

THE INFO CHANNEL

International Brotherhood of Electrical Workers Local 1220

RADIO & TELEVISION BROADCAST ENGINEERS

MARCH 2014

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Eboard Vacancies

There are several vacancies on the Eboard. Meetings are once a month (3rd Wednesday) at 7:00pm. If you are interested, please call or email your Union Hall today.

Bylaw vote

The recent bylaw to increase the stipend that the officers get for helping our Local had passed. Special thanks to Bob Lange for volunteering to help with the vote count.

Thank you to all members that helped spread the right information to help this bylaw pass.

Yearly Audit

February was the month for our yearly audit. Legacy accountants descend upon our hall and go through every nook and cranny to find anything out of place. Staff worked to accommodate all requests for data, putting everything on hold and moving at lightning speed. Another year in the black!!!

Special thanks to volunteers Joe Pausback, Scott Jones, Virginia Faber, Cesar Lopez, and the mighty Robert Kaiser for the daunting task of performing a member audit. Thank you all.

Progress Report

CBS Radio IT—Trouble in paradise. Company refuses to recognize this unit as a new employee helped to dissolve it.

WTTW— 2 year extension reached with wage increases and a "no layoff" clause for the duration of the extension.

CBS—Tentative Agreement reached with wage and benefit increases starting in 2015. Shop meetings begin and information is passed on to members.

Sports and Entertainment Agreements—Contract has been ratified.

WGN— Notification to bargain has been sent out.

WYCC— Notification to bargain has been sent out .

Business Manager Report

Brothers and Sisters,

Welcome to March Madness. We really been accomplishing a lot and making progress in many areas. Several contracts have been renegotiated leaving a slight few to be addressed. Traveling is slowing down, but throughout February it seemed like I was on a plane every week. The result was an early deal with CBS that will benefit over 2,000 members across the country for the next 4 years. The cost saving to the local was well over \$60,000.00 and we holding shop meetings to get the word out.

An agreement with WTTW has also been reached and the membership had ratified it. This will give our members security until July of 2016 and allow us to focus our attention on what's coming next. Anticipation of new technologies and shifts in the labor force will allow us to bargain better deals and secure our jobs.

The money saved from CBS and WTTW bargaining can be set aside for more training and the 50/50 grant from the Chicago Federation of Labor will help to cut our costs in half. We are also finalizing a continued EVS training class, Chapman cart training, and a Barco FSN class and we are exploring partnership opportunities with the good folks at Columbia College. Stay tuned.

March and April will be hectic. Upcoming bargaining will be with WYCC and WGN. Surveys for your ideas on these contracts will be sent out soon. Your input is very important so please take a moment to fill out your survey and send them back. Lack of responses will mean that folks are happy with the way things are and we will bargain as such.

Our yearly audit is done. This year was extremely tedious (as audits tend to be). I'd like to take a moment to thank those brothers and sisters that volunteered to help us with the quarterly audits. Quarterly audits are done by the members and our yearly audit is performed by Legacy accountants. Another year of positive growth.



Yours in Solidarity,

John Rizzo
Business Manager

Finally, this week we are hosting in-house self training on the Analog Way NeXtage 16. Call to see if there are any open spots. You should be somewhat familiar with this gear before trying to tackle it. Analog way technical classes will be scheduled in the future.



The President's Message

The difference between the almost right word and the right word is really a large matter—'tis the difference between the lightning-bug and the lightning. – Mark Twain Here are some phrases to never use, especially if you are a leader:

"It's not fair."

She got a raise, you didn't. He was recognized, you weren't. "Some people have food to eat while others starve." Injustices happen on the job and in the world every day. Whether it's a troubling issue at work or a serious problem for the planet, the point in avoiding this phrase is to be proactive about the issues versus complaining, or worse, passively whining." Instead, document the facts, build a case, and present an intelligent argument to the person or group who can help you.

"That's not my problem," "That's not my job," or "I don't get paid enough for this."

If you asked someone for help, and the person replied with one of the above phrases, how would you feel? "As importantly, what would it say about him or her?" "Regardless of how inconvenient or inappropriate a request may be, it is likely important to the other person or they would not have asked. Therefore, as a contributing member of the team, a top priority is to care about the success of others." An unconcerned, detached and self-serving attitude quickly limits career advancement. "This doesn't mean you have to say yes; it does mean you need to be articulate and thoughtful when saying no." "For example, if your boss issues an unreasonable request, rather than saying, 'You've got to be kidding me. I don't get paid enough for this,' instead say, 'I'll be glad to help. Given my current tasks of A, B, and C, which one of these shall I place on hold while I work on this new assignment?' This clearly communicates teamwork and helpfulness, while reminding your boss of your current work load and the need to set realistic expectations."

