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‘THE PERFECT STORM?’

Skilled Worker Shortage Looms for Construction Branch



▲ *The coming construction recovery means a potential shortage of skilled electrical workers—a gap IBEW-NECA training facilities like Sacramento, Calif., Local 340’s training center is working to fill.*

National Joint Apprenticeship Training Committee Director Michael Callanan has news that many IBEW members might find hard to believe.

“Six or seven years ago, I was warning that because of the graying of the baby boom generation and not enough recruits to the apprenticeship program, construction was facing a perfect storm,” Callanan said. “The recession may have delayed it, but the problem is still out there.”

With construction unemployment still running upward of 14 percent, the idea that there will be a shortage of skilled labor seems almost implausible. But many industry analysts and IBEW leaders say that is exactly what we are facing unless major changes are made.

In fact, says Callanan, the Great Recession, which forced tens of thousands of experienced workers out of the industry while dropping new apprenticeship recruitment to record-low levels, has intensified the coming labor crunch.

It’s a problem that threatens not only the nascent economic recovery but the future of the IBEW,

WORKER SHORTAGE *continued on page 2*

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Construction Branch Faces Skilled Worker Shortage

Continued from page 1

said International President Edwin D. Hill.

"If we can't provide contractors with a steady stream of skilled labor, we won't get the jobs and our market share plummets," he said. "Unless we replenish our ranks with the next generation of workers, our future is limited."

Energy, Data Driving Boom

Eleventh District International Representative John Bourne, who's charged with helping supply contractors with IBEW workers for upcoming projects, said he sees billions of dollars in new work coming down the pike.

"In Iowa we've got three multi-million dollar fertilizer plants coming, and on the Gulf Coast, we're looking at some huge projects," he says.

Government data bears him out. The federal Bureau of Labor Statistics reports that the number of electrician jobs will grow by 23 percent between now and 2020; McGraw-Hill Construction found that nearly half of all general contractors say they are worried about recruiting enough skilled tradesmen to meet the coming demand.

Bourne says that the dramatic increase in natural gas and oil drilling—from the shale regions in the Midwest and the Great Plains to offshore—are driving billions of dollars in new investments.

The Gulf Coast is expected to get more than \$150 billion in oil- and gas-related projects between 2014 and 2018.

And increased demand for data storage—driven by the growth of online giants Google and Facebook—means new data centers throughout the country.

Facebook has plans for a new center in Des Moines, Iowa, while Google plans to build a second facility in Council Bluffs. A Facebook data center started in North Carolina last year put hundreds of IBEW members to work for more than two years.

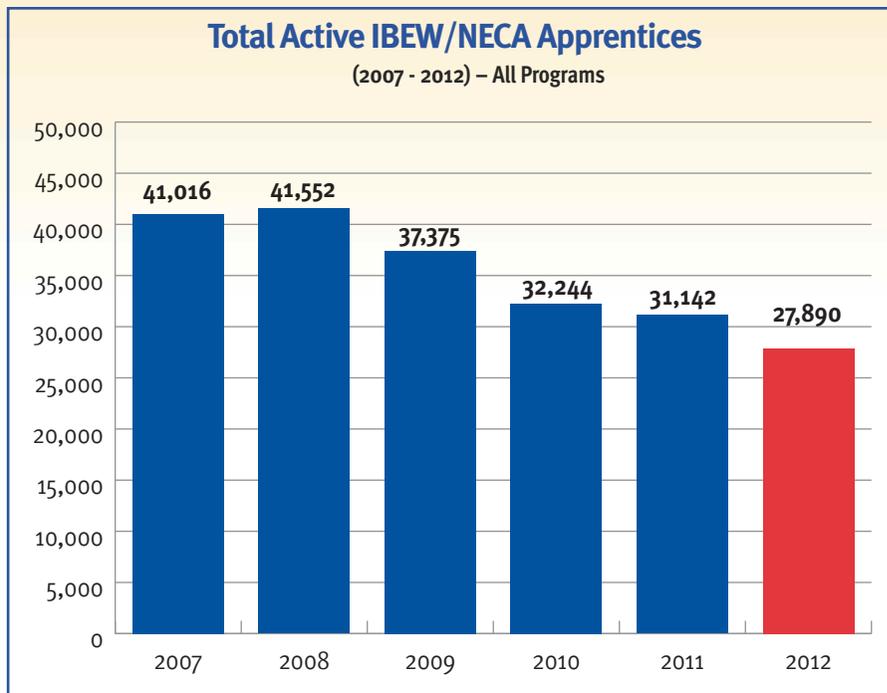
Indiana, like many industrial mid-western states, was particularly hard-hit by the recession, but Terre Haute Local 725 Business Manager Joe Kerr says he sees the potential for the local job market to return to pre-recession conditions, when nearly everyone was off the books.

