



IBEW Local 146  
 3390 N. Woodford St.  
 Decatur, IL 62526  
 www.ibew146.com  
 217.877.4604  
 Fax: 217.877.5204  
 Regular Union Meeting is the 2nd Tuesday of each month starting at 6:00PM

Job Referral Bid Line Open:  
 5:00PM to 7:00AM

Satellite Office:  
 104 W. Washington  
 Effingham, IL 62401

Facebook at   
 IBEW Decatur

**IMPORTANT NOTICE !  
 2017 MONTHLY DUES INCREASE**

All membership classifications were assessed a \$2/month dues increase for the PBF beginning with the January dues. Dues are now \$18.00/month for the per capita and \$18.00/month for the IO Pension Benefit Fund.

	Cash/check/money order	Credit/Debit Card
Journeyman wireman .....	\$38.75/month	\$39.91/month
Apprentices—Trainees—CW/CE .....	\$36.50/month	\$37.60/month
Motorshop — Residential— Telecommunication	\$37.00/month	\$38.11/month
Signmen .....	\$37.75/month	\$38.88/month

As a service to the membership, Local 146 began accepting all forms of debit and credit cards for the payment of dues, death assessments, fines, fees and merchandise purchases. Individuals using their credit or debit cards for these payments must pay the 3% surcharge which is assessed by the Credit Card company to process the transactions. Payments made through our website include this surcharge.

This office continues to receive payments for dues for an assortment of amounts. It is very important that you remit payments for the appropriate amount. If you are in doubt of what you may owe for dues, please call the office. Post this notice for easy reference. Dues increases have been approved for 2018, 2019 and 2020 as per action at the International Convention in September 2016.

Additionally, according to the International Constitution, all dues are to be paid in advance of the month they are for. Please take a moment to look at your current dues receipt. If you are not holding at least a February 2017 dues receipt, we ask that you take steps to bring yourself up to current. A current dues receipt is vital when traveling to sign books or working in other jurisdictions.



14	Tuesday	Valentine's Day Union Meeting 6:00PM
10-16		<b>DON'T FORGET TO RE-SIGN</b>
21	Tuesday	JATC Meeting 4:00PM
28	Tuesday	E BOARD MEETING 6:00PM



14	Tuesday	Union Meeting 6:00PM
10-16		<b>DON'T FORGET TO RE-SIGN</b>
17	Friday	 St. Patrick's Day
21	Tuesday	JATC Meeting 4:00PM
21-23		IBEW State Conference
28	Tuesday	E BOARD MEETING

Josh Sapp --- 217.855.6738 --- josh@ibew146.com  
 Justin Martin --- 217.619.6097 --- justin@ibew146.com  
 Ken Musick --- 217.706.0088 --- ken@ibew146.com



## Business Manager's Report

Hello everyone. I hope everyone enjoyed the Holidays and the New Year finds you and your family doing well. At this time, work remains slow but steady in Local 146. As the weather improves over the next few months, so should the work picture. There are several projects planned for the spring and we should have a decent refuel outage at Clinton Power Station this year. We have already started sending manpower to contractors at CPS and it looks like there could be some project work and plant modifications going on throughout the year. The wind Farm project in Macon County will pick back up when the weather improves and should last at least through the end of 2017. We are still being told by Cronus that they plan on building the fertilizer plant near Tuscola this year also. The project has been plagued by delays since its announcement mainly due to contractor turnover. They are working with their third general contractor. Hopefully Cronus will get started this year and ensure full employment in 146.

Organizer Justin Martin should be congratulated for bringing Justin Wall and Arc Electric of Mattoon to the IBEW. Justin Wall owned Arc Electric in Mattoon that focused on residential and small commercial projects. After several meetings and conversations Mr. Wall decided to close his business and is now working for Pals Electric. This should help us gain some of the market we were missing out on in the Mattoon area. Justin Wall is a former residential wireman and it is great to have him back! We are currently working on organizing a bargaining unit that consists of 19 prospective members. This unit is not in construction, but is in a related field and would be a great addition to our local. Organizer Martin and myself continue to meet with them and discuss the many benefits of joining the IBEW.

Speaking of the many benefits of the IBEW, the NECA-IBEW Pension Fund is now able to process new allocations to the local pension plan at a 2% multiplier effective January 1, 2017. This means that any money contributed to the fund above what is already contributed will have a multiplier of 2%, or twice what the current multiplier is. The idea is that this will entice locals to allocate more money to the pension, which will in turn speed up the rate at which we will start getting the non-credited money back as a credit. The trustees will consider crediting another \$.40/hr at the spring meeting in April.

