

IBEW JOURNAL

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March-April 2007

Labor's New Chance?

IMPORTANT INFORMATION
Special Insert
on "A" Members'
Pension Benefit
Fund



LETTERS TO THE EDITOR

A Marshall Plan for North America

A solution to the immigration issue is to scrap NAFTA and institute a Marshall Plan for North America, a plan that would build up the infrastructure of all countries involved. It worked for Europe twice: once after World War II to rebuild their economy, and again with the formation of the European Union.

With the European Union example, richer nations like France and Germany, fearing that citizens of poorer members like Ireland and Greece would flood their work force, invested in those countries' infrastructures with stunning success. A stronger Mexican economy will benefit all of North America and stem illegal immigration. Peg investment dollars to labor and environmental regulations, and I think we have a plan most people can get behind.

Damien Finneran
Local 3 member, New York, N.Y.

Solidarity and Assimilation

In response to the three letters on immigration in the January/February issue, I would like to remind Brothers Westman, Wasson and Byrnes that the guiding principle of the labor movement is solidarity. When we let the rich fat cats and the politicians they control divide our working class by race, immigration status, or any other wedge, we weaken our strength and power. If we want to have a union that is relevant and principled, we need to stand shoulder to shoulder with our brothers and sisters who happened to be born in another country.

Chris Teret
Local 567 apprentice, Portland, Maine

I am not anti-immigrant, as my father was born in Poland. But before he could come to this country, his father had to guarantee to the United States government that my father would not be a financial drain on American citizens. When he went to public school, he was not put in a special class for people that spoke Polish. If my dad needed medical care, my grandfather paid for it. My grandfather wanted his family to be American, and English was our family language. This is how it was at that time. They assimilated into America and wanted to be Americans.

These days many immigrants want America to adopt their language and change to their ways. If their ways were so great, why are they not in their former countries?

Irwin "Sonny" Alansky
Local 349 retiree, McMurray, Pennsylvania

A Proud Member Passes

My father, Wilbert "Bill" Howard, a 60-year member of the IBEW, passed away on February 20. He was so proud of his pin and certificate. His love of the technical never ended. He was teaching a hospice volunteer how a TV works a few days before he died.

Thank you for making his professional life a better experience.

Ann Howard-Wainwright
Daughter of Wilbert "Bill" Howard, Local 369 retiree, Deltona, Florida

EXECUTIVE OFFICERS

EDWIN D. HILL
International President
900 Seventh St., N.W.
Washington, D.C. 20001

JON F. WALTERS
International Secretary-Treasurer
900 Seventh St., N.W.
Washington, D.C. 20001

INTERNATIONAL EXECUTIVE COUNCIL

Chairman
ROBERT W. PIERSON
c/o IBEW Local 9
High Point Plaza Office Ctr.
4415 W. Harrison St. #330
Hillside, Illinois 60162

First District
JOSEPH P. CALABRO
c/o IBEW Local 1158
1149 Bloomfield Avenue
Clifton, New Jersey 07012

Second District
MYLES CALVEY
c/o IBEW Local 2222
1137 Washington Street, Suite 2
Dorchester, Massachusetts 02124

Third District
SALVATORE J. CHILIA
c/o IBEW Local 38
1590 E. 23rd Street
Cleveland, Ohio 44114

Fourth District
JACKIE E. GOODWIN
c/o Local 136
845 Gadsden Highway
Birmingham, AL 35235

Fifth District
STEPHEN SCHOEMEHL
c/o IBEW Local 1
5850 Elizabeth Avenue
St. Louis, Missouri 63110

Sixth District
GREGORY LUCERO
c/o IBEW Local 66
4345 Allen Genoa Road
Pasadena, Texas 77504

Seventh District
PATRICK LAVIN
c/o IBEW Local 47
600 N. Diamond Bar Blvd.
Diamond Bar, California 91765

Eighth District
RICK DOWLING
c/o IBEW Local 213
4220 Norland Avenue
Burnaby, BC V5G 3X2 Canada

INTERNATIONAL VICE PRESIDENTS

First District
PHILLIP J. FLEMMING
1450 Meyerside Drive, Suite 300
Mississauga, Ontario,
Canada L5T 2N5

Second District
FRANK J. CARROLL, JR.
4 Armstrong Road, 2nd Floor
Shelton, Connecticut
06484

Third District
DONALD C. SIEGEL
500 Cherrington Pkwy.
Suite 325
Coraopolis, Pennsylvania 15108

Fourth District
PAUL J. WITTE
8260 North Creek Drive, Suite 140
Cincinnati, Ohio 45236

Fifth District
JOSEPH S. DAVIS
100 Concourse Parkway, Suite 300
Birmingham, AL 35244

Sixth District
JOSEPH F. LOHMAN
8174 Cass Avenue
Darien, Illinois 60561

Seventh District
JONATHAN B. GARDNER
320 Westway Place, Suite 531
Arlington, Texas 76018

Eighth District
TED C. JENSEN
2225 West Broadway, Suite H
Idaho Falls, Idaho 83402

Ninth District
MICHAEL S. MOWREY
2500 Venture Oaks Way
Suite 250
Sacramento, California
95833-4221

Tenth District
ROBERT P. KLEIN
5726 Marlin Road, Suite 500
Chattanooga, Tennessee
37411-4043

Eleventh District
LINDELL K. LEE
6601 Winchester Avenue
Suite 150
Kansas City, Missouri 64133

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EFCA MOMENTUM

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Edwin D. Hill, EDITOR

C. James Spellane,
DIRECTOR

Carol M. Fisher,
SR. EDITORIAL ASSISTANT

Malinda R. Brent,
COMMUNICATIONS SPECIALIST

Len Shindel,
COMMUNICATIONS SPECIALIST

ARCHIVES

Mike Nugent,
INTERNATIONAL REPRESENTATIVE

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We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom the *Journal* is mailed. Please keep letters as brief as possible. The *Journal* reserves the right to select letters for publication and edit all submissions for length.

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or send by e-mail to:
journal@ibew.org

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SPECIAL NOTICE

This issue contains important information to "A" members of the IBEW and to beneficiaries of those "A" members about rights under the IBEW Pension Benefit Fund and ERISA which should be read and retained for future reference. Insert begins after page 20 of this issue.

Change Is

Spring is traditionally the time for rebirth and change, and if there was ever a time for the labor movement to turn the promise of spring into reality, this is it.

The delegates, officers and staff worked hard at our Convention last September to chart a course for growth in the IBEW. We knew it would not happen overnight, but we also knew that the time for talking and planning needed to give way to action.

The action began with last November's elections in the United States, where our efforts were part of a mighty force that swept many of labor's bitter opponents out of office and elected a Congress that gives us at least some counterbalance against the worst excesses of the Bush Administration. The House of Representatives has already passed a minimum wage increase which is needed. True to form, the Senate, with its much tighter balance of power, has dithered and stalled and tried to tie a minimum wage increase to some right-wing wish list item. The battle continues.

Even more important to the rights of working people in this country is the Employee Free Choice Act (EFCA). This legislation would correct a longstanding injustice in the labor laws of the United States by which employers routinely flout the law by making a mockery of the representation election process and undermining the intent of the landmark National Labor Relations Act that is part of Franklin D. Roosevelt's legacy. The right to organize, as guaranteed in the Act, was and is a key reason why working people have the opportunity to move into the middle class. EFCA would streamline the representation voting process and help eliminate much of the employer coercion and abuse that stain so many organizing campaigns.

The House that we helped elect passed EFCA on March 1. Predictably, the bill's chances in the Senate are uncertain, and the President has already taken his marching orders from the corporations by promising to veto EFCA if it does pass. Whatever happens, we have served notice that this issue is not going away, and we will fight for as long as it takes to restore the right to organize.

While EFCA is important, we do not sit on our hands waiting for others to rescue us. We have taken the mandate from the Convention and proceeded to put together the organizing machinery that we will need to fulfill our vow to increase our membership and our presence in every industry we repre-



EDWIN D. HILL
INTERNATIONAL PRESIDENT

JON F. WALTERS
INTERNATIONAL SECRETARY-TREASURER

“EFCA WOULD... HELP ELIMINATE
MUCH OF THE EMPLOYER COERCION
AND ABUSE THAT STAIN SO MANY
ORGANIZING CAMPAIGNS.”

Ed Hill
Jon F. Walters

sent. The organizing council structure and staff are being put in place now, and you will be hearing more about this throughout the year. In the meantime, our campaign in Florida continues to make steady progress as reported in this issue. We always knew that we would not reverse our declin-

In The Air

NEW VOICE FOR THE IBEW

This issue marks a transition in the IBEW's communications program. The *IBEW Journal* has been published monthly, except for combined issues in January/February and July/August. The magazine will now be published quarterly. You will receive your next *Journal* in late summer and another in late autumn, and we will continue the quarterly schedule in 2008 and beyond.

We feel very strongly, however, that this is no time to reduce our communications program. At our annual meeting in January, the officers of the IBEW approved creating a new newspaper to be published monthly in addition to the quarterly *Journal*. Therefore, instead of receiving an IBEW publication ten times per year, you will receive 16 issues per year.

The new publication will be in newspaper format, similar to the special election issue that was published and distributed to our members in the United States last October. The newspaper format will save us time and money in the production process and enable us to get more timely news into your hands. The paper will initially be mailed to all active members in

Canada and the United States with some bulk shipments to training centers and other central locations for additional distribution.

Our world is rapidly changing and our new publication will be a tool to help us influence and shape our future. Stories will be shorter, punchier and deadline-driven. Longer feature articles—including analysis of current trends—will be reserved mostly for the quarterly *IBEW Journal*.

Information is power. Changing our publications is about putting more of that power in your hands to grow our union and improve the lives of working families.

We will publish our first issue of the newspaper in May. Look for it. And look for changes in our Web site this year as well so that we will have a seamless communications program that puts more information than ever into the hands of our members and provides greater opportunity for two-way communication. This is the beginning of a

new day in many ways, and there will be a lot to talk about.

—Edwin D. Hill & Jon F. Walters

MORE NEWS FOR YOU

Old Publication Schedule:

***IBEW Journal* published monthly, except for combined issues in January/February and July/August. Members receive 10 issues per year.**

Issues available on www.ibew.org and e-mailed upon request in place of printed copy.

New Publication Schedule:

***IBEW Journal* published quarterly.**

New IBEW newspaper (name to be determined) published monthly and mailed to all active members.

Active members receive a total of 16 issues per year.

Both publications available on www.ibew.org and e-mailed upon request in place of printed copy.

ing numbers overnight, but that we had to begin the steady climb back. Thanks to the strong, united efforts of organizers at all levels of the Brotherhood, we are on the way.

As the cover of this issue suggests, this spring offers new opportunity for the IBEW and all of the labor movement. Let's grab it with both hands.

RETIRED



Lloyd R. Lynch

Tenth District International Representative Lloyd Lynch retired on March 1 after a career of political activism, local union leadership, organizing and service to locals in numerous branches of the IBEW.

Brother Lynch was initiated into Little Rock, Ark., Local 295 in 1962. After completing his apprenticeship, he served on the executive board and several committees, including COPE, negotiations and JATC, before being appointed assistant business manager in 1972.

In 1981, Lynch was appointed by then-International President Charles Pillard to the International Office organizing staff. He served until 1983, when he was appointed to the Twelfth District staff. (In a realignment of vice presidential districts in 1998, the former Twelfth District became the Tenth District.)

A 1961 graduate of England, Arkansas, High School, Lynch attended the University of Arkansas at Little Rock from 1976 to 1979 and took labor-related courses at the George Meany Center in Silver Spring, Md., and the Maritime Institute for Training and Graduate Studies outside of Baltimore.

The officers and members of the IBEW wish Brother Lynch a long and healthy retirement. ■

N.J. Band Aids Ailing Member



When members of Trenton, N.J., Local 269 learned that Brother Emanuel “Manny” Theoharis Sr. was battling cancer, they quickly organized a fund-raiser on his behalf. (See Local 269 “Local Lines” article on page 24). A musical group of local members called the “Band of Brothers” provided entertainment for the February fund-raiser, which generated an overwhelming response from the union and raised \$11,500. Performing with the electricians’ band, from left are Chris Kross, Russ Pauline (partially obscured, on keyboards), Joe Mitchner, Debbie Czako (wife of member Mike Czako), Joe Grotz (obscured, on drums), and Mike Czako. Not pictured is Bro. Theoharis, who played with the band for a few numbers. ■

‘Magic Bus’ Increases IBEW’s R.I. Visibility

Providence Local 99 has turned a minibus into a rolling public relations machine that helps members while promoting the IBEW. The “Magic Bus” is being used for organizing, charitable projects, retiree transportation and hauling the local’s banners and signs across the state. “We’re happy to have the bus out there gaining recognition for IBEW members,” said Business Manager Alan Durand. “It’s pretty eye-catching.” ■





U.S. OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION ISSUES NEW ELECTRICAL REGULATION

The United States Occupational Safety and Health Administration in February issued a revised regulation covering electrical installations in general industry. The change, 29 CFR 1910 Subpart S, is the first revision to the regulation in the last 25 years. With it, OSHA is attempting to reflect the most current practices and technologies in the industry. It will go into effect on August 13, 2007, and applies to electrical installations and equipment in workplaces in general industry and shipyards, long-shoring, and marine terminals.

OSHA cited Bureau of Labor Statistics data showing that between 1992 and 2002 an average of 395 workers died each year as a result from contact with electric current. Between 1992 and 2001, an average of 4,309 workers lost time away from work as a result of electrical related injuries. OSHA reports that the BLS data indicates there has been a downward trend in injuries and illnesses by as much as 29 percent.



The revision is based heavily on the 2000 edition of the National Fire Protection Association (NFPA) 70E Standard for Electrical Safety in the Workplace, and the 2002 edition of the National Electrical Code (NEC). The NFPA 70E standard was revised again in 2004, and is currently in the revision process for the 2007 edition. The latest edition of the NEC is dated 2005, and that standard is also in the revision process. These consensus standards are regularly updated, while OSHA's revision process has never been based on any regular schedule.

The economic analysis that accompanies the regulation states that 861,400 establishments in 12 states that currently follow the 1996 NEC, or have not adopted a state-wide electrical code will be affected. OSHA also reports that the new rule is not expected to have a significant economic impact on a substantial number of small businesses.

A link to the regulation can be accessed through the Safety section of the IBEW Web site at www.ibew.org.



Tulsa Local Makes Organizing, Political Inroads in 'Tough Area'

Duvall Electric Co. in Tulsa, Okla. shines with professionalism. Journeymen and apprentices at the seven-year-old company, which started out on expensive suburban residential projects, show up in spotless new trucks, and their work is all quality. "If you could build a prototype contractor from scratch, this would be the one," says John Patterson, Tulsa Local 584 organizer. There was only one problem: Jim Duvall's company was nonunion.



Joe Duvall, owner, and Jack Anderson, 30-year IBEW member, prepare for work with new members of Tulsa, Okla. Local 584. From left are Steve Hambrick, Duvall, Anderson, Billy Williams, Rick Ryan and John Lee.

"This guy is a good businessman and a good salesman, and he was hard for union firms to outbid," says Patterson, who first visited Duvall to talk about signing with the IBEW because "it's better to have him with us than against us."

Last November, Duvall signed with Local 584. Since the signing, he has been aggressively pursuing new work, some of it based upon information supplied by Local 584 Business Manager Mike Burton, who looks over prospective job reports and faxes or e-mails them to every signa-

tory contractor. As a sign of Duvall's aggressiveness, he visited a highly-placed executive of a large retail chain which was looking to expand to Owasso, a fast-growing suburb of Tulsa, many months before the announced bid date. Duvall is also looking to gain work from a local manufacturer.

The parties are working closely on the transition to a union shop. Patterson meets with the company's work force every two or three weeks over coffee and donuts for a question-and-answer session. Also, a 30-

year IBEW member has been placed at Duvall. He frequently answers questions and exerts a steadying influence. When issues accumulate, Duvall gives the union time to intervene.

At first, some of the workers had negative views toward unions. As their "from the heart" questions have been answered, support has grown, says Patterson. One 60-year-old member is gratified to finally build up his retirement savings. Another member who has a daughter with serious health problems can help her foot the medical bills.

"This is a tough area to organize," says Patterson, "but progress is being made." Local 584's leadership aggressively attacks the organizing situation on several fronts. Burton sits on Oklahoma's Construction Industry Board, as well as several other industry boards and political action committees. He actively campaigns for union members to attain positions as electrical inspectors on the local as well as state levels.

Both Burton and Patterson are active in local and state political campaigns. Local 584 supported and worked for 11 different candidates for political office during the last election cycle; seven won. Combined with publicity efforts and relationships established with local planning departments, this has helped solidify the union's customer base and enhance public recognition.

After visits from Local 584 officials, Oklahoma Indian tribes are now among the stronger proponents of IBEW labor. One tribe has even asked for Local 584's input into their planning sessions concerning an upcoming casino and resort project.

The local schedules visits with former members who have become nonunion contractors to persuade them to come back into the Brotherhood. An assistance program aids current members who wish to become signatory contractors.

While the Tulsa area has a long way to go to regain the union's former market share, the leadership of Local 584 is willing to go the extra mile to grow. The local is currently negotiating with three prospective contractors to bring them into the fold. "If we fail to achieve our goals, it will not be from lack of effort," says Patterson. ■

NON-PROFIT HOUSING WORKERS VOTE IBEW IN ONTARIO

Thunder Bay, Ontario, IBEW Local 339's progressive standing in the community was the magnet that drew a group of maintenance electricians, office workers and groundskeepers at the city's non-profit housing corporation to ask the Brotherhood for representation.

Last November after a brief campaign, the workers voted 48 to 8 to be represented by Local 339, which represents 500 workers on the shores of Lake Superior. A first contract was negotiated and ratified a few weeks later.

"The contract is a platform to build upon," said Business Manager Jim Howie, describing the wage increases which brought the workers closer to parity with their peers working at other comparable housing authorities.

"We didn't bash the corporation during our organizing; we said our union should make sure that the business is properly run and that workers are properly treated," says Howie. "The new members agreed with our message." ■

Persistence Pays Off in Providence Teledata Signing

Things looked promising three years ago when 16 workers from SyNet, a 20-employee teledata contractor, turned out for a Friday night organizing meeting at Providence, R.I., Local 99's hall and signed union authorization cards on the spot.

"By Tuesday, however, I couldn't find a union guy under a rock at SyNet," says John Shalvey, the local's president and organizer, who blamed the changed climate on intimidation by the company's former owner, a politically well-connected member of the state's telecommunications board. Organizer Shalvey withdrew his petition for a representation election and stashed away his contacts.

Last June, Local 99's list of teledata technicians was depleted as work had picked up at contractors like Electro Standards Laboratory, which had grown from 15 to 50 members after signing with IBEW in April 2004. Shalvey dusted off his contact list and the local went hunting for SyNet technicians who were willing to leave the 15-year-old contractor, the second largest in the state certified to install voice-data-video systems in industrial and commercial buildings.

One month later, the local had stripped seven highly qualified technicians from SyNet, which was under new management. But even with workers going out the door, says Shalvey, the company "didn't take care of the guys who were left behind."

"We stayed with SyNet, but they

showed no loyalty to us," says Brian James, a project foreman with 10 years of seniority. Workers asked for an additional week of vacation after five years of service; they were refused. They asked for SyNet to match 25 cents for every \$1 contributed to their 401(k) retirement plan, but were likewise refused. Managers trimmed work hours so that paychecks were short, leaving employees with just enough hours to disqualify them from collecting unemployment.

SyNet hired a few new technicians, including two who were encouraged to apply by Local 99, one a former member who agreed to work as a salt and another who had shown up at the local hall looking for work.

By October, a full-fledged campaign was gathering momentum at SyNet and Local 99 was sending letters to company employees. The first correspondence was a blind notice (no IBEW identification) that informed workers assigned to SyNet's public works projects of their rights under prevailing wage statutes.

Two weeks later, an IBEW letter outlined the benefits of union representation. Shalvey began to get e-mails and cell phone calls from SyNet employees. By mid-November, 13 out of 19 crew members had signed union authorization cards and regular meetings were planned at a local restaurant. Some of the workers who were stripped from SyNet came to the meetings. "They played an important role in building consensus for the union among their friends and former co-workers," says Shalvey. Local 99 quickly filed a petition for an NLRB representation election.

