



# International Brotherhood of Electrical Workers Local 1288

4000 Clearpool Circle \* Memphis, Tennessee 38118 \* Phone (901) 363-1563 \* Fax (901) 363-3289  
Website Address: [www.ibewlocal1288.com](http://www.ibewlocal1288.com)

October 2010

*Remember to give to the IBEW-Jonnie Dawson Charitable Foundation!*

## Vote "AGAINST" Consolidation of Memphis and Shelby County Governments



*Rick Thompson*  
Business Manager

On Tuesday, November 2, 2010, the voters of Memphis and Shelby County will have an opportunity to decide whether they want to consolidate Memphis and Shelby County Governments. On August 9, 2010, fourteen (14) out of fifteen (15) members of the Memphis and Shelby County Metropolitan Charter Commission approved and signed off on a charter to create a Metro government. The charter will be called the "Memphis Shelby County Metropolitan Government". The new Charter will be placed on the ballot on November 2, 2010, as a **referendum** for the citizens of Memphis and Shelby County to vote **for** or **against**.

As Business Manager of IBEW Union Local 1288, I am encouraging and pleading with everyone to vote **AGAINST** this **so-called** consolidation of Memphis and Shelby County Governments on November 2, 2010, for a number of reasons. Consolidation of the two governments may very well be a modern day version of the **Trojan Horse** of Troy that occurred in early centuries. A **Trojan Horse** was given to the city of Troy as a gift, but was secretly filled with hidden enemy soldiers that came out at midnight and destroyed the city. **The city of Memphis may very well be in for a surprise just as Troy was if consolidation is voted for.** The consolidation of Memphis and Shelby County Governments as it is presently proposed is not in the best interest for Memphis. I am also in agreement with the six (6) suburban municipalities legislative bodies in Shelby County (Germantown, Collierville, Millington, Lakeland, Bartlett, and Arlington) that said "consolidation is **not** in the best interest of their cities".

Here are a few reasons as to why the **so-called** consolidation of the Memphis and Shelby County Governments is a step in the **wrong** direction:

1. Consolidation will dilute the voting strength of Memphians.
2. Taxes will increase, double and possibly triple for some citizens.
3. Hundreds of jobs will be cut/lost for Memphis and Shelby County workers.
4. Memphis and Shelby County current workers will see a cut in pay and benefits.
5. A larger government system will be impossible to manage equitably.
6. The Metro Charter does not address the crime issues in Memphis and Shelby County.
7. A strategic economic development plan for the future is not addressed.
8. Does not address taxation without representation in the separate and unequal school systems.
9. The so-called consolidation as proposed is **not true** consolidation without all municipalities (Germantown, Collierville, Millington, Lakeland, Bartlett, and Arlington) surrendering their charters as they are asking Memphis to do.

When we go to the polls on Tuesday, November 2, 2010, or when we early vote October 13 through October 30, 2010; we need to send a resounding message to the members of the Memphis and Shelby County Metropolitan Charter Commission and the fat cats/power brokers that are behind them calling the shots, that we will **never again** allow them to develop some **scheme masquerading** as progress while riding on the backs of working men and women as well as the **elderly** and **poor people** in the Memphis and Shelby County Communities.

**Vote** because you can. **Vote** because you should. **Vote** because it is your right. **Vote** for your rights. **Vote** to make a stance. **Vote** to make a change. **Vote** for your children's future.

### *Officers*

**Rick Thompson**  
*Business Manager*

**Bill Hawkins**  
*Assistant Business Manager*

**Ruth Taylor**  
*Assistant Business Manager*

**Paul Lundy**  
*President*

**Corey Hester**  
*Vice President*  
*Chairman of Board*

**Tammie Blake**  
*Recording Secretary*

**Jacqueline Tabor**  
*Financial Secretary*

**Roberta Brown**  
*Treasurer*

### *Executive Board*

#### *Electric:*

**Terry Stuckey**  
**Thadis Wilson**

#### *Gas:*

**John Jones**  
**Greg Vailes**

#### *Water:*

**Twyla Hurd**  
**Phillip Richmond**

### *General Services:*

**Cassandra Hardimon**  
**Corey Walker**

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There was a period in our history when Negroes (Black People) were not allowed to **vote** in America. Then there was a period when females (black or white) were not allowed to **vote** in America. Many of our forefathers and mothers shed blood, sweat and tears and some lost their lives for our rights to **vote**. Now that we have the opportunity and the rights to **vote**; it will be a shame and a disgrace to our forefathers and mothers if we do not exercise our rights and **VOTE**. You **vote**, take your family members to **vote**, encourage your co-workers to **vote**, ask your neighbors to go **vote** and we will all have voted in this very important election.

Again, we **must vote against Consolidation** as if our lives depended on it. Early voting is from **October 13 through October 30, 2010**. Election Day is **Tuesday, November 2, 2010**.