Another great benefit of our local is the HRA account set up through the NECA-IBEW Health and Welfare. Any money that is allocated to this fund is pre-tax and you can use it to pay for deductibles, drugs, doctor bills, COBRA and retiree premiums. And the balance in the account earns interest. I would like to see our membership allocate more money to this program as it is actually a better value than money on the check. Please consider a larger allocation to this fund or committing to an allocation to this fund if your bargaining unit doesn't already participate.

I'm sure everyone has heard enough about politics over the last few months, but politics are too important to not discuss. As the Business Manager of this local it is my job to protect our interests as a labor organization above all else when it comes to politics. I know that many of our members either don't vote or vote on issues other than those that might affect unions or workers. I know that as an organization we almost always back the Democrat candidate, but that is simply because there are almost no Republican candidates that care about your good paying, union job. All politicians talk about creating jobs and helping the economy, but there is a fundamental difference between the two parties on how to do that. Most Republican candidates think that they can grow the economy by giving the wealthy tax cuts and cutting the rights of workers to collectively bargain, that's really it. There are other things that come into play like prevailing wage and workers' compensation reform, but it is mostly by pushing "right to work" and tax cuts which overwhelmingly benefit the rich. That is what we are facing here in Illinois. An ultra-rich Republican Governor, Bruce Rauner, wants to take away collective bargaining rights (reform workers' comp, eliminate prevailing wage, etc.) and already has cut taxes ( you may not have even noticed), while Speaker Madigan and Democrats are fighting to preserve our

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## Business Manager's Report continued from page 2

collective bargaining rights and all the issues important to organized labor. Madigan has said repeatedly, although I doubt you've heard it (thank the media), that he would like to see a combination of some cuts to social programs and an increase in revenue (a tax on millionaires) to help balance a budget. Remember that the next time you see an ad or an article blaming Speaker Madigan or the Democrats for the gridlock in Springfield.

They are literally fighting for us every day in the face of enormous pressure and misinformation from groups like the Illinois Policy Institute. Republican Senator Sam McCann is the only republican in either chamber that is standing with organized labor. That is why we usually endorse Democrats. No other issues affect your day- to-day life more than your ability to make a decent wage, provide health insurance for your family, and retire with dignity. We are under assault in this country- and not by immigrants, transsexuals, and liberal judges, but by the Koch brothers, big business, and fake news. Those that want to see the destruction of workers' rights in this country so we can compete with third world countries will outspend us in every election, but we have what they don't- millions of voters. Solidarity works in the workplace and at the ballot box. Please keep your job in mind when you go to vote.

We have municipal elections coming up in April and these elections are very important. We are in the process of meeting with many candidates for township trustee, school board, city council, mayor, etc. and will be making endorsements soon. Many of these races are not affiliated with political parties. One of our own members - Jim Underwood- is running for Richland Community College Board Trustee. Jim was instrumental in helping set up project labor agreements with the state when he was Director of the Capital Development Board and would be very helpful to us if he is elected as trustee. Please vote for Jim Underwood if you live in his district. If you are running for office or know someone who is that would like to talk to us, please contact myself or someone at the office.

I hope to see everyone at our local union meeting February 14<sup>th</sup>.

In solidarity,

**Josh Sapp**

Business Manager/ Financial Secretary



At

**VOTE YES FOR THE MACON COUNTY SAFETY TAX**

You 're invited to a "VOTE "YES" for Public Safety"

Fundraiser with the Honorable Sheriff Thomas Schneider

Wednesday, February 15th

5:00 PM—7:00 PM

the Beach House — 2301 E. Lakeshore Drive, Decatur, IL 62521

[www.maconcountypublicsafety.com](http://www.maconcountypublicsafety.com) [maconcountypublicsafety@gmail.com](mailto:maconcountypublicsafety@gmail.com)

Facebook: Vote "Yes" For Public Safety Twitter: @safetyyes

**Work Outlook:** Book 1—117 Apprentices — 8 Book 2 — 27

Hot spots for members out signing books:

Local 347 DesMoines, IA

Local 649 Alton, IL

Local 305 Ft. Wayne, IN

Local 481 Indianapolis, IN

Local 369 Louisville, KY

Local 124 Kansas City. MO

Local 191 Everett, WA

Always have a paid up dues receipt with you and some locals require a "good guy" letter before you are placed on their out-of-work list. Call the Union office for your letter before you leave home to sign books.