"If all these projects they say are going to get off the ground happen, then we will definitely be tight on manpower," he says.

McGraw-Hill Construction predicts that by 2015, nonresidential construction starts will be 73 percent higher than 2011 levels.

While good news for workers on the bench, if even half these projects become a reality, the work force might not be there.

The Construction Users Roundtable has projected that there will be a short-



The number of registered IBEW apprentices took a big hit during the Great Recession, but IBEW training centers like Local 26's in Washington, D.C.—which was toured by President Obama in 2010—are boosting their training offerings to recruit the next generation of electricians.



age of 2 million commercial construction workers by 2017, making manpower one of the industry's top concerns.

Construction Crunch

The coming crunch is the result of two factors.

First, the existing construction work force is growing grayer by the year. The average age of a construction worker went from mid-30s in 2006 to mid-40s in 2011. At the same time, the number of workers over 55 will go from 20 percent of the work force to 25 percent by 2020.

The second is the major drop-off in apprenticeship training—more than 25 percent in some areas—that occurred during the 2008-09 recession.

"We're down anywhere from 12,000 to 15,000 apprentices—the lowest I've seen in my career," says Callanan.

While not an immediate crisis in many areas, particularly in those regions still stuck with double-digit unemployment, the signs are there. And it is an issue the IBEW must tackle if it wants to remain relevant in the industry.

Construction already had an image problem, derided by many career counselors, education officials and parents as a dead-end.

"The schools have been stuck with this no-child-left-behind mindset that says everyone must go to a four-year college," says Callanan. "Well, college isn't for everyone and construction can be a lucrative career path."

And despite some positive words from President Obama about apprenticeship programs, federal policy is still overwhelmingly focused on supporting four-year universities.

As former White House policy adviser Stuart Eizenstat and American University economics professor Robert Lerman pointed out in a May 3 Washington Post column, government spending on colleges and universities tops \$300 billion a year. Apprenticeship programs get less than \$40 million.

The rise of nonunion construction, which has driven down wages and benefits, has also hurt the industry's reputation, tarnishing it as low-paid and dangerous.

Where decent pay and benefits remain the norm, construction should be an attractive career option.

In union-dense New York City, for example, as reported by both the Wall Street Journal and the New York Times recently, young workers camped out on the sidewalks for days for a chance at a

union apprenticeship.

"They're offering a career, benefits and a chance to make everyone around me proud," one 19-year-old applicant told Wall Street Journal reporter Justin Rocket Silverman. "If you know how to save your money, you'd be rich at the end of your career."

The nonunion sector invests substantially less in training. In 2011, the anti-union Associated Builders and Contractors only invested \$28 million in apprenticeship programs, compared to the building trades' \$750 million.

Growing the Work Force

While many business managers are hesitant to recruit without being able to guarantee steady employment, Callanan says the IBEW's weakness in the 18-29-year-old demographic means that putting off the future is no longer an option. That reluctance could start costing the IBEW work.

"Our focus has to be on putting people back to work, but we must have the manpower available to get jobs in the first place," he says.

Terre Haute Local 725 has developed a successful track record when it comes to attracting new apprentices—even during some of the recession's

toughest days—graduating its largest class ever this spring.

The secret, says Business Manager Kerr: outreach.

"We keep up our visibility in the community," he says. The local is active in community affairs, playing a prominent role in many local charities. Their members are engaged with the media, getting positive coverage for the IBEW in the newspapers and on TV.

"People know who the IBEW is, and what we do," Kerr says. Local 725 is present at high school career fairs and works with local National Guard units to find quality recruits.

"Younger people coming into the work force need to know that we are an option," he says.

More aggressive bottom-up organizing efforts, including the use of alternative classifications like construction wiremen and construction electricians, are also helping to bring in younger workers to the IBEW and boost their skills.

