



IBEW Local 245 Spotlight



LABOR UNIONS MEAN BROTHERHOOD AND BROTHERHOOD MUST FIRST BE IN YOUR MIND AND HEART

Local 245 Officers

President
Phil LaCourse

Vice President
Bob Coffman

Recording Secretary
Steve Herman

Financial Secretary & Business Manager
Larry Tscherne

Assistant Business Manager
Phil LaCourse

Assistant Business Manager
Ken Erdmann

Treasurer
Lisa Tracy

Executive Board
John Carman
David Kebker
Chuck Modrowski
Jack Schell
Tom Foster
Tim Rudolph
Tim Tscherne



IBEW Local 245 Meets the 2nd Thursday of Every Month

Larry's Corner

Happy Holiday's Sisters and Brothers,

With the year 2010 drawing to a close we can only wonder what new challenges we will be facing in 2011. As we have all seen firsthand, many of the challenges that we have faced in this past year have been driven by the poor economy which has not changed much over the last 4 years. Throughout this past year, we have remained strong and confronted all of the difficult challenges that faced us. We continued to make the difficult decisions and will continue to in 2011. I am confident that we will continue to be strong and show the solidarity and support we have given to each other over the past years. I am extremely confident that with your continued commitment and this Union's determination to face any new challenges, we will not only be better prepared but also a stronger more unified Union.

The New Year brings a lot of uncertainty politically. The Governor elect has had a history of not being union friendly or have the same interests as many working men and women and the issues that are important to them. One of his concerns is collective bargaining. This should make us all a little concerned. Have you ever wondered what collective bargaining does for us? According to the U.S. Department of Labor Bureau of Labor Statistics, "Union Members in 2009," January 2010. By bargaining collectively, union members are able to negotiate higher wages. Union members earn 28 percent more than nonunion members. The union wage benefit is greatest for people of color and women. Latino union workers earn 50 percent more than their nonunion counterparts. Union women earn 34 percent more than nonunion women. For African Americans, the union advantage is 29 percent. The union advantage for white male workers is 21 percent. For Asian American workers the union advantage is 4 percent. One of two things is going to happen, he is either going to listen to the working men and women and work with them or listen to the business roundtable and destroy collective bargaining in this State.

Continued on page 3

Dues Increase Effective January 1, 2011

Please be advised that effective **January 1, 2011** there will be a **\$1.00** Per-Capita increase **FOR ALL MEMBERS**. This increase is from the International Office and will be forwarded on to them. Below please find the increases:

"A" & "BA" Membership	Increased by \$1.00 per month
Outside Members	New dues rate will be \$44.00 per month plus 3% of gross wages.
Teledata Members	New dues rate will be \$41.25 per month plus 1½% of gross wages.

Should you have any questions about the new dues rates or about what membership type you are, please feel free to contact the Union office and speak to either Lisa, Kelli or I and we will be more than happy to help you out.

Fraternally,

Larry J. Tscherne

Business Manager/Financial Secretary



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Phil's President/Assistant Business Manager Report

Greetings and Happy Holidays and a Merry Christmas to all of you,

Here we are at the end of another year. I can't say that I am sad to see 2010 fade into the sunset. It has not been a good year for work for our Members. The work that has been available has kept our Members away from their families. Hopefully, 2011 will be a lot more worker and family friendly. We will see. With the mid-term elections over and a lot of self serving, anti-worker and pro-business people being elected, we shall see how growing jobs, maintaining jobs, and maintaining our benefits and standard of living unfolds.

I am happy to report to you that work for this coming year looks good. I have met with several of our contractors and I foresee a shortage of manpower. Currently, we have a wind farm starting before the Holidays, two substations associated with two wind farms, BP is up and running, a good sized overhead distribution job will start soon in Bowling Green and a lot of other work that is currently on the drawing board is soon to be let out.