The company didn't mount an orga-

nized effort to stop the campaign until a week before the vote. But management encouraged an employee who worked frequently as an estimator—and spent more time in the company office than on the job—to spread dissension at organizing meetings to undermine Local 99's momentum.

Local 99 responded with two NLRB unfair labor practice complaints. The first protest addressed the company's misleading statements that Local 99 members working for other firms would take the jobs of SyNet crews, accompanied by threats that union supporters would see a decline in available work. Second, Local 99 sought to classify the employee who was disrupting organizing meetings as a supervisor, with no right to vote in the representation election.

The named employee showed up at the next organizing meeting and challenged Shalvey, Business Manager Al Durand and Business Agent Ron Leddy for attempting to exclude him from the bargaining unit. But he had trouble convincing Shalvey, Durand and his co-workers that he represented the best interests of SyNet employees. His co-workers continued to support the union's complaint and he subsequently stopped attending meetings.

On Dec. 29, SyNet workers voted 10 to 9 to be represented by Local 99. An hour after the election, SyNet notified two union supporters that there was no work for them. One stayed off the job for two days; the other was out of work for six days. The local amended its unfair labor practice complaint, citing the layoffs as retaliation against the union.

(Organizing Wire continued on next page)

Local 99 has sent letters to all workers inviting them to discuss first contract negotiations. “We told them that it’s time for a fresh start,” says Shalvey.

Many of SyNet’s workers—mostly in their late twenties—will soon be reaping the benefits of the IBEW’s apprentice-

ship program, the only registered program in Rhode Island for telecommunications technicians.

“Local 99’s new members waged a hard-fought battle,” says Robert Corrado, IBEW Second District Organizing Coordinator. “The SyNet campaign demonstrates the urgent need to pass the Employee Free Choice Act in Congress to stop the intimidation of workers who stand up for justice on the job.”

Organizing Victory at Omaha Open Shop

Winning a victory in organizing is easy when all the workers stick together, and that’s what happened at Source Electric, a 12-employee open shop in Omaha, Neb. in early February.

The Source Electric employees heard that the company was planning some
(Organizing Wire continued on page 17)

Seattle Contractor’s Pay Cuts Fuel Beeline to IBEW

It’s difficult enough to pay the bills when you’re working on a seasonal schedule for a contractor, installing and repairing underground natural gas lines. But when the boss says he’s cutting your pay by 15 percent and reducing your benefits, things can get downright explosive. Just ask M&L Construction, a longstanding nonunion contractor whose crews voted 13 to 11 to be represented by Seattle Local 77 in January.

“These workers are certified by the state and do a great job for M&L,” a prime contractor for Avista, an IBEW-organized utility serving Idaho and eastern Washington, says Local 77 Organizer Chris Martin. “They were tired of being pushed around.”

Martin was on the hunt for organizing leads when he met a few M&L workers who told him about their pay cut.

The company had attempted to blame Avista’s contract with the IBEW for its decision to cut wages. Local 77 had negotiated a protective minimum wage for contractor employees on plastic gas work, providing that they will be paid at least 85 percent of the Avista hourly rate for that work. A letter from Local 77 to M&L employees set the record straight, informing them that nothing in the Avista-IBEW contract prevents their employer from continuing to pay its employees the same wages, or even higher wages than union employees.

Organizers met with several of the



New members at M&L Construction gather with their families after voting 13 to 11 to be represented by Seattle Local 77.

contractor’s underground pipe layers, welders and service technicians last October. They signed union authorization cards the same night, says Martin.

Job security for natural gas workers is “awesome with natural gas still in high demand and new residential developments requiring service,” says a young M&L worker.

“I think it’s pretty cool that even before we voted in the union, the IBEW went to bat for us on our wages and benefits,” he adds. “A lot of people voted to go union, not just because of the pay cuts, but because of how we’re treated. Unions are the only protection for the working man.”

The reliable natural gas market keeps crews fairly stable at M&L, which normally schedules underground work from February to November. During off months, workers collect unemployment or find other jobs.

M&L complained during the union campaign that the firm would become less competitive because IBEW would infringe upon their flexibility in job assignments. But the new bargaining unit members have no problem with multi-tasking if they are properly trained and paid, says Martin. Their highly-trained Local 77 brothers and sisters at Avista will be there to support them in winning a decent contract.

While savoring the latest win, Local 77 is in first-contract bargaining with the City of Seattle following an organizing campaign that brought in 53 new members last June. The municipal employees, including equipment operators, pavers, underground utility workers and parks crews, were represented by another labor organization, but had decertified due to lack of support. “They contacted Local 77 because of our reputation for quality representation,” says Martin.

IBEW/CBS Contract Emphasizes Mutual Growth, Emerging Technologies

It's a vibrant illustration of how collective bargaining should work. The parties meet periodically for dialogue and problem-solving during the term of their three-year agreement. Then, six months before it expires, they negotiate a deal that rewards workers with increased wages and benefits. Better still, the contract enhances job security with a commitment from the employer to assign union members to work in emerging technologies. There are no give-backs.

Sounds more like television than real life? You're not far off. The contract between CBS and IBEW, which was ratified in January, covers the men and women behind the cameras on the Late Show with David Letterman, the Super Bowl, the Final Four college basketball tournament and a host of other high-profile programs and events. They are part of the largest bargaining unit at the media giant, comprising 2,500 technical directors, audio/video operators, editors and maintenance personnel. The IBEW unit covers operations at CBS headquarters in New York and Los Angeles, the CBS Radio Network, KCBS/KCAL in L.A.,

Chicago's WBBM and WCBS in New York City.

The agreement will run from August 1, 2007, through July 31, 2010, and provides for salary increases of 3 percent in each of the first two years and 3.5 percent in the final year. It calls for increased contributions to benefit funds for freelance and per diem employees. Both staff and freelancers will see travel and per diem allowances enhanced.

The last agreement was due to expire on July 31, 2007, but the parties had built a productive relationship through

semi-annual meetings between IBEW leaders and high-level CBS executives. They decided to negotiate an early deal.

"We discuss anything and everything at the meetings," says IBEW Broadcasting Department Director Peter Homes. While conflicts inevitably arise, the last strike at CBS was 35 years ago. Since then, says Homes, "CBS has committed to a civilized, productive way of doing business."

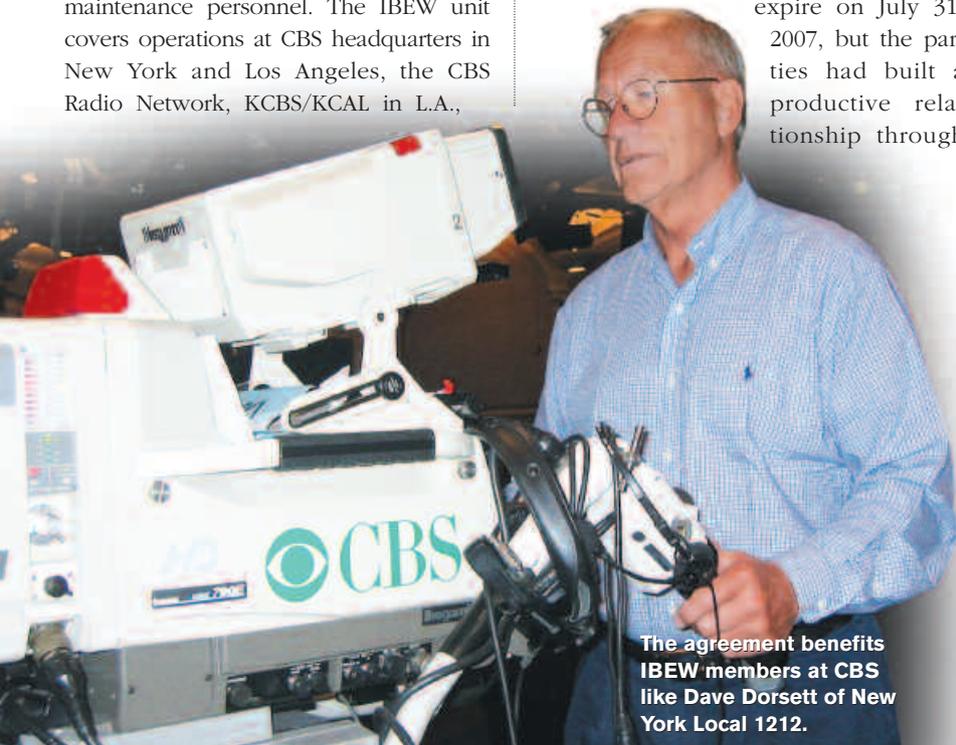
The deal includes a unique cooperative pledge under which CBS has given IBEW its commitment to actively look for opportunities to assign IBEW technicians to perform work for the Internet and emerging media.

In Los Angeles, IBEW employees are already preparing to staff a facility that CBS will establish to distribute programming via MediaFlo's mobile entertainment service, which will include 24-hour cell phone broadcasts.

Many areas of emerging work go beyond traditional broadcasting duties of bargaining unit members, says Homes. In New York, for instance, IBEW members have helped produce a reality show for Internet distribution. "Our new contract is about growth and new opportunities," says Homes.

"This is a forward-thinking agreement with one of the key unions in our industry," says Leslie Moonves, CBS Corp. president and CEO. "We applaud the IBEW leadership for their ongoing dialogue and for helping us to chart a course for the future that benefits everyone."

"This early agreement exemplifies the solid working relationship that CBS management and the IBEW-represented workers have developed over the years and our joint commitment to making CBS a strong and successful network," says IBEW International President Edwin D. Hill. 



The agreement benefits IBEW members at CBS like Dave Dorsett of New York Local 1212.

'The IBEW Saved My Life'

How Hope and a Second Chance Turned One Man's Life Around

John Harriel Jr. was in trouble again. This time, it was inside the walls of an Illinois federal prison. A self-described thug from South Central Los Angeles, the neighborhood that was engulfed in riots following the 1992 Rodney King verdict, Harriel badly needed help. He had endured the hate, the daily race wars and three months of cold showers in the joint. He would either change his life when his five years were up in 1997, end up with three life sentences like his cellmate's, or die on the streets.

Everett L. Tims needed help, too. The lone electrician employed by chronically understaffed Danville (Ill.) Correctional Center, Tims asked his bosses for some inmate assistance—as he had so many



John Harriel Jr. plans job with apprentice Alex Suarez, left, and journeyman wireman Larry Wernli.

times before—to maintain the facility’s expansive kitchen, the power house and equipment.

“They say if you work for a prison, you end up with a divorce and an addiction to the bottle. I had both,” said Tims. But he got clean and raised five sons on his journeyman wireman’s income as a member of Danville IBEW Local 538.

Tims didn’t have high hopes when Harriel was assigned to help him. A lot of the inmates just wanted to get out of their cells; learning electrical work wasn’t important. “John was a little ragged in attitude when I first met him,” says Tims. “But he was different. He wanted to learn and he could figure out math in his head while others were still using pencil and paper.”

Today, Harriel, 37, is a journeyman wireman foreman for one of the largest IBEW signatory contractors in Los Angeles. Harriel knows he’s smart, with the adventurous heart of a mountain climber, but he’s not the chest-thumping sort. He’s a grateful man. He’s grateful for the mother who toughed out her own troubles and prayed for him when he couldn’t pray for himself. He’s thankful, too, for his new extended union family and for the trust of his employer. Ask Harriel any day how he’s doing and he says, “It’s all good.” He means it and wants to help others get to the same place.

Harriel’s father left when he was seven; his mother gave birth to him at age 16 and then got strung out on dope. He was 15 years old when he came home to a dark house, after his mother had failed to pay the gas and electric bill. He needed money. So Harriel started selling cocaine in the back alleys. He was frisked by a cop one day after being stopped for jay walking. The 357-magnum pistol stuck in his pants earned him his first run-in with the law.

“For guys in my neighborhood,” says Harriel, “electricians were all white guys, and unions were just another name for Mafia.” But Tims was patient and cared about what he was doing, which showed Harriel that his old impressions were wrong. One of Harriel’s few positive influences as a boy was his Little League coach, who represented a father figure. Tims also coached baseball and track—even after his sons moved up in age—to

help young boys make their way into adulthood.

Tims wanted to see Harriel making the transition from hustler to handyman. “John wasn’t used to putting up with anything from people,” he says. One day, Tims sent him back to his cell after he came on the job with a sore attitude. “I told him that sometimes you just have to put up with some things that people do that you don’t like,” not an easy lesson for a guy who bench-pressed 500 pounds, and was still standing when so many of his peers had fallen. Besides, Harriel, who had never been a gang member in L.A., was now part of one of the nation’s most highly-organized gangs, said to number 8,000 members in Illinois prisons. “You stayed with your own race and learned to hate and fear everyone else,” he says.

If Harriel could only keep his anger in check, he had the right stuff to make it through an apprenticeship, to journeyman, to a new life. Tims, his mentor, knew it, and Harriel came to believe it, too.

In 1996, a year before his release, Harriel penned a letter to Larry Caldwell, apprenticeship coordinator for L.A. Local 11. He asked about the program’s requirements and whether his prison sentence would block him.

“I told John that what he did in the past would not be held against him,” says Caldwell, who advised Harriel that he would need to complete an algebra course to enter the apprenticeship. “You can’t help but like John,” he says. Harriel was encouraged. “Larry Caldwell never treated me like a second-class citizen,” he says.

Leaving prison in 1997, hauling a bagful of Everett Tims’ advice, Harriel realized that he had never known the drill of a regular job. He filled out an application at Taco Bell, offering to work for \$3 per hour, but was rejected because of his prison record; he still has the rejection letter. Finally, a nonunion electrical contractor hired him.

Harriel enrolled in the Maxine Waters Employment Preparation Center, named after the outspoken congresswoman who began her career in L.A.’s garment shops and telephone company. The center featured a 12-week intensive program in algebra, equivalent to one year of college. He completed the course in four weeks.

“I told Local 11’s apprenticeship committee that if they let me in, I would work to build up the community that I had helped to destroy. I would make up for what I had done in my former life, and that I would never, ever make the IBEW look bad,” says Harriel. He brought along a recommendation letter from Tims. Harriel was accepted.

Harriel studied voraciously. But, while opportunity was unfolding outside the home, his 1990 marriage had collapsed. Harriel, who didn’t own a car, slept on the floor and set his alarm for 3 a.m. to make it to work on time by bus. With rides home taking up to two hours, he sometimes fell asleep and missed his stop.

Winning “apprentice of the year” of his graduating class, based upon his performance, attendance and scholastics, wasn’t Harriel’s greatest triumph. It was following Tims’ advice to keep his anger in check.

The test came instantly on his first job out of the apprenticeship with a tough

(Continued on page 12)



Young John Harriel Jr.’s run-ins with the law sent him from South Central L.A. to federal prison in Illinois.



John Harriel Jr. was among the Local 11 delegation to the 37th IBEW Convention in Cleveland. Front row from left are David Gomez, Kevin Norton, Marc Greenfield, Mitch Klein and Dennis Sanderson. Middle row from left are Jane Templin, Larry Henderson, former Fifth District Vice President Mel Horton, Electrical Workers Minority Caucus President Robbi Sparks, Local 11 Business Manager Marvin Kropke, Natilie Rojas. Back row from left are Steve Hepburn, Brian Benefield, Larry Caldwell, Dick Reed, George Jackson, Joel Barton, Barry Meyer, Gary Parker, Eric Brown, Linda Brown, Rusty Roten, Diana Limon and Harriel.

'The IBEW Saved My Life'

(Continued from page 11)

foreman who told him to remove his tool belt and threw him a shovel to dig a ditch. "He was difficult to work for," says Harriel, "but I learned a lot from his electrical experience and work ethic."

On the job, Harriel learned from, and played catch-up to, younger men who began their apprenticeships in grade school beside their fathers and uncles. He chuckles when he remembers a foreman asking him to get a single jack, a type of hammer. Harriel walked to the trunk of his car to retrieve a bumper jack.

After six years in the trade, Harriel was promoted to foreman at Morrow Meadows in 2004, moving on to lead crews on lucrative projects, including the Jensen

Water Filtration Plant and Kaiser Hospital in Panorama City.

Journeyman wireman Quan Williams, 25, who topped out of his apprenticeship last year, worked for Harriel for two years. "John's a great person with great leadership skills, and he treats his guys well," says Williams, who cites Harriel's union activism as his way to help others who are coming up.

"John is very loyal to Morrow Meadows and to the IBEW," says Karen Price, president of the 1,300-employee firm. "He comes to work every day and gives 110 percent. We're here for him, and he's here for us."

Local 11 took Harriel up on his offer to pay the union back for his break. "I wish we had 8,000 John Harriels," says Business Manager Marvin Kropke, noting that second and third-generation Brotherhood members of the 8,000-member local sometimes take their good fortune for granted, but never Harriel. "John is a

great advocate for our movement," says Kropke, who has encouraged Harriel to reach into his community to steer young folks to the IBEW apprenticeship program and to connect with black elected leaders, like Jan Perry, a member of the L.A. City Council.

"John best represents the rich tapestry and wonderful diversity that is Los Angeles; we must all embrace that," says Kropke. Harriel attended his first meeting of the Electrical Workers Minority Caucus in Orlando, Fla., in 2001, and helped found the L.A. chapter in 2003. Last September, he was one of several members sponsored by Local 11 to attend the EWMC meeting at the IBEW Convention in Cleveland, Ohio. Harriel stands prominently in photos of the L.A. contingent, all clad in matching T-shirts, diverse by all measure and full of spirit, the new face of Local 11.

The caucus needs to be bigger, says Harriel, with a higher profile, so that folks

in minority neighborhoods can see people who look like them making a good living and trying to do the right thing.

Meeting IBEW President Edwin D. Hill at the Convention, Harriel thanked him for providing a “system for me to save my life,” telling Hill that he wants to go into communities “where others are scared to walk” and help more young people make the transformation from the streets to the trades.

Kropke and Treasurer Eric Brown, the longest-serving African-American elected leader of Local 11, recruited Harriel to go on precinct walks during political campaigns. “I started understanding the politics of things, and I thanked them for letting me go to the community to give something back,” says Harriel.

“I never thought that I would purchase my own house, let alone own rental property,” says Harriel, who shows young people in the neighborhood how to bend conduit and read blueprints when he gets a chance. Recalling his first attempt at employment at Taco Bell, he tells young people about the perils of piling up criminal records.

Harriel co-sponsored a seminar with City Councilwoman Perry in South Central to help young people improve their math skills. “ROTC is in high school, but the unions aren’t,” he said.

Choosing to stay in South Central, Harriel teaches his 16-year-old daughter, Johnsha, about the union. He said he would be proud if she follows him into the apprenticeship program. “I feel valued when she sees someone coming home who works hard with his hands. She knows that electricians are some of the best people in the world, and how critical our work is, that if we don’t get it right, people can die,” he says.

“Local 11 provided the structure and the vehicle for John to change his life at a critical juncture,” says Brown. “But John is providing a powerful example in his ‘recon’ efforts in his neighborhood, intervening with young people before they make damaging choices.” While Harriel considers Brown one of his mentors, Brown says, “I have learned from and been inspired by John.” Harriel’s courage to walk away from the pressure and temptation of his former life, says Brown,

“reaffirms and adds on to my own commitment.”

Someday Harriel wants to open up a training center in an urban area to teach electrical work, financial skills and everything he has learned from the IBEW and from his other heroes.

His mother heads the list. Andrea Smith entered rehabilitation in 1995, before his release from prison, and has been in successful recovery from substance abuse ever since. “In my deepest, darkest hour, she was my hero,” says Harriel.

Tims, who has since left his prison job to work at a nearby power plant, visited Harriel in his Los Angeles in 2000. Harriel’s mother thanked Tims for sending her son back from Illinois a man.

Caldwell calls on Harriel to help apprentices who are having problems. Young black men sometimes think that most white folks are against them, says Harriel, who advises them, as Tims once advised him, to get to work every day and “keep on pushing when things get

rough.” Caldwell, he tells them, will only “get on you when you’re not doing your job.”

There are times when visitors to his construction site ask Harriel where they can find his foreman. Stereotypes persist no matter how steep his transformation. “But you have to look past ignorance,” he says, “and beat it with knowledge.”

