

# IBEW Local 245



# SPOTLIGHT

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

Phil LaCourse ..... President  
 Bob Coffman.....Vice President  
 Steve Herman ..... Rec. Secretary  
 Larry Tscherne

.....Fin. Secretary & Bus. Manager  
 Phil LaCourse.....Asst. Business Manager  
 Ken Erdmann.....Asst. Business Manager  
 Lisa Tracy.....Treasurer

**Executive Board:**

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

**Meets 2nd Thursday  
 Every Month**

## Happy Holiday's Sisters and Brothers,

*Larry's  
 Corner*

With 2009 drawing to a close we can only wonder what new challenges we will be facing in 2010 and in the years to come. As we have all seen first hand, many of the challenges that we have faced this year has been driven by the economic conditions that we have been faced with as a nation. It has been extremely difficult for our Outside Construction Branch due to the high unemployment and poor economy while other Branches have done pretty well. For the first time in a long time a few of our contracts took wage concessions. We continue to be hopeful that the economic and unemployment picture in 2010 will change. Throughout this past year with the obstacles that we have been faced with we remained strong and confronted all of the difficult challenges that we were faced with. We continued to make the difficult decisions that had to be made, some popular and others not so popular. I am confident that we will continue to be strong and show the solidarity and support we have given each other over the past years. I can give you my personal commitment that we will continue to work toward safe working conditions, 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 in the generations to come. 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. Let us not forget that we must continue to work not only with one another, but also with our employers to move closer toward our mutual goals. I am extremely confident that with your continued commitment and this Union's determination to face any new challenges and there will be many, we will not only be better prepared we will also be a stronger and more unified Union.

As we continue to move into the future I encourage you to get involved and sign up for our 4<sup>th</sup> District E-Activist Network. We need your

help in many of the legislative issues that are before us and with future legislation. Our representatives and senators need to hear from us. There are many issues that are going to affect this membership in the near future. One example is FirstEnergy's development of a natural gas and compressed air power plant in Norton, Ohio which to start with will have the capability of producing 268 megawatts to start with and then adding generating capacity to 2,700 megawatts which is about the generating capability of three nuclear reactors. I mention this because we need to be aware of what we are faced with when we hear terms like "renewable energy technologies and clean coal technology" just to mention a few. The network can be and is used for all of our Branches. Simply call the office and we can help you get started. 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 coverages. This issue is another example of how the E-Activist Network is being used. If you don't want to join the Network I encourage you to write to your Congressman or Congresswoman about these important issues. If you do not have an address for your Representative, please contact the office. I can give you my personal commitment that we will continue to work toward safe working conditions, 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 and for the generations to come. 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 money working to protect our rights and fight for the respect and dignity you deserve and will continue to do so.

We should all be proud that Our Union has been in existence for over 107 years. It's easy to sit back and criticize, but the critics are falling by the wayside. I truly mean 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".

*Continued on page 2*

*President's  
Report*

**Holiday Greetings to  
you Brothers and  
Sisters,**

I hope that all of you had a wonderful Thanksgiving and Thanksgiving Holiday. There were many of us that spent some of that weekend collecting at the Anderson's for the Salvation Army. We did man a kettle again this year and we feel that we did pretty well with our collections. I would like to thank everyone that helped again this year. They are: Andy Horvath, Lisa and Lenny Tracy, Ken Erdmann, Larry Tscherne and Larry's Daughter Jill Rygalski, Greg Walter, Kathy and Pat Winter, Roger and Jill Fox, Buck Modrowski, Dan and Jane Bolinger, Lois Hall, Rosemary Hepfinger, Tom and Joanne Foster, Tim Tscherne, Steve Dunaway,

Bill Mata, Ray Zychowicz, Ford Kebker and Kelli and Samantha Way. You have all helped to make a family's Holiday Season a little brighter. It is a very rewarding feeling to help out and thank you again.