"I think..."

Which of these two statements sounds more authoritative?: "I think our company might be a good partner for you." Or, "I believe..." "I know..." or "I am confident that our company will be a good partner for you." "There is a slight difference in the wording, however the conviction communicated to your customer is profound." You may have noticed, the first phrase contains two weak words, 'think' and 'might.' They risk making you sound unsure or insecure about the message. Conversely, the second sentence is assertive and certain. To convey a command of content and passion for your subject, substitute the word 'think' with 'believe' and replace 'might' with 'will.'"

"No problem." When someone thanks you, the courteous and polite reply is, "You're welcome." "The meaning implies that it was a pleasure for you to help the person, and that you receive their appreciation." "Though the casual laid-back phrase, 'no problem' may intend to communicate this, it falls short. It actually negates the person's appreciation and implies the situation *could* have been a problem under other circumstances." In business and social situations, if you want to be perceived as well-mannered and considerate, respond to thank you's with, "You're welcome."

"I'll try."

"Imagine it's April 15th and you ask a friend to mail your tax returns before 5pm on his way to the post office." "If he replies, 'Okay, I'll try,' you'll likely feel the need to mail them yourself." *Why?* Because that phrase implies the possibility of failure. "In your speech, especially with senior leaders,

replace the word 'try' with the word and intention of 'will.' This seemingly small change speaks volumes," she adds.

"He's a jerk," or "She's lazy," or "My job stinks," or "I hate this company."

Nothing tanks a career faster than name-calling. "Not only does it reveal juvenile school-yard immaturity, it's language that is liable and fire-able." Avoid making unkind, judgmental statements that will inevitably reflect poorly on you. If you have a genuine complaint about someone or something, communicate the issue with tact, consideration and neutrality.

"But we've always done it that way."

"The most effective leaders value innovation, creative thinking and problem solving skills in their employees." In one fell swoop, this phrase reveals you are the opposite: stuck in the past, inflexible, and closed-minded. "Instead say, 'Wow, that's an interesting idea. How would that work?' Or, 'That's a different approach. Let's discuss the pros and cons.'"

"That's impossible" or "There's nothing I can do."

Really? Are you sure you've considered every single possible solution and the list is now exhausted? "When you make the mistake of saying these negative phrases, your words convey a pessimistic, passive, even hopeless outlook." "This approach is seldom valued in the workplace. Employers notice, recognize and promote a can-do attitude. Despite the glum circumstances, communicate through your words what you *can* contribute to the situation." Instead, try something like, "I'll be glad to check on it again," "Let's discuss what's possible under these circumstances," or, "What I can do is this."

"You should have..." or "You could have..."

You probably wouldn't be thrilled if someone said: "You should have told me about this sooner!" Or, "You could have tried a little harder." "Chances are, these fault-finding words inflict feelings of blame and finger-pointing." "Ideally, the workplace fosters equality, collaboration and teamwork. Instead of making someone feel guilty (even if they are), take a more productive non-judgmental approach. " Say, "Next time, to ensure proper planning, please bring this to my attention immediately." Or, "In the future, I recommend..."

"You guys."

Reserve the phrase "you guys" for friendly casual conversations and avoid using it in business. "Referring to a group of people as 'you guys' is not only inaccurate if women are present, it is slang and lowers your level of professionalism." With fellow professionals such as your boss, co-workers and clients, substitute "you guys" with terms such as "your organization" or "your team" or simply "you."

"I may be wrong, but..." or "This may be a silly idea, but..." These phrases are known as discounting. They diminish the impact of what follows and reduce your credibility. "Remember that your spoken words reveal to the world how much value you place on yourself and your message. For this reason, eliminate any prefacing phrase that demeans the importance of who you are or lessens the significance of what you contribute." Don't say, "This may be a silly idea, but I was thinking that maybe we might conduct the quarterly meeting online instead, okay?" Instead,

assert your recommendation: "To reduce travel costs and increase time efficiency, I recommend we conduct the quarterly meeting online."

"Don't you think?" or "Okay?"

These phrases are commonly known as hedging—seeking validation through the use of overly cautious or non-committal words. "If you truly are seeking approval or looking for validation, these phrases may well apply. However, if your goal is to communicate a confident commanding message and persuade people to see it your way, instead of hedging make your statement or recommendation with certainty." Imagine an investment banker saying, "This is a good way to invest your money, don't you think? I'll proceed, if that's okay with you." Instead, you'd probably want to hear something like: "This strategy is a wise investment that provides long-term benefits. With your approval, I'll wire the money by 5pm today."

"I don't have time for this right now," or "I'm too busy."