"Almost 20 percent of this year's graduating class came in through organizing," says Kerr.

More than 30 percent of the apprentices at Santa Anna, Calif., Local 441 come out of the CW/CE program.

In Michigan, Detroit Local 58 works with city and state officials to help prepare workers for the often rigorous training that comes with an apprenticeship.

Access for All and the Detroit Registered Apprenticeship Pilot Program are pre-apprenticeship readiness programs that put applicants through a drug testing and basic skills assessment to prepare them for the five-year trade's curriculum.

The program also provides financial assistance, including help with books, tools and transportation.

It's a win-win, says Gary Polulak, training director of the Detroit Electrical Industry Training Center.

"It brings us a higher level of apprentice while it helps the city put residents to work," he says.

Renewable Futures

A major component of the coming skills shortage is the green worker shortage. According to McGraw-Hill, more than 90 percent of general contractors say they are worried about a shortage of workers trained in renewable technologies and green building techniques.

And the deficit is growing fast. By 2015, green building will account for nearly half of the commercial construction market.

"In Michigan, the main thing we are seeing is an increased need for specialized skills," says Jennifer Mefford, director of business development for the

Calif. Local 595 Opens the Zero-Emissions Training Center

Southeastern Michigan Labor Management Cooperation Committee. "And green skills are continuing to increase in demand."

The center has beefed up its renewable and energy efficiency training programs, offering courses in building automation and advanced lighting controls. It also offers certification in photovoltaic and electric vehicle charging station installation.

With manufacturing leaner and more cost-conscious than ever, Michigan industry is looking to cut costs by making its plants more energy efficient. And companies are reaching out to the IBEW for help.

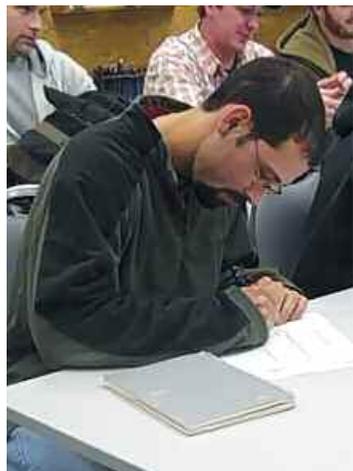
"Several large manufacturing facilities have called me directly asking if we had any contractors which specialized in lighting retrofits, advanced control systems and additional energy efficiency measures," Mefford says.

Polulak says that the IBEW has to diversify its training programs to meet industry demand. "Today's members have to know a lot more and handle much more sophisticated technology than those from previous generations."

Callanan says that promoting green energy may be one of the best ways to connect with the millennial generation entering the work force. "A lot of them want to feel like they are doing something to make this planet better, so the sustainability aspect of the trade might be our best sell."

"But we also must let the industry know that you don't need a new renewable work force to do this," he says. "The IBEW and the National Joint Apprenticeship Training Committee are equipped to do this work now and in the future."

"No matter what the future may bring, we are committed to working with the IBEW and our signatory contractors to meet the needs of our customers in the ever-changing and dynamic electrical industry." ■



Promoting high-tech, renewables training is one of the best ways to attract the millennial generation to the IBEW, says the NJATC's Callanan.

Dublin, Calif., Local 595's new training center opened May 30, instantly becoming one of the most efficient and technologically advanced buildings in the country and the first commercial building retrofit to be recognized by the U.S. Department of Energy as "zero net energy."

Over the course of a year, the Zero Net Energy Center produces as much energy as it uses by generating energy from solar cells and wind turbines on and around the building and by radically reducing the energy use—75 percent less than similar existing commercial buildings.

Speaking to a crowd of more than 500, Gov. Jerry Brown said the 46,000 square-foot facility is the wave of the future.

"This is really big," Brown said. "We need thousands of these buildings ... creating millions of new jobs."

State Senate Majority Leader Ellen Corbett said the center sets the standard for the world.

"It offers the East Bay something to boast about to the state and the nation," Corbett said.

Local 595 Business Manager Victor Uno said the event was a fantastic opportunity to demonstrate the skills and values of the IBEW.

"We wanted to build a new facility that showed more than the skills and knowledge of our IBEW members," said Uno. "We wanted to demonstrate our commitment to energy conservation and sustainability. We are helping to move California's energy policies forward."