**Union Meeting Announcements - November, December & January**

Proposition for Membership:

November—none

December—none

January—John F. Sexton (CW)



Accidents/Illness/Births/Sympathies:

- |   |  |
|---|--|
| 10/10 Rich Kerns had surgery                  | 12/3 Susan Varvel's mother-in-law passed away  |
| 10/24 Darin Hill family had a girl            | 12/9 Tim Brandt's father passed away           |
| 10/25 Bill King had surgery                   | Tim Holman's grandmother passed away           |
| 10/25 Justin Martin's grandfather passed away | 12/12 Ted Jones had surgery                    |
| 11/9 Ryan Frantz family had a boy             | 12/14 Tyler Murphy's mother passed away        |
| 11/21 Zach Sirbaugh family had a boy          | 12/30 Ron Cummings father-in-law passed away   |
| 11/22 Freeman Sexton had surgery              | 1/8 Kent Napierski's sister-in-law passed away |



	<u>Door Prize</u>	<u>50/50</u>	<u>Credit Union</u>
November	Michelle Wayne	Dillion Lewis	Brandon Bryant
December	Fred Klinghammer	Bill King	Tom Tripp
January	Greg Moeller	Sam Richardson	Kaleb Swarts

CONGRATULATIONS TO ALL THE WINNERS!  
IT PAYS TO ATTEND YOUR UNION MEETING\$\$\$\$\$\$\$\$

The November union meeting had 66 in attendance. The December union meeting had 34 in attendance who then enjoyed the annual holiday fare of fish, chicken, potato wedges and other sides. The January 2017 union meeting had 37 members in attendance. IBEW Local #146 has a total membership of 628 members.



**The following companies made a donation to our Annual Family Christmas Party**

**Please patronize these businesses who helped make our holiday party the success it was.**

**JL Allen Services Inc.**  
**Applebee's**  
**Black & Company**  
**Cracker Barrel**  
**Dunker Electric**  
**Olive Garden Italian Restaurant**  
**Springfield Electric**

**2017 Holidays**

The Union Office, METC and Credit Union will be closed in observance of the following holidays.

Memorial Day  
 Monday, May 29th

Independence Day  
 Tuesday, July 4th

Labor Day  
 Monday, September 4th

Thanksgiving Day  
 Thursday, November 23rd

Veterans Day (in lieu of 11th)  
 Friday, November 24th

Christmas Day  
 Monday, December 25th

## Pension, 401(k) & HRA Workshop

Approximately 30 members and spouses attended the Pension Workshop on November 22nd. Representatives from Lincoln Financial Group, our 401(k) provider and the NECA-IBEW Benefit Administration Office addressed those in attendance. The NECA Administration office provided detailed information on how to file claims against your HRA funds. Hand outs were provided with step-by-step instructions. Copies are available for pick up at the Union Office.

Members working for a signatory contractor under the current Inside Agreement have \$0.25/hour worked deposited into the HRA. These funds are completely tax free, so the full \$0.25 is deposited in the account for your use. The funds are not taxed at withdrawal either but can only be used for medical, prescription, dental or vision claims not paid by any insurance. This is perfect to cover your \$600 annual deductible, your portion of the 90/10 coverage and co-pays. Through recent changes in HRA claim processing, some withdrawals such as prescriptions require no further documentation from you. Simply swipe your benny card at the drug store and you are good to go.

Your HRA balance never expires and collects interest quarterly. Arrangements have been made to allow retired members to use their HRA balance to pay their monthly retiree insurance premiums. With serious consideration for contributing to your HRA, those large out-of-pocket expenditures could be covered with ease. Keep this in mind during your next collective bargaining agreement wage negotiations.

### Local 146 Death Benefits

\$3,200—**IBEW Local 146 Death Benefit** — funded thru \$20 membership Assessments (Active and Retired)

\$6,250—**International Death Benefit** — Funded thru monthly dues payments. Has double indemnity in case of an accidental death.

\$20,000— **NECA-IBEW Welfare Trust Fund**— must be eligible in the regular Health & Welfare Plan. Has double indemnity in case of an accidental death.

\$4,000—**American Income Life** — A no cost accidental death and dismemberment policy (Active and Retired)

\$3,000— **International Retiree Death Benefit**— Starts at \$6250 but is reduced by each pension check until it reaches \$3000

\$5,000— **NECA-IBEW Retiree Welfare Trust Fund** — must be eligible in the Retiree Health & Welfare Plan

### Beneficiary Cards

The start of a new year is a good time to review legal documents such as your beneficiary cards.

It is important to keep up-to-date beneficiary cards to insure the individual of your choice receives your benefits at your passing. Each of the benefits listed to the left require a beneficiary form be completed. We have many members who still have their original beneficiary cards on file from when they were initiated. We are pretty sure some of you have married or divorced in the years since your initiation. Stop by or contact the Office to get a new set of forms.