During the Holiday Season I think about how fortunate that I am and how fortunate all of you are, contrary to what I see and read about daily in the news. We all have good paying jobs with good hospitalization, vacation, holiday pay, sick benefits, a voice in the workplace and a safe workplace and the list goes on. You cannot accomplish these benefits individually, you bargain for these benefits collectively and that is called a Union. As a Union Organizer and calling on un-organized workers you hear about not having all of the benefits that I have just mentioned. The other benefit that we have and don't have to worry about that unorganized people live with everyday is intimidation and fear within their workplace.

The other thoughts that come to mind during the holidays are the people that you have lost recently and the people that you know that have had recent losses. This is especially hard this year with the loss of my youngest Brother, Chris who passed away in November at 38. We have also lost within our Local 245 Family 49 people in 2009. Keep them in your thoughts and prayers.

We are still asking for donations of non-perishable food or any cash donation that you can afford so that we can forward these donations to the local food bank to help those that could use our help. While you are out doing your Christmas shopping, please consider an extra gift for a child that may not have a gift under the tree this Christmas. We will also be collecting gifts for, Toys For Tots.

We would like to remind you that at our December Union Meeting we will be serving food and will get together for a little fellowship. I would also like to resurrect a Fellowship Committee to provide food after our regular monthly meetings and plan some events here at our Union Hall or whatever the Committee comes

up with. If you are interested in being on the Committee, please call Lisa or Kelli or myself and let us know. If you do not want to be on the Committee but have any ideas for events or get-togethers that you would like to see happen, give us a call.

In closing, I would like to thank everyone that helped us out this past year and look forward to an even brighter 2010. I would also ask, that if you are not an active Member of our Local, please become active and also attend our monthly Union Meetings. Remember they are the 2<sup>nd</sup> Thursday of every month. This is **your** Local Union. We need your activity, your input, your ideas and your support. Don't leave it up to someone else to make decisions for you. Make it a 2010 New Years Resolution.

I wish for you and yours, a Merry Christmas, Happy New Year and a Happy and Safe Holiday Season. Also remember to work and drive safely.

Fraternally,



Philip C. LaCourse  
President

*Continued from page 1*

I would like to thank all of the volunteers who have spent a number of hours working on negotiating committees and support committees and the volunteers who participated in the various activities. 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 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. Also I would like to thank Kelli and Lisa our secretary's who work so hard for all of us and 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 Blessed and Happy Holiday Season and a Healthy and Prosperous New Year.

Merry Christmas and  
Happy New Year!



Larry Tscherne  
Business Manager

## Seasons Greetings to all of you,

With 2009 coming to an end, we certainly look forward to a fresh start in 2010. 2009 was a pretty dismal year for work for our Members. It was also not a good year for business either, as they continue to hold tight on spending, we see employers asking workers to shorten their work weeks, as well as, some continued unemployment. We have several contracts that are up for re-negotiation very soon, and in this economic climate, it is hard to maintain conditions and demand wages. With unemployment at its worst in more than 25 years, this does not help the negotiating process either. So, as you can see, I hate to see time pass as quickly as it does, but, I am sure happy to see 2009 pass.

On the bright side of things, we do see that work is beginning to break. Many of our Members are back to work in other jurisdictions and we are getting calls daily for manpower to support their work. In talking with several contractors lately they say that they see an abundance of work that will be let out in 2010. That is great news and we are looking forward to that happening. Along with that news, our Ohio ALBAT Committee is looking at possibly opening the Line Apprentice Applications early in 2010. We continue to take applications for our other programs; Substations, Traffic Signal & Street Lighting and our Underground Residential Programs. We also hope that in 2010 that we can recapture a lot of this work that the construction trades and the inside branch of the IBEW continues to claim which flies in the face of our IBEW International Constitution, as well as, our scope of work spelled out in prevailing wage reporting and long standing practices.

Local 245 currently has 29 registered apprentices in our 4 programs. We have not started many apprentices within the past year and we have several that will be graduating soon. There were 2 Members that graduated from the ALBAT Line Apprenticeship in 2009 and they are Terry Sproles and Rick Russeau. We will report to you the names and the congratulations to these Members that they deserve as they graduate from the various programs. Congratulations again to Brothers Terry Sproles and Rick Russeau. They were always very good apprentices and I know that they will continue on in their careers as top notch Journeyman Linemen.