Just to let you know of some of the other things that are going on within the Local are: the continued and ongoing negotiations, grievances and unfair labor practice charges with Hancock-Wood Electric Co-Op. We have been in negotiations since December of last year, have had ULP's, lay-offs, you name it. We are currently negotiating the Ohio Utility agreement and we are not sure where we will end up with that outcome. As I said, 2010 has not been good to us and it is hard to negotiate in a down economy. We also deal daily with jurisdictional disputes and the work thievery gets more blatant every day. We want to ask for your help in dealing with this issue. Let us know if you see work that is being performed and you are not sure who is doing it or especially, if you see the name of a contractor on a truck, call us to see if they are a signatory contractor with the IBEW and also with Local 245. Doing this helps to keep your Local 245 Brothers in work and also helps us to negotiate better wages and conditions for all of you. Protecting all of the work jurisdictions within Local 245 strengthens every ones wages, benefits and job security. Again I will tell all of you, your wages, conditions, retirements, contract language that protects your working rights, vacations and you name it, are not freely given by any employer. They are negotiated by your Local Union and it takes all of us to protect, strengthen and maintain your ability to negotiate all of your benefits.

I would also like to take a moment to commend all of you for taking the proper precautions to keep yourselves safe from accidents. We have had a good stretch in keeping Local 245 free of major accidents. Unfortunately, our industry and some of our employers have dealt with some major accidents, including fatalities and we do not want to have to deal with those ever again. Almost ever single accident could have been avoided if a Member took the extra time to look more closely at planning the task at hand, used one more piece of cover-up, wore all of his protective gear or kept his thoughts on his job. Good job to all of you and keep it up; your family depends on you!

For those of you that aren't aware, the Ohio ALBAT Line Apprenticeship Program is open to accept applications. We suspended taking applications for almost all of last year because the work was simply not there and we felt that it was not the right thing to do, to accept applications and the application fee and not be able to interview and place applicants on a standby list, just to let them become dormant there. We would like to have some local people apply and help to maintain our Local's jurisdiction. We continue to also accept applications for our other apprenticeships: Traffic Signal and Street Lights, Substations and our Underground Residential Distribution (URD) Programs. The most recent graduates from our apprenticeship programs are: Ryan Ciacelli Journeyman Lineman, Kris Green Journeyman Lineman, Doug Lee Journeyman Traffic Signal Technician, Dave Oates Journeyman Traffic Signal Technician, and Brian Supplee Journeyman Traffic Signal Technician. Congratulations to all of you. Continue to learn and master your trade within our industry and continue your safe work practices. Great Job!!!

We are also working on more training that we had given last February and that would be Wind Generation Orientation, OSHA 30 and OSHA T&D 10. This will be coming soon so call in to the office to reserve your place and should we fill the first class we will work to schedule a second class.

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Larry's Corner *Continued from page 1*

I, like all of you, know that the healthcare crisis in this country is driving a much larger wedge between employees and employers because of the shift in costs and coverage's to the employees. The issue of Healthcare is so complex between the utilization of the Plans and the costs of the insurance in general, just to mention a few. I am convinced that this Healthcare Reform debate has to be settled at the national level. I continue to encourage you to write to your Congressman or Congresswoman about this important issue. If you do not have an address for your Representative, please contact the office.

As we look to 2011, it appears that healthcare isn't going to be the only issue. In most parts of the country and in most industries, work continues to be slow. I can give you my personal commitment that we will continue to work toward good paying jobs, affordable healthcare not only for our active members but also our retirees, and securing our pensions so that no one is left behind. The challenges and changes that we have faced throughout this past year and years gone by have made this Union stronger. I know that some of the change hasn't been spread across the board evenly nor has it been easy to accept. We have invested a tremendous amount of time and resources working to protect our rights and fight for the respect and dignity you deserve.

As I have said many times we should all be proud that Our Union has endured for over 108 years. I truly mean it when I say "Be proud that you are one of the most needed persons in this or any community because of the nature of your work and the services that you provide". Because of your dedication and hard work, the beacons of light continue to shine, the air waves continue to provide us with the news of the day and the entertainment that we all look forward to, and having that sense of security in knowing that our EMTs and Firefighters are here to provide public safety in our Rossford community and surrounding areas.

