employer may not discipline the employee for such a refusal.

Q: What triggers the right to have union representation present?

A: Four conditions must be met before an employee's Weingarten rights are triggered: A management representative must seek to question the employee. The questioning must be in connection with an investigation. The employee must reasonably believe that the interview may result in disciplinary action against the employee. The employee must request union representation.

Q: Under what circumstances could an employee reasonably believe that the interview may result in disciplinary action?

A: A purely investigatory meeting held to inquire into suspected misconduct would qualify. On the other hand, if management has called a meeting simply to issue or inform the employee of discipline, the employee has no Weingarten rights. If the purpose of the interview is not clearly at either end of this spectrum, but there is any investigatory purpose or any potential for eliciting information that may result in employee discipline, then Weingarten rights likely apply and, in order to protect its investigation, an employer should honor them.

Know Your Rights! Weingarten Rights are use them or lose them!

Flexible Work Agreement

After several months of negotiations, Local 15 and ComEd/BSC reached an agreement on May 6th, 2022 regarding a remote work agreement for clerical employees. Rollouts of the agreement to impacted employees were held the week of May 16th, 2022 (due to the IBEW International Convention the week of May 9th, 2022). The agreement – known as the Flexible Work Agreement – provides the framework for clerical employees to work remotely (where possible), on a strictly voluntary basis, beyond the pandemic period.

Highlights of the agreement include: ensuring the Company maintain space for employees who are working remotely, in the event they choose to return to work at Company locations; creating a virtual Union board in order to provide remote employees the same access to information, such as overtime lists and agreements that employees who are working on site have; restricting Company access to employee's home to very limited instances and requiring prior consent from the employee; maintaining access to employees who are working remotely for both Union Stewards and Representatives; language ensuring employee's shifts, rights to overtime, vacation, etc. remain unchanged by their status (onsite vs remote); maintaining transparency regarding things like upgrading, downgrading and special assignments by requiring the Company to send daily emails regarding work assignments to the employees in each department detailing such (as well as Union Stewards) in order to ensure employees who are working remotely are not bypassed in these assignments; and a provision that addresses meals for employees who are working remotely while on overtime, which addresses contractual obligations.

Representing Local 15 at the rollouts were President and Business Manager Terry McGoldrick and Vice President/Senior Assistant Business Manager Ben Busser as well as Senior Assistant Business Manager/Arbitration Coordinator Michael Freeman and Business Representative Fabian Vela, both of whom negotiated the agreement. The agreement runs for a period of 1 year but includes a provision which states it can be extended based on mutual agreement. The intent of both parties is for the agreement to be successful and ultimately be extended.

Commercial Clerical Stewards Meeting

Senior Assistant Business Manager / Arbitration Coordinator Michael Freeman and Business Representative Fabian Vela held a meeting with the Commercial Clerical Stewards at the Local 15 office on April 29th, 2022. The purpose of the meeting was to bring the Stewards up to date on current clerical issues, as well as share experience and knowledge within the group. Topics discussed at the meeting included the Flexible Work Agreement, the virtual Union board progress, GSR (General Service Representative) issues, handling harassment issues, when the 90-day training and qualifying period begins and improved grievance handling. Local 15 President and Business Manager Terry McGoldrick and Vice President / Senior Assistant Business Manager Ben Busser also talked to the group about the impact of recent political activity. These meetings are part of the continuous education process of our Stewards that Local 15 remains committed to in order to better represent our members.



Pictured (from left to right) are:
 Phil Calderon (Glenbard), Amber Lanning (Joliet), Elizabeth Moesch-Chiquito (Aurora), Oscar Sanchez (Chicago South), Maria Patino (Commercial Center), Donna Raschke (Rockford), Melissa Bacon (LC2), Randall Hanssen (Woodstock), Crystal Thomas (Mt Prospect), Bridget Brennan (LC2), Kathy Flynn (LC2), Lisa Sims (Commercial Center), Gladys Negron (LC2), Arturo Saldivar (Glenbard), Jennifer Randolph (Chicago North), Terry Rosas (LC2), Tim Braghini (GO), Dan Scherer (Elgin), Anthony Trentadue (Commercial Center). (Not pictured but present Sheena Williams.)



Local 15 Stewards School

On May 19th, President Terry McGoldrick, Vice President Ben Busser, Assistant Business Manager Chris Riser and Business Representative Mark Shaulis held training at the Local 15 office in Downers Grove. The new Stewards were trained on IBEW / Local 15 History, Stewardship, Contractual Language, Duty of Fair Representation, Employee Rights, Fact Finding Meetings, Grievances and Arbitrations.



Pictured above are: Tyrone Hamilton (Chicago South), Andy Henderson (Rockford), Brad Kilver (Kincaid), Vern Moss III (Commercial Center), John Osborne (Kincaid), Dan Rowe (Rockford), Patrick Runyen (Libertyville), Keith Nydereck (Byron), Emily Bridgewater (Quad), Jessica Fannin (Dresden), Crystal Thomas (Mt. Prospect), Frank Moran (Aurora), Maria Patino (Commercial Center), John Stressler (Highland Park), Pablo Parades (Libertyville), Matt Czerwinski (SSC Calumet), Leo Perez (Joliet), Carlos Gamboa, Jim Tushner (Elgin), Oscar Salinas (System Shops)

-CONGRATULATIONS-

New Members Sworn In

Elmhurst Unit Chairperson Anthony Trentadue swears in new member Michael Korzen, a Dresden Maintenance Electrician.