Currently we are in negotiations with the City of Bryan, and the Darlington Nursing and Rehabilitation Center for the Nurses 1<sup>st</sup> Contract. Two of the contracts that are upcoming very soon are for the Members of Hancock-Wood Electric Co-Op and the Rossford Firefighters and EMT's. We are doing research currently to prepare for these upcoming negotiations and we are looking forward to some good discussion and productive negotiations with both of our Employers.

I would like to remind all of you to make a New Years resolution to yourself and make it a point to come to the monthly Union Meetings and become a more active participant of your Local Union. Let your voice be heard, don't let someone else speak for you. We appreciate your input, your views and your help to strengthen and preserve our Local. Also, be sure to check out our website, as well as, the

International website. There is an abundance of information on both sites and our web master Tim Rudolph, keeps our website fresh and up-to-date and we do appreciate his time and efforts to keep all of you informed. Just to let all of you know, we do get a lot of good feedback and good comments on Tim's creativity and talent. Again and as always we appreciate and thank you, Tim, for all that you do to help all of our Membership and the help that your work provides to our office.

In closing I would like to wish to all of you a blessed Christmas and a Happy, Safe and Prosperous New Year. Please continue to work safely and we look forward to seeing you at our next regular monthly Union Meeting.

Fraternally,



Philip C. LaCourse  
Assistant Business Manager

## International Dues Increase Effective January 1, 2010

Please be advised that effective **January 1, 2010** there will be a **\$1.00** Per-Capita increase **for only the "A" members**. This increase is from the International Office and will be forwarded on to them. Below please find the increases:

**"A" Membership - Increased by \$1.00 per month**

**Outside Members - New dues rate will be \$36.00 per month plus 2% 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

# Important Notice Of By-Law Changes

Dear Sisters and Brothers,

This notice and brief explanation is sent to you regarding three Local Union 245 By-Law amendments that were legally presented to the Local Union 245 Membership at the regular monthly Union Meetings on November 12th, 2009 and discussed on December 10<sup>th</sup>, 2009. You will see in the following pages the exact current and proposed language for your review.

## **Amendment # 1 Article X Section 3 and 5**

The proposed changes to Article X, Section 3 and 5 deal with Initiation Fees. The newly proposed change would eliminate Section 5 under Article X by charging, up front, the \$100.00 initiation fee for all Construction Apprentices. Currently an apprentice is required to pay the difference of \$50.00 upon his graduation from the apprentice programs. This change is not an increase; it simplifies the initiation fee process for all Construction Apprentices.

## **Amendment # 2 Article X Section 7(b)**

This proposed change under Article X Section 7(b) deals with the Working Assessments for any Construction Member working within Local Union 245's jurisdiction. As many of you know, Local 245 has never raised the Working Assessment for Construction Members working within Local 245's jurisdiction. After much discussion and after surveying many other Local Union's, Local 245 has found it necessary to raise the Working Assessment from the current 2% to 3%. We have also learned that we are still below average with many other Local Union's but we refuse to go to the averages of 4% to 5% working assessments. Unfortunately, costs have increased over the years and we now find it necessary to ask you to support this By-Law change to cover the International Union's mandates and maintain services to our Brothers and Sisters in the Outside Branch of the IBEW. We humbly ask for you to support and pass this change.

## **Amendment # 3 Article XI Section 5**

We like many other Unions and Companies have been working hard to cut costs and adjust service agreements to help manage our Local Union finances. As you may or may not be aware our Local 245 Corporation retains twenty five cents (\$.25) of your weekly Union Dues to cover all cost associated with maintaining our Union Hall. This amount has been transferred from the General Fund to the Corporation Fund for many years and it is simply not enough to cover our expenses. One dollar per month from each Member does not even cover our Local Union office rent that is paid to the Corporation each month, not to mention, heating, lighting, janitorial supplies, property taxes, maintenance and the list goes on.