Members currently participating in the NECA-IBEW Welfare Trust Fund should have recently received a newsletter. In this letter, they are requesting participants update their basic data card to insure the Fund has the correct information in order to process claims.

**NECA-IBEW Pension Trust Fund**—The Trustees to this Plan approved a slight benefit improvement at their last meeting which will allow for a 2% multiplier on “new” contributions. A “new” contribution is defined as any amount above the current contribution rate.

For the Inside Agreement that will be any increase above the current \$7.63/hour.

For the Residential Agreement anything above \$4.20/hour

For the SCITC Agreement anything above \$5.89/hour

For the Sign Shop Agreement any increase in the percentage above the current rate of 12% or \$4.71/hour.

For the Bodine Motor Shop Agreement any increase in the percentage above the current rate of 7.5% or \$4.07/hour.

For the Decatur Industrial Electric Agreement any increase in the percentage above the current rate of 12% or \$4.87/hour.

All of these rates include the \$2.20/hour original non-credited contribution amount. Due to recent benefit “improvements”, the Trustees have approved 80¢/hour of the \$2.20 to be posted in the credited column.

As your collective bargaining agreement is re-negotiated this year or you have the opportunity to allocate a future wage increase, now would be the perfect time to put as much into the pension plan as possible. All contributions to the pension plan are tax free at the time of deposit and are only taxed federal taxes when drawn out. No State, FICA or Medicare taxes are deducted.

An example of benefits:

We have an individual with a credited balance of \$214,394.13 and non-credited balance of \$21,056.72 who will draw a monthly benefit of \$6072.79 at age 60 or \$5,526.24 with a 50% joint & survivor benefit. At the single life rate, this member will have drawn the equivalent of both the credited and non-credited funds in approximately 3 years and 3 months or the 50% J&S in 3 years and 7 months. However, the benefit lasts for his entire lifetime or that of his surviving spouse, whichever lives longer.

Personal 401(k) plans have been touted as the retirement plan of the future but just looking at the numbers above you would need over \$950,000 in a 401(k) to produce a monthly income of \$6072.79 for 13 years based on the average life expectancy of age 73. You would need a minimum of \$865,000 for a monthly benefit of \$5,526.24. There would be nothing left for a surviving spouse and what if you lived beyond the age of 73 or the market took a nose dive?

With defined benefit pension plans becoming increasingly rare, all efforts should be made to keep our plan as strong as possible. A 401(k) account is a smart way to supplement your defined benefit payments and could be used to cover health insurance premiums or add to the surviving spousal benefit at your passing.



The Electrical Board of Missouri and Illinois manages an Electrical Expo that attracts manufacturers from across the country. The Expo is held every three years and this year will be held once again at the St. Charles Convention Center.

In addition to product information, seminars are held on a wide variety of topics to enhance the educational value of the Expo. One of the most popular seminars is an update on the National Electrical Code which attracts over 500 participants. For more information, visit the website at [www.electricalboard.org](http://www.electricalboard.org).



## Republicans Want to Pass A National Right– To– Work Law

posted 2/1/2017 11:25amET

Dave Jamieson, Labor Reporter, The Huffington Post

House Republicans plan to introduce a bill Wednesday that would institute right-to-work policies in the entire country if it became law, delivering a severe blow to the labor movement.

Right-to-work laws give workers the option to stop supporting unions while [still enjoying the benefits of representation](#). There's nothing new about such proposals being made in Washington — what's different now is the political climate, which should alarm labor unions and their allies.

Republicans who back such laws control both chambers of Congress and the White House for the first time in years. Meanwhile, more and more states under GOP control continue to pass their own right-to-work measures, increasingly making them the norm rather than the exception.

Republicans and business groups would still face a Democratic filibuster in the Senate. But they have all the momentum on this issue, and there's no reason to think that will change anytime soon.

A spokeswoman for Rep. Joe Wilson (R-S.C.), a sponsor of the legislation, said as much in a note to reporters Tuesday.

“Similar legislation has been introduced in the past, but we believe that this year, the legislation could garner more support than ever before,” Leacy Burke wrote.

Under U.S. labor law, a union must represent all the employees in a workplace it has unionized, even those who may not want to be in a union. Unions argue that it's only fair for all workers to contribute money to help cover the costs of bargaining.

But right-to-work laws make such arrangements illegal, allowing workers to opt out of paying fees to a union that will have to represent them anyway. Unions call the phenomenon “free riding.” Supporters of right-to-work laws argue that no worker should be required to support a union, regardless of whether it bargains on his behalf.