America's 120 million buildings use 72 percent of the nation's electricity, and more total energy than manufacturing or transportation. Six years ago, the California Energy Commission released new building standards requiring all new commercial construction to match the zero-net standard by 2030.

Uno said he and Training Director Byron Benton wanted to make sure Local 595's members were on top of the on-site power generation, building automa-



tion and efficiency technologies that would make that goal possible. But there was a problem: they didn't fit the existing training center. It was too small.

The decision was made to start over

and build the technologies they wanted to teach about into the very building where they would do the teaching.

"This isn't about powering up. We powered down," Uno said. "This is where

The solar panels and helical wind turbines of Dublin, Calif., Local 595's new training facility, the Zero Net Energy Center.

we need to go for energy independence and to comply with California policy, and with this building, it is where we are."

Uno says Local 595 is sending a message to Bay Area businesses that IBEW electricians are part of the region's embrace of next generation building technologies, but he insists it is a message that any local can use.

"We do automation and lighting control. We do renewable energy generating," Uno said. "This is IBEW work." ■

IBEW Negotiators Score Win for Iowa Rockwell Collins Workers

More than six weeks of negotiations between the IBEW and avionics manufacturer Rockwell Collins yielded victory for the nearly 2,000-strong Iowa work force May 4, when members overwhelmingly ratified a new five-year contract.

The agreement covers members at Coralville Local 1634 and Cedar Rapids Local 1362 who build, test and maintain high-tech products for national defense systems and commercial industries.

Gains include 2.5-percent wage increases for the life of the contract, which is above average for the industry. The company will continue to match contributions on 401(k)s. New hires will continue to be eligible to participate in the 401(k) plan on day one, and will also be included in the company's hourly pension benefit plan, which was stripped more than a decade ago from the company's thousands of nonunion employees.

"These gains came as a result of having an engaged and informed negotiating committee that stood strong together and knew that by raising our collective voices, these jobs will remain solid, middle-class careers," said lead negotiator Randy Middleton, who is the director of manufacturing at the IBEW.

Management also agreed to implement the IBEW's Family Medical Care Plan on Jan. 1, 2014. This plan provides top-shelf health, prescription, dental, vision, disability, accident and life insurance coverage for members, their beneficiaries and covered dependents. "It's a significant improvement over what the



Iowa IBEW members working for avionics manufacturer Rockwell Collins recently ratified a new five-year contract covering nearly 2,000 employees.

Photo credit: Photo used under a Creative Commons license from Flickr user cclark395

company was offering, which was a high-deductible health plan that would have kicked up costs for the work force," Middleton said.

Negotiators also secured better, more comprehensive health care coverage for retirees aged 55-65, while beefing up the company-wide wellness program to ensure greater benefits for members while keeping costs low. Other gains include a longevity bonus, improved shift differentials and vacation rollover for the membership.

Negotiators got an added push from a company-wide newsletter—crafted by the IBEW Membership Development Department and the negotiating committee—mailed to Rockwell Collins employees in Iowa, Texas and Florida. The newsletter included bargaining updates, reports on possible company plans to reduce health care benefits and more, while highlighting the IBEW members' vital contributions to volunteerism in the community.

The committee also launched a Web site called IBEWRocks.com to keep employees updated on negotiations.

"Working at Rockwell Collins and being a member of the IBEW gives me a better life for my family," said Local 1634 member Freedom Sims in a video on the site.

The contract also covers nearly 150 members of the International Union of Electronic, Electrical, Salaried, Machine and Furniture Workers/Communications Workers of America (IUE-CWA) in Richardson, Texas.

Negotiators said that the new agreement proved mutually beneficial, especially in a time of increasing outsourcing in the manufacturing sector.

"Rockwell was fair at the table," Middleton said. "We had our differences, but now our job is to keep doing what we do to help the company be successful while continuing to build our labor/management relationship."

"At the end of the day, it's a good contract—and it shows that Rockwell Collins cares strongly for their work force and for keeping well-paying, middle class jobs in Iowa," Middleton said.