Harriel looks outward for the meaning of his saga. You can’t have the attitude that “I did it, so you can, too,” he says. The stronger people have to help the weaker people. “When I had to figure things out on my own, I picked up drugs and guns,” he adds.

“Sure I had some fortitude,” says Harriel, but he had some luck, too. He was denied life insurance when he left prison because of the improbability of making it to middle age. He had a gun stuck in his mouth and once dodged eight bullets. But, he said, “Some folks still gave me a chance.”

Harriel on the job with mentor Eric Brown, Local 11 treasurer, far right. Also pictured are Local 11 organizer Gary Parker, left, journeyman wireman Bruce Buffard and Business Representative Shomari Davis.



IBEW's Florida Initiative Rounds First Base

The IBEW's full-court press to organize and improve market share in Florida is bearing fruit. As reported in the November 2005 *Journal*, the initiative followed President Ed Hill's call for new tactics to stimulate growth. Success in Florida has sparked similar campaigns in other areas, including a new effort in the Carolinas and Georgia.

New Organizing Tactics Net New Members in Sunshine State

The Florida Initiative arose from the need to grow the Brotherhood in expanding regions of North America. Together, the International and the locals have carved a chunk out of Florida's nonunion turf.

From blitzes of open shop work sites to the implementation of new job classifications and dialogue with unorganized employers, the Florida Initiative is changing lives and the IBEW's internal culture since it was launched in 2005.

"Thanks to the progressive leadership of Florida business managers, who matched our International's funding of new organizers, we have seen an increase in the state's "A" membership for the first time in four years," says Jim Rudicil, Florida Initiative coordinator.

Industry nights, a new organizing concept, tell the story. You co-sponsor a gathering after work with several IBEW-signatory electrical contractors and invite employees from nonunion companies to come, break bread, sign up for prize

drawings and hear about the benefits of working union.

Dozens of electricians, helpers and apprentices show up. They visit tables set up by signatory contractors. They leave, clutching prizes like hand tools and fishing poles, hats and pins. Many are hired on the spot.

It may be a dream come true to organizers, but industry nights also take hard work. Organizers stay busy refining their strategic planning, continually producing new newsletters while balancing their blitzes with separate meetings to introduce nonunion contractors to the IBEW.

"We have one entrance and one exit at the industry nights," says Lead Organizer Jeff Henderson. Organizers cover the door and the parking lot, distributing generic job applications. Attendees bring the job applications back to a receptionist, who issues raffle tickets for prizes. Then they visit employers' tables where many are interviewed and their experience is reviewed. They often start work two weeks later after giving their employers notice. Industry nights are family-oriented, with a lot of kids running around, says Henderson.

As an important side benefit to industry nights, "we're showing signatory employers that they can bid on more work," Henderson said. Organizers report that contractors leave industry nights excited about bidding on jobs that had seemed out of reach because of a shortage of labor.

The IBEW message to Florida's nonunion electricians is plainly stated in the first issue of the *Florida Initiative* newsletter, subtitled "Raising the Standard

UNLIMITED OPPORTUNITY
IBEW
FLORIDA

FLORIDA INITIATIVE
Raising the Standard of Living for Construction Electricians

International Brotherhood of Electrical Workers
Volume 1, Issue 1
July 2006

Why Are Electricians One of the Lowest Paid Trades?

By 2010, Florida's population will surpass that of New York and become the third most populated state. Due to the huge influx of residents from other areas of the country, the cost of housing is beyond the means of the average electrician in Florida. The average electrician in Florida is living from paycheck to paycheck. How is this happened?

Visiting jobsites, we have come to realize that construction electricians are one of the lowest paid crafts on the sites. Why is this? Some say it is because Florida is a Right to Work State. Some blame the Yankees from the north. Some blame illegal immigration. The real reason is that electricians are not standing together.

The construction market in the State of Florida is booming. There is a shortage of contractors and labor. Housing prices have gone up. Gasoline prices have gone up, but electricians wages are not rising as fast as the cost of living. The law of supply and demand is not working for electricians in Florida. Ask yourself why?

Under the Florida Initiative many work rules have been changed and as a result, union contractors are bidding and getting more work. There are opportunities for electricians of all skill levels, superintendents, foremen, journeymen, mechanics, apprentices, and helpers. Through negotiations with IBEW Local Unions and its members, union contractors pay a competitive wage rate and offer health and pension benefits on top of your wages. It is a well known fact that the more electricians that belong to the IBEW, the higher the wage rate is for all electricians. SEE MEDIAN WAGE 2004.

Produced in-house by OPEIU #2

MEDIAN WAGE 2004

TOP 10 STATES		
	Hourly	Annual
Massachusetts	\$28.97	\$60,300
Minnesota	\$28.63	\$59,600
New Jersey	\$28.45	\$59,200
Michigan	\$28.36	\$59,000
Illinois	\$27.93	\$58,100
California	\$27.93	\$58,100
Washington	\$26.64	\$55,400
Oregon	\$26.31	\$54,700
Alaska	\$24.94	\$51,900
New York	\$24.73	\$51,400
Washington	\$24.73	\$51,400

As a union electrician you are not tied to the fate of one contractor; there are many union signatory contractors in the State of Florida. Under the IBEW banner, electricians stand together to raise their standard of living.

IBEWNECA also has the top rated apprenticeship and journeyman training programs in the country, which allows you to keep up with the ever-changing technology.

As an individual, it is difficult to demand fair wages and benefits from the employer, but as a group, we can raise the standard of living for all electricians in Florida.

BOTTOM 10 STATES

	Hourly	Annual
Nebraska	\$17.26	\$35,900
Mississippi	\$17.11	\$35,600
Arkansas	\$16.83	\$35,500
South Carolina	\$16.68	\$34,700
Vermont	\$16.57	\$34,500
Utah	\$16.16	\$33,600
Alabama	\$15.99	\$33,300
South Dakota	\$15.92	\$33,100
North Carolina	\$15.79	\$32,800
Florida	\$15.68	\$32,600

Abraham Lincoln



Nonunion electricians meet IBEW signatory contractors at an organizing gathering in Florida.

of Living for Construction Electricians,” which features pictures of nonunion workers enjoying industry nights. “Visiting job sites, we have come to realize that construction electricians are one of the lowest paid crafts on the sites. Why is this? Some say it is because Florida is a right-to-work state. Some blame the Yankees from the North. Some blame illegal immigration. The real reason is that electricians are not standing together.”

Unorganized electricians are encouraged to tell their bosses that they have been to an industry night. “Nonunion electricians are reporting that they are receiving wage increases anywhere between \$2 and \$4 per hour to stay with their current employers,” reports the newsletter, celebrating the rising tide that comes with more union density.

Under the guidance of Lead Organizers Duane Moore, Henderson and Jeff Rose, aided for a time by International Representative Ron Burke, nine successful industry nights have been held and more are planned. More than 1,000 nonunion job sites, supply houses and contractors’ offices were leafleted in Fort Myers, Sarasota, Jacksonville, Pensacola, Port St. Lucie, West Palm Beach, Orlando, Fort Lauderdale and Miami in 2006. As a

result, thousands of nonunion electricians now know the IBEW is alive and well in Florida.

Already in 2007, industry nights, along with the accompanying blitzes, have been conducted in Tampa and St. Petersburg, spreading into Georgia, with the first successful activities in Savannah. The Brotherhood’s data bank now contains the names of 2,400 open shop electricians; more than 600 of them attended industry nights. Many former nonunion electricians have been hired by signatory employers and are enjoying the benefits of IBEW membership.

But perhaps the Florida Initiative’s biggest accomplishment is changing the culture and outlook of the Brotherhood to place growth squarely at the top of the local union agenda.

To make sure that there are jobs at signatory contractors for nonunion

workers—who run the gamut of experience in the trade—locals are implementing the new Construction Wireman and Construction Electrician job classifications

under the Florida Small Works Addendum of 2005.

“We’ve had to educate members and contractors alike to make changes so that we can move into markets where we have no presence,” says Bill Dever Jr., business manager of Tampa Local 915. Establishing several new classifications below the craft rate is controversial, says Dever, but it recognizes how the trade

has changed. A growing number of workers are assigned exclusively to lesser-skilled functions under the guidance of journeymen.

While some local members fear that the new classifications will replace journeymen, Dever argues the opposite result

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“The Florida Initiative is a key example of what we can accomplish by pooling our collective energy and talent and focusing on organizing. But Florida is only the beginning.”
—IBEW International President Ed Hill



New members from Billy's Electrical Services joined IBEW leaders following their signing. Clockwise from left are David Svetlick, president, Local 728; Ed Farquharson; Melvin Farquharson; Tymagen Walker; Jeff Rose, lead organizer; Barry Buckley; Tyrone Farquharson; Weston Hacker; Frederick Farquharson; Jim Weldon, business manager, Ft. Lauderdale, Local 728; and David Smith.

Lifelong Dream to 'Be Union' Comes True for New IBEW Signatory

Ed Farquharson always wanted to be an IBEW journeyman. In the 1980s, he worked as a "white ticket" (temporary) for a union electrical contractor in Florida and then was laid off. The same afternoon, he went to work for an open shop contractor, staying there 18 years, making a few attempts to enter an IBEW apprenticeship.

In 1997, taking sons Tyrone and Melvin, brother Frederick and some of his co-workers with him, Farquharson opened up Billy's Electric in Ft. Lauderdale and Miami, specializing in small commercial and remodeling projects. Despite his success, he still felt that his career was incomplete without the yellow ticket of an IBEW journeyman wireman.

Today, thanks to the Florida Initiative, Farquharson and his seven employees are proud IBEW members.

Billy's was one of six contractors at an IBEW-sponsored industry dinner in December. Organizers made PowerPoint

presentations on electrical industry manpower shortages in Florida and gave reports on the Brotherhood's Florida Initiative and small works agreement. Organizers followed up with contractors after the dinner, bringing them more information and offering some tours of IBEW apprenticeship training facilities.

After Billy's signed a letter of assent with IBEW Locals 349 and 728 in January, a meeting was held with the company's employees to answer their questions about the IBEW's skills assessment process, training and practices.

Farquharson was called to the front of the room, presented with a certificate and a yellow ticket and sworn in as a member of Local 728. "It was my lifelong dream to be a union electrician," says Farquharson. "Now that I have an opportunity to get the kind of workers that I wanted to be, I joined. It's a chance for me to grow my business and take on bigger challenges." ■

IBEW's Florida Initiative

(Continued from page 15)

is likely. As freshly developed classifications pave the ground for signatory contractors to bid into new markets, there is actually more demand for journeymen, he says. The new classifications are at the heart of successful industry nights, as they permit contractors to hire on the spot.

IBEW electricians used to perform all of the maintenance at Tampa Electric, a coal-burning utility, but lost all of the company's work in the 1980s, says Dever. Recently, Tampa Electric began an environmental clean-up project, installing precipitators and upgrading control rooms. Local 915 offered to apply new classifications and work under the IBEW's Code of Excellence, winning the project. The venture is ahead of schedule and the utility is singing the union's praises.

Growing the union's ranks also means taking a hard look at the benefits costs of employers. Florida locals, says Rudicil, have made progress developing an insurance program that provides for several tiers of coverage. Some have joined the NECA/IBEW Family Medical Care Plan and are "working their way through the problems always associated with change."

"While nonunion employers say we

have a long way to go to get them to make that final plunge into signing with us," says Rudicil, "the initial response has been good and they agree that qualified manpower is a major problem in Florida." ■

Former NECA Manager Spreads The Gospel for Florida Initiative

When business managers Bill Riley, Miami Local 349, and Jim Weldon, Fort Lauderdale Local 728, needed a good salesman to convince nonunion electrical contractors that signing with the IBEW was their lever to hiring more skilled employees and building their businesses, they turned to a marketing specialist.

Their ideal candidate, Walter Bost, also is an expert in electrical contracting. After 26 years selling the merits of the National Electrical Contractors Association's members—managing chapters in South Florida, Tennessee and Atlanta—Bost was open to putting his skills to work in a different venue.

Last June, after introducing Bost to the Florida Initiative, the small works addendum and its new job classifications, they asked Bost if he could sell the program to open shop contractors. "I told them that if this was real, I would be thrilled to work for the IBEW," says Bost. The Florida Initiative gives contractors "the tools to succeed in any market

they enter," he told the business managers.

"We thought it would be beneficial to have an organizer who speaks the language of the contractors and developers," Riley said. "It's worked."

Today, Bost is spreading the gospel as a top-down organizer, employed by locals 349 and 728.

"In any marketing endeavor, you have to explain the product," says Bost. For the past few months he has accompanied other IBEW organizers and leaders to dinners, luncheons and one-on-one meetings with union and nonunion contractors to explain the Florida Initiative. "Most of them very quickly see the advantages," says Bost. Four nonunion contractors have already signed with the IBEW. Seven others are seriously considering linking their future to the Brotherhood. The potential to sign open shop employers is wide open, says Bost because they are frustrated. "I knock on their doors and tell them that I want to talk about manpower," he says. "None of them have treated me rudely." Open shops are already using flexible job classifications, but skilled manpower is a big enticement." Once he tells them about IBEW's database of 2,000 skilled electricians in South Florida, they want to hear more.

Florida Initiative Lead Organizer Jeff Rose worked with Bost in organizing Billy's Electric (see page 16). "He brings a different twist to our work because he knows so much of the company side. In turn, I have given him some perspective on the union side," says Rose. ■

ORGANIZINGWIRE

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major changes. They immediately contacted organizers Brad Doyle and Brett Johnson of Omaha Local 22. After a quickly called meeting, the electricians signed a demand letter and authorization cards for representation. The next morning they walked into the owner's office asking them to recognize Local 22 as their bargaining agent for their unit.

One of the employees read the demand letter aloud; a second polled the others, in front of the owners, on whether they had signed the demand letter. All the employees answered "Yes."

The owners responded by asking the employees to return all company cell phones, credit cards, keys, and vehicles. They also asked them to leave the premises. The employees met at a local restaurant, finalized their plans, ate breakfast, and headed home.

Within hours, the organizers received

a phone call. A meeting was set up between the organizers, Business Manager Gary Kelly, and the owners of Source Electric at the office of the company's attorney. A letter of assent was signed.

"This was an odd way to start a relationship," said Kelly, but since the parties have gotten to know each other a little better, Kelly is hoping for a cooperative labor-management partnership. Source's unique mix of 10 journeymen and two apprentices offers many opportunities for growth. says Kelly. ■

Employee Free Choice Act Gains Momentum In Democratic Congress



Marcus Parenti and his co-workers were celebrating last June. Despite an intense six-week campaign by their employer to discourage them from forming a union, the satellite TV installers for MasTec in Tampa, Fla., voted 46 to 39 in a National Labor Relations Board election to be represented by the IBEW. Finally, they would have some leverage to stop MasTec from hitting them with pay deductions for faulty parts and even for rental fees for driving company trucks. Finally, they would have a voice on the job.

Their celebration was short-lived. Within two months, Parenti and two union supporters at MasTec were fired. Then the company filed objections to the election at the NLRB. The union prevailed at a hearing on the charges, but rather than comply, MasTec appealed to the NLRB in Washington. The terminated union supporters are still off the job and first contract negotiations have not begun.

The experience of the workers at MasTec is not unique. Firings, stalling and intimidation by employers is now the rule in America when workers band together to organize a union. A recent study found that 30 percent of employers facing union organizing campaigns fire pro-union

workers; 49 percent of employers threaten to close a workplace when workers organize and 91 percent force employees to attend one-on-one meetings with supervisors.

The Employee Free Choice Act would change labor laws to prevent employers from taking advantage of a system that is skewed against workers. It would compel employers to recognize unions when a majority of employees sign authorization cards. It would provide mediation and arbitration for first-contract disputes and establish stronger penalties for employers who violate the rights of employees to organize and bargain first contracts.

The recent Democratic takeover of Congress may provide the best chance in years for passage of the legislation, which has broad bipartisan support. EFCA, the first major attempt at labor law reform since the 1970s, passed the House in March, 241-185. Its fate in the Senate is less certain, with supporters predicting a closer vote. But if it passes, President Bush has vowed to veto it.

"We have seen so many cases where a few workers find the courage to convince their peers to file a petition for an NLRB representation election. Then their employer files an appeal, stalling the election long enough to scare the workers away from joining in the fight for a union," says Buddy Sat-

THE EMPLOYEE FREE CHOICE ACT WOULD GIVE WORKERS GREATER FREEDOM TO MAKE THEIR OWN DECISIONS ABOUT JOINING A UNION BY:

- Establishing stronger penalties for violations of employee rights when workers seek to form a union
- Providing mediation and arbitration for first-contract disputes
- Allowing employees to form unions by signing cards authorizing union representation.

terfield, IBEW Special Assistant to the International President for Membership Development.

Defending the freedom to organize is a critical element in the fight to keep America's middle class from disappearing. Union members earn, on the average, 30 percent more than nonunion workers. Workers in unions are 63 percent more likely to have health insurance coverage than nonunion workers and have 28 percent more vacation time.

The Economic Policy Institute links the decline of unionization—from 31 percent in 1948 to 12 percent in 2007—to weakened bargaining power, resulting in lower wages for American workers. The number of middle income families has fallen from a 17 percent share of the economy in 1950 to 15 per-

cent in 2004. "That 2 percent loss adds up to more than \$119 billion in lost income, a whopping \$7,500 per family," an EPI study concluded.

As the gap between rich and poor grows—it has now even been acknowledged by George W. Bush and Federal Reserve Chairman Ben Bernanke—polls show that 60 million Americans who don't have unions at work would like one.

This potential support has led some employers to pump big money into a slick public relations campaign to defeat the Employee Free Choice Act. The anti-union network includes the Center for Union Facts, led by lobbyist Richard Berman, who is infamous for fighting against drunk driving laws and consumer and health protections, and the National Right-to-Work Committee, the nation's oldest organization dedicated exclusively to destroying unions.

The anti-union forces are hoping to convince Americans that secret ballot representation elections are more democratic than having a union

(Continued on next page)

Georgia Rep. John Lewis, Democrat, joined Atlanta Local 613 at a recent press conference in support of the Employee Free Choice Act. From left are Beatrice Andrews, assistant business manager; Kimball Zellous, assistant business manager and organizer; Lewis; Max Mount Jr., president; Robby Evans, manufacturing representative; and Ben Myers, Local 613 political/legislative director.



Employee Free Choice Act Gains Momentum

(Continued from page 19)

certified when a majority of workers sign authorization cards.

Elections may sound like the most democratic approach, says AFL-CIO President John Sweeney, but the NLRB election process is nothing like any democratic elections in our society—presidential elections, for example—because the employer controls the voters' paychecks and livelihood, has unlimited access to speak against the union in the workplace while restricting pro-union speech and has the freedom to intimidate and coerce the voters. When the election finally arrives, it is held on the employer's property, which is like having a political election at the office of one of the candidates.

Majority card sign-up is not a new concept, says Brian Ahakuelo, IBEW Director of Professional and Industrial Organizing. Vacaville, Calif., IBEW Local 1245, for example, has negotiated a neutrality agreement with Pacific Gas and Electric Co. that provides for the company to grant union recog-

nition to up to 3,500 new IBEW members if the majority signs cards to be represented.

Rather than being "undemocratic," says Ahakuelo, the process demands a full dialogue among the workers about the benefits of union membership. There is less pressure and coercion. And, after the process is complete, there remains no poisonous atmosphere between the parties like the bitter animosity that arises from so many secret ballot representation elections. If the EFCA passes, says Ahakeulo, it will challenge union organizers to be both aggressive and patient. Many responsible major companies such as Cingular Wireless have already agreed to majority sign-up.

Increasing the penalties for unfair labor practices during or after an organizing campaign is sorely needed, says IBEW Region 2 Coordinator Carmella Cruse, who recalls one Florida workplace where 100 percent of the employees signed IBEW authorization cards. After the company illegally threatened workers with the loss of their jobs, only one worker voted for the union at the NLRB election.