**JUST VOTE!**

**JUST VOTE!**

**JUST VOTE!**

## IBEW-Jonnie Dawson Charitable Foundation Kick-Off Campaign

*By Ruth Taylor, Assistant Business Manager*

The first annual kick-off campaign for the IBEW-Jonnie Dawson Charitable Foundation was held on August 16, 2010 at the IBEW Local 1288 Union Hall, 4000 Clearpool Circle.

Approximately, one hundred people were in attendance, which included Memphis City Council members, IBEW board members, officers, chief stewards, stewards, alternate stewards and some union members. Union officers all received charitable foundation t-shirts and other member's names were randomly drawn for t-shirts. The charitable foundation also gave out buttons that said "I Support IBEW-Jonnie Dawson Charitable Foundation" and book markers with a picture of the late Jonnie Dawson and our mission statement on it was given out. Mother's Restaurant served a home cooked meal buffet style to everyone's delight. The butter roll desert was the talk of everyone.

A tribute was made per video to the late Assistant Business Manager, Jonnie Dawson who is the second union official to pass in office. The video was very inspiring, moving and informative for everyone. Rick Thompson, Business Manager gave a brief overview to the charitable foundation's mission and purpose. A number of members in attendance were moved to increase their bi-monthly donation. Memphis City Council Representatives Barbara Swarengen-Ware, Wanda Halbert, Joe Brown, Edmond Ford, Jr., Bill Boyd, and Harold Collins greeted the membership with positive reinforcement for our Charitable Foundation work.

Every officer and steward in attendance was given a charge by our Business Manager, Rick Thompson, to go back to their work areas and get other union members to sign up through payroll deduction for the IBEW-Jonnie Dawson Charitable Foundation. Employees can designate what charitable organization they want their donations to be sent to. The Mission statement for our charitable foundation is "Helping The Community Is Everybody's Responsibility".

If you have not signed up to donate to the IBEW-Jonnie Dawson Charitable Foundation, then now is the time to do so. This invitation is open to all employees at Memphis, Light, Gas and Water Division. Donations from anyone and everyone, to include the general public, will be accepted and appreciated. The foundation is a 501(c)(3) charitable organization which means that your donation is tax deductible.

### Tips to Avoid Filing Grievances?????

1. Get the facts from all sides/parties.
2. Weigh other options to filing a grievance.
3. If possible, call a meeting with both sides/parties.
4. Talk it out, communicate, communicate, communicate.
5. Know your MOU, MLGW Personnel Policies and your Departmental Policies.
6. Attend monthly Steward's Meetings (do not have to be a steward to attend).
7. You can request your Business Manager's presence for intervention, if needed.
8. However, it is your responsibility not to allow your grievance timeline to expire while trying to work problems out.



**AMERICA WORKS BEST  
WHEN WE SAY...**

**UNION**  
**YES**



# Employee on Employee Assault/Violation at Work

By Rick Thompson, Business Manager

IBEW Union Office is experiencing an unprecedented number of cases/disciplines because of bargaining unit employee's confrontation with one another, (verbal and physical) while at work for the last two years.

Brothers and Sisters, do not lose your job or get disciplined for work place violence, confrontations at work or for creating a hostile work environment. Please do not put your union representatives in a compromising position in a grievance or at a disciplinary hearing regarding a dispute between union members in the presence of management. I would encourage any and all bargaining unit employees that encounter any problems or possible problems

with other union members to first contact your union office to try and resolve the problems in the best interest of **both** employees. If you are being investigated, have been involved, have witnessed or is being called on as a witness to work place violence, confrontations etc, you need to contact your union office immediately. Your union Business Manager and Assistant Business Managers will visit your department or work center at your request to help resolve any and all disputes among employees before they become a disciplinary problem. Before you file a grievance on another union member, please call or visit your union office for directions and assistance in resolving the dispute with your union brother or sister.

## AMR/AMI/Smart Grid Joint Committee Formed

By Bill Hawkins, Assistant Business Manager

*In September 2010, a joint committee on Smart Grid was formed, with equal numbers of Union and Management employees. The members of the Joint Committee representing the Union are Bill Hawkins, Assistant Business Manager, Corey Hester, Vice President, Greg Vailes, Gas Executive Board Member, and Cassandra Hardimon, General Services Executive Board Member. The members of the committee on the management side are Von Goodloe, Vice President of Human Resources, Richard Bowker, Manager Information Technology, Becky Williamson Energy Service Marketing and Rodney Cleek, Budget/Planning and Rates.*

*This committee was formed to examine the results of the MLGW Plot Program for Automated Meter Reading/Smart Grid and what effects it will have on the customers, both bad and/or good. Earlier this year, the Memphis City Council approved a pilot program for 1,000 MLGW customer's bills to be examined, to determine whether or not the Smart Grid will save MLGW's customers money on their utility bills or if the customer's utility bills will increase.*

*This committee will be meeting on a monthly basis, or as needed. Once the customer's bills are studied and the study is completed, then a cost analysis will be performed to determine both the positive and/or negative consequences of Automated Meter Reading/Smart Grid pilot project.*