I would like to thank all of the volunteers who spent a number of hours working on negotiating committees, volunteers who participated in the neighborhood walks this past fall in support of Working Families and the volunteers on the Salvation Army Kettle Drive.

I have said many times that I am humbled and honored to serve this great union and you the members. I can assure you that Phil, Ken and I will continue to ask for your advice and support and will continue to listen to your concerns.

In closing, I would like to remind you to continue to work safely and use all of your safety equipment and I Thank You for your support and ask for your continued support. I would also like to thank all of the officers, stewards and committeemen who have worked so hard over this past year to help make a difference and let's not forget to keep all of the sick and injured along with our troops in our thoughts and prayers.

It is truly my pleasure on behalf of Phil, Ken, Kelli, Lisa and I and all of the stewards and officers, to wish each of you and your families a Very Happy Holiday Season and a Healthy and Prosperous New Year.

Merry Christmas and Happy New Year!

Larry Tscherne
Business Manager



As you may have noticed, the format for the Spotlight has changed. This Spotlight was produced completely in house. Our cost savings are being realized with every issue. Just one more way we are looking to reduce the operating costs of our Union.

You can help by submitting your e-mail address to the Hall for electronic distribution of the Spotlight, thereby saving on postage costs.



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Ken's Report

Greetings Brothers and Sisters,

As 2010 comes to a close we have been very busy supporting worker friendly political leaders. The past election cycle did not elect political leaders that support working families concerns. The next few years may continue to make it hard for our wages and benefits to continue to increase. But we can expect that the corporate interests will be protected and promoted. For folks in the middle class our number one political position regardless of Republican or Democratic affiliation should always be job creation and protection of the wages and benefits of the working middle class.

When we watch television or listen to society in general we can hear the mantra of what the "American dream" should be. In the 1950's it was to own your own home. In the 1960's and 1970's it included owning two cars along with your home. Today the American dream is to be rich. What does it mean to be rich? According to the 2008 presidential election it was defined by Senator John McCain that in his opinion rich was someone who makes over \$5 million a year. We in the labor movement must face reality and surrendered to the idea that we will never be rich. However, many Americans have the hope that soon they will achieve the American dream and become rich. Those Americans go to the polls and vote as if they will soon be rich and vote for political leaders which have ideals that favor the rich or corporate interests. When we as the labor movement and as working families vote for political leaders that are sympathetic to working families rather than the rich or corporate interests we have a better chance of seeing laws put into place that protect us and our families.

For the sake of our families let's study both sides of what we hear from the media. We strongly suggest that everyone get their information from more than one source. Don't fall into the trap of listening to one source that tends to confirm what we have heard or tends to refute what we don't want to be. Americans love their country and we should want what is best for the whole of the country not what is best for corporate interests.

IBEW Local 245 wishes you and your family a very Merry Christmas and may your 2011 be healthy and joyous.

Ken Erdmann
Assistant Business Manager



Don't forget to check

www.ibew245.com

for updates

Thank you!

A big thank you goes out to the volunteers listed below for their generosity and help for participating in the Salvation Army "Adopt A Kettle" on November 26th and 27th. I would also like to thank Lisa and Kelli for helping with the scheduling.

Andy Horvath & Art Laonde

Phil & Cathy LaCourse

Lisa & Lenny Tracy

Ken Erdmann

Larry & Marcie Tscherne

Greg Walter

Roger & Jill Fox

Buck Modrowski

Rosemary Hepfinger

Tom & Joanne Foster

Steve Dunaway

Ray Zychowicz

Ford Kebker

Thank you again for all your help in making this a successful charity drive.