The need for legislation to level the playing field between unions and employers in organizing is underscored by the growing use of high-paid union-busting consultants, a billion-dollar industry. Surveys show that three-quarters of all

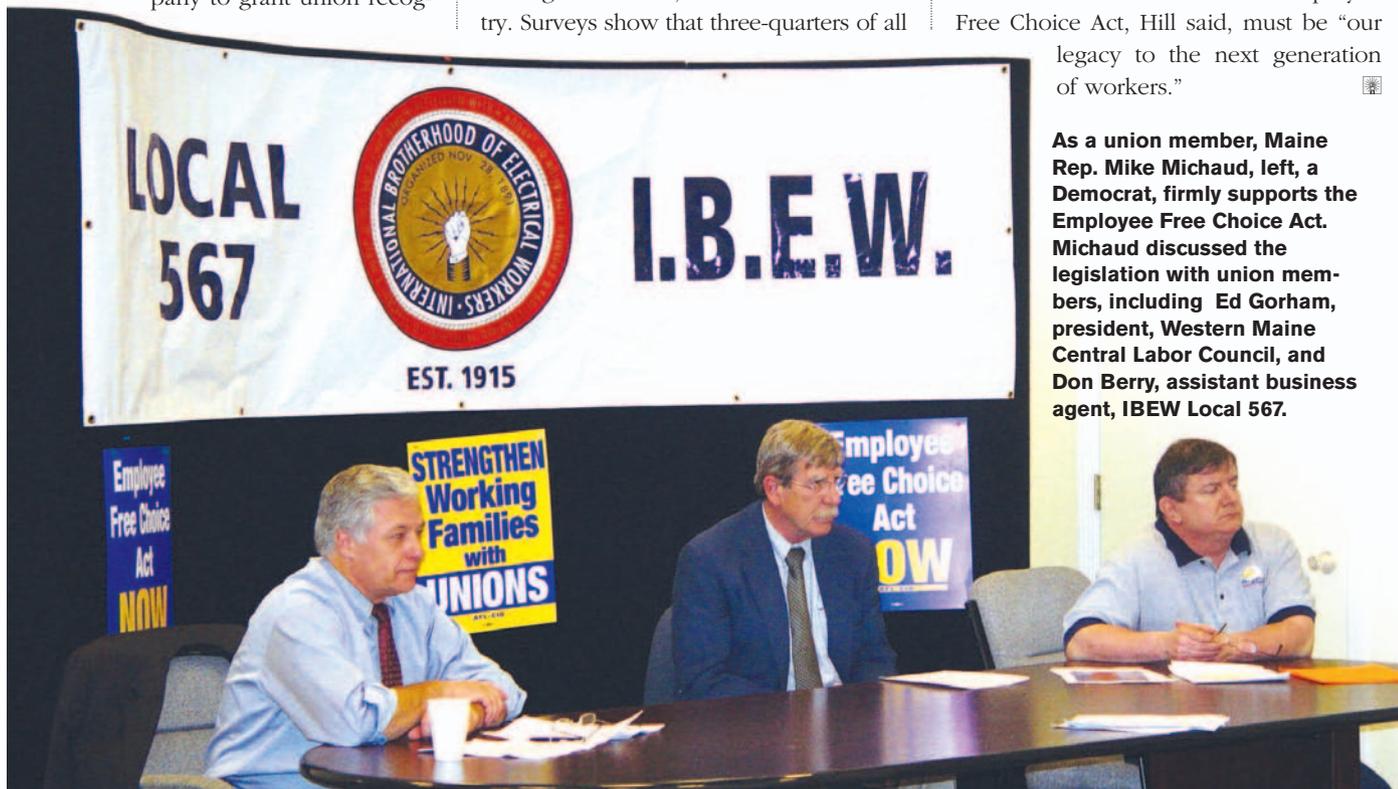
firms facing union organizing campaigns contract with specialists in union-busting.

During the IBEW's successful campaign to organize TXU (See "IBEW Takes on Subcontracting at Texas Utility and Wins 254-218," *IBEW Journal*, January/February, 2007), the company enlisted the Burke Group, one of the largest anti-union consulting firms. While IBEW won the campaign, organizers say that if the Burke Group had been hired earlier, the union's campaign may have been much more difficult.

The Burke Group employs over 60 full-time consultants in 23 different states. Its Web site boasts Burke's 96 percent success rate in defeating unions in 800 representation elections and in 60 decertification efforts. The firm's "third party persuading" service offers to hold captive audience meetings directly with employees of companies facing union campaigns.

"Our unions will never match the anti-union corporations in money to hire consultants or spread confusion about the Employee Free Choice Act," says President Edwin D. Hill, but "we have the numbers and this is the hour for the IBEW to spread the truth about the need for this legislation to our communities, our newspapers and call-in radio shows and our elected leaders." The Employee Free Choice Act, Hill said, must be "our legacy to the next generation of workers." ■

As a union member, Maine Rep. Mike Michaud, left, a Democrat, firmly supports the Employee Free Choice Act. Michaud discussed the legislation with union members, including Ed Gorham, president, Western Maine Central Labor Council, and Don Berry, assistant business agent, IBEW Local 567.



Summary Plan Description For The IBEW[®] Pension Benefit Fund

REVISED JANUARY 2007





**TRUST FOR THE
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS'
PENSION BENEFIT FUND**

900 Seventh Street, NW • Washington, DC 20001

March 1, 2007

Edwin D. Hill
Trustee

Jon F. Walters
Trustee

To All "A" Members of the IBEW:

In September 2006, the delegates of the 37th IBEW International Convention approved several changes to the IBEW Pension Benefit Fund (PBF). This Summary Plan Description for the IBEW Pension Benefit Fund outlines the new benefits which will be provided by the PBF for those who retire, become disabled, are approved for a vested pension, or die on or after January 1, 2007. The changes noted represent the first increase in contributions to the PBF in 40 years; and clearly separate the dues payments between the portion tendered for per capita and the portion attributed to the PBF. The new monthly PBF contribution rates will be \$12.00 effective January 1, 2007; \$13.00 effective January 1, 2008; and \$14.00 effective January 1, 2010. These increases will permit the PBF to continue its mission of providing pension and death benefits to IBEW members and their named beneficiaries.

We urge you to familiarize yourself with the changes to our pension plan and to retain a copy of this Summary Plan Description with your records. The International Office is available to assist you with any questions regarding your PBF benefits. Please address inquiries to the IBEW Pension & Death Claims Department, 900 Seventh Street, N.W., Washington, DC 20001, or e-mail us at pension@ibew.org. Please include with all inquiries your full name, local union and card number.

Fraternally yours,

Edwin D. Hill
International President

Jon F. Walters
International Secretary-Treasurer

SUMMARY PLAN DESCRIPTION FOR THE IBEW PENSION BENEFIT FUND
REVISED JANUARY 2007

NOTICE

The Employee Retirement Income Security Act of 1974 provides that all pension plans should make available to their participants and beneficiaries a Summary Plan Description written in language calculated to be understood by the average participant or beneficiary. The International Brotherhood of Electrical Workers Pension Benefit Fund Summary Plan Description follows:

The International Brotherhood of Electrical Workers is the sponsor of the IBEW Pension Benefit Fund (IBEW PBF), established in the IBEW Constitution. The IBEW is located at 900 Seventh Street, NW, Washington, D.C. 20001. The Employer Identification Number of the IBEW is 530088380. The plan number assigned by the IBEW to the IBEW PBF is 001. June 30 is the end of the Plan's fiscal year for the purposes of maintaining the Plan's fiscal records. The IBEW PBF is a defined benefit plan.

The Plan Administrator is the International Secretary-Treasurer (I.S.-T.) of the IBEW, currently Jon F. Walters, who can be reached by mail at 900 Seventh Street, NW, Washington, D.C. 20001, or by telephone at (202) 833-7000. Should you have some legal process to serve, the agent for service of legal process is Jon F. Walters, the Plan Administrator. The Plan trustees, identified later, may also be served, as well as the attorneys at Potts-Dupre, Difede & Hawkins, located at 900 Seventh Street, NW, Suite 1020, Washington, D.C. 20001.

Active "A" membership in the IBEW is required for participation in the Plan. Any member of the IBEW may elect "A" membership by agreeing to pay the appropriate per capita dues and payments to the IBEW PBF. The IBEW Constitution provides that, effective January 1, 2007, each "A" member shall pay \$23.00 per month, broken down as follows:

- \$11.00 into the General Fund
- \$12.00 into the Pension Benefit Fund

As noted above, the \$12.00 payment required by the IBEW Constitution is the source of contributions to the IBEW PBF. The delegates at the 37th International Convention of the IBEW approved increases in payments to the IBEW PBF as follows:

- \$13.00 on January 1, 2007
- \$14.00 on January 1, 2010

In addition, they approved increases to the per capita dues payable to the IBEW General Fund as follows:

- \$ 12.00 on January 1, 2009
- \$13.00 on January 1, 2011

In addition to the above payments, the IBEW Constitution requires that each "A" member shall pay two dollars (\$2.00) upon joining the IBEW to the IBEW PBF.

The kinds of benefits payable by the Plan, the basic requirements for eligibility, and conditions relating to ineligibility under the Plan are summarized below:

Benefits of "A" members in active participation on or after January 1, 2007.

1. Normal Pension. An "A" member of the IBEW in continuous good standing with five (5) or more years immediately pre-

ceding his or her application, who has attained the age of sixty-five (65) years, shall receive pension benefits computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership. If a member's benefit will be \$30.00 or less, the member shall receive a one-time lump sum payment that will be the actuarial equivalent of the benefit otherwise payable.

2. Optional Early Retirement Pension. An "A" member of the IBEW in continuous good standing with twenty (20) or more years immediately preceding his or her application, who has attained the age of sixty-two (62) years, may elect to receive reduced pension benefits as long as he or she lives, computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership, reduced by six and two-thirds percent (6 2/3%) for each year or part thereof the said "A" member was under the age of sixty-five (65) at the date of his or her retirement. The election of this option must be made on a form prescribed by the I.S.-T. and will become effective on the date he or she is placed on pension. The election of this option shall be irrevocable. If a member's benefit will be \$30.00 or less, the rules set forth in Section 1 shall apply.

3. Disability Pension. An "A" member of the IBEW who is totally disabled on or after January 1, 2007 and who has continuous good standing of twenty (20) or more years immediately preceding his or her application shall receive disability pension benefits, computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership. If a member was totally disabled prior to or on December 31, 2006, the member's benefits will be based on rates that were in effect at the time of the disability. For members who return to work for a period of time and whose disability subsequently recommences, if the International Executive Council (I.E.C.) determines that total disability has recommenced within a period less than nine (9) months after the end of the prior period of disability, the disability pensioner need not reapply for benefits, but may resume disability retirement upon written notice to the I.S.-T. However, if the period of time is more than nine (9) months after the end of the prior period of disability, the member who seeks reinstatement to total disability pension benefits shall submit an application in accordance with the disability procedures below. *For purposes of the Disability Pension, the Optional Spouse's Benefit, discussed immediately below, shall be paid to the surviving spouse only if the "A" member was receiving the Disability Pension at the time of his death or within the nine (9) months after the end of a prior period of disability.*

SUMMARY PLAN DESCRIPTION FOR THE IBEW PENSION BENEFIT FUND

Optional Spouse's Benefit. Each "A" member retired under a normal, early, or disability pension may, in lieu of the payment of pension as outlined above, elect to receive a reduced pension as long as he or she lives, with the provision that after his or her death one-half (1/2) of such reduced pension shall continue to be paid to his or her spouse thereafter as long as such spouse survives him or her. The amount of such reduced pension payable under this election shall be actuarially equivalent to the pension otherwise payable. This election is effective on the date the member is placed on pension and shall be irrevocable, except in the event the member and the member's spouse are subsequently divorced or in the event the member's spouse subsequently predeceases the member, in which case the benefit payable to the member shall be recalculated and shall be equal to the unreduced benefit that would have been provided under a normal, early retirement, or disability pension, as the case may be. This recalculated benefit shall commence as of the last day of the month next following either the date of the divorce or the death of the spouse. If the spouse's benefit will be \$30.00 or less, the rules set forth in Section 1 shall apply.

4. Vested Pension. An "A" member who has completed twenty (20) or more years of "A" membership in continuous good standing and who ceases being engaged in the electrical industry prior to the attainment of age sixty-five (65) shall, if an application is filed and approved after December 31, 2006, obtain a vested right to pension benefits, but not disability pension benefits or death benefits. This vested right will entitle him or her to receive, commencing at age sixty-five (65), pension benefits computed on the basis of four dollars and fifty cents (\$4.50) per month for each full year of such continuous "A" membership, less four dollars and fifty cents (\$4.50) per month for each year or part thereof of said "A" member was under the age of sixty-five (65) at the date his or her application was received. The applicant for vested pension rights must maintain his or her continuous good standing as an "A" member until the date of approval of his or her application by the I.E.C., and shall, in the event of such approval, receive a full refund of I.O. dues from the month following receipt of his or her application. The period following the receipt of such application shall not be counted in computing the amount of vested pension rights. If a vested pensioner's benefit will be \$30.00 or less, the rules set forth in Section 1 shall apply.

It should be emphasized that twenty (20) or more years of continuous good standing, alone, does not secure a vested pension. The conditions on ceasing to be engaged in the electrical industry and making a timely (i.e., while still enjoying continuous good standing) application must be satisfied. For example, a person with twenty (20) or more years of continuous good standing who works in the electrical industry without maintaining membership loses any claim to a vested benefit. Likewise, a person with twenty (20) or more years of continuous good standing who resigns, is properly expelled from the union, or is automatically dropped from membership for a failure to stay current with dues and/or assessments, forfeits all claim to a vested benefit.

5. Death Benefits. Upon the death of an "A" member on or after September 10, 2001, a death benefit shall be payable as follows:

(a)Benefit Level. Upon the death, on or after January 1, 2007, of a non-retired "A" member who then has at least six (6) months continuous and active good standing, the beneficiary to receive the death benefits payable under this paragraph shall be paid the sum of six thousand two hundred fifty dollars (\$6,250.00) if the said "A" member died from natural causes, or the sum of twelve thousand five hundred dollars (\$12,500.00) if the said "A" member died by accidental means. However, no death benefit shall be payable upon the death of a non-retired "A" member if such member was more than two (2) months in arrears in dues payments, unless it can be demonstrated that the arrearage was not the fault of the member, in which case the death benefit shall be reduced by the amount of the arrearage. Upon the death from either natural causes or accidental means of an "A" member on or after January 1, 2007, who is retired under a normal, early retirement, or disability pension, the beneficiary to receive the death benefits shall be paid a sum computed by subtracting from six thousand two hundred fifty dollars (\$6,250.00) all pension benefits paid by the IBEW PBF to the retired member. However, in no event shall the amount of the death benefit due as a result of the death of an "A" member retired under a normal, early retirement, or disability pension, be less than three thousand dollars (\$3,000.00), except as provided in section (c) below. All death benefits payable under this provision are payable without interest.

(b)Beneficiaries. Upon the failure of any member to name an original beneficiary, or to name a new beneficiary after the death or inability to take of one previously named, the death benefit shall be payable to the following individual(s) in the indicated order of priority: 1) member's spouse; 2) member's children; 3) member's parents; and 4) member's estate. Every "A" member shall have the right to name the person or persons, including the member's estate, who are to be the member's beneficiary or beneficiaries under the death benefit provisions of the IBEW PBF. Every member shall have the privilege of changing beneficiaries. If the beneficiary entitled to the death benefit (either the beneficiary named by the "A" member or the individual(s) in the indicated order of priority stated above) cannot be located or does not file a claim for the death benefit within ninety (90) days after the date of death, the death benefit may be paid to a contingent beneficiary or in the indicated order of priority stated above. If no valid claim is filed, no appropriate beneficiary can be located, and the member has no estate to which the benefit can be paid, the death benefit shall revert to the IBEW PBF on the second year anniversary of the member's death and no benefit will be paid subsequent to the reversion.

(c)Set Off of Death Benefit. If the IBEW PBF has sent pension checks payable to the deceased member after the member's

SUMMARY PLAN DESCRIPTION FOR THE IBEW PENSION BENEFIT FUND

death as a result of a failure to notify the Fund of the death of the member, and the recipient of those pension checks has not returned them to the Fund, but retained the pension money, the Fund may set off from the death benefit, and refuse to pay to any beneficiary, the amount equal to the total amount of the pension overpayment. If the overpayment is less than the amount of the death benefit, the amount of the overpayment is subtracted from the amount of the death benefit payable, and the deceased member's beneficiary will receive the difference. If the overpayment is greater than the amount of the death benefit payable, the death benefit payable is subtracted from the amount of the overpayment due and the Fund is fully authorized to recover whatever additional amounts are owed.

Benefits of "A" members who have retired, become disabled, were approved for a vested pension, and/or died on or before December 31, 2006: The pension benefits of an "A" member of the IBEW who retired from the electrical industry and was placed on the pension rolls on or before December 31, 2006, shall be governed by the rules in effect as of the date he or she was placed on the pension rolls. The disability benefits of an "A" member who became disabled on or before December 31, 2006, shall be governed by the rules in effect at the time of the disability. The vested pension of an "A" member who was approved for a vested pension on or before December 31, 2006, shall be governed by the rules in effect on the date he or she was approved for a vested pension. The death benefits of an "A" member of the IBEW, who has died on or before December 31, 2006, shall be governed by the rules in effect as of the date of his or her death.

Benefits can be waived or lost under certain circumstances. Any member who desires to waive any portion of his or her pension, either monthly or yearly, may do so by notifying the I.S.T. Any portion of the pension so waived will not be returned to the pensioner at a later date. Further, any member who transfers from "A" membership status to "BA" membership status or who is dropped from membership after six (6) months' delinquency in dues payments or who has accepted honorary withdrawal card status shall not be considered in good standing for purposes of determining eligibility for or in computing benefits.

It is a condition for admission to pension benefits, including vested pension right and the continuation thereof, that the member shall not perform any work of any kind coming under the IBEW's jurisdiction either for compensation or gratis for anyone, except that a member may work as an instructor in an IBEW recognized apprenticeship program, or as an electrical inspector for a governmental authority where electrical inspectors are not covered by an approved IBEW collective bargaining agreement.

An IBEW retiree shall be permitted to attend L.U. meetings and, with the L.U.'s approval, have a voice at such meetings, but shall not have a vote. He or she shall observe his or her obligation of membership and show due obedience to IBEW laws and the bylaws of its L.U.s. No member, pensioner or beneficiary

shall have the right to assign, transfer, sell, mortgage, encumber or pledge any pension or death benefits. Any such action shall be void and of no effect whatsoever. So that such benefits shall not in any way be subject to any legal process, execution, attachment or garnishment or be used for the payment of any claim against any member, pensioner, or beneficiary, or be subject to the jurisdiction of any bankruptcy court or insolvency proceedings by operation of law or otherwise, the I.E.C. shall have the right to postpone any payment under this Plan to a pensioner or beneficiary. Any member violating any of the provisions of the IBEW Constitution's Articles describing the Plan, or any member aiding or abetting a member to do so, after investigation by the I.E.C. and being found guilty, may be permanently barred from ever participating in these benefits, and may be suspended, expelled, or assessed as the I.E.C. may decide.

Years of membership for the purposes of determining the years of service for eligibility for a benefit are determined by IBEW records of dues payment. Credit for a year of service is given only for full years. Moreover, the period of membership used in determining eligibility or in computing benefits shall include only consecutive years of "A" membership in good standing in the IBEW at the time an application is requested, except that years of membership when on pension or disability shall not be counted.

Applications for pension benefits, other than disability pension benefits, shall be made in accordance with the following procedure:

1. A written request for a pension application must be sent to the I.S.T. either by the member or his or her local union. The request should include the name, local union number, card number, date of birth, and the type of pension benefit sought.
2. For all such requests that meet the appropriate age and membership requirements, an application will be transmitted to the member's local union Financial Secretary who will present the application to the prospective retiree for completion. Participating withdrawal card members will exchange their applications directly with the I.O.
3. Upon receipt of the member's correctly completed application, the Financial Secretary of the local union shall report on it at the local union meeting and shall then forward the properly signed and sealed application to the I.S.T.
4. The I.S.T. shall review and make determinations upon all such applications. Those that appear to be in order shall be placed on the pension benefit roll. The I.S.T. shall report his or her action on each application to the I.E.C. at its next meeting.
5. Any member, on being notified that he or she is entitled to such benefits or rights, shall pay his or her per capita tax for the current month in his or her local union. These members will be placed on the pension roll the first of the month following favorable action by the I.S.T. or the I.E.C. and after they have paid their dues in full to their local unions.