*Rick Thompson, IBEW Business Manager and Jerry Collins, President/CEO of MLGW will act as Ex Officio, which will allow them to attend all meetings at will.*

*Studies that the Union has looked at say that there is a large concern about how a utility company needs to safeguard customers data obtained via the Smart Grid. These studies further state that the results show that the impacts from Smart Grid vary dramatically depending on utility companies and utility customer characteristics and program design. We will keep our membership informed on this critical issue via our monthly General Membership Meetings, monthly Stewards Meetings and Special Meetings (if necessary) and in our newsletter.*

## J D Power Survey/September 2010

By Rick Thompson, Business Manager

*The recent J D Power Survey is out and MLGW is still on the **very bottom** spot for the **South Region**. However, we did have a below marginal increase in the points on the bottom spot, but the hard fact is that we are still missing the factors that are needed to move from the last spot on the survey. The J D Power Survey also placed MLGW in the Fourth (4<sup>th</sup>) position from the **bottom** in the nation.*

*A joint strategic plan of action is needed to create a rapid move for MLGW to get from the bottom of the J D Power Survey and back to the top where we deserve to be. As stakeholders, all employees at MLGW share the responsibility in MLGW getting off the bottom of the J D Power Survey. The most valuable asset at MLGW is its employees and when this fact is recognized and accepted by management with action and not just in words; this may very well be the catalyst to start moving MLGW up from the **very bottom spot** in the **South Region** on the J D Power Survey.*

# International Brotherhood of Electrical Workers

**Local 1288**

4000 Clearpool Circle  
Memphis, TN 38118



## Newly Appointed Assistant Business Manager

*By Rick Thompson, Business Manager*

**Ruth Taylor** was appointed as **Assistant Business Manager** for IBEW Local 1288 effective July 12, 2010. She replaces Trent Ward who retired after thirty-eight (38) years of services. Ruth Taylor has been employed at MLGW since December 1973. She was the chief steward for the Netters Building.

**Ruth Taylor**

Ruth Taylor demonstrated leadership skills to IBEW following the death of the late Jonnie Dawson (Assistant Business Manager), when she literally stepped up to the plate and unofficially took on many of the responsibilities that were done by Jonnie on her own time. She has also demonstrated her commitment to IBEW by attending all the monthly General Membership Meetings and all monthly Steward Meetings, also all City Council Meetings dealing with MLGW issues and Community Meetings on her own time for the past three years.

As Business Manger, speaking on behalf of the entire membership, she has proven that she will be an asset to me and my staff, the membership, and to IBEW Local Union 1288". "I welcome Ruth Taylor to the Local Union Office."

## IBEW Executive Board Appointments

*By Corey Hester, Vice President/Chairman of the Board*



**Tammie Blake**

**Tammie Blake** was selected by IBEW's Executive Board as **Recording Secretary**, effective August 2010. Tammy Blake is a Payment Adjustment Processor in the Cashier's Department at the Downtown location and has been employed at MLGW since December 2002. Tammie Blake is also a steward for the Cashier's Department downtown. She replaces Ruth Taylor, who is now the Assistant Business Manager for IBEW.



**Roberta Brown**

**Roberta M Brown** was selected by IBEW's Executive Board as **Treasurer**, effective August 2010. Roberta Brown is a Credit Counselor at the Lamar Community Office and has been employed at MLGW since January 1991. She replaces Marie Shotwell, who resigned.

"As Vice-President/Chairman for the Executive Board, I feel that Tammie Blake and Roberta Brown are the right choices for the positions because they demonstrated leadership and accountability with their attendance at meetings and are involved with all union functions".

## IBEW Local 1288 Radio Talk Shows

*By Ruth Taylor, Assistant Business Manager*

IBEW's Labor Agenda Talk Show is back on the air but is being broadcasted on two stations, two different days and two different time slot. Turn your radio station to:

1. **AM990 KWAM** every **Saturday from 2 pm to 3 pm.**
2. **AM1180 WPLX** every **Sunday from 5 pm to 6 pm.**

The shows will be hosted by Rick Thompson, Bill Hawkins and Ruth Taylor.

We will be discussing topics such as:

- a. Consolidation of Memphis and Shelby County Governments
- b. November 2, 2010 Election
- c. Early Voting starting October 13 thru October 30, 2010
- d. The union's movement in general
- e. Topics of importance to all working men and women
- f. Other topics of importance in the community

Turn your radios on, tune in to the stations and call in with your questions and concerns. Tell your family members, friends, co-workers, neighbors and church members to listen in and call in to your Union's talk show on the air.

## Food For Thought

*"The American citizen must be made aware that today a relatively small group of people is proclaiming its purpose to be the will of the People. That elitist approach to government must be repudiated."*

*William E. Simon*

Please Note: When a member's home address changes, Union Members **MUST TURN THE CORRECT ADDRESS IN** to the Union Office. MLGW **DOES NOT** provide us with Address Changes.

**General Membership Meetings are held the 1st Thursday of each month at 5:30pm**

**Stewards Meetings are held the 3rd Thursday of each month at 5:30pm**