After much discussion with the Officers, Stewards and at Union meetings we have found it necessary to ask you to support an additional one dollar and seventy five cents (\$1.75) per week increase to cover costs associated only with Corporation expenses. All of the Local Union 245 Officers and those elected to the Local 245 Corporation Board Members stand in unanimous agreement to support the request for these additional funds to go directly to support the Corporation. Let us assure you that these funds are for the sole purpose of maintaining and covering expenses associated with our Union Hall and will not be kept and used for Local Union 245 expenses. In fact, these funds will help the Local 245 General Treasury because over the years the General Treasury has loaned to the Corporation large sums of money for property taxes, which amount to approximately \$18,000.00 per year (just to give one example), maintenance and additional upgrades to our facility which have been written off the books at the end of the year because the Corporation does not have the ability to repay the General Treasury.

It is never easy to ask for an increase but it is the responsible thing to do. With the full support of all of your Officers we respectfully submit to you this Local Union 245 By-Law change for a Local Union 245 Corporation dues increase.

All of these proposed By-Law changes will be voted on at the Union Hall on Thursday **January 14<sup>th</sup>, 2010 from 8am until 10pm.** We will have additional voting for your convenience on **Friday January 15<sup>th</sup>, 2010 from 8am until 4:30pm.**

Fraternally yours,

Philip C. LaCourse  
President & Committee Chairman  
IBEW Local Union 245

The IBEW Local Union 245 Corporation Board

We the undersigned Officers of IBEW Local Union 245 fully support the passage of these proposed By-Law changes and ask for your support.

Business Manager ..... *Larry Tscherno*  
President ..... *Phil LaCourse*  
Vice President ..... *Robert Hoffman*  
Treasurer ..... *Jose R. Tracy*  
Recording Secretary ..... *H. H.*

Executive Board:  
*Thomas W. Little*  
*John Lawler*  
*Frank Kipper*  
*Michael W. ...*  
*James T. ...*  
*Jack P. Schell*

Corporation Board:  
*Ron P. ...*  
*Kris J. ...*  
*Greg W. ...*

**Proposed Local 245 By-Law Change,  
Article X – Section 7 (b)  
Assessments-Admission Fees-Dues**

**Proposed Local 245 By-Law Change,  
Article XI – Section 5 Corporation Fund**

Whereas: Local 245 income has suffered significantly because of the poor economy and lack of work to our Members and also because of the economy affecting our customers for whom we perform services for as contract workers. We have also surveyed many other Local Union’s across the country and have found that our “Working Assessments” as significantly less than the average working assessments in other Local Union’s. As many of you know, this proposed increase is still significantly lower than the average and many other Local Union’s. Over the years Local 245 has fought off updating this change, but, now it is a necessity to up-date this article to maintain the level of services necessary to strengthen, maintain jurisdiction and provide legal representation and lobby efforts from paid professionals that we have found necessary to secure for this cause. There are also additional mandates that are required by the International Union that have forced us to spend additional monies for the Outside Branch of our Local Union. We have found it necessary to initiate and propose a change to our current by-laws to maintain and move forward on the aforementioned services in order to service the Outside Branch of I.B.E.W. Local Union 245.

Therefore the following paragraph is the current language within the Local Union 245 By-Laws and the second paragraph will be the newly proposed By-Law change that we will be asking you to support.

**Currently:**  
Article X, Section 7(b) **Outside Construction & Maintenance Members**  
All classifications.....\$10.00 per month plus 2% of gross earnings

**Proposed:**  
Article X, Section 7(b) All classifications.....  
\$10.00 per month plus 3% of gross earnings  
Brothers and Sisters, this increase represents a significant increase and we at Local 245 have been forced to humbly ask for your support of this change.

Whereas: The additional costs of property taxes, general maintenance and updating of our Union Hall and facility has and will significantly increase.

And whereas: For many years the Local Union General Treasury has had to loan or give as a gift, substantial amounts of money to cover the costs of major repairs such as: property taxes, repaving of the parking lot, repairing heating and air conditioning, roof repair, drain cleaning, water line repair, monthly operating costs and the list goes on. These amounts have created a drain on the Local Union Treasury because the Local 245 Corporation does not have or can generate the revenues to sustain its operating costs. In closing the books each fiscal year, the Local 245 Corporation is given a write-off to cover these costs incurred by the Local 245 Corporation for the monies that is loaned by the Local 245 General Treasury because of the inability of the Local 245 Corporation to repay the loans. Again, because of necessary repairs and updates the Corporation Board has been forced to make a decision that a Local Union 245 By-Law change to cover Local 245 Corporation expenses is necessary in order to keep our Local 245 Corporation solvent.