North Region Business Rep. Shawn Wachter swears in new members Gio Calabrese, John Behm, Jose Machuca, Collin Palmer, Justin Muller, Ovidio Jasso and Josh Stecks at the Gurnee Unit Meeting.



On May 20th, 57 Overhead apprentices completed Three Phase School. Rockford Training Center, Chicago Training Center and Joliet Training Center held graduation ceremonies Congratulating the new Overhead Electricians on their accomplishment.

CTC



(Pictured)

Allan Korem, Kyle Lenhausen, William Mennecke, Jose Salinas, Jacob Schopp, Justin Bais, Justin Brown, Jon Davis, Ernesto Gomez, Malcolm Harrington Jr, Eddie Idris, Samuel Iverson, Tyler Kurzrock, Jamie Martin, Joseph Messina, Michael Sneideraitis, Blake Sweeden, Jason Bernhard, Tyler Hauert, Cohen Hill, John Housner, Clinton Lashley, Jeremy Pound, Scott Tubbin, Robert Weichmann, Sean Brockman, Terry Duvall Jr, Skyler Hayunga, Tanner Kennedy, Jose Munoz, Dylan Nimmer, Cameron Pait, Doug Siebert, Trevor Smeets, Jawone Brooks, Jesse Brunoehler, Parker Byrnes, Christopher Wicinski, Andrew Close, Tyler Dempsey, Austin Fatlan, Dillon Goy, Tyler Woods

JTC



RTC



RETIREMENTS

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

22-May	David Calderone	Planner Shops	Technical Center	Apr-84
22-May	Anthony Camiliere	Crew Leader Construction	Glenbard	Mar-85
22-May	Beth Cravatta	Matl Handler	Joliet	Mar-91
22-May	Michael Dalke	Ovhd Electrician	Dixon	Oct-99
22-May	Daniel Gardner	Area Operator	Chicago South	Aug-91
22-May	Michael Hildreth	Crew Leader Line	Rockford	Oct-90
22-May	Todd Peterson	Sr. Mechanic Nuclear	Quad Cities	Dec-87
22-May	Hector Ruiz	Equipment Operator	Braidwood	Apr-91
22-May	Victor Vega	Crew Leader Line	Chicago North	Feb-91
22-May	Sylvia Venecia	Documents Control Clerk	LaSalle	Aug-79
22-May	Richard Wirt Jr.	Nuclear Station Operator	Quad Cities	Jun-89
22-May	Patrick Wolfe	Equipment Operator	Quad Cities	Jun-94
22-May	Jeffrey Hinz	Ovhd Electrician	Bolingbrook	May-90
22-May	Jeffrey Leifheit	OHT Ovhd Elec	Rockford	Dec-90
22-May	Leticia Martinez	Surveillance Clerk	Braidwood	Nov-90
22-May	David Nissen	Sr. Elec Mech, Nuclear	Byron	Jun-84
22-May	Fabian Serrato	OH Elec Spec	Elgin	Sep-85
22-May	James Thome	DO Lead Crew Leader, Line	Joliet	Sep-84
22-May	Minerva Benda	Cust Service Rep	Lincoln Center	Mar-22
22-May	Eric Miller	Sr. Mechanic Nuclear	Braidwood	May-91
22-May	Thaddeus Filipek	Crew Leader Line	Chicago North	Jul-91
22-May	Thomas Haupt	Crew Leader Line	Highland Park	Jan-00
22-May	Dawn Koetz	Operating Clerk III	Joliet	Jul-96

Edwin W. Hendry

Retired Dresden Senior Mechanic

April 22nd, 2022

Age 87

-In memory-

LOCAL 15 MEMBERS NEED YOUR HELP

The Kreutzer Family

On Friday May 13th Sister Rachael Kretuzer (Libertyville SSG) and her family had a total loss fire at their home. Thankfully Rachael, Kyle and Henry are all safe. Unfortunately, their dogs, Bella and Sky, required ICU level care at the emergency vet in Milwaukee, where they remain.

Everything they built in the house is now gone. They worked tirelessly to make their house the home they had always dreamed of, and now they face the heavy emotional and financial burden to pick back up and start over. The vet bills alone will be astronomical, and the headache with insurance has only just begun. We hope to rally around them to take away as much of the burden as possible while raising their baby and providing him with everything he needs.

Please visit the Go Fund Me page and consider helping another Local 15 Member and her family in need:

[Fundraiser by Amber Derkson : Emergency funds for the Kreutzer Family \(gofundme.com\)](https://www.gofundme.com/fundraiser-by-amber-derkson-emergency-funds-for-the-kreutzer-family)

The Smith Family

Our fellow Lineman and Union Brother, Pat and his wife Danielle Smith, lost their home to an awful fire on May 16th. Thankfully they were all able to safely get out of the house but lost everything. They just brought home their sweet baby girl 2 weeks ago and have 2 little boys. Any help would be greatly appreciated. Please share with friends and family.

Please visit the Go Fund Me page and consider helping another Local 15 Member and his family in need:

[Fundraiser by Adam Street : The Smith Family \(gofundme.com\)](https://www.gofundme.com/fundraiser-by-adam-street-the-smith-family)