SUMMARY PLAN DESCRIPTION FOR THE IBEW PENSION BENEFIT FUND

6. If the I.S.T. determines that an individual who has claimed a right to receive benefits under the Plan is not entitled to receive all or any part of the benefits claimed, the I.S.T. will inform the claimant of the determination in writing and explain the reasons in layman's terms with specific references to pertinent Plan provisions on which the determination is based. The determination notice will also include a description of any additional material or information necessary for the claimant to perfect the claim and an explanation of why such material or information is necessary. Finally, the notice will provide a description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under ERISA Section 502(a) following an adverse benefit determination. The I.S.T. will notify the claimant of his or her initial determination within ninety (90) days after receipt of the fully filled out claim by the I.S.T., unless special circumstances require an extension of time for processing the claim, in which case the I.S.T. will notify the claimant, in writing, of such special circumstances and will act within one hundred eighty (180) days after receipt. If an extension of time is required, an extension notice will be sent to the claimant. The extension notice shall indicate the special circumstances requiring an extension of time and the date by which the Plan expects to render the benefit determination.

The appeal procedure is as follows: The claimant, or a designated representative, may within sixty (60) days after receipt of the notification of the I.S.T.'s denial, submit to the I.E.C. a written request for review. At that time, the claimant, or the designated representative, will be given the opportunity to submit written comments, documents, records and other information relating to the claim for benefits. The claimant will also be provided, upon request and free of charge, reasonable access to and copies of all documents, records, and other information relevant to the claimant's claim for benefits. The I.S.T. will furnish all records and data on these applications to the I.E.C.

The decision on appeal will be made at the I.E.C.'s next regularly scheduled meeting. If the next regularly scheduled meeting is within thirty (30) days receipt of the request for review, the decision may be made at the second regularly scheduled meeting of the I.E.C. following the receipt of the request for review. If special circumstances require a further extension of time, a benefit determination shall be rendered not later than the third regularly scheduled meeting of the I.E.C. If such extension of time is required, the I.E.C. will provide the claimant with written notice of the extension, describing the special circumstances and the date as of which the determination will be made. The I.E.C. will render its final decision in writing within five (5) days of the determination. If there is an adverse benefit determination on review, the I.E.C. shall provide the reasons and reference the Plan's provisions on which the adverse benefit determination is based. In such event, the claimant is also entitled to receive, upon request and free of charge, reasonable access to and copies of all

documents, records, and other information relevant to the claimant's claim for benefits, and will be notified that he or she has the right to bring a civil action under ERISA Section 502(a).

Applications for disability pension benefits shall be made in accordance with the following procedure:

1. A written request for a pension application must be sent to the I.S.T. either by the member or his or her local union. The request should include the name, local union number, card number, date of birth, and the type of pension benefit sought.
2. For all such requests that meet the membership requirements, an application will be transmitted to the member's local union Financial Secretary who will present the application to the prospective disabled member for completion. Participating withdrawal card members will exchange their applications directly with the I.O.
3. Upon receipt of the member's correctly completed application, the Financial Secretary of the local union shall report on it at the local union meeting and shall then forward the properly signed and sealed application to the I.S.T.
4. The I.S.T. shall review and make determinations upon all such applications. Those that appear to be in order shall be placed on the pension benefit roll. The I.S.T. shall report his or her action on each application to the I.E.C. at its next meeting.
5. Any member, on being notified that he or she is entitled to such benefits or rights, shall pay his or her per capita tax for the current month in his or her local union. These members will be placed on the pension roll the first of the month following favorable action by the I.S.T. or the I.E.C. and after they have paid their dues in full to their local unions.
6. The I.S.T. will notify the claimant of his or her determination of the initial claim within forty-five (45) days after receipt by the I.S.T. of the fully filled-out claim, unless the I.S.T. determines that an extension is necessary due to matters beyond his or her control and notifies the claimant, within the original forty-five (45) day period, that the I.S.T. will require an additional thirty (30) days and will act within seventy-five (75) days after receipt of the claim. The determination period may be re-extended for a further thirty (30) days, if circumstances arise, for a possible determination period of one hundred five (105) days.

If extensions are required, extension notice(s) will be sent to the claimant. The extension notice shall explain the standards on which entitlement to a benefit is based, the unresolved issues that prevent a decision on the claim, and the additional information needed to resolve those issues. If further information is required from the claimant, the claimant shall be afforded at least forty-five (45) days within which to provide the specified information.

If an adverse benefit determination is made, a determination notice will be sent and will explain in layman's terms, the reasons for the determination, with specific references to pertinent Plan provisions on which the determination is based. The determination notice will also include a description of any additional material or information necessary for the claimant to perfect the claim

SUMMARY PLAN DESCRIPTION FOR THE IBEW PENSION BENEFIT FUND

and an explanation of why such material or information is necessary. Finally, the notice will provide a description of the Plan's review procedures and the time limits applicable to such procedures, including a statement of the claimant's right to bring a civil action under ERISA Section 502(a) following an adverse benefit determination.

The appeal procedure is as follows: If the I.S.T. determines that an individual who has claimed a right to receive benefits under the Plan is not entitled to receive all or any part of the benefits claimed, the claimant, or a designated representative may, within one hundred eighty (180) days after receipt of the I.S.T.'s denial, submit to the I.E.C. a written request for review. At that time, the claimant will be given the opportunity to submit written comments, documents, records and other information relating to the claim for benefits. The claimant will also be provided, upon request and free of charge, reasonable access to and copies of all documents, records and other information relevant to the claimant's claim for benefits.

The I.E.C. will notify a claimant of the benefit determination on review within forty-five (45) days of receipt of the claimant's request for review by the Plan, unless the I.E.C. determines that special circumstances require an extension of time for processing the claim. In no event shall such extension of time exceed a period of forty-five (45) days from the end of the initial period. If the I.E.C. determines that an extension of time for processing is required, written notice of the extension shall be furnished to the claimant prior to the end of the initial forty-five (45) day period. The extension notice shall indicate the special circumstances requiring an extension of time and the date by which the plan expects to render the determination on review. If there is an adverse benefit determination on review, the I.E.C. shall provide the reasons and reference the Plan's provisions on which the adverse benefit determination is based. In such event, the claimant is also entitled to receive, upon request and free of charge, reasonable access to and copies of all documents, records, and other information relevant to the claimant's claim for benefits, and will be notified that he or she has the right to bring a civil action under ERISA Section 502(a).

The IBEW PBF is a union dues financed plan covering "A" members of the Brotherhood. The assets of the Plan are held by the Trust for the IBEW PBF. The trustees of the Plan are the International President, International Secretary-Treasurer, and members of the International Executive Council of the IBEW. Their current names and addresses are as follows:

Edwin D. Hill	900 Seventh Street, N.W. Washington, D.C. 20001
Jon F. Walters	900 Seventh Street, N.W. Washington, D.C. 20001
Robert W. Pierson	c/o IBEW Local Union 9 High Point Plaza Office Ctr. 4415 W. Harrison St., #330 Hillside, IL 60162

Joseph P. Calabro	c/o IBEW Local Union 1158 1149 Bloomfield Avenue Clifton, NJ 07012
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Myles J. Calvey	c/o IBEW Local Union 2222 1137 Washington Street Suite 2 Dorchester, MA 02124
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Salvatore J. Chilia	c/o IBEW Local Union 38 1590 E. 23rd Street Cleveland, OH 44114
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Jackie E. Goodwin	c/o IBEW Local Union 136 845 Gadsden Highway Birmingham, AL 35235
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Stephen Schoemehl	c/o IBEW Local Union 1 5850 Elizabeth Avenue St. Louis, MO 63110
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Gregory A. Lucero	c/o IBEW Local Union 66 4345 Allen Genoa Road Pasadena, TX 77504
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Patrick Lavin	c/o IBEW Local Union 47 600 N. Diamond Bar Blvd. Diamond Bar, CA 91765
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Rick Dowling	c/o IBEW Local Union 213 4220 Norland Avenue Burnaby, BC, Can. V5G 3X
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The I.E.C. is granted discretionary authority to define the terms used in Article XI of the Constitution and to make final and binding interpretations of the constitutional provisions and the Plan documents. The I.E.C. is also granted discretionary authority to determine eligibility for benefits. The decisions of the I.E.C. shall be final and binding on all questions arising under the Constitution or the Plan documents, including cases of eligibility for and computation of the amount of benefits, except that the authority to require additional information in support of a death benefit determination and to render the final determination is delegated to the International Secretary-Treasurer. No benefits are authorized other than those expressly stated in the IBEW Constitution and the Plan documents.

Members on participating withdrawal cards who have maintained their continuous good standing in the IBEW and who make application for pension benefits, shall be governed and their applications handled in the same manner as active members of L.U.s, except that notice of application shall be given to the L.U. that issued the withdrawal card to the member. Members on honorary withdrawal card status shall not be entitled to a pension or death benefit under Article XI of the IBEW Constitution.

The IBEW PBF is regulated, in certain respects, by ERISA. Basically, the Plan is subject to the reporting and disclosure, the fiduciary, and the administration and enforcement provisions of

SUMMARY PLAN DESCRIPTION FOR THE IBEW PENSION BENEFIT FUND

ERISA (ERISA Title I, Parts 1, 4, and 5). The Plan is not covered by the insurance protection of the Pension Benefit Guaranty Corporation created by ERISA. This is because ERISA contains an exemption from the insurance provision of the law (ERISA Title IV) for plans to which there are no employer contributions. Thus, plans funded by union dues are not covered. In addition, ERISA contains exemptions from the participation, vesting and funding requirements (ERISA Title I, Parts 2 and 3) for union dues financed plans.

In particular, as a participant in the Plan you are entitled to certain rights and protections under the ERISA. ERISA provides that all Plan participants shall be entitled to:

Receive Information About Your Plan and Benefits

Examine, without charge, at the plan administrator's office and at other specified locations, such as union halls, all documents governing the plan, including the IBEW Constitution, the *Summary Plan Description*, the *Rules and Regulations*, and the *Questions and Answers* adopted by the I.E.C., and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the plan administrator, copies of documents governing the operation of the Plan, copies of the latest annual report (Form 5500 Series), and updated summary plan description. The administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The plan administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65), assuming you maintain good standing; and if so, what your benefits would be at normal retirement age if you cease membership now and apply for and are approved for a vested pension. If you do not have a right to a pension, the statement will tell you how many more years of membership you need to obtain a right to a pension. This statement must be requested in writing and is not required to be given more than once every twelve (12) months. The plan must provide the statement free of charge.

Participants and beneficiaries can obtain, without charge, a copy of procedures governing qualified domestic relations order (QDRO) determinations.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you, force you to drop your "A" membership, or otherwise discriminate against you in

any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the plan and do not receive them within thirty (30) days, you may file suit in a federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to one hundred and ten dollars (\$110) a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a federal court. If it should happen that plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about your plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest office of the Employee Benefit Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefit Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefit Security Administration.

Please note that this summary plan description is not a legal document to be relied upon as a source of rights or benefits. It is designed only to give notice and serve as an information device. The statements with legal significance concerning the IBEW PBF are the IBEW Constitution and the appropriate Rules and Regulations for the Plan adopted by the I.E.C. 

PROTECTING THE IBEW LOGO

The IBEW's name and logo are world renowned. Through 116 years, we have earned great respect as skilled craftsmen. But some see in the IBEW's good name an opportunity to earn a buck or two by illegally using our logo.

We have become aware of the exploitation of the IBEW name and logo on the Internet. Nonunion and foreign made items have cropped up on eBay and other Internet auction sites. A small group of people are seeking profit through illegally marketing poker chips, lapel pins, belt buckles, tape measures and T-shirts with the IBEW's logo.

The IBEW logo, together with the combined parts of the logo and our name, is registered as a trademark with the U.S. Patent Office and the Canadian Intellectual Property Office. Aside from the International's own usage, reproduction authorization is granted to local unions for items such as T-shirts, hats, coffee mugs, bumper stickers and stationary.

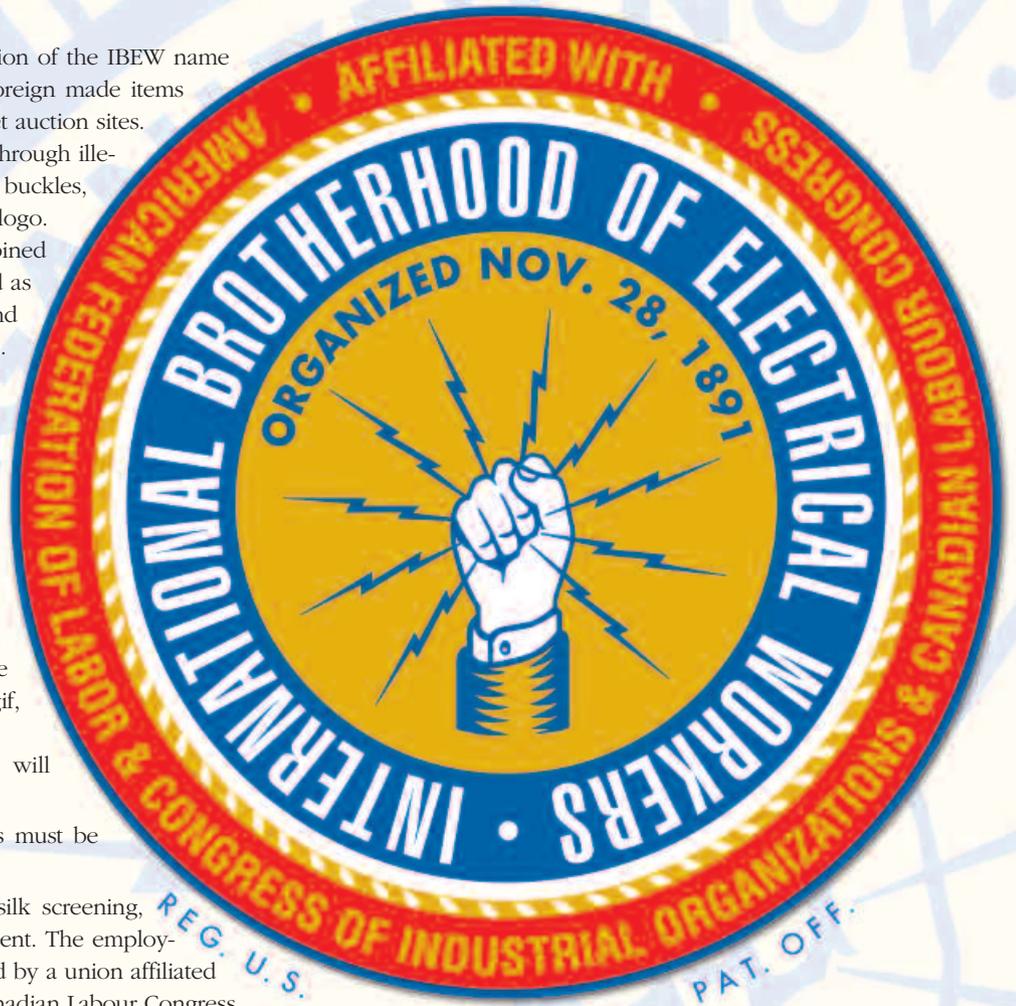
Requests to reproduce the IBEW logo must come from a business manager in the form of a letter addressed to the International Secretary-Treasurer. The request must state the purpose of reproduction and the preferred format of the logo, for example gif, jpeg, eps and vector.

An approved request to use the logo will have four restrictions:

1. All products on which the logo appears must be American- or Canadian-made.
2. The company manufacturing, printing, silk screening, etc. must have a bona fide labor agreement. The employees of said company must be represented by a union affiliated with the AFL-CIO, Change to Win, or Canadian Labour Congress.
3. The Local Union's number must be referenced alongside the logo on all such items.
4. No product displaying the IBEW logo may be pictured in marketing catalogs of the manufacturer or vendor.

Local unions and members should be leery of companies that state they are licensed or certified to reproduce the logo. There are no vendors, manufacturers or printing companies that are authorized to market the IBEW name or logo.

Members looking for legitimate IBEW paraphernalia to proudly display our name and logo should check out the IBEW's merchandise store at www.ibewmerchandise.com. Also, members may consult with their local union to see if they sell IBEW merchandise with their local union number.



Trade Classifications

- (as) Alarm and Signal
- (ars) Atomic Research Service
- (bo) Bridge Operators
- (cs) Cable Splicers
- (catv) Cable Television
- (c) Communications
- (cr) Cranemen
- (ees) Electrical Equipment Service
- (ei) Electrical Inspection
- (em) Electrical Manufacturing
- (es) Electric Signs
- (et) Electronic Technicians
- (fm) Fixture Manufacturing
- (govt) Government
- (i) Inside
- (it) Instrument Technicians
- (lctt) Line Clearance Tree Trimming
- (mt) Maintenance
- (mo) Maintenance and Operation
- (mow) Manufacturing Office Workers
- (mar) Marine
- (mps) Motion Picture Studios
- (nst) Nuclear Service Technician
- (o) Outside
- (p) Powerhouse
- (pet) Professional, Engineers and Technicians
- (ptc) Professional, Technical and Clerical
- (rr) Railroad
- (rtb) Radio-Television Broadcasting
- (rtm) Radio-Television Manufacturing
- (rts) Radio-Television Service
- (so) Service Occupations
- (s) Shopmen
- (se) Sign Erector
- (spa) Sound and Public Address
- (st) Sound Technicians
- (t) Telephone
- (u) Utility
- (uow) Utility Office Workers
- (ws) Warehouse and Supply

ATTENTION PRESS SECRETARIES:

The *Journal* has an e-mail address dedicated exclusively to receiving "Local Lines" articles from press secretaries. If you wish to submit your articles via e-mail, please forward them directly to **locallines@ibew.org**. This will help expedite the production process. As always, inquiries of a general nature or letters to the editor should still be sent to **journal@ibew.org**.

Elected to Legislature

L.U. 1 (as,c,ees,ei,em,es,et,fm,i,mt,rts,s,se,spa,st&ws), ST. LOUIS, MO—Local 1 congratulates journeyman wireman and Missouri state Rep. Tony George on his successful 2006 campaign for the Missouri Legislature.

Bro. George was victorious in an extremely close and important race



IBEW Local 1 Pres. Thomas George (left), former Missouri state representative, hands the torch to his son, newly elected Missouri state Rep. Tony George, a Local 1 member.

in North County. Jan. 3 was inauguration day in Jefferson City, where Bro. George officially took office to begin the first of what we hope will be several two-year terms. Tony has some big shoes to fill as he takes the 74th district seat of his father, former state representative and Local 1 Pres. Thomas George, who served in the Legislature for the last eight years. Term limits ended Tom's tenure in Jefferson City, but he is confident Tony can pick up where he left off.

Congratulations also to state Rep. Sue Schoemehl, who was unop-

posed and begins her third term representing the 100th district. Sue has been fighting hard for working families in Missouri for the past four years. She is the wife of Local 1 member Chris Schoemehl. Thanks, Sue, for all your hard work.

Please be advised of the following members' deaths: Genevieve Barton, Gilead Williams, Robert Whitehouse, Alex Miloradovich, Delwin Cameron, Glennon Theiss, Edward Matejka, John Kamer, Raymond Kraudel, George Bauer Jr., Lawrence Trochta, H. Wallace Malone, Melvin Kreienheder, Richard Breihan, Darryl Harden and Lawrence Kelly.

MATT GOBER, P.S.

Helping Kids With Cancer

L.U. 11 (i,rts&spa), LOS ANGELES, CA—We wish to recognize the efforts of Patrick Carson, Phil Lobrano, Danny Dempsey, Sherwin Garcia, Dave Pennella and Steve Babos for their hard work upgrading lighting and power at the Kids Cancer Connection House. The house offers a place for kids and their families to stay together while the children receive treatment for cancer. Each day as the workers arrived, they were greeted by posters painted by the kids to show their appreciation.

We are proud to announce the presentation of the IBEW Life Saving Award to Bro. Juan Gonzalez. Juan was recognized for saving the life of a journeyman who suffered from a brain seizure while on the job. Bro. Gonzalez credits the training he received in CPR as part of his apprenticeship requirement at

the Electrical Training Institute.

Three of our members were presented 50-year pins. Congratulations to Bernard Harvey, Marvin Keller and Sam Lubarsky.

Best of luck to Jim Hopkins, who recently announced his retirement as business representative after many years of dedicated service to the membership. All of the members of Local 11 wish Jim well.