"Even if these statements are true, no one wants to feel less important than something or someone else." To foster positive relations and convey empathy, say instead: "I'd be happy to discuss this with you after my morning meetings. May I stop by your office around 1pm?" These are common phrases that might be difficult to eliminate completely from your everyday conversations—but the trick is to gain awareness of the language you're using. "As is often the case with bad habits, we are unconscious of the fact we're saying career-limiting words and phrases."

Here are a few tips to build self-awareness and eradicate the phrases from your conversations:

Record yourself. When you're on the phone in a business setting, record your side of the conversation, she suggests. "Listen carefully to the recording afterward (on the way home from work). Did you use any of the phrases on this list, or any other words or phrases that may be perceived as limiting or negative? Write down the phrase you used, mark through it, and beside it construct an alternate phrase that more positively communicates your message." Keep this list handy, by your phone or next to your computer monitor, and review it daily.

Enlist a buddy. When you're in meetings (and may not be able to record), ask a trusted co-worker to listen carefully to your language. "Ask them to write down any career-limiting words, phrases, actions or attitudes they perceive to be negative," she says. "Treat them to lunch, check your ego at the door, and let them tell you what they heard."

Listen for these phrases when others speak. When you hear how jeopardizing these phrases actually sound when spoken by another, it sends a powerful message to your brain heightening your own self awareness. Ask yourself, "How could she have phrased that idea in a different way?" Or, "What words would have communicated his point more positively?"

Credit to: Darlene Price, author of [Well Said! Presentations and Conversations That Get Results](#)

In Solidarity,

Glenn Hannigan, President

Scarborough Alliance Group

Working with IBEW members & retirees in many industries

Decades of Experience, Service & Objective Advice

Scarborough Alliance Group is proud to help IBEW members who work in a variety of industries with their retirement planning needs.

IBEW members can take advantage of the [Local Union Retirement Income Program](#), especially designed to accept rollovers of your company 401(k) and pension plans. Other plans and investment options include the [IBEW Local Unions Savings & Retirement Plan](#) and [Investment Advisory Accounts](#).

IBEW Telecommunications Members working for Verizon and AT&T are eligible to use the [IBEW Local Unions Savings & Security Plan](#) to rollover your company 401(k) and lump sum pension. The plan may also be used by participating IBEW Locals and represented employers as a 401(k) plan.

We look forward to helping you understand all of the options available to you. Contact Scarborough today at **(800) 223-7608** to learn more.

Scarborough offers investment advisory accounts with Schwab Institutional

While some of Scarborough's plans are exclusively for IBEW members, family members and friends are welcome to become investment advisory clients.

Consistent with our other plans, we offer low-cost investments¹ and, very importantly, we provide honest, straightforward advice. We can develop an investment plan that's customized to meet the needs of your unique situation. Advisory accounts offer a broad selection of investments, including:

Mutual Funds, Stocks, Bonds, Money Market, Exchange Traded Funds (ETFs), IRAs (Traditional & Roth), and Retirement Plans for small businesses

Unlike other companies, we don't charge commissions for products we recommend. Instead, we receive a modest advisory fee based on the assets you invest with us. Because we don't receive commission, we are free to recommend products that we believe are right for you - not the ones that pay the highest commission.

Our alliance with Schwab Institutional provides access to thousands of mutual funds from well-known mutual fund companies, such as:

Vanguard, T. Rowe Price, Artisan, PIMCO, Fidelity, Dodge & Cox, American Century, and Royce

OUR SERVICES

Once you become an advisory client, we will:

- Discuss your financial needs, goals and risk tolerance
- Recommend a portfolio of investments
- Monitor your investments to ensure they are performing up to expectations
- Replace underperforming investments
- Offer an annual review of your account
- Make appropriate adjustments to your investment portfolio as your financial needs and goals change

Contact Scarborough today at **(800) 223-7608** to find out how we can help you plan for retirement.

UNION MEETING:

**Thursday,
April 3rd, 2014
PM**



First Readings:

Anna G. Jaffe - CBS freelance (MO)
Michael Horine - CBS freelance (MO)

Honorary Withdrawal

Bradley Reynolds - WGN freelance
fulltime work in a non-bargaining unit position.

Good News! Union Plus Disney discounts are once again available for working families at both **DISNEYLAND** and **Disney World**. Savings on 3-day and 4-day Park Hopper tickets and Water Park fun. To order tickets, call 1-800-565-3712 and reference Member ID #744387769 or visit the website at www.UnionPlus.org for more info.



Deep discounts on **Six Flags** tickets nation wide. All entertainment and travel can be accessed through the Union Plus website.

Sympathy . . .

To the family of **John Thomas**, WGN retiree, who passed away in early February following a stroke. John was a member of the WGN maintenance and construction team for many years and an 18 year member of the IBEW.