Therefore the following paragraph is the current language within the Local Union 245 By-Laws and the second paragraph will be the newly proposed By-Law change that we will be asking you to support.

**Currently:**  
Article XI, Section 5 Each month an amount equal to \$1.00 of each month’s dues received during the previous month shall be transferred from the General Fund to the Building Fund.

**Proposed:**  
Article XI, Section 5 Each month an amount equal to \$8.00 of each month’s dues received during the previous month shall be transferred from the General Fund to the Building Fund.

Brothers and Sisters, this increase represents a \$1.75 per week increase from each Member in order to maintain our building, our property and our investment. This increase will be shared by all Members and we are humbly asking for your support of this change.

**ARTICLE X  
Assessments • Admission Fees • Dues**

**Current By-Law Language:**

Sec. 3. The **admission fees** shall be as follows:

- (a) **“A” Membership Line Construction**
  - Journeyman ..... \$100.00
  - All other line construction
  - Classifications ..... \$50.00
  - All Members under Construction & Maintenance Agreements ..... \$75.00
- (b) **“A” or “BA” Membership**
  - Teledata –All Classifications ..... \$25.00
  - Line Clearance ..... \$10.00
  - TV-Radio ..... \$25.00
  - All Utility ..... \$25.00
  - Including Investor Owned, Municipal, Co-Op’s, Gas Utilities & REA’s
  - All Others ..... \$25.00

**Proposed New By-Law Language:**

Sec. 3. The **admission fees** shall be as follows:

- (a) **“A” Membership Line Construction**
  - Journeyman ..... \$100.00
  - All Apprentices ..... \$100.00**
  - All other line construction
  - Classifications ..... **\$75.00**
  - All Members under Construction & Maintenance Agreements ..... \$75.00
- (b) **“A” or “BA” Membership**
  - Toledo Edison-All Classifications .... \$50.00**
  - Teledata –All Classifications ..... \$25.00
  - Line Clearance ..... \$10.00
  - TV-Radio ..... \$25.00
  - All Utility ..... \$25.00
  - Including Investor Owned, Municipal, Co-Op’s, Gas Utilities, REA’s, **Fire Fighters/EMT’s & Nurses**
  - All Others ..... \$25.00

**Eliminate** - Sec. 5. Upon becoming a Journeyman, an Apprentice shall pay any difference in admission fee between Journeyman and Apprentice prevailing at the time he became an apprentice.

## Season's Greetings Brothers and Sisters,

This time of the year we all are invited to social functions. During many of these holiday functions, alcoholic beverages will be served. Many of the IBEW Local 245 members are required to possess a Class A Commercial Drivers License. (CDL) We all must be cautious because the two do not mix. This article will give you some information that may help you if invited to make merry during this holiday season and all year round.

Let me start with the obvious, never drink and drive. If one of your job requirements is to possess a CDL, remember that without that license you are placing your livelihood in jeopardy. The State and Federal laws have changed and what you do in your personal vehicle will be reflected to your professional license. This means that if you are charged with Driving Under the Influence (DUI) in your personal vehicle it will directly affect your job. The new limit for CDL license holders is a blood alcohol level of .04. This level can be reached by someone weighing 185 pounds drinking just one 16 ounce glass of beer. It does not matter if you feel sober what counts is the blood alcohol level. Please for the sake of your job and the sake of your family do not drink and drive. If you wind up in the custody of the police, the first thing you will think of will be; I wouldn't be in this mess if I had taken a cab!

I have had many discussions with police, attorneys, and folks that have had to go through fighting to get their jobs back. There are a lot of opinions on what to do if confronted by a policeman who suspects you of driving while under the influence. Is it better to refuse to blow into the breathalyzer or is it better to blow and get it over with. The answer if you ask an attorney or a policeman who may be your close friend will be different then if you were to ask someone who has gone through the process and became fearful of losing their job. Let me explain.