Fraternally,

Phil LaCourse
President



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Phil's Report Continued from page 2

I would also like to again remind all of you that we have regular monthly Union Meetings on the second Thursday of every month. Please mark your calendars, show up, take part and help to direct your Local Union into 2011 and beyond. We need your impute and involvement. The Local Union is only as strong as its Members.

Local 245 is also looking for a Member that is interested in filling the remainder of the term of Recording Secretary. If you are interested please call our office to submit your name. Also, if anyone is interested in a position within one of our Local Union Committees or as a delegate from Local 245 to the Toledo Area AFL-CIO, again, call our office and submit your name. Your commitment of time to any of these worthwhile causes is very rewarding for yourself, your fellow Brothers and Sisters and is very much appreciated by our Local Union Officers.

In closing, I would like to wish each and every one of you a very Merry Christmas, a Healthy and Happy New Year and a Joyous Holiday Season. Also, remember those who are less fortunate and pray for the safe return of our Servicemen and Women that are fighting to make the world a better place.

In Brotherhood,

Philip LaCourse
President / Assistant Business Manager
I.B.E.W. Local Union 245

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WE SALUTE THE FOLLOWING MEMBERS WHO HAVE CELEBRATED SERVICE ANNIVERSARIES FOR JULY – DECEMBER 2010



5 years

Mark Anderson
Harry Brady
Marco Coates
Ronald Dielman
Matthew Doyle
Cory Gase
Benjamin Gould
Matthew Haney
Dennis Harris
Franklin Hayden

Matthew Hutchins
Edwardo Jaramillo
Christopher Jett
Matthew Kennedy
Eric Kraemer
James Litwin
Daniel Mack
James Morten
David Neisner
John Noll

David Osborne
Mark Pan
Jason Rhuland
Alberto Rios
Steven Seymour
Gabriel Sprague
Erik Szymanski
Joseph Weaver
Denton Wilcox
Kenneth Wittman

10 years

Jeffrey Bobetich
William Bruck
David Grondin

Jason Hill
Douglas Lee
Aaron McHale

Daniel Snyder
Brian Supplee
Michael Tscherne

15 years

Royden Flores
Jeff Grant

Douglas Hall
Joseph Leitch

Jerry Toth
Craig Wilson

20 years

Daniel Cappelletty
Robert Cobb
Matthew Fellers
Douglas Gardner
Nicholas Hageman
Debra Hopple

Kenneth Jahns
Harold Montri
Robert Myers
Terry Neifer
James Riddle Jr.
Donald Rowland

Kimberly Rowland
John Schenk Jr.
Vincent Vassello
Michael Wasch
Robert Wilhelm

25 years

James Fouke III
Terrence Frosch
William Korecki
Gary Laparl

Charles Mays
Patrick McCluskey
Kevin Miller

Larry Scott
Gary Struck
Randall Wilson

30 years

Stephen Fehrmann
Donald Fox
David Hodges

Martin Migot
Patrick Norden
James Stokes

Clarence Williams
Bradley York

35 years

Larry Gable

Merrill Sears

40 years

Thomas Czerwec

David Schwind

Raymond Zychowicz



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It's Up to Us – Together

By Richard Trumka, President, AFL-CIO

Before signing the Declaration of Independence, Ben Franklin immortalized one of my favorite quotes: “We must, indeed, all hang together, or most assuredly we shall all hang separately.”

I don't think that's too melodramatic a statement for union members to consider today. We know we're in a political bulls-eye and that the goal of our opponents is to tie us up with defensive battles—in Washington, D.C., and in the states—because they think that will weaken our offensive for jobs, good living standards and an economy that works for all.

It's a perilous time—but one that is also ripe with opportunity. Right now, the American people, who repeatedly have voiced their desire for change, are hungry for leadership.

Someone has to turn this economy around—fast, before working families lose more jobs, more homes, more opportunity for a decent future for their children.

And it's not going to be the political lap dogs for Wall Street and the rich—they're not going to fix this economy. It's not going to be the conservative ideologues or the haters.

This job falls to us—a united American labor movement.