JOB OPPORTUNITY

POSITION: Engineer Technician

REPORTS TO: VP, Chief Technology Officer

DUTIES: Daily operations of television productions. Setup and work on daily productions, remote productions, editing sessions, and audio work. Handles the installation and repair of all broadcast equipment. Works with Engineering Management on design of broadcast and production systems. Also works with IT Department to insure proper business/technical LAN integration. Evaluates need for, and recommends, equipment for capital purchases.

EDUCATION REQUIRED: Bachelor's degree in Computer Engineering, Technology, Electronics, Broadcasting, or related field preferred.

SKILLS: Candidate must possess strong computer skills and understanding of equipment used in digital television production. A working knowledge of Avid Media Composer, Symphony, News Cutter, and ProTools is required. Candidate must have experience working with studio productions running camera, audio, and working as A2/grip. Experience working with field shoots running ENG camera and audio is required. Experience with documentary style shooting with 24p style shooting and audio for film preferred.

To be considered for employment, you must be willing & eager to learn, and gain experiences, along with the ability to bring innovative ideas to the station.

SUBMIT RESUMES AND INQUIRIES TO

Human Resources

Window To The World Communications

5400 N. St. Louis Ave.

Chicago, IL 60625

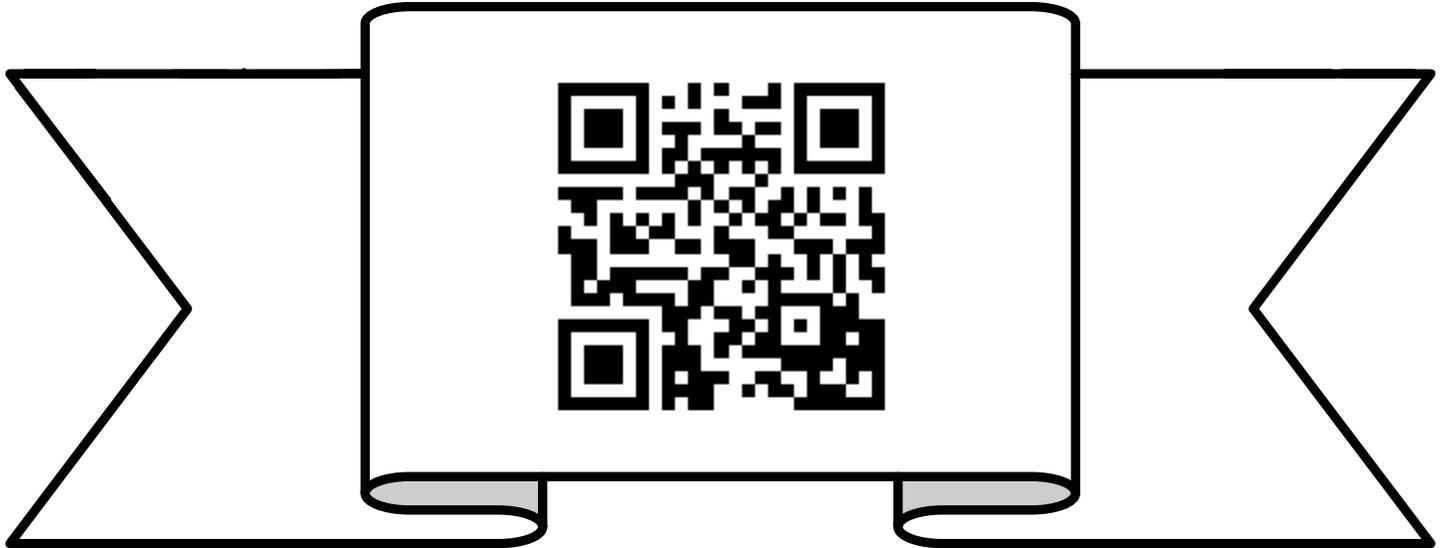
Fax: (773) 509-5309

E-mail: jobs@wtw.com

NO PHONE CALLS PLEASE

RADIO & TV BROADCAST ENGINEERS

IBEW LOCAL 1220



UNION MEETING

APRIL 3, 2014 AT 7:00 PM

**EFFECTIVE 1/1/2014, THE IBEW
PER CAPITA RATE WAS INCREASED \$2.00 /MONTH
FREELANCE DUES ARE \$130.50 /QUARTER.
ALL MEMBERS WILL EXPERIENCE A \$6.00
INCREASE PER QUARTER**

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Anything you might expect to read in a business letter or an email that pertains to this Local and your part in it will be communicated through this newsletter. Consider this your dues invoice, your bylaws updates, your meeting notice and your call to participate. If you would like to submit an idea or article for this newsletter, please contact the union office.

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