BOB OEDY, P.S.

Skills Training

L.U. 41 (em,es,i,se,spa&govt), BUFFALO, NY—Last December our hall was filled with smiling faces as Santa arrived at our annual Christmas party. On behalf of all the officers and members, we extend our deepest thanks to James Devaney and his crew for pulling off one of the best Christmas parties ever.

The work picture here in the Buffalo area remains slow; however, things look very promising for the near future. As our field is ever growing and changing, we need to grow and change with it. The knowledge we had yesterday may not be good enough for the task at hand tomorrow. We need to keep our skill levels up if we hope to stay competitive. I urge all our members to take full advantage of any and all of the journeyman education classes available to you.

Mark this date on our calendar: Sept. 22, 2007, the date for our 110th anniversary dinner. Make plans to attend. Details to follow.

As always—be strong, stand united.

KENNETH C. ZACK, V.P./P.S.



Local 11 members worked on a project at the Kids Cancer Connection House. From left, standing, Local 11 Organizer Bob Oedy, Bus. Rep. Marc Greenfield, Danny Dempsey, Patrick Carson, Steven Babos, Asst. Bus. Mgr. Kim Craft, Cartier Electric owner Eric Cartier, and Dave Pennella; kneeling, Sherwin Garcia and Phil Lobrano.



Local 43 members, joined by AFL-CIO Sec.-Treas. Richard L. Trumka (fourth from left) attend dedication of Mohawk Valley Workers Memorial. From left, Local 43 Bro. Mitch Kowalski, Executive Board member Karl Hildenbrand, Bro. Bernie Coffay, Trumka, Asst. Bus. Mgr. Pat Costello, Bro. Al "Red" Panicia, Sister Regina Biando (holding baby Mckayla) and Bro. John Jory.

Graduation Celebration

L.U. 43 (em,i&rts), SYRACUSE, NY—The Central New York JATC graduated 27 apprentices in June. Local 43 welcomed them at a celebration held in Syracuse. Our newest journeyman wiremen are Nick Amicucci, Fred Ashby, Jeff Barrella, Brian Benedict, Vaughn Christman, Caleb Cooke, Dwayne Davis, Al Dowgos, Tobey Elias, Rich Franco, Bill Gilbert, Kris Greene, Chris Jones, James Kennedy, Craig Markowicz, Bill Mariott, David Morgan, Mark Mrowinski, Nikolay Onufriychuk, Scott Pierson, Chris Rutledge, Fred Schulze, Mike Smith, Jason Spagnola, Lincoln Walker and Tim Woods.

Local 43 members mourn the loss of fifth-year apprentice Chris Young, who was tragically killed in an auto accident on his way to work in December. Chris was a good apprentice, well-liked by his classmates and union brothers and sisters. He will be missed.

Recently the Mohawk Valley Workers Memorial monument was dedicated with AFL-CIO Sec.-Treas. Richard Trumka in attendance. IBEW Local 43's plaque on the monument reads as follows: "We honor those Brothers and Sisters who have come before us. Their sacrifice and dedication to our industry helped bring power and light to the Mohawk Valley. We are proud of our rich past and excited about our bright future. As our industry changes, so shall we carry on and add to the tradition of Craftsmanship, Brotherhood and Dignity that those who have passed before have established."

PATRICK J. COSTELLO, P.S.

System Reliability

L.U. 51 (catv,lctt,o,rtb,t&u), SPRINGFIELD, IL—IBEW Local 51 staff and members continue to work with legislative committees, leaders of other locals, the I.O. and politicians in an attempt to draft and advance legislation to ensure that electrical systems within our state are reliable. Such legislation is key not only to protecting our members'



Local 51 Bus. Mgr. Dominic Rivera (center) with Bros. Roy Burton (left) and Wes Hardin, both with Village of Riverton.

jobs, but also to giving citizens of Illinois the system reliability they deserve. One Local 51 staff member dedicated to advancing these goals at the state Capitol is Bus. Rep. John Johnson. Involvement in the political and legislative arena is key to our success.

2007 will be a busy year for our local, especially with negotiations. Agreements including Dynegy Midwest Generation, Ameren-Cilco, Ameren-Illinois Power, 6-51-A outside power, 6-51-C line clearance, and several other CBA's will be in the negotiation process. Remember: "Unity is Strength."

Outside power and line clearance work remains stable, while outside teledata remains slow. With spring approaching and several projects scheduled to begin, this should be a good year for our membership. Check out the IBEW.org jobs board for updates on manpower needs.

Congratulations to the following members on completing their apprenticeships: substation tech.—Glen Pressley; and journeyman linemen—Chad Helm, Ryan Perry, Matt Parsons and Dan Smith.

DAN PRIDEMORE, B.R.

BPU Election

L.U. 53 (lctt,o,rts&u), KANSAS CITY, MO—Bus. Rep. Bob Stuart reports that the work is slow but steady at this writing. He also notes the annual crappie tournament will

be held May 19, 2007. More information will be available at the union hall. Come and join the fun. Food and beverages will be provided by Local 53.

Bus. Mgr. James Lynch and Bus. Rep. Bruce VanCompernelle completed tree trimmer negotiations and a contract was ratified. At this writing, Bus. Mgr. Lynch and Bus. Rep. Steve White are in negotiations with the City of Butler. By the time you read this, those negotiations may be settled.

Elections for the Board of Public Utilities (BPU) will be held this spring. The list for endorsed candidates will be sent out before the elections. Be sure you and your families are registered to vote. Please get out and vote. The outcome of this election will have an effect on our benefits and wages in the future.

Bus. Rep. Dexter Drerup reported that Local 53 member Lillie Christene Woodall passed away Dec. 23, 2006. She was an employee of the New Madrid power plant since 1991. She is survived by two sons, Billy and Andy, and a daughter, Samantha. Our thoughts and prayers will be with the family.

DUANE PEARCE, P.S.

2006 Graduates Honored

L.U. 81 (i), SCRANTON, PA—The Scranton Electricians JATC honored 19 apprentice graduates from the class of 2006 at a graduation dinner at Nichol's Village. Graduates received completion certificates from the NJATC and the Pennsylvania Bureau of Apprenticeship and Training.

The "Gregory P. Laske Outstanding Apprentice" award and the Klein Tools award went to Michael McDermott, who had a 94.37 percent average and perfect five-year attendance. The Frank O'Neil Jr. award (brotherhood award) and Ideal Meter award recipient was John Getzie.

Also graduating to journeyman

status were Francis Atherholt, Brian Brink, Damond Capwell, Joseph Cusick, Bruce Evans, William Farkaly, Christopher Fick, Edward Franklin, John Getzie, William Hessmiller, Christopher Kelleher, Christopher Kuratnick, Michael McDermott, Joseph Polster, Joseph Skiscim, Matthew Sparacino, Ronald Turbolski, Bradley Walsh and Thomas Warholic.

Speakers encouraged the graduates to continue their education to stay on top of our ever-changing industry. Special thanks were extended to Local 81's instructors, who helped the graduates attain their goal, and to Jeffrey Scarpello, executive director of the Penn-Del-Jersey Chapter of NECA, for coming from Philadelphia to address the graduates.

KEVIN BARTELL, P.S.

Casino Night Fund-Raiser

L.U. 125 (lctt,o&u), PORTLAND, OR—The fifth annual Local 125 Casino Night was held at the local union hall on Sat., Jan. 13, 2007. Attendees enjoyed an evening of blackjack, roulette, Texas hold'em and craps. Participants were eligible to participate in a raffle based on their winnings. More than \$2,400, which will be used to help our brothers and sisters in need, was raised from the 127 participants. IBEW Local 125 and its Executive Board would like to thank everyone for attending and contributing to the Local 125 Brotherhood Fund.

MARCY GRAIL, ORGANIZER

Newly Appointed

L.U. 129 (i,mt&spa), LORAIN, OH—Work is beginning to pick up in our area. The Sandusky Firelands Hospital project's second phase is up and going. We are starting to see some work at the water parks and Cedar Point's new ride, as well as a few other small projects. We at Local 129 thank Local 141, Wheeling, WV, for putting a lot of our brothers and sisters out to work.



The Local 81 JATC held a graduation dinner celebration for the class of 2006. Seated, from left: graduates Tom Warholic, Joe Cusick and Chris Kuratnick; Pres. Rick Schraeder; Bus. Mgr. Jack Flanagan; NECA Rep. Thomas McNulty; and Training Dir. Paul Casparro. Standing: graduates Brad Walsh, Brian Brink, Frank Atherholt, Matt Sparacino, Ed Franklin, John Getzie, Bill Hessmiller, Bill Farkaly and Mike McDermott.

Local 129 former Bus. Mgr. Brian Baker was appointed as an IBEW International Representative assigned to the I.O. Political/Legislative department. Bro. Baker has worked tirelessly to promote unionism, working to get contracts to go union. He has worked with every elected official in Lorain County and at the state level to advance the cause of working people. We wish Bro. Baker the best in his new endeavor.

Jeff Bommer was appointed Local 129 business manager to fill the unexpired term. Dave Shaffer was appointed president/organizer. Kevin Statak was appointed vice president. Derek Martin and Dennis Pedings were appointed to fill two seats on the Executive Board.

DENNIS PEDINGS, P.S.



Local 163 retired JATC instructor John J. Olejnik (holding plaque); journeyman Michael Olejnik (left), Pres. John H. Olejnik (second from right), and Bus. Mgr. Joseph Capece.

Honored for Service

L.U. 163 (ees&i), WILKES-BARRE, PA—Retired Bro. John J. Olejnik was honored recently for his decades of dedication and service to the local.

While active he served on both the Examining and Executive Boards, but his biggest passion was teaching. During his 19 years as a JATC instructor, Bro. Olejnik had more than 160 apprentices pass through his classroom. He understood the value of educating his students with the necessary curriculum as well as providing an excellent role model of a good union man.

Among those who went through his class, two went on to become instructors, two became Examining Board members, two became presidents of the local, three went on to the Executive Board and five are contractors. He even taught two husband and wife teams, two father and son teams, as well as his own two sons.

John is now active in the start-up of a Retirees Association. Even though his retirement is a loss to the local, we are a better union because of him.

JEREMY MODERWELL, P.S.

Safety Measures

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA—Local 191 journeymen and apprentices are staying very busy

these days, and lots of travelers are employed in our local. Our union leadership has been working with the local NECA chapter on implementing NFPA 70 safety measures. With the industry changing as quickly as it does, and new products and processes becoming part of our work, the safety of workers in our local is more important than ever.

MARCUS ABARCUS, P.S.

Bill Thomas Mourned

L.U. 245 (govt,lctt,o,rtb&u), TOLEDO, OH—Local 245 mourns the loss of a former president, E-Board member, mentor and, most importantly, friend—Bro. Bill Thomas, who passed away Jan. 22, 2007.

Bill was a class act, who taught



Local 265 Bus. Mgr. Clint Burge (left) congratulates Todd Tinnean on receiving George Meany Award.

highest recognition for service to youth through the Boy Scouts of America and is presented by the Lincoln Central Labor Union to recognize union members who perform outstanding service as volunteer Scout leaders. The presentation was made by LCLU Vice Pres. Bob Biel, who commended Todd for his years of service with the Scouts and his many accomplishments. Todd said, "The Boy Scouts and the union have shown me the importance of working for a better and stronger future."

While work is currently slow, there is reason to believe that several projects coming up will provide opportunity for our members and contractors.

CLINT BURGE, B.M.

Union Family

L.U. 269 (i&o), TRENTON, NJ—There are no prouder moments of brotherhood than when the membership rises together to help an ailing friend. Shortly before the winter holidays, Bro. Emanuel "Manny" Theoharis Sr. was diagnosed with cancer.

Little by little Bro. Theoharis informed his brothers on the job about his sudden news and the fight he and his family face in the weeks and months ahead. Noticing the amount of time Bro. Theoharis was going to miss from work, the brothers contacted the local union and the owners of Allan/Briteway Electric to see if it was possible to donate their temporary, light overtime wages to him.

This would help keep the lost pay to a minimum and allow Bro. Manny to rehab and recover quickly. As the treatments slowly tired our friend, the group at work decided to throw a Beef-n-Ale fundraiser, scheduled for Feb. 17, to further help pay for lost time. The response of members has been overwhelming, with many coming forward to help. Bro. Manny performed at the February event with a

group of musically talented union electricians, the "Band of Brothers." Keep on rockin', brother! Thank you to all the union brothers and sisters for the extended feeling of "family." (See *Currents* photo, page 4.)

TREVOR MARCIANTE, P.S.

Election Volunteers

L.U. 313 (i&spa), WILMINGTON, DE—We have finished another political season and praises for Local 313 electricians keep coming in. As usual, Local 313 led the way during 2006 midterm elections, supporting labor friendly politicians by setting up a command center in our hall. Many statewide trade unions used our hall and guidance to help direct their volunteers on Election Day. Thanks to Bro. Joe Dillon for all his hard work with the political coordinator's position. Bro. Dillon and our members proved once again that Local 313 members play a serious role in Delaware politics.

Bro. Eric Lewis and the Entertainment Committee worked hard to provide a wonderful Christmas party for our members' children. The kids were entertained by Ariel, Dora and Diego, Captain Jack Sparrow and Elmo. Children had their pictures taken with Santa and received American-made gifts. Mrs. Claus was also at hand and refreshments were provided.

Bro. Lewis thanks Bros. Kevin Bryant, Paul Campbell, Jim King, Paul Brainard, Joe Steele, Darren Scott, Matt McCloskey, Matt McCullen, Joe Dillon, Jason Cobble, as well as retired members Rocky Catone, Scotty Hudghton and Jim Corradin. Also, a special thanks to Holly Conway and Bro. Frank Clymer as "Santa."

Local 313 wishes all IBEW members a safe and prosperous new year.

SCOTT A. LUPINEK, P.S.

Politically Active Members

L.U. 343 (i,spa&st), LE SUEUR, MN—IBEW Local 343 members worked harder than ever to assist getting our new U.S. Rep. Tim Walz elected to Congress. When it came to phone banking, door knocking and walking in parades, Local 343 members were always at the front line when help was needed. Our past 12-year incumbent congressman had one of the worst voting records in Congress (AFL-CIO vote tracking).

To top it all off, when members were asked at their December 2006 union meeting if they would be willing to send a couple of officers to Washington to attend the Jan. 4, 2007, swearing in of the new Congress and related receptions for those elected, the Local 343 members stepped up and amended the



Local 343 members with U.S. Rep. Tim Walz (center) in Washington, D.C. From left, Tom Leonard, Bus. Rep. Mike Tupper, Wes Urevig, Bob Hagemann, U.S. Rep. Walz, Bus. Mgr. Al Stork, Kevin Peterson, E-Board member Mark Rutten and Pat Ryan. Not pictured, Pres. Greg Graif and Rec. Sec. Randy Schaffer.

motion to send nine members. Our presence at home and in Washington, D.C., will not be forgotten. IBEW brothers and sisters must get involved. It is our responsibility to future generations to protect workers' rights by supporting elected officials who do the same.

AL STORK, B.M.

Celebrating Service

L.U. 357 (c,i,mt&se), LAS VEGAS, NV—At the Dec. 14, 2006, "Old-Timers" party Local 357 presented service awards. We hired Tommy Nelson's band from Musicians Local 369 and the event was catered by Culinary Training Academy union members. Over 250 retirees and their family members attended.

Service pin recipients included the following. For 50-year pins—Richard Alger, Arnold Andrews, Donald Bailey, Austin Blevins, Ben Bradley, John Buettner, Anthony Credico, Lyle Dalton, E.H. Denton, Ambrosa Feeley, Ed Galvin, Marvin Groneman Sr., Bennie Hlady, Joseph Hornyak, Wilburn Jones, James Kam, Charles Lee Jr., Herbert Lindler, Harold McCollum, James Medici, Hubert Newberry, Sheldon Newlander, Edward Robinson, Guy Sabourin, Richard Scarbrough, Jack Tanner, Wayne Taylor, Jack Turner, Charles Turnipspeed, Arthur Vandalen, Jerry White and Charles Wolff.

Receiving 55-year pins—Brecheisen Hollis, Ramon Carlson, Lionel Cripe, Tomas Crow, Wilbur Doerr, Zane Drake, Errol Drollinger, Raymond Martin, William Moore, Elmer Peppley, George Rice, Wallace Ross, Edgar Slaughter, Joe Wagner, Stanford Wilks and William Young.

Receiving 60-year pins—Int. Sec. Emeritus and former Local 357 business manager Ralph Legion, Walter Martin, John Moenius, Lie-

mann Ousley and Clarence Rowley.

We also honored a 65-year member, Harry Anderson. We thank all the honorees for paving the way for our future.

TIMOTHY W. BOLTON, P.S.

'Beth Works' Project

L.U. 375 (catv,ees&i), ALLENTOWN, PA—Now that the Las Vegas Sands has been awarded a slot machine license in Bethlehem, PA, the long anticipated Beth Works project is expected to begin groundbreaking in late winter or early spring 2007!

This project should bring much needed employment to Local 375 members, as well as all the Lehigh Valley Building Trades. William Newhard, our business manager and president of Lehigh Valley Building Trades, is working on a PLA for the project. It is to include a casino, hotel, convention center and retail complex. Our local helped promote this project for over two years. Many thanks to all who volunteered for attending Zoning Board meetings and hand-billing.

We must remember that political efforts such as these take time and effort before reaping the benefits. So, when called upon to participate in such efforts by your local union, please help whenever you can—it makes a big impact upon our futures! The Beth Works casino project is certainly a good example of this.

With the election of our new, more labor-friendly Congress and the upcoming Beth Works Casino project, the future appears more promising. These are successes we should all be proud of. Thank you to everyone who helped in these campaigns.

ROGER D. GAYDOS, P.S.



Local 387 brothers and sisters "adopted" the Ruiz family, pictured here with "Santa," for the December 2006 holidays.

Contracts Ratified

L.U. 387 (em,lctt&u), PHOENIX, AZ—The Arizona Water Company negotiations have been approved by the members. They received a 2.4 percent wage increase, a \$200 boot allowance and a one-year contract.

In January a vote was taken on the Navopache Electric Co-Op contract and it was ratified by the membership. Those members had gone a long time without a contract.

Thanks to all the brothers and sisters who have given back to their communities. They work and live by volunteering and giving donations throughout the year. A special thanks to Ray and Cyndi Weirick, Barton Zahariades and Zachary Caspers, who "adopted" the Ruiz family (see photo) for the December holidays.

SAM HOOVER, P.S.

New Hall Construction

L.U. 449 (catv,em,i,o,rtb,rts,spa&u), POCATELLO, ID—As we start the new year, let us resolve to make this year the best it can be. We anticipate starting construction of our new hall at 1575 Baldy Ave. in Pocatello. This milestone for the local has been long awaited. An open house is scheduled in early fall.

As mentioned in the Eighth District Electrical Benefit Fund newsletter, our PPO provider CCN changed to First Health Network on Jan. 1, 2007. You can access the network via the Internet by visiting their Web site at www.firsthealth.com or by calling the toll-free phone number 1-800-226-5116. Please check with your health care provider to make sure they participate in the network.

Work is starting to pick up this spring. Our signatory contractors secured a significant amount of work that will keep the members employed throughout the year.

Congratulations to Michael Bird, Leon Thrall, Neddie Anderson and Clark Collins on their much deserved retirement. May you all enjoy a happy retirement.

We express our heartfelt condolences to the families of the following brothers who passed away: William Pappani, Howard Taylor, Delvin Perkins, Ralph Gardner, Glen Schneider and Charles Maxwell. These brothers will long be remembered.

Have a great summer and attend your union meetings.

ROBERT BODELL, B.M.

2006 Food Drive

L.U. 459 (ees,em,so,govt&o), JOHNSTOWN, PA—The Local 459 annual food drive for 2006 was a great success. Our officers and stewards worked very hard collecting food and monetary contributions again last year, and our members and employers were very gracious. We collected a few hundred dollars worth of food products, which we passed on to the local Salvation Army. The local also collected \$7,623 in monetary donations. The local food drive also assisted a few members who were off sick and without benefits. The monies collected were distributed back out to the area food pantries located in the districts where our members live.

Special thanks to Mary Perdew, chairperson of the local food drive. Many thanks to Local 459 members for so generously helping the less fortunate.

