



Convention HIGHLIGHTS

Delegates Approve Increased Funding for General Fund, PBF



Anchorage, Alaska, Local 1547 Business Manager Mike Hodsdon spoke in favor of the proposed per capita increase. The officers' presentations, he said, made clear the need for additional support.

Delegates to the 39th International Convention took action Tuesday to support the IBEW general fund and to ensure the health of the Pension Benefit Fund for "A" members.

International Secretary-Treasurer Salvatore "Sam" Chilia delivered an overview of the financial status of the general fund and the PBF.

Delegates then unanimously adopted the recommendation of the Law Committee to amend the IBEW Constitution and increase per capita by \$2 over the course of the next five years and PBF contributions by \$3 a month over the same period.

"Our goal is 100 percent market share in the IBEW, and we need to build the coffers and expand our resources to do that," said President Lonnie R. Stephen-

son. "Foremost in our minds at all times is that we maintain our standing as the premier union, able to do the work that needs to be done, and representing our current and future membership at the highest levels."

The Law Committee recommended amending Article IX, Section 2 of the IBEW Constitution to reflect a \$1 per month increase in per capita payments starting Jan. 1, 2018, and again on Jan. 1, 2020.

"As our forefathers protected our future, it's important that we protect the future of those coming behind us," said Fredericton, N.B., Local 37 President Stephen Hayes.

Chilia returned to the podium to talk about the "one-of-a-kind" nature of

Speakers for Wednesday

Chris Koster
Missouri Attorney General

Richard Trumka
AFL-CIO President

Steve McMahon
CEO, Purple Strategies

Mark Crosswhite
CEO, Alabama Power

PANORAMIC PHOTO

The panoramic photo will be taken during the lunch recess today.



the IBEW's Pension Benefit Fund, which is entirely funded by "A" member dues.

The PBF may not be the largest, he said, but its retirement and death benefits are significant and remain "a symbol of the vision and determination" of IBEW leaders long ago.

Pointing to dramatic increases in the PBF's solvency since the last convention in 2011, Chilia noted that there is still work to do to reach 100 percent funding. Currently, the PBF has more than 360,000 active members and 111,000 retirees, paying out \$134 million in benefits annually.

Resolutions Committee Debuts with Code of Excellence 2.0

In the first resolution debated on Tuesday, delegates unanimously voted to affirm their collective pledge of hard work and integrity that sets the IBEW apart in the workplace: the Code of Excellence.

Resolutions Committee Chair Alice Phillips, business manager of Tacoma, Wash., Local 483 and committee Secretary John Fernandes, business manager of Meriden, Conn., Local 457 introduced Resolution No. 1, submitted by International President Lonnie R. Stephenson and International Secretary-Treasurer Salvatore “Sam” Chilia, to renew commitment to the Code of Excellence program and its core values: safety, professionalism, accountability, effective relationships and quality, or SPARQ.

“This convention provides a timely opportunity for all IBEW locals to renew their commitment to the Code of Excellence and the purposes for which it was developed and implemented,” said Stephenson and Chilia in a submitted statement.

Larry Tscherne, business manager of Toledo, Ohio, Local 245, said they implemented the Code across all branches and it’s been embraced by employees and management alike.



Resolutions Committee Chair Alice Phillips introduced the committee’s report with a resolution affirming an institutional commitment to the Code of Excellence.

Teresa Johnson, president of Seattle Local 89, said they present the Code during employee orientations.

“Our members are able to provide quality work in a safe and professional environment from day one,” Johnson said.

The Code of Excellence is specialized for the different IBEW branches, but holds values that unite all of the Brotherhood’s 725,000 members. Those values are SPARQ:

- Safety
- Professionalism
- Accountability
- Relationships
- Quality

SPARQ debuted before nearly 2,000 delegates in a video shown during

the morning’s proceedings. It’s part of Code of Excellence Core Training Program. The program, spearheaded by Stephenson, is designed to ensure that all IBEW members can articulate and demonstrate the values of the Code.

