



IBEW LOCAL 30

International Brotherhood of Electrical Workers AFL-CIO-CFL

November 23, 2020

Good Morning Sisters and Brothers,

As we now enter the 8th month of the Pandemic, I want to begin by hoping you are all well and doing what you can to get through these trying times. This message was going to be an update on our furlough negotiations, but it will end up being a combination update, newsletter and Thanksgiving address. On the furlough front, I have nothing new to report as there has been no activity since my last update. I have fielded quite a few questions pertaining to our increments, and as I have said in previous updates we were assured by the Governor's Office of Employee Relations that the Cost-of-Living Adjustment negotiations would have no impact on our upcoming increments, many of which are to be awarded in January. Some of you may recall the 2018 NJ Supreme Court Decisions on the Static Status Quo Doctrine as it was improperly contrived and applied to members of the Atlantic County FOP and public employees of Bridgewater Township. In short, the Court said that an administration cannot withhold increments in order to force an organization to bargain or settle faster. It is for this reason that I do not expect there to be a problem with our increments.

As for the Cost-of-Living Adjustment that was unilaterally, and quite likely illegally, withheld by OER, our position remains the same: our COLAs are part of a three-year wage adjustment plan that we settled on when we ratified our contract. What did we have to give up in order to get this wage adjustment that finally, and after 38 years, put us on par with the people we manage? We had to surrender NJ Direct 15 for the NJ Direct / Unity Plan. Not for nothing, paying less for insurance and getting less insurance for it is not reform, and a 250% increase in the cost of medications is not reform either! It was enough that we were forced into a Health Insurance Plan bargained for by CWA, it is now insult to injury that our COLAs continue to be withheld in order to force us into a furlough scheme as contrived by CWA all in the name of job security. As managers, we are in some of the most secure jobs in all of government service, and when it comes to furloughs, we have been opposed to the concept as a matter of principle. And on the matter of principle, especially as we enter the New Year, be wary of anyone who claims to support labor while simultaneously violating the terms of a collective bargaining agreement! This brings me to the furlough days taken in July and those that some unions will be taking on 11-27-20. If you are being paid for that day, and everyone we represent will be paid for that day, you have this Union to thank for it! While some Unions have settled and their members have lost, IBEW Local Union 30 continues the fight and continues to win!

At our recent Executive Board Meeting, President Lowry brought up how much he misses our regular monthly meeting and the comradery of being with the membership, and everyone agreed. As managers, we are in a class and league all our own. Not too long ago, during the course of our furlough negotiations someone remarked that a manager is no different than a front-line clerk. Such a belief is not only tone deaf and myopic, but it shows the lack of understanding of who we are and what we do. At the start of the pandemic, tens of thousands of entry level employees were given a 16-week paid vacation while many in our rank continued working, many of which still reporting to their same duty stations. Moreover, not

only did we have to report, we were also tasked with doing a great deal more with a great deal less. Whereas those tied to any administration have a shelf life of 4 to 8 years, if they are lucky, those of us in the career service see them come and see them go, that is our lot in life. The consistent aspect of our service is rooted in our primary task of accomplishing work through the labor of others. This is no easy skill especially when we are often not responsible for selecting the teams which we have been assigned to manage in order to accomplish our work. Aside from all of those challenges, we get little or no recognition when things go right, and all the blame when things go wrong, even when these things are a result of the poor planning and inadequate actions of others. These are just a few of the common traits we, as managers, share and I have listed them here to remind each of you that you are not alone! While I miss seeing you regularly, I am always glad to hear from you because you are the most important part of this Union! Without you, there would be no Local Union 30! Thank you for giving me purpose and meaning as your Business Manager, and I also speak for the Executive Board who feels the same way.

Onto general news, in case you missed the memo: IBEW Local Union 30 has its Third Annual Scholarship Program going on right now! I know everyone is busy working towards their mid-terms and Thanksgiving Break, but if you or your dependent child(ren) are thinking of applying, there is no better time than the present especially as the deadline is fast approaching! At our most recent Executive Board Meeting, we discussed the lack of applications received thus far. I said I would include a blurb about the program in this bulletin, and so, there you have it.

Hey, Thanksgiving is just around the corner and I wanted to take a moment to wish each of you and your families a Happy Thanksgiving. While there are some people who only give thanks one day per year, I give thanks for the blessings in my life every single day. Our brother and sisterhood as well as the many friends I've met and helped along the way are just a few of the things for which I am thankful, and thankful for every day. We all work in positions for which we never get enough thanks or appreciation relative to the responsibility we have and the work we do. Thus, I wanted to take this moment to thank each of you for all that you do in your various stations within our government and for the citizens of this great state that we all have the honor of serving.

Happy Thanksgiving to you and your family!

In solidarity, forever!

AI

Al Laubsch
Business Manager – IBEW LU30

IBEW Local 30 | www.IBEWLocal30.org