



INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL 1288

Newsletter

4000 CLEARPOOL CIRCLE • MEMPHIS, TN 38118 • TELEPHONE 901-363-1563 • FAX 901-363-3289



DECEMBER 2008



JONNIE DAWSON'S ANNUAL STEWARDS CHRISTMAS DINNER



Rick Thompson
Business Manager

On December 10, 2008, at 5:30p.m., Jonnie Dawson's Annual Stewards Christmas Dinner was held at the IBEW Local Union Hall at 4000 Clearpool Circle.

IBEW Local 1288 Union has held an Annual Steward's Christmas Dinner for the past several years in honor of its stewards, alternate stewards and chief stewards who are so often the unsung heroes and sheroes of the Union. The late Jonnie Dawson, Assistant Business Manager, spearheaded this event as a way of saying thanks to the stewards, alternate stewards and chief stewards for all their hard work in support of the union and to the bargaining unit employees.

Assistant Business Manager, Jonnie Dawson, passed away April 22, 2008, but in her honor and for her love of the stewards; the Annual Steward's Christmas Dinner was renamed **Jonnie Dawson's Annual Stewards Christmas Dinner**.

Special guests in attendance included Memphis Light, Gas and Water President & CEO Jerry Collins, Lynn Evans, Chairman of MLGW Board, Memphis City Council members, Barbara Swearngen-Ware, Janis Fullilove, Myron Lowery, Joe Brown, Ed Ford, Jr, and Harold Collins. Other management employees who were guests in attendance included Carolyn Turman, acting Vice-President of Human Resource; Marcia Mason, Manager of Labor Relations and Steve Day, Assistance Manager, Labor Relations Department, Bernice Martin, Administrator of the Customer Care Center and Barbara Martin, Section Supervisor of the Customer Care Center. J.D. Sewell, President of the Memphis Police Association and Ruth Davis, President of AFSCME Local 1733 and her guests were also in attendance.

Union members, Valarie Peebles (Customer Care Center) and Jeanette Bethany (Lamar Community office) sung songs of **inspiration** that were very inspiring and uplifting to everyone. Each council member spoke for two minutes to the stewards and members with motivation and encouragement. MLGW Board Chairman, Lynn Evans also greeted and shared some insight to everyone in attendance. I decided not to use the MLGW Board Room bell on her as she do on the union at the Board of Commissioner's meetings. (This was our joke). Jerry Collins, President & CEO made a brief appearance and greeted everyone before he had to leave.

As Business Manager, my goals and expectations for 2009 is to reduce the number of grievances filed compared to the number that were filed in 2008. This goal can be achieved when:

1. Managers, supervisors and chiefs/foremen treat bargaining unit employees with respect and be fair and equitable.
2. Employees come to work, be on time, be at their assigned work stations/positions and be productive when they are at work.
3. Grievances be resolved at the lowest level with management, when possible.
4. Union and Labor Relations get involved in departments that have a high number of grievances filed.
5. Stewards in departments take responsibility to prevent **frivolous** grievances from being filed by employees.
6. Managers in departments take responsibility to prevent **frivolous** disciplines and unfair actions against employees.
7. Stewards and Supervisors create better communications in departments.
8. Employees be responsible for knowing/doing their jobs; be familiar with policies and procedures in their departments and being familiar with all the Articles in the Memorandum of Understanding.
9. Managers, supervisors and chiefs/foremen keep employees abreast of changes to policies and procedures.
10. Managers, supervisors and chiefs/foremen be **consistent to all employees**.

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS
LOCAL UNION 1288**

4000 CLEARPOOL CIRCLE
MEMPHIS, TN 38118

Non-Profit Org.
U. S. POSTAGE
PAID
PERMIT No. 381
Memphis, Tenn.

Page 2

International Brotherhood of Electrical Workers Local 1288

December, 2008

It appears that we are ending the year 2008 on a positive move in the right direction with the grievance process. With the use of mediation; and union and management working together, we have resolved a number of grievances that were back logged. We have begun to move the grievance process forward, but there is a lot of room for improvement.

I will like to give a special shout out (thanks) to all the union members that have given their constant support, trust and belief in the union and in me as your business manager. **"I support you as a member, I commend you as a member, I appreciate your dedication and I need your continued hard work and support in order for Local 1288 Union to move to higher grounds in 2009".**

★ **SPECIAL THANKS** ★

Mother's Restaurant for providing more than enough food to accommodate the extra number of people who attended. The event was planned for at least one hundred and twenty (120) but there were at least one hundred and sixty-nine (169) in attendance. Mother's Restaurant is well known throughout the Memphis area for it's fine down home soul food; which is why we have used them for the past several events.

Elder Ware, spouse of Councilwoman Barbara Swearngen-Ware for always blessing us with a word of prayer.



MEMBERSHIP INVITATION



As Business Manager, I continue to ask all non-union bargaining unit employees to join IBEW Local 1288 today. **We need you and you need us.** With 100% membership and participation there is nothing **we** can not accomplish **together**. Our future depends on our coming together, which will ultimately help all union employees at Memphis Light, Gas & Water.



Thought For Today



We all need to learn to live and work together as brothers and sisters
or we all will perish together as fools.

In closing, I would like to take this personal opportunity to wish each and everyone of you and your families a very Merry Christmas and a Prosperous New Year.

And remember,

If you must drink, please don't drive!!! If you must drive, please don't drink!!!

General Membership Meeting

1st Thursday of Each Month – 5:30 p.m.

Stewards Meeting

3rd Thursday of Each Month – 5:30 p.m.

Be prayerful-Be safe-Be Careful

