

# IBEW LOCAL NO. 43

NEWSLETTER

NOVEMBER 2005

## New Mailing Address:

P.O. Box 110  
Clay, New York 13041

Union Office Phone: (315) 422-0435  
Union Office Fax: (315) 472-5823  
Fund Office Phone: (315) 474-5729  
Training Center Phone: (315) 546-0221

Website: [www.ibew43.org](http://www.ibew43.org)

## FROM THE BUSINESS MANAGER

## UPCOMING UNION MEETINGS

Dear Brothers and Sisters,

All 2005 meetings will be held at the Holiday Inn in Liverpool, except the December meeting which will be held at the Empire Room, N.Y.S Fairgrounds. Meetings start at 7:00 PM, please make an effort to attend and be on time. Union business does not stop in the summer- neither should your participation at the meetings.

As professionals, we are constantly striving to keep our skills at the highest levels, but we must also strive to be knowledgeable about another important area of our professional life- work place behavior. The world has changed dramatically over the course of one electrician's career. Simply put, what was acceptable 20 years, or even 10 years, ago is no longer. Your failure to be aware of that and change, if necessary, your behavior could possibly result in you losing jobs. Employers and unions are subject to heavy penalties if they allow or tolerate inappropriate job site behavior. For example, an electrician recently won a \$2.8 million dollar award against her employer after she proved that she was repeatedly subject to all sorts of harassment, including that she was harassed about being a working mother, an unfit mother, denied overtime, forced on light-duty status, and also forced to take difficult job assignments. In another case, the longshoreman's union agreed to settle a discrimination case for \$1.65 million. In that case, a female union members alleged they were subjected to harassment at the union hall and at job sites. The harassment included discussion of sexual activities and women's bodies, comments that women were unsuited for longshoreman's work, pornography in the union hall, and public urination by male workers at the union hall and at job sites.

November 1<sup>st</sup> Tuesday  
December 6<sup>th</sup> \* Tuesday

\*Christmas Party,  
Empire Room, NYS Fairgrounds

### What is Harassment

So what does this mean to you? It means that employers will not put their money at risk to employ you if you engage in inappropriate behavior. What is exactly inappropriate? One guide is to remember that if someone tells you to stop saying or doing something, you should stop. But, even if the person does not say anything, it still can be harassment. So how do you know? Harassment is unwelcome behavior that creates an abusive or hostile working environment. If someone is saying something that you would not want your mother or son to hear, then it is likely harassment, for example comments which are: slurs, stereotyping, threatening, intimidating, hostile acts, and also written or graphic material that is denigrating. (Continued on Page 2)

## DRUG FREE WORKPLACE

By now all construction members should have received a letter concerning the drug policy. Please make your decision and stop by or notify the Local 43 referral office as soon as possible to assist in scheduling of tests. Remember, those who are currently on an out-of-work list must come to the office to make written selection.

## SCHOLARSHIP

The IBEW Local 43 scholarship application request forms have been mailed to all eligible members. Any eligible member who has not received the application request form should contact the Local 43 office at 315-422-0435. These requests must be submitted for all students, whether new AND/OR renewal applications, no later than December 31, 2005 to be considered timely.

## REFERRAL INFORMATION LINE

In response to numerous membership requests, we have put in place a referral information line. On a daily basis, between the hours of 5:00 PM and 8:00 AM, calls may be placed to 671-0095 (1-800-839-9800 if calling from outside the 315 area code) on which there will be a recording of manpower requests received (as of that time) which will be filled on the next business day. The line may also be used for information about available our of town work and other important matters.

**(Continued from Page 1)**

Harassment is not limited to situations involving sexual touching or sexual behavior. Instead, it includes non-sexual behavior targeted at the person because of gender, which affects working conditions – “if you were a real man, you could handle the job” or “take it like a man.”

What to Do

People are often reluctant to complain about harassment because of a lack of knowledge about the rules against harassment, lack of knowledge about how the union can address harassment issues, perception that no one will side the victim, reluctance to make waves, and a fear of retaliation. If you witness harassment or are the victim of harassment, you should notify the Union and your employer immediately. Importantly, retaliating against someone who has complained of harassment is unlawful. Both the Union and the employer have a responsibility to investigate the behavior. In addition, there are a number of ways to pursue complaints regarding harassment. Even if the alleged victim agrees that the employer or Union does not have to investigate the instances of sexual harassment, the employer or union may nonetheless have a legal duty to investigate it. Indeed, in most cases a supervisor has a duty to investigate reported instances of sexual harassment, with or without an employee’s consent. What if the employee no longer works there? The obligation to investigate claims of sexual harassment is triggered even when the employer learns of the complaint after the victim quits or is otherwise no longer employed.

The best way to avoid liability for discrimination is to keep in mind that a job site is not your home. You need to be thoughtful about your comments and your behavior. Failure to do so will put your job at risk.

Fraternally,

*Bill Jowsley*  
Business Manager  
IBEW Local 43

**FROM THE PRESIDENT**

Brothers & Sisters,

President Hill has developed a video on some of the problems we face in the entire IBEW. I believe President Hill hits the nail on the head and all of us need to take a good look in the mirror. We showed this video at the October meeting, some contractors have shown it and others will be soon.

Your elected officers feel this video and the future of the IBEW is very important for our contractors to be competitive in the electrical industry today.

We would like to have the entire membership not only see this video, but to participate in question and answer workshops. This will be done at special meetings that will be held at the Holiday Inn. More information will follow soon.

Many thanks have come from the Business Managers and members of the Gulf area for our support and monies that were sent to them. We raised over \$3500 from donations made by our members, at the retiree’s dinner and collections on jobs.

At our October meeting is was unanimously voted to take \$10,000 from the Brotherhood Fund and \$10,000 from our general fund to help IBEW members in the Gulfport area. We purchased tools and clothing which was delivered to Locals 903 and 130. That is what brotherhood is about and we will not be forgotten for what we have done. **Thank you Brothers and Sisters.** It makes me proud to be a part of such a great organization.

Fraternally,

*Don Morgan*  
President  
IBEW Local 43

**FROM THE FUND OFFICE**

As a reminder, please notify the Fund Office of any changes in your address, phone number, and most importantly marital status. **IF WE ARE NOT GIVEN DIVORCE PAPERS THAT HAVE BEEN FILED WITH THE COUNTY CLERK, YOU WILL BE LIABLE FOR ANY CLAIMS THAT HAVE BEEN PAID BY THE FUND. IT IS VERY IMPORTANT THAT WE RECEIVE THIS DOCUMENT AS SOON AS POSSIBLE.**

You recently were sent a Spousal Affidavit form. We ask that you quickly return the completed form to the Fund office. Please make sure it has been signed with the signature being notarized.

We would also like to thank those who participated in the special meeting on October 17<sup>th</sup> regarding the changes in the Health and Welfare Plan. These are difficult times and the Trustees have had to make some painful changes to the Plan that will affect everyone. Your comments from the meeting and through other means of communication are appreciated and will be shared with the Trustees.

*Paul Kloc*  
Fund Administrator