KENNETH L. RICHARDS, PRES.

Tribute to a Brother

L.U. 483 (lctt,o&u), TACOMA, WA—IBEW Local 483 is deeply saddened by the death of Bro. Barry Kensrud, a loyal brother, co-worker and friend, who was injured while repairing damage to Tacoma Power's electrical system following the Dec. 14, 2006, windstorm in Washington state. Bro. Kensrud died of his injuries on Jan. 2, 2007.

He was a dedicated, hardworking professional tradesman, who was highly respected and admired by his co-workers and his union brothers and sisters. He was a member of IBEW Local 483 for 17 years and he will be greatly missed. Bro. Kensrud was proud of his family, his trade (journeyman line clearance tree trimmer) and his union affiliation.

ALICE A. PHILLIPS, B.M.

Union Volunteers

L.U. 557 (i,mt,rts&spa), SAGINAW, MI—November 2006 elections provided a moment to celebrate some big victories (although an area labor supporter unfortunately lost). Numerous labor friendly candidates won including Gov. Jennifer Granholm, who despite being out-spent was re-elected to office.



IBEW retirees from Local 357 are honored for their years of service.



Local 557 members worked with Nelson Electric on a YMCA renovation project. From left, Jason Combs, Bob Kotcher, Jenine Eastman, Josh Iles and Ed Lewis.

Our annual Christmas party was enhanced by generosity. One of our members, John McKay, identified a family with two young children whose mother is terminally ill. The family's financial need was desperate, and our compassionate local donated generously to help make the family's Christmas together a meaningful time. According to those close to the situation, at press time hospice care is easing the pain as the young mother battles cancer. Retired Bro. Dale Walls donated a tree and decorations that will be used in years to come as a "wish tree" at West Dale Elementary for such causes.

Volunteers worked at greenhouses at Saginaw Valley State University last fall. There have been discussions about donating scoreboards to some of the projects that are under way and coming up. The AED (CPR Unit) will soon be in evidence at the hall, when the proper one is identified.

A warm December has kept projects moving, so work may improve over the winter, which will shorten the out-of-work list.

JOHN E. CLEMENS, P.S.

Spring Bidding Season

L.U. 577 (em&i), APPLETON, WI—With the start of the new year, we have been able to offer short-term work to some of the unemployed local members. It appears the spring bidding season has started early, as there are now some projects to bid. With the many market recovery tools available to our contractors, it is hoped they will achieve a high rate of success.

Early in January, Terry Johnson attended a NJATC Train the Trainer session for fire alarm certification in Akron, OH. Future fire alarm courses instructed by Terry will earn the student a NICET Level I and II certification. Although Wisconsin does not yet have a requirement to be certified for fire alarm installations, more than half the states have statutes that require it. Local 577 members will have the skills and training necessary to do this work for our contractors.

The safety subcommittee recommended that electrical grounding

will be offered for safety training this year. Many accidents occur from improperly and poorly grounded systems. The class schedules will be detailed in our local newsletter. We can't have the best trained electrical workers for our customers if you don't continue your education. Please call the hall to register for all classes so that we may plan for your attendance.

GREG BREAKER, B.M.

Celebrations

L.U. 595 (c.govt,i&st), DUBLIN, CA—Local 595 is still celebrating some of our hard-fought victories in the November 2006 elections. In addition to the many local mayoral, city council, school board and major county supervisors' races that were won, our biggest victory was helping unseat then-incumbent U.S. Rep. Richard Pombo (11th District). Our newly elected congressman, Rep. Jerry McNerney, ran a strong grass-roots campaign—and with significant support from local union members, he soundly beat the incumbent Republican. While Gov. Arnold Schartzenegger was re-elected, he has made efforts to work closely with the Democrats in Sacramento.

We enjoyed a wonderful celebration at our annual "Old Timers Night" at the December union meeting. Congratulations to special honoree Bro. Steve Martin, who received his 70-year pin, presented by Bus. Mgr. Victor K. Uno and Ninth District Int. Vice Pres. Michael S. Mowrey. Congratulations also to each of the 192 active and retired



Local 595 retiree Steve Martin (center) received his 70-year award at a December 2006 local union celebration. Extending congratulations are Bros. Al Real (left) and Jack Bollinger.



The heavy lift vessel Saipem 7000 places the new compression deck platform on the jacket for installation by IBEW Local 625 members working in the offshore Nova Scotia gas industry.

members who were eligible to receive recognition pins. Pin recipients enjoyed a wonderful dinner and were joined afterward by the general membership for socializing.

Local 595 will celebrate its 100th anniversary in grand style on Sept. 8, 2007. Word has gone out to members to save the date and many dignitaries have been invited to help us make this a night to remember.

TOM MULLARKEY, B.R.

Agreement Ratified

L.U. 625 (ees,em,i,mar&mt), HALIFAX, NOVA SCOTIA, CANADA—Congratulations to our newly certified journeymen: Brendan Nygard, Jonathan Eagles, Scott Doucette, Jeff S. Campbell, Chris Peters, Andrew Mood and John Bennett. We are proud of these brothers.

Congratulations and best wishes also to recently retired members: Danny Bower, Craig Buckley, Ian MacDonald, Fred Brunt, Robert Allen, Len Cole, Gary Power, Henry MacGillivray, Sandy Adams, Terry Moore, Ken Dickinson, Bernie MacEachern, Wayne Manuel, Doug Campbell, Robert Wagner, John Ginn, Bill Bleakney, James Maher, James Delaney, Donald Demont, Robert Martin, Fred Whalen, Curtis Levangie and Laurence Lavers.

A new collective agreement was overwhelmingly ratified in January 2007, retroactive to Nov. 28, 2006. Considerable improvements were negotiated, including a "51 percent" increase for the first year apprentice, 4.1 percent increase for journeymen on Commercial, 5.2 percent on Industrial and 7 percent on major Industrial, with a 12 percent premium on all jobs for vacation and holiday pay. Our thanks and

congratulations to the negotiating committee for bringing back a successful agreement.

Please note our e-mail address change: info@ibewlocal625.ca. Also our Web site is growing all the time, thanks to Bro. Phil Wallace and Shirley Burris. Visit us at www.ibewlocal625.ca.

The local mourns the loss of retired member Bro. Neil Keddy and active member Bro. Lennie DeCoste.

TOM GRIFFITHS, PRES.

Code of Excellence

L.U. 667 (u), PUEBLO, CO—Local 667 and Aquila Inc. are working together to implement the IBEW Code of Excellence program in Colorado. A program goal is to increase employee/management communication to improve efficiency and morale at the work site.

This program was started by the IBEW I.O. to implement a culture of professionalism, pride and productivity on construction wireman projects. It has been a success for locals implementing it, yielding increased market share.

For Aquila, an investor owned utility and Local 667's largest employer, we modified the original program for the utility sector.

The Aquila/Local 667 Code of Excellence program has an eight-person committee. Over 40 employees received initial training presented by IBEW Int. Rep. Guy Runco. They will be involved with two targeted projects, the Canon City power plant overhaul and a large power line distribution project in Pueblo. The union also trained six members as Code of Excellence stewards.

The Code of Excellence in the utility format is a new program



Local 667 members work on the Aquila Inc. Canon City power plant overhaul, a new utility Code of Excellence project.

being developed at the I.O. IBEW Local 667 and Aquila are at the forefront of this effort. I believe we will succeed thanks to support shown by Aquila management, the IBEW I.O. and our union members at Aquila. If our pilot projects are effective, we plan to expand it to all areas at Aquila-Colorado.

JERRY BELLAH, B.M.

'Active Ambassadors'

L.U. 697 (c,es,i,mt&se), GARY AND HAMMOND, IN—Over the past year, our local lost 13 brothers who passed away. They ranged in age from 63 to 92, with an average age of 80. During their combined retirement those 13 members received a total of 238 years of benefits with an average retirement of 18.3 years.

In 2005 we lost 20 retirees, ages 57 to 97, for an average age of 75.6. They had a total of 284 years of benefits and averaged 15 years of retirement.

With the passing of our retired members, we have lost a part of our heritage. Retirees have families who interact in their communities; they vote, they interact with family and friends and they are still assets to the union movement. Though they are not actively working, they still communicate to acquaintances what the union is all about. They still spend union-generated dollars in our communities and serve as examples of the good that comes from organized labor.

We mourn the loss of our retired brothers and sisters. Even in retirement union members are active ambassadors of the IBEW, no less so—and in some ways more so—than when they were actively working. In their passing we truly lose an important part of our brotherhood.

DAVID A. SODERQUIST, P.S.

Celebrating Brotherhood

L.U. 915 (i&mt), TAMPA, FL—The retired members of Local 915 and former St. Petersburg Local 308 had their Christmas party on Dec. 18, 2006, at the Piccadilly Cafeteria in St. Petersburg. Retired members in attendance were: Norman Brunton,

Jerry Brunton, Jim Cole, Roger Darring, John Hahmann, Kathy Hahmann, Bob Janet, Rocky LaPierre, Ken Letzring, John Powell, Joanne Powell, Andy Rupp and Jackie Rupp. Three guests also attended: Local 915 Asst. Bus. Mgr. Jon Dehmel, Local 915 Sec. Dodie Lenas and Bill Cole, the son of Jim Cole, visiting from Houston, TX.

Bro. Dehmel and Dodie Lenas brought two big bags full of toys, which they purchased with a \$200 donation from the Local 915 membership for the All Children's Hospital. Everyone enjoyed sharing memories of old times and past Christmas parties. We encourage all retired members to stay active with the local's Retirees Club and share a continued brotherhood with one another.

Local 915 wishes Bro. Tim McMurry a speedy recovery from his recent illness. Bro. McMurry is president/CEO of our Local 915 Credit Union and is known by most of this membership. Our continued prayers go out for Bro. McMurry and his family.

We wish everyone a year filled with hope and good health.

THERESA KING, P.S.

Interactive Web Site

L.U. 965 (em,govt&u), MADISON, WI—Congratulations and thank you to Bro. Ron Mueller. The Sheboygan County Labor Council selected Ron, IBEW Local 965 Unit 4 vice chair-

person/recording secretary, as their "Labor Person of the Year." Bro. Mueller, a 30-year member of the IBEW, is a delegate to the Sheboygan County Labor Council and serves on the council's executive board. He has spent many hours volunteering on political campaigns in support of working people. In addition, Bro. Mueller volunteers for labor and charitable organizations throughout the area.

Negotiations with the local's largest employee began with the trading of proposals on Jan. 30. As expected, Alliant Energy-Wisconsin Power & Light is seeking concessions from our working families in spite of continued profitability in its utility operations. This attack on working families appears to be a matter of the company taking advantage of the current political climate rather than being driven by any hardship facing the company.

In concert with the negotiations, the local has opened a communication center Web site at <http://finance.groups.yahoo.com/group/ibew965>. This site will allow interactive communication between members and the local office. Members of the local and authorized guests can sign up to join the group and post messages and pictures.

KURT A. ROBERTS, P.S.

Election of Officers

L.U. 1307 (u), SALISBURY, MD—On Nov. 9, 2006, Local 1307 elected



Newly elected Local 1307 Pres. Wanda Adkins presents retiring Pres. Mike Dennis a plaque in recognition of his service to the local union.

Mike Dennis retired. Mike made countless contributions to the local. He served previously as financial secretary and on the E-Board. Mike's strong leadership will be missed. John Genga also retired from local leadership. John served as vice president and E-Board member.

Congratulations to Bros. Alton Brinkley, Eugene Purnell and Merrill Lynch on their 2006 retirement. Bro. Brinkley began work at Delmarva Power at Indian River plant in 1981. He completed his apprenticeship, advanced through the ranks and retired as a lead lineman last August.

Bro. Purnell started at Delmarva Power's Indian River plant in 1980. He later transferred to Fleet in Salisbury and retired as a hydro and equipment technician last September.

Bro. Lynch began at Delmarva Power in Laurel District in 1967. He became a "district utility man" in Millsboro in 1995 and retired in September.

We wish these retirees a long and happy retirement.

EDWARD D. SPARKS, F.S.

St. Louis Update

L.U. 1439 (u), ST. LOUIS, MO—In July and December 2006 and in January 2007, St. Louis was ripped by storms bringing unprecedented power outages. Utilities responded from all over the country to assist local crews in restoration.

The IBEW has long held that we work hard, work smart and work safe. That is supported by our commitment to one another in solidarity. We get the job done right.

In July, several contractors were injured and one was killed. Another contact took Bro. Bob Tackett from us; while investigating an outage he made contact with a phase that had been taken down by trees. These incidents point out the hazards of our trade. We are our brothers' keeper. Please take extra caution when working long hours in bad conditions. Please work safe!

KEN CARROLL, P.S.



IBEW Local 965 Rec. Sec./Unit Vice Chair Ron Mueller (fourth from right) displays his labor award. From left, Local 965 retired Bro. Jerry Damkot, Asst. Bus. Mgr. Tony Bartels, Bro. Mike Lichterman, Unit 4 Chair/Executive Board member and Chief Steward Dave Daily, Mueller, Pres. Mike Pyne, Vice Steward Jim Maritik and Bus. Mgr./Fin. Sec. Shawn Reents.

officers for a three-year term: Pres. Wanda Adkins, Vice Pres. David Adkins, Rec. Sec. Debbie Fidderman, Fin. Sec. Eddie Sparks, Treas. Dick Dickerson, E-Board members: Jane Daisey, Mark Derrickson, Clarence Fletcher, Dawn Furlough, Andrew Genga, Michele Horner, Curt Hudson, Lindley Hudson and Ginny Williams. Ginny Williams subsequently resigned from the board; Billy Nichols was appointed to fill that vacancy.

With this election, former Pres.



Retired members of Local 915 and former Local 308 attend 2006 retirees Christmas party. From left: Bros. John Powell, Roland "Rocky" LaPierre, Kenneth Letzring, Robert Janet, Jim Cole, John Hahmann and Roger Darring.

Winning Awards

L.U. 1547 (c,em,i,o,t&u), ANCHORAGE, AK—Two IBEW Local 1547 commercials were recently awarded MarCom Creative Awards. “Badge 1,” which features linemen in a snowstorm, won a platinum award. A second spot, entitled “Badge 2,” won honorable mention. Both commercials were filmed at the Tom Cashen Electrical Training School in Anchorage.

The Kornfeind Training Center in Fairbanks has expanded. The facility is now double in size, includes three additional classrooms and a shop that allows indoor pole climbing when the temperature drops well below zero. The Kornfeind Center is named after former assistant business manager and NECA Chapter Mgr. Julius Kornfeind.

IBEW Assoc. Gen. Counsel Bill Wielechowski was elected to the state Senate. Bro. Wielechowski’s opponent ran an anti-labor campaign that attempted to tarnish the name and reputation of our local. Voters in the district saw through the negative campaign and gave Wielechowski 61 percent of the vote.

Journeyman wireman Dave McAllen, 41, was recently named the new statewide training director of the Alaska Joint Electrical Training Trust, the largest apprenticeship training program in the state of Alaska.

MELINDA TAYLOR, P.S.

LMCC Ad Campaign

L.U. 1701 (catv,ees,i,o&u), OWENSBORO, KY—The Examining Board gave the journeyman wireman exam recently to Dean Martin,



Local 1701 members receive 40-year service pins at the December 2006 union meeting. From left: Alan Abel, Ray Baggett, Jessi Lowe, George Moore and Larry McMahan.

and Chmn. Larry Boswell reports that Bro. Martin passed. Congratulations and welcome, brother.

Bus. Mgr. Gary Osborne reports that right-to-work legislation may be coming up in the Kentucky 2007 general assembly. Please, brothers and sisters, we will need your assistance once again in contacting your legislators to help us fight back against this union busting tactic as we did in 2006.

We had a packed house at our December 2006 union meeting. Pres. Tim Blandford, Bus. Mgr. Osborne and Asst. Bus. Agent Mike Roby presented service pins to members for service ranging from 20 to 60 years. We also recognized

all members who retired in 2006. Congratulations to all.

NECA Chapter Mgr. Tom Millay was also present at our December meeting and presented Local 1701 with a plaque recognizing the IBEW for its dedicated service to the community in which we serve. Millay also reported that the LMCC has kicked off an aggressive advertising campaign designed to get the NECA-IBEW name more widely recognized in our community.

TIM BLANDFORD, PRES.

SGPO Class

L.U. 1749 (u), NEW JOHNSONVILLE, TN—Congratulations to the SGPO (student generation plant



Local 1749 SGPO class with instructor and training rep. From left, Instructor Kevin Shore, Erick Robinson, Doug Byrk, Ryan Luton, Gerrick Williams, Bruce Latta Jr., John Downs, Wade Ross, Terry Jones, Criscilla Tyler, Carl McKlemurry, Joe Ellis, Kris Powell and Steve Joiner, IBEW Operations training rep/job steward.

operator) class that just hired in. You will be a great asset to the IBEW and the Cumberland generating plant. Remember, a union is only as strong as its weakest member. Register and vote for working family issues. Urge friends and family to support working family candidates. Buy union; come to the union meetings held the second Tuesday of the month in Waverly. See our Web site for directions at www.ibew1749.org. Support the union and see your steward about giving to the COPE fund. This fund helps secure our jobs through political education.

MARK J. DEJULIIS, P.S./EXEC. BD.

Career of Service

RAILROAD SYSTEM COUNCIL #6—Former Railroad System Council #6 Gen. Chmn. Cliff A. Meredith retired Oct. 1, 2006, after 37 years as an IBEW member and officer.

Bro. Meredith was initiated into Chattanooga, TN, Local 311 in October of 1969, where he served as a committeeman, local chairman, vice president and president. On Aug. 1, 1981, Bro. Meredith was elected general chairman of Railroad System Council # 6, and served in that position until his October retirement.

He served on several committees at various International Conventions over the past 25 years. He was appointed by Int. Pres. Edwin D. Hill to the blue ribbon committee to revise the operations and jurisdictions of the railroad department. He also served as chairman of the Railroad Coordinating Council and chairman of the Shop Crafts General Chairman Association on Norfolk Southern.

Bro. Meredith says it was his honor and privilege to represent members of the IBEW Railroad branch. He now looks forward to spending more time with his wife, Wanda, his three daughters and eight grandchildren and having long hunting seasons.

H. ANDY FIERY JR., GEN. CHMN.



Former Railroad System Council #6 Gen. Chmn. Cliff A. Meredith, who retired in 2006.

ADDRESS CHANGE?

Brothers and Sisters, we want you to have your JOURNAL! When you have a change of address, please let us know. Be sure to include your old address and please don't forget to fill in L.U. and Card No. This information will be helpful in checking and keeping our records straight.

If you have changed local unions, we must have numbers of both.

U.S. members—mail this form to IBEW, Address Change Department, 900 Seventh Street, N.W., Washington, D.C. 20001.

Canadian members—mail this form to IBEW First District, 1450 Meyerside Drive, Suite 300, Mississauga, Ontario L5T 2N5.

All members—you can change your address on line at www.ibew.org.

NAME _____

NEW ADDRESS _____

CITY _____ STATE/PROVINCE _____ ZIP/POSTAL CODE _____

PRESENT LOCAL UNION NUMBER _____

CARD NUMBER _____
(If unknown, check with Local Union)

CURRENTLY ON PENSION Soc. Sec. No. _____

OLD ADDRESS _____
(Please affix mailing label from magazine)

CITY _____ STATE/PROVINCE _____ ZIP/POSTAL CODE _____

FORMER LOCAL UNION NUMBER _____

Don't forget to register to vote at your new address!