Republican lawmakers and business groups have had startling success with right-to-work legislation in the last few years. Indiana, Michigan, Wisconsin, West Virginia and Kentucky have all gone right-to-work since 2012; in Kentucky, it was essentially [the first order of business](#) last month when the GOP assumed full control of the statehouse for the first time in nearly a century.

Twenty-seven states are now right-to-work, and Missouri and New Hampshire could soon follow suit. Union-dense, Democratic-leaning states on the coasts are highly unlikely to pass their own right-to-work laws, but federal statute could take care of that for them. The passage of a national right-to-work bill would make it the law of the land in all states, regardless of their own statutes.

A Democratic filibuster is currently the only sure firewall against a federal right-to-work law. Although President Donald Trump has tried to [play nice](#) with certain unions, he voiced support for such policies while on the campaign trail.

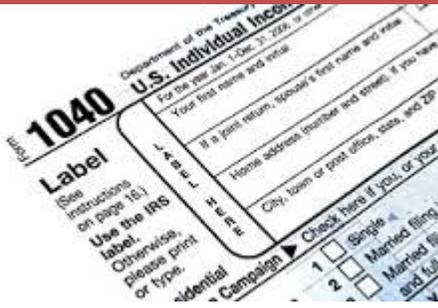
“[I love the right to work.](#)” he said last February. “It is better for the people. You are not paying the big fees to the unions.”

Even if Democrats can beat back such proposals in Congress, right-to-work may spread anyway thanks to the Supreme Court. Unions [narrowly dodged a bullet](#) last year when the case known as Friedrichs died with a split decision following Justice Antonin Scalia's death. A conservative majority could have ruled in favor of the plaintiffs, a group of public school teachers in California who argued that workers in public-sector unions should not be required to pay any union fees.

A ruling against unions would effectively make the entire public sector right-to-work throughout the country, regardless of state laws. Although they did not succeed with Friedrichs, right-to-work backers plan to try again once a solid conservative majority is in place on the Supreme Court.

Trump put forth a conservative nominee, Neil Gorsuch, on Tuesday.

## 2016 Tax Time — IMPORTANT NOTICE!



Monthly dues and working assessments may be partially deductible as a business expense if you itemize your deductions for your income taxes. Everyone is provided with a dues receipt when you pay the monthly dues as required by the International. You should keep those receipts for proof of payment.

In addition to the required monthly dues payments, members working within Local 146 are required to pay a working dues or working assessment. The amount of the assessment depends on your classification and is calculated as a percentage of your total gross income. Your paycheck stubs should show this deduction and would serve as proof of payment in the event of an IRS audit. The working assessment deducted from your weekly paychecks is based on the following rates:

Journeyman, Apprentices, Residential, CW and CE Classifications . . . . .	4%
Sign Electricians, Inspectors . . . . .	3%
Motor Winders, Machinists, Electronic Tech, General Help, Utility . . . . .	2%

Therefore, your possible business expense deduction would be the total of the monthly dues and assessments.

However, the Revenue Recognition Act of 1993 contains statutory provisions denying the business expense tax deduction for lobbying expenses for certain organizations. International Brotherhood of Electrical Workers Local Union 146 is one of those organizations. ***The non-deductible portion of your 2016 working dues and assessments is 2.80%.*** For applicability to your individual circumstances, you should consult with your tax consultant or advisor.

The following is an example of how this deduction should be applied.

Your total of W-2 gross income for 2016 was \$63,472.50 at 4% working assessment =	\$2538.90
2016 monthly dues	= \$ 441.00
Total business expense for dues	\$2979.90
Less 2.80% for lobbying expenses	X .028
	- 83.44
Net business expense deduction for dues	\$2896.46

### Other Deductions:

With tax time upon us, many of you are scrambling to compile your information to document deductions. While you may not have thought this receipt or that receipt was important at the time you received it, if it could be used as a deduction it is very important. If you ask anyone who has been through an IRS audit, it is far easier to prove a deduction when you have the original receipt than to try and have one recreated. Some important documents you may want to keep at least through tax time are:

All check stubs—verify wages and dues deductions

All monthly dues receipts

Hotel/motel expenses not reimbursed by an employer if traveling for work or to find work

Vehicle mileage logs with actual mileage and description of travel

Receipts for books and supplies for training for your job not reimbursed by your employer

Receipts for specialized clothing *i.e.* steel toed boots, fire retardant clothing, safety glasses, etc.

Your tax consultant or advisor can provide you with a more detailed list. A little preparation as the year progresses can save a lot of time and headache later.