If you ask an attorney friend or a police friend they will give you an answer that is in accordance with the law. They may tell you that the State cannot convict you of Driving Under the Influence without the physical evidence obtained by a breathalyzer. Your conviction can be reduced to something other than a DUI such as reckless operation. Being convicted of reckless operation is better on your record then DUI. Your friend is correct. However, refusing to blow into a breathalyzer carries a one year mandatory suspension of the CDL portion of your license. Few if any judges will give you your CDL driving privileges during the mandatory one year suspension. Many judges will allow driving privileges to and from work and even during work but they do not regularly activate the CDL portion of the license. This means that if your employer needs you to drive a CDL classified vehicle you cannot drive that vehicle.

By refusing to blow into the breathalyzer and receiving a one year suspension on your CDL portion of your driver's license creates a dilemma

for your employer. Does the employer retain you for a full year not knowing if you will eventually get the CDL portion reinstated? Can the employer afford to keep you? Can the employer find work for the next year for you that will not involve driving a commercial vehicle? The answer to these questions may be yes they can, however they may not want to retain you for other reasons.

Many of the employers that IBEW Local 245 works with require possession of a valid CDL driver's license. Your local has been successful in retaining the jobs of members who have both been convicted of Driving Under the Influence and refusing to blow and have had the CDL portion suspended for a year. Past successes do not guarantee future successes. It is very difficult to convince an employer to retain an employee for a year with no guarantee of getting their license fully restored.

It could be debated that for the purposes of retaining your job (not the letter of the law) it may be better to blow into the breathalyzer take your lumps and get back to work as soon as possible. Depending on the circumstances of the arrest, a person could have the whole situation behind them in months rather than dragging it out over a year. As you can see this issue is very complicated and if confronted with a breathalyzer you will need to make a decision on the spot. Your union just wants you to know what the consequences will be. No one can tell you what to do in that situation. The best way to avoid this dilemma is to find a designated driver or call a cab.

Keep your eyes and ears open to national news articles, it has been reported that politicians in Washington DC are kicking around the idea of increasing the mandatory one year suspension to a mandatory two year suspension. The laws are made to reduce vehicle accidents related to intoxication. The penalties are stiff, be wise when going out to play. Keep your family and your livelihood in mind during this holiday season and throughout the entire year. We are all here to help each other, please call if a situation arises.

May your Christmas Season be enjoyable and may you and your family be Blessed.

Ken Erdmann



Assistant Business Manager



**WE SALUTE  
THE FOLLOWING MEMBERS  
WHO HAVE CELEBRATED  
SERVICE ANNIVERSARY'S  
FOR JULY – DECEMBER 2009**

**5 years**

Gerald Binder	James Christensen
Robin Collins	Steven Herman
Jesse Hesketh	Jacob Hodgson
Kevin Kujawski	Jonathan LaCourse
Kevin Mangette	Haldon Miller
Douglas Reho	Jeremy Rose
Jay Schell	Brandon Suffel

**10 years**

Robert Brown	Jessica Elson
Michael Holmes	Timothy Johnson
Stephen Jones	Edward Kaczmarczyk, Jr.
Brian Kazmierczak	Jason Klocko
Davis Madigan	David Oates
David Slobodzian	Phillip Thayer
Kevin Vollmar	

**15 years**

Eric Aschemeier	Ronald Miles
Brian Visser	

**20 years**

Robert Chandler	Jose Espinoza
Ronald Purk	William Ranes
Kenneth Sims	Ronald Taylor
Michael Vincent	Charles Wright

**25 years**

Jeff Berryman	Steven Blausey
David Brooks	Frederick Chevalier
Eugene Ferree	Robert Hawkins, Jr.
Robert Hafner	William Mata
Edward Slater	Timothy Ward
Jeffrey Wegman	

**30 years**

Paul Biker	George Clementz
Jack Fried	Joseph Hunyor
Charles Lehman, Jr.	Gary Lenfestey
E.S. Meinhardt	John Momenee
Robert Nusbaum	David Ondrus
Timothy Rutkowski	

**40 years**

Robert Kreger	Myles Washburn
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**THANK YOU**

A big thank you goes out to the following volunteers listed below for their generosity and help for participating in the Salvation Army "Adopt A Kettle" on November 27<sup>th</sup> and 28<sup>th</sup>. I would also like to thank Lisa and Kelli for helping with the scheduling.