IN MEMORIAM

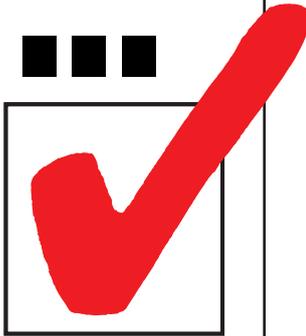
PBF Death Claims Approved for Payment in January 2007

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
1	Gilmore, D. L.	6,250.00	38	O'Neill, D. E.	2,937.58	126	Thompson, P. I.	1,500.00	303	Nourse, D. C.	6,250.00
1	Kraudel, R.	3,000.00	38	Sikula, R. D.	3,000.00	126	Weaver, W. D.	3,000.00	304	Cook, R. W.	2,939.18
1	Kreienheder, M. F.	3,000.00	38	Stredney, K. T.	2,913.00	130	Brown, K. H.	6,250.00	304	Egbert, A. C.	12,500.00
1	Malone, H. W.	3,000.00	40	Bearden, W. R.	2,916.00	134	Beck, W. H.	3,000.00	306	Lawless, K. G.	3,000.00
1	Theiss, G. J.	3,000.00	41	Jerard, T. J.	2,963.59	134	Biancalana, M. P.	4,591.76	306	Spicer, R. C.	2,939.18
2	Falkiner, W.	3,000.00	41	Wahl, F. E.	3,000.00	134	Cunningham, H. E.	3,000.00	306	Walker, J. L.	3,893.80
2	Pelton, D. B.	6,250.00	42	Grinchis, J. J.	3,000.00	134	Dancho, G. T.	3,000.00	309	Twidwell, C. E.	2,868.96
3	Clue, L. L.	6,250.00	42	Hahn, J. M.	3,125.00	134	Deigan, W. J.	3,000.00	313	Holler, E. R.	12,500.00
3	Daly, D. J.	3,000.00	42	Lee, W. W.	3,000.00	134	Engelsman, R. H.	3,000.00	313	Zelo, T. J.	3,000.00
3	Delaney, D. E.	6,250.00	44	Brodock, R. L.	2,948.79	134	Groch, T. L.	3,000.00	340	Lewis, H. G.	2,920.00
3	Depreta, A. J.	3,000.00	44	Hegge, N. L.	12,500.00	134	Gunderson, R. L.	3,000.00	340	Stelling, A. W.	1,475.00
3	Forshey, H. J.	6,250.00	46	Gracey, R. J.	3,000.00	134	Hamilton, J. T.	3,000.00	342	Cobb, A. W.	1,500.00
3	Geidel, R. J.	3,000.00	46	Hickman, E. K.	1,000.00	134	Ingolia, C. R.	12,500.00	343	Guggenberger, V. A.	2,928.92
3	Gooden, D. H.	3,000.00	46	Hobbs, J. L.	6,250.00	134	Kanarowski, F. V.	2,438.34	343	Naylor, E. E.	3,000.00
3	Harrison, D. R.	2,848.00	46	Piccolo, J. J.	2,964.79	134	Kinzie, R. F.	2,930.00	348	Cooper, G. A.	3,000.00
3	Heit, E.	3,000.00	46	Rice, R. R.	2,916.78	134	Mack, H. J.	2,934.00	349	Armstrong, D. E.	8,333.34
3	Jimney, A.	2,968.05	47	Tomberlin, J. H.	3,000.00	134	Mansfield, M.	3,000.00	351	Littley, L. J.	2,981.29
3	Kalish, S. C.	6,250.00	48	Bohlmann, H. A.	3,000.00	134	McElligott, E. P.	3,000.00	351	Maury, M.	2,928.50
3	Kreitzer, J. H.	2,840.00	48	Brooks, G. C.	3,000.00	134	Mizerack, S. P.	2,962.05	351	Miller, J. J.	3,000.00
3	Mugavero, S. C.	1,412.28	48	Faddis, D. L.	2,965.14	134	Murphy, S. A.	6,250.00	351	Needham, E. S.	3,000.00
3	Mundt, C. J.	3,000.00	48	Lawrence, R. L.	3,000.00	134	Ohara, P. J.	3,000.00	353	Halward, J. E.	3,389.26
3	Pimentel, D.	2,955.19	48	Thames, C. W.	2,937.98	134	Porto, A. J.	2,981.61	353	Lummiss, J.	3,000.00
3	Rankin, R. R.	6,250.00	51	Young, W.	3,000.00	134	Quinn, R. A.	3,000.00	353	Smyth, N.	3,000.00
3	Scarangela, A. M.	3,000.00	53	Honeywell, H. E.	2,881.58	134	Shappert, H. W.	3,000.00	357	Trudell, R. E.	2,933.58
3	Sheingom, G.	3,000.00	58	Carpenter, L. F.	3,000.00	134	Swanson, E. J.	3,000.00	359	Gates, H. H.	2,967.99
3	Sobel, S. H.	6,250.00	58	Diem, F. E.	2,950.79	134	Thoms, R. E.	6,250.00	363	Conklin, M. F.	6,250.00
3	Spaziant, M.	3,000.00	58	Emerson, P. L.	3,000.00	136	Marshall, H. E.	6,250.00	364	Valaisis, S.	3,000.00
3	Sprague, D. E.	2,946.90	58	Hanlon, D.	3,000.00	136	Neal, N. E.	2,939.58	365	Seals, P. L.	5,124.28
3	Upshaw, K. C.	6,250.00	58	Laskowski, J. J.	3,000.00	143	Hackenberger, W. J.	3,000.00	379	Lindley, E. W.	3,000.00
5	Gillispie, K. T.	4,781.50	60	Ulbrich, L. L.	6,250.00	143	Reed, G. D.	3,000.00	387	Trezise, W. H.	3,000.00
5	Levinson, J.	2,840.00	60	Zupancic, P. J.	6,250.00	146	Mulvaney, R.	2,932.78	395	Kern, F. O.	3,000.00
6	Disse, W. G.	6,250.00	66	Haslund, C. G.	3,000.00	153	Hunter, P. V.	3,000.00	400	Neary, F. A.	6,250.00
7	Slosky, M. N.	2,938.00	68	Green, E. E.	3,000.00	159	Mehlretter, R.	3,000.00	429	Horner, J. L.	3,000.00
8	Hood, F. M.	3,000.00	68	Lammers, R. A.	2,083.34	164	Knobloch, A.	3,000.00	430	Gulbrandson, M. R.	3,000.00
8	Nagy, F. R.	3,000.00	70	Taylor, J. H.	3,000.00	164	Zarsky, C. J.	12,500.00	441	Clemente, F. H.	2,967.99
8	Sargeant, R. P.	3,000.00	76	Howard, R. W.	3,000.00	176	Edwards, G. P.	2,400.00	441	Thompson, R. E.	3,000.00
9	McMillin, W. F.	3,000.00	76	Warner, F. J.	3,052.46	176	Prindiville, L. L.	2,956.00	453	Johnstone, N. P.	3,000.00
9	Nesbitt, A. D.	2,828.36	77	Brashears, E. W.	3,000.00	177	Moody, R. W.	3,125.00	477	Hartshorn, W. M.	2,920.00
11	Allen, D. R.	3,000.00	77	Cardwell, C. A.	3,000.00	180	Lara, J. V.	3,000.00	477	Maroda, L. G.	3,000.00
11	Cooper, D. W.	3,000.00	77	Ireland, M. L.	6,250.00	196	Jobe, L. A.	6,250.00	477	Puckett, C. D.	12,500.00
11	Deboer, D. L.	3,000.00	77	Wilson, W. W.	3,000.00	210	Donahue, J. F.	2,903.98	479	Conway, J. T.	3,000.00
11	Dunagan, T. J.	3,000.00	86	Rea, J. W.	3,000.00	212	Bowen, D. L.	6,250.00	480	Tramel, A. L.	2,931.18
11	Gerber, J. R.	3,000.00	94	Costanzo, J.	4,166.66	212	Thinnes, W.	3,000.00	481	Wildrick, R. L.	3,000.00
11	Janeiro, E. M.	2,812.50	96	Durkin, R. J.	2,911.00	213	Elson, H. G.	3,000.00	483	Valor, R. K.	2,935.98
15	Zimmerman, D. F.	2,959.99	98	Hutchins, R. D.	2,908.38	213	LaPierre, M.	2,963.67	488	Kelly, F. L.	3,000.00
17	Gallow, P. L.	2,941.50	98	Mickle, G. R.	3,125.00	223	O'Brien, J. J.	3,000.00	494	Apel, G.	2,975.81
17	Larson, R. A.	3,000.00	98	Murray, M.	3,000.00	223	Rodrigues, A.	3,000.00	494	Crooks, R. J.	2,976.06
20	Seagraves, R. C.	3,000.00	102	Clement, A. B.	2,931.50	226	Welch, J. L.	3,000.00	494	Deppe, L. A.	3,000.00
22	Ritchey, C. D.	3,000.00	102	Collier, W. A.	3,000.00	230	McLaren, T. D.	2,950.00	494	Gaspar, J. F.	3,000.00
23	Alich, G. C.	3,000.00	103	Dwyer, R. E.	2,972.11	233	Holmquist, H. A.	2,977.98	494	Huff, R. L.	3,000.00
24	Fulton, H. W.	6,250.00	103	Kelly, J. W.	2,900.00	234	Pascal, P.	2,928.49	494	Kalk, W. C.	6,250.00
25	Briggs, R. A.	6,250.00	103	Natale, L. W.	3,000.00	249	Dowd, M. E.	3,000.00	499	Bryant, R. E.	3,000.00
25	Mottola, A. R.	3,000.00	104	Lavey, J. L.	3,000.00	265	Berglund, H. E.	3,000.00	502	Fitzgerald, D. R.	3,000.00
26	Bowling, W. J.	12,500.00	105	Brogly, A. W.	3,000.00	265	Rose, O. M.	3,000.00	505	Wood, G.	750.00
26	Hipsley, F. D.	2,880.00	105	Shannon, L. J.	3,000.00	275	White, W.	6,250.00	518	Bell, T. J.	2,496.00
26	Knott, F. E.	3,000.00	108	Murphy, R.	3,000.00	292	Ahlbaum, L. A.	6,250.00	520	Antolovic, I. T.	6,250.00
26	Reitz, W. L.	2,951.46	110	Dean, T. W.	2,918.50	292	Bremel, H. G.	2,949.13	524	Kollar, J. C.	2,894.38
26	Tolley, W. C.	2,814.00	112	Satterlee, A. A.	2,942.79	294	Tessin, C.	3,000.00	530	Flumerfelt, H. E.	3,000.00
26	Zell, J. T.	4,927.00	120	Clark, H. G.	1,500.00	295	Surratt, J. W.	3,000.00	530	Kennedy, S.	2,932.00
34	Graf, E. M.	3,000.00	124	Keough, T. S.	3,000.00	295	Vance, K. B.	3,000.00	540	Williams, S.	3,000.00
35	Radding, I.	2,852.00	124	Rushton, J. W.	3,000.00	300	Frazier, L. G.	3,000.00	544	Beck, J. C.	3,000.00
38	McCloskey, R. J.	3,000.00	125	Gravel, H. C.	3,000.00	301	Nix, R. L.	2,781.00	558	Bowles, H. D.	3,000.00
38	Meitzke, H. J.	2,939.18	125	Thonstad, A. T.	3,000.00	302	Todd, R.	2,947.19	558	Milam, R. M.	3,000.00

Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount	Local	Surname	Amount
558	Stumpe, J. L.	2,918.00	760	Baumann, J. E.	3,000.00	1316	Woodward, S. B.	2,920.50	Pens. (I.O.)	Fine, B.	2,876.00
567	Cobb, E. W.	3,000.00	760	Treece, G. D.	2,960.00	1377	Sangin, P. A.	3,000.00	Pens. (I.O.)	Graham, C. E.	2,680.00
567	Perkins, A. W.	6,250.00	769	Barker, R. T.	3,000.00	1393	Hey, G. A.	1,000.00	Pens. (I.O.)	Greenfield, P. L.	3,000.00
569	Bottorff, G. E.	3,000.00	773	Spencer, C.	3,000.00	1393	Stout, R. D.	3,000.00	Pens. (I.O.)	Hammitt, M.	3,000.00
577	Miller, G. J.	3,000.00	804	Gabriel, T.	3,000.00	1426	Vandrovec, R. E.	2,888.78	Pens. (I.O.)	Hicklin, W. L.	3,000.00
595	Anderson, G. T.	3,000.00	814	Foster, S. P.	6,250.00	1439	Tackett, R. L.	12,500.00	Pens. (I.O.)	Hitchcock, F. E.	3,000.00
595	Dunn, E. J.	3,000.00	816	Parrish, S. E.	2,935.02	1516	Millsbaugh, J. F.	3,000.00	Pens. (I.O.)	Hobbs, J. E.	3,000.00
595	Geiger, W. B.	988.95	824	Benton, R. L.	3,000.00	1531	Garrett, C. T.	3,000.00	Pens. (I.O.)	Johnson, C. R.	3,000.00
601	Wilsky, G. V.	3,000.00	852	Kingsley, T. E.	3,000.00	1531	McMullen, C. B.	3,000.00	Pens. (I.O.)	Keepence, H.	3,000.00
602	Ham, R. E.	3,000.00	852	Wallin, B. E.	3,501.16	1547	Lewis, L. D.	1,500.00	Pens. (I.O.)	Kitch, W. M.	3,000.00
611	Hand, R. C.	3,000.00	861	King, E. D.	3,000.00	1547	Malone, J. P.	2,982.31	Pens. (I.O.)	Kreyer, R. H.	2,644.74
611	Hathcock, B. D.	3,000.00	873	Harting, R. C.	2,886.99	1547	Moralli, P. H.	2,731.30	Pens. (I.O.)	Ladonna, F. R.	3,000.00
613	Turner, W. C.	3,000.00	890	Bartlett, R. H.	3,000.00	1547	Sells, C. H.	2,929.50	Pens. (I.O.)	Lapean, T. H.	3,000.00
649	Ayres, D. S.	6,250.00	903	Kendrick, N.	3,000.00	1547	Strachan, C. G.	3,000.00	Pens. (I.O.)	Lyons, J. P.	3,000.00
659	Gilcrist, R. L.	3,000.00	903	Merrill, K. P.	3,000.00	1555	Steeves, M. C.	6,250.00	Pens. (I.O.)	Malito, C. L.	3,000.00
659	Gross, R. A.	6,250.00	915	Muncy, W. B.	3,000.00	1579	O'Neal, G. T.	3,000.00	Pens. (I.O.)	McClain, A.	3,000.00
666	Sneed, J. E.	3,000.00	948	Deneen, D. D.	3,236.50	1739	Staveley, J.	3,000.00	Pens. (I.O.)	McManaman, G. A.	3,000.00
667	Payne, K. E.	3,000.00	953	Exley, G. W.	3,000.00	2150	Sommer, N. H.	3,000.00	Pens. (I.O.)	Mead, A. W.	3,000.00
676	Copple, J. N.	2,976.90	953	Lamke, H. A.	2,943.99	2150	Sturomski, F. S.	2,820.00	Pens. (I.O.)	Mickow, T.	2,891.18
681	Wilson, E. C.	2,979.83	956	Buisson, R.	2,847.00	I.O. (134)	Coffey, L. R.	4,064.74	Pens. (I.O.)	Neos, S.	3,000.00
683	Hicks, H. R.	2,932.78	968	Rankin, F. T.	3,000.00	I.O. (134)	Gise, W. D.	3,125.00	Pens. (I.O.)	Olson, E. R.	3,000.00
697	Musitelli, G. L.	3,000.00	972	Hughes, D. R.	3,000.00	I.O. (134)	Hannah, E. R.	6,250.00	Pens. (I.O.)	Raleigh, H. R.	3,000.00
702	Gage, H. B.	2,827.17	985	Mitchell, H. E.	3,000.00	I.O. (136)	Payne, H. T.	6,250.00	Pens. (I.O.)	Rettinger, N. A.	3,000.00
702	Patton, C. W.	3,000.00	995	Sudduth, C. L.	3,000.00	Pens. (26)	Baurle, B. J.	3,000.00	Pens. (I.O.)	Ritchie, G. A.	3,000.00
716	Baker, B. C.	2,975.51	1003	Nelson, V. E.	6,250.00	Pens. (835)	Blakeman, W. L.	3,000.00	Pens. (I.O.)	Sadoski, R. S.	2,960.09
716	Beavers, G. A.	2,868.00	1050	Steffen, F. J.	3,000.00	Pens. (1068)	Koziol, S. F.	1,000.00	Pens. (I.O.)	Sather, N. K.	3,000.00
716	Colquitt, O. H.	2,892.50	1186	Ehara, T. M.	3,000.00	Pens. (1788)	Bolton, P. D.	3,000.00	Pens. (I.O.)	Sparks, C. E.	3,000.00
716	Fors, T. G.	6,250.00	1186	Fujinaka, G. N.	6,250.00	Pens. (I.O.)	Adsero, A. A.	3,000.00	Pens. (I.O.)	Waters, J. B.	1,500.00
716	Redding, D. E.	6,250.00	1205	Reed, T. A.	12,500.00	Pens. (I.O.)	Biren, T. M.	3,000.00	Pens. (I.O.)	Williams, R. A.	3,000.00
716	Wheeler, B. N.	3,000.00	1205	Summerville, J. L.	2,778.00	Pens. (I.O.)	Brennan, J. M.	3,000.00	Pens. (I.O.)	Zippel, K. D.	3,000.00
717	Driscoll, J. W.	2,936.00	1245	Trimble, L. K.	6,250.00	Pens. (I.O.)	Busch, P. W.	3,000.00			
728	Campbell, J. W.	3,000.00	1249	Siuta, E.	3,000.00	Pens. (I.O.)	Charbauski, J. V.	2,903.50			
728	Dierck, O. F.	3,000.00	1250	Lorenzen, E.	2,950.00	Pens. (I.O.)	Comer, W. C.	3,000.00			
750	Fairweather, C. E.	2,868.00	1316	Jones, A. R.	6,250.00	Pens. (I.O.)	Emmett, R.	2,940.00			
Total Amount \$1,359,823.85											

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HERE'S WHAT SOME SEASON 1 WINNERS HAD TO SAY:



My trip to Africa was an experience of a lifetime! The scenery and the animals were amazing! Truly a dream come true.

-Brandon Dobbins, IBEW Local 613



It was the ultimate adventure experience. Unbelievable! I will always remember this and am truly thankful I had the opportunity to participate. Way beyond what I expected.

-Scott Karelsen, IAM Local 751



My trip to Cabo was a fulfillment of a lifelong dream and to have my father accompany me on the trip made it that much more sweet.

-Rocky Raimondi, NYFD, IAFF Local 94

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SEASON 2

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DEADLINE: APRIL 15, 2007

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You Get the Picture

It's back. After a year off, the IBEW photo contest is again seeking your photos of life as an IBEW member. Photos do not have to be new, but they must have an IBEW theme, be it an IBEW member at work, at a union activity or an image of the industry. (See complete rules below.)

In the past, our photo contests have reflected the impressive field of this membership's photographic talent. Winners will be printed in the autumn 2007 issue of the Journal. So send us your best shot.



PRIZES

1st Place—\$200

2nd Place—\$150

3rd Place—\$100

Honorable Mention—\$50

(Note—There will be as many honorable mentions as the judges deem worthy.)

RULES

1. The photo contest is open to active or retired IBEW members only. The person submitting the photograph must be the one who took the photograph.
2. International Officers and staff are not eligible.
3. Submissions can be in color or black and white, on slides, 300 dpi tiff file, or glossy prints. The preferred print size is 8x10.
4. All submissions become the property of the IBEW Journal and Media Relations Department.
5. Photos must have an IBEW theme of some sort, with IBEW members at work, engaged in a union related activity, or still subjects conveying images of the electrical industry or the union.
6. If members are featured in the photo, they should be identified. If large groups are pictured, the name of the group or purpose of the gathering (e.g., a safety committee, a lineman's rodeo, a union meeting) can be submitted in place of individual names.
7. Photos previously published in the *IBEW Journal* are not eligible for submission.
8. Please fill out the IBEW CONTEST ENTRY FORM and affix it to each photo you submit for the contest, and mail photo(s) to the *IBEW Journal* Photo Contest, 900 Seventh Street, N.W., Washington, D. C. 20001.
9. All entries must be postmarked no later than September 4, 2007.



IBEW CONTEST ENTRY FORM

Name _____

Address _____

City & State/Province _____

Zip/Postal Code _____

Local Union No. _____

IBEW Card No. (IMPORTANT) _____

Home Phone No. _____

Fill out this form and attach it to the back of each entry and mail to:
The *IBEW Journal* Photo Contest, 900 Seventh Street, N.W.,
Washington, D.C. 20001.



5,702 killed by job injuries in 2005 | 50,000 workers die each year from occupational diseases | Hispanic worker job deaths at all-time high | Coal mine deaths doubled in 2006 | 9 million health care workers face pandemic flu threat | 8.5 million public employees have no OSHA protection

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