“SPARQ represents the core values of the Code of Excellence. It’s a simple acronym that stands for the promise we make every day as IBEW members when we go to work, regardless of the job site,” said Director of Education Amanda Pacheco.

Implementation will go through business managers, with goals set by the local, Pacheco said. There will also be a quarterly newsletter with industry-specific information and follow-up to gauge progress.

Member Attends 14th Convention

Salisbury, Md., Local 1307 retiree Tom B. Willey is 88 years old, a former lineman and international representative who retired in 1986.

At Friday’s reception for retired officers and international representatives, he proudly accepted his 70-year pin presented by International President Lonnie R. Stephenson.

The 39th Convention in St. Louis

is his 14th; his first was in 1954 in Chicago. “This is one of the best conventions I’ve been to yet,” he said.

He started his career in 1946 as a lineman for the Eastern Shore Public Service Co. (now owned by Delmarva Power). He served the Fourth District as an international representative for 27 years.



Delegate Debate on Resolutions Begins

Delegates considered resolutions presented to the membership by the Resolutions Committee, chaired by Tacoma, Wash., Local 483 Business Manager Alice Phillips. Meriden, Conn., Local 457 Business Manager John Fernandes serves as secretary.

After discussion by delegates, the following action was taken:

Passed Resolutions

Delegates approved the committee's recommendation of concurrence for the following resolutions:

Resolution No. 1: Renewed a commitment to the 10-year-old Code of Excellence and states it is necessary to continue the IBEW's growth into the future.

Resolution No. 2: Reaffirms the IBEW's dedication to organizing, calling it especially important in light of the continued decline in the percentage of unionized workers and the rise in the number of right-to-work states.

Resolution No. 5: Encourages local unions to support business development programs and to work in close cooperation with signatory contractors to exceed customers' expectations.

Resolution No. 6: Reaffirms the IBEW's long-standing relationship with Helmets to Hardhats, a nonprofit organization that aids military members transitioning from active duty into a job in the construction industry.

Resolution No. 7: Reaffirms the commitment to VEEP – the Veterans Electrical Entry Program, which helps veterans who have left the military gain entrance into an apprenticeship program. The resolution also calls on the IBEW to work with the National Electrical Contractors Association and the Electrical Training Alliance, the IBEW's training partner for more than 70 years, to assist locals in providing training programs for veterans.



Convention delegates have their say about resolutions under consideration.

Resolution No. 8: The IBEW renewed its commitment to Electrical Workers Without Borders, a nonprofit organization that works to develop an electrical infrastructure in developing nations and regions struck by a natural disaster.

Resolution No. 9: Encourages members who enjoy hunting, fishing and spending time in the outdoors to participate in the Union Sportsmen's Alliance, the nonprofit, union-dedicated conservation organization for outdoor enthusiasts. The resolution said the group helps unite the labor movement and the committee noted that one local has secured work on a large retail development due to its involvement in the alliance.

Resolution No. 10: Encourages locals to make full use of all political tools made available by the International Office and AFL-CIO, especially during an election year. The resolution lists several tools locals can use to help elect labor-friendly candidates.

Combined resolutions

Resolution No. 3: Calls on the IBEW to develop a public education program focused on the value of public sector workers in the United States and Canada and encourages local to organize and support those workers.

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DISTRICT PHOTOS

Third and Seventh vice presidential district photos will be taken at 8 a.m. today on the bleachers at the rear of the convention hall.

Ninth District photos will be taken Wednesday immediately after the close of the session.

Linking Labor Across the Atlantic

Paddy Kavanagh, general secretary of the Technical Engineering and Electrical Union in Ireland, addressed delegates Tuesday with a recognition of the Irish roots that helped build the North American labor movement and the continued solidarity the countries share today.

“By and large the problems faced by the IBEW in the U.S. and Canada are similar to the issues we face in Ireland,” Kavanagh said. “The question we must ask ourselves is how we can meet these challenges as modern, innovative and organized trade unions.”