Andy Horvath & Art Laonde  
Jon & Phil LaCourse  
Lisa & Lenny Tracy  
Ken Erdmann  
Larry Tscherne & Jill Rygalski  
Greg Walter  
Kathy & Pat Winter  
Roger & Jill Fox  
BuckModrowski  
Dan & Jane Bollinger  
Lois Hall & Rosemary Hepfinger  
Tom & Joanne Foster  
Tim Tscherne  
Steve Dunaway  
Bill Mata  
Ray Zychowicz  
Ford Kebker  
Kelli & Samantha Way

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

Fraternally,

Phil LaCourse  
President

**Attention IBEW "A" members  
Thinking about Retirement**

If you are an "A" member and you are thinking about your retirement through the IBEW please notify the Union Office at least 3 months in advance. Your Monthly Union dues only need to be paid up to the month before you plan to retire.

It you need assistance with this you can contact either Kelli or Lisa at the Union office.

# International Brotherhood of Electrical Workers

LOCAL 245

705 Lime City Road Rossford, Ohio 43460

ADDRESS SERVICE REQUESTED

Non-Profit Org.  
U.S. Postage  
**PAID**  
Toledo, Ohio  
Permit No. 307

## 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: \_\_\_\_\_

## Local 245 Agenda

- Dec. 5 - ALBAT – 9:00 a.m. to 1:00 p.m./Traffic Signal
- Dec. 8 - Retirees Meeting @ 10:30 a.m.
- Dec. 8 - Executive Board Meeting at 7:00 p.m.
- Dec. 10 - Regularly scheduled Local 245  
Union Meeting @ 7:30 p.m.
- Dec. 12 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Kurtz
- Dec. 19 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Susor
- Dec. 24 - OFFICE CLOSED – CHRISTMAS EVE!!
- Dec. 25 - OFFICE CLOSED – MERRY CHRISTMAS!!!!
- Jan. 1, 2010 - OFFICE CLOSED – HAPPY NEW YEAR!!!!
- Jan. 2 - ALBAT – 9:00 a.m. to 1:00 p.m./Traffic Signal
- Jan. 9 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Kurtz
- Jan. 12 - Retirees Meeting @ 10:30 a.m.
- Jan. 12 - Executive Board Meeting at 7:00 p.m.
- Jan. 14 - Regularly scheduled Local 245  
Union Meeting @ 7:30 p.m.
- Jan. 16 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Susor
- Jan. 26 - Executive Board Meeting at 7:00 p.m.
- Feb. 6 - ALBAT – 9:00 a.m. to 1:00 p.m./Traffic Signal
- Feb. 9 - Retirees Meeting @ 10:30 a.m.
- Feb. 9 - Executive Board Meeting at 7:00 p.m.
- Feb. 11 - Regularly scheduled Local 245  
Union Meeting @ 7:30 p.m.
- Feb. 13 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Kurtz
- Feb. 14 - HAPPY VALENTINE'S DAY!!!!
- Feb. 15 - OFFICE CLOSED – PRESIDENT'S DAY
- Feb. 20 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Susor
- Feb. 23 - Executive Board Meeting at 7:30 p.m.
- March 6 - ALBAT – 9:00 a.m. to 1:00 p.m./Traffic Signal
- March 9 - Retirees Meeting @ 10:30 a.m.
- March 9 - Executive Board Meeting at 7:00 p.m.
- March 11 - Regularly scheduled Local 245  
Union Meeting @ 7:30 p.m.
- March 13 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Kurtz
- March 17 - HAPPY ST. PATRICK'S DAY!!!
- March 20 - ALBAT – 9:00 a.m. to 1:00 p.m./Line-Susor
- March 23 - Executive Board Meeting at 7:00 p.m.