The corporate agenda we've lived under for the past three decades and the recent economic collapse have left our unions bruised, smaller than we should be. So we have to be stronger than we've ever been to meet this responsibility.

That means hanging together. It means solidarity.

It means fighting together united by our common beliefs. It means giving one another the courage to take on those offensive fights. It means growing. And it means refusing to be divided.

For decades, we witnessed the erosion of our manufacturing sector—the outsourcing of good, middle-class jobs. That didn't just hurt manufacturing workers. It hurt every one of us. It destroyed whole communities, fractured families, gutted the middle class and hollowed out our economy.

When President Reagan fired the air traffic controllers, it wasn't one union that was harmed. The message was clear to all of us: “Shut up. We make the rules and you can take them or take a hike. You can't stand up to us—we'll knock you down.”

When public employees are attacked because they have pensions and health care benefits, those pensions and benefits—which should be a basic right—are pushed further out of everyone's reach.

Solidarity has always been essential in our movement—but never more than now. Sisters and brothers in one state will be fighting right-to-work for less proposals; in the next state over, they'll be fighting for a Made in America law.

Building trades workers may face attacks on prevailing wages, while public employees are threatened with layoffs and transportation and manufacturing workers demand green energy jobs in this country. And everywhere, unions will be helping workers organize and grow our movement.

If we only fight our own battles, we're in danger of winning none. And we certainly won't demonstrate the leadership America is counting on us for.

And when I say “leadership,” I'm not talking about me, or even your union president. I'm talking about *you*. As our political program demonstrates year after year, nothing is more powerful in turning co-workers into activists than your face-to-face, heart-to-heart conversations. That's leadership.

We have so much to do in the coming months and years. And it's a core of our history, of all we stand for, that the way we win is by winning together.

So hang together. Stand together. Fight together. Lead together. And no one—no one—can tear us down.

Local 245 Agenda

December

- 18 - ALBAT - 9:00a.m. to 1:00p.m.
- 24 - OFFICE CLOSED - CHRISTMAS EVE!!
- 25 - MERRY CHRISTMAS!!
- 31 - CLOSED - NEW YEARS EVE!!

January 2011

- 1 - HAPPY NEW YEAR!!
- 8 - ALBAT - 9:00a.m. to 1:00p.m.
- 11 - Retirees Meeting @ 10:30a.m.
Executive Board Meeting @ 7:00p.m.
- 13 - Regularly scheduled Local 245 Union Meeting @ 7:30p.m.
- 15 - ALBAT - 9:00a.m. to 1:00p.m.
- 25 - Executive Board Meeting @ 7:00p.m.

February

- 5- ALBAT - 9:00a.m. to 1:00p.m.
- 8 - Retirees Meeting @ 10:30a.m.
Executive Board Meeting @ 7:00p.m.
- 10 - Regularly scheduled Local 245 Union Meeting @ 7:30p.m.
- 14 - HAPPY VALENTINE'S DAY!!
- 19 - ALBAT - 9:00a.m. to 1:00p.m.
- 21 - OFFICE CLOSED - PRESIDENT'S DAY!!
- 22 - Executive Board Meeting @ 7:00p.m.

MARCH

- 5 - ALBAT - 9:00a.m. to 1:00p.m.
- 8 - Retirees Meeting @ 10:30a.m.
Executive Board Meeting @ 7:00p.m.
- 10 - Regularly scheduled Local 245 Union Meeting @ 7:30p.m.
- 17 - HAPPY ST. PATRICK'S DAY !!
- 19 - ALBAT - 9:00a.m. to 1:00p.m.
- 22 - Executive Board Meeting @ 7:00p.m.

Change of Address

Help us avoid costly postal charges
Send this form back to:

IBEW Local 245
705 Lime City Rd.
Rossford OH 43460



Name: _____
New Address: _____
City, State: _____
Zip Code: _____
Phone: _____
E-Mail: _____



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IBEW Local 245



**International Brotherhood
of Electrical Workers**

Local 245

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