Hill: Clinton 'Committed to Our Core Values'

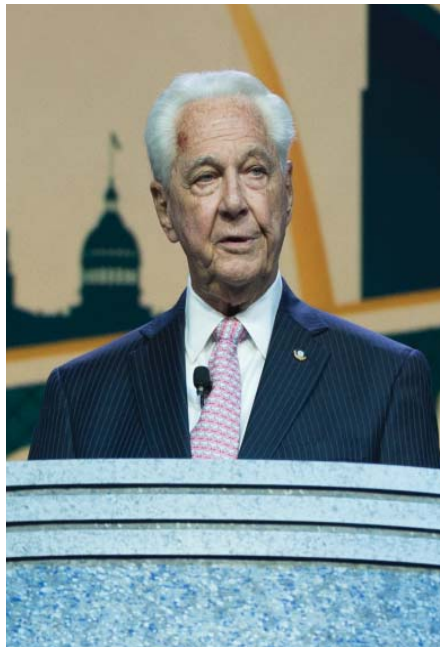
President Emeritus Edwin D. Hill thanked delegates for electing his successor and advised them to guard against complacency leading up to the presidential election.

"You cannot imagine the feeling of belonging here in this room," said Hill, who said he is attending his 10th International Convention. "It has moved me more than I can say. There is no place on earth I would rather be right now than here with all of you."

Hill retired in June 2015 after 15 years as president; the International Executive Council chose then-Sixth District Vice President Lonnie R. Stephenson to replace him at Hill's recommendation. Stephenson was elected to a five-year term during the convention's opening session on Monday.

"When a person begins to consider retirement ... they think long and hard about a successor, taking into consideration everything from personality to determination to conviction," Hill said during a Tuesday afternoon speech. "I followed that process as best I could and I chose wisely."

Later, Hill reminded the delegates of the importance of organizing, getting involved in their communities and standing up for their members. But he put extra emphasis on political action



and urged them to work to ensure Hillary Clinton is elected.

"This is a woman who has been a friend to the IBEW since her days as first lady," Hill said. "When she ran for the Senate, we were with her, and she proved to be one of our best allies on Capitol Hill. She is smart, she is tested, she is committed to our core values and as prepared as anyone in history to be President.

"And, if I may remind you of something that we are all taught on our very first day and in our very first union meeting, brothers and sisters: Support our friends and defeat our enemies."

Delegates Approve Increased Funding for General Fund, PBF

(cont'd. from p. 1)

IBEW leaders recommended ensuring the future of the PBF by implementing a modest increase to "A" member contributions, starting with \$2 per month additional on Jan. 1, 2017, and another \$1 per month on Jan. 1, 2019.

The Law Committee recommended adoption of the amendment and the delegates unanimously concurred.

Doing this doesn't get us all the way there, Chilia said, but it keeps the PBF on solid footing and well-positioned to take advantage of membership growth and strong investment returns in the future.

Speaking in support of the increase, Victoria, B.C., Local 230 Business Manager Phil Venoit said the "cup-of-coffee" sized increase over five years is a small price to pay for the important financial cushion the PBF provides IBEW retirees. "Don't consider this a hardship," he said. "It's really taking \$3 from your front pocket and putting it in your back pocket for when you're really going to need it."

OBAMA SENDS SUPPORT OF IBEW

On Tuesday morning, International President Lonnie R. Stephenson read a proclamation from President Obama, who was unable to attend. "Since the first surge of electricity flowed through the incandescent lamp, hardworking men and women have done the sometimes grueling yet necessary task of electrical work," Obama wrote. "The IBEW's efforts to ensure electrical workers get the rights and opportunities they need to thrive in a changing economy remind us of our obligation to support those who give their all to keep our country going."

Delegate Debate on Resolutions Begins

(cont'd. from p. 3)

The resolution was combined with Resolution No. 4, which noted the increased attacks on public sector workers in both the United States and Canada at all levels of government. The committee noted that it was part of a coordinated attack going back to the Reagan administration's firing of the striking air traffic controllers in

1981. The resolution states the IBEW will do everything in its power to defend public sector workers and their right to organize.

The amended resolution was passed by the delegates.