More information is available at www.IBEWRocks.com. ■

How It Reaches Net-Zero:

- Windmills and solar panels produce up to **139 kilowatts of power**
- **75 percent** reduction in energy use compared to similar U.S. buildings
- **50 percent** lighting energy reduction
- **80 percent** HVAC energy reduction
- **90 percent** computer energy reduction
- **29 percent** energy use reduction compared to new commercial construction in California

EWMC Honors Legacy, Empowers Young Workers

Eric Brown often thinks about the legacy of founders and visionaries as he scans the faces and absorbs the swelling energy and spirit that have come to personify the national conferences of the Electrical Workers Minority Caucus.

"The founders of the caucus," says Brown, the 55-year-old treasurer of Los Angeles Local 11, "knew that to genuinely overcome discrimination within the IBEW, they needed to be progressive, active and establish their own model of inclusiveness."

Brown now draws inspiration not just from the courage of the overwhelmingly African-American activists who formed the caucus in 1974, but from an expanding contingent of young workers and the EWMC's own youth caucus that reflects the diversity of today's work force.

"Sometimes when members see the word 'minority' in our name, they don't realize that we have members of all races and nationalities and that we are working for all members of the IBEW," says Michelle Penny, recording secretary of the youth caucus, who topped out in 2012 as the first African-American woman to receive a journeyman wireman ticket in San Diego Local 569.

With thousands of local union leaders nearing retirement age, the EWMC is playing a critical role in educating young members in the history of the IBEW and passing on tools to help them lead new efforts in organizing and serving the members. But the caucus is also helping give the young members a voice that veterans like Brown say it's time for more senior members to listen to.

The movement of young workers for a stronger voice in the IBEW and the labor movement doesn't face the momentous obstacles of their predecessors like Gus Miller, an EWMC founder who was barred because of his race from getting a journeyman's card, but whose perseverance later won his ticket and 17 years on the executive board of Portland, Ore., Local 48.

But the development of EWMC's youth caucus in 2010 is following the footprints of its parent organization on the road to strengthening the IBEW's reach and power by developing a more inclusive internal union culture.

Mentoring

The EWMC's ethos, rooted strongly in African-American history, has set an important model for mentoring young IBEW members of all nationalities and backgrounds, giving them practical tools to employ in their home locals.

Founders of the EWMC looked to build an even stronger ladder for others to climb by passing on experience gained in struggle: "each one teach one."



Many members of the Local 11 Youth Caucus attend Organizing Committee meetings.

"In the EWMC, young members are surrounded by veteran activists who want them to succeed," said Carolyn Williams, Director of IBEW's Civic and Community Engagement Department.

Epifanio

"Eppie"

Martinez,

assistant busi-

ness manager

of Denver

Local 111, a

journeyman

lineman and

member of the

youth caucus,

was recently elected to the EWMC's

executive committee. The product of a

union plumber father and a public

employee union mother, Martinez

understood the need for strong unions

in the workplace. But he credits the

mentors in his local union's EWMC

chapter—the only one in the IBEW's

Eighth District—and the group's

national conferences for helping him

strap on the political and leadership

tools needed to succeed in the IBEW.

"I learned how to conduct meet-

ings, improved my public speaking and

got practice that I used in my local union

as a shop steward, member of the

apprentice and safety committees and

executive board member," says

Martinez, now 38.

Mike Byrd, Local 111's business

manager, factored Martinez's success in

building the local's EWMC chapter into his

decision to appoint him as an assistant.

"Eppie was so involved with

young workers," says Byrd, who credits

Martinez with helping to transform the

local's EWMC chapter from "a few guys

meeting infrequently to 25 members

meeting every month." Martinez, who

Byrd says, "sponges up" knowledge of

the union, also showed that he could

bridge the interests of younger and

older workers.

Adrian Saucedo, 36, vice chairman

of the EWMC's youth caucus, has served

as a Houston Local 716 organizer for 10

years. He says EWMC doesn't just



Epifanio Martinez

encourage participation by young workers, but "stays on the offense, looking for 'standouts'—members they would like to see 'on their crew'—just like a foreman would on a construction site."

Constructive Dialogue

The EWMC's history of bringing resolutions to the floor of the IBEW Convention, opening up dialogue and dealing constructively with controversy has been a template for leaders of the young workers movement to follow.

Wendell Yee, a New York Local 3 journeyman inside wireman, is president of the EWMC Youth Caucus. Yee credits his involvement in EWMC to the progressive leadership of Local 3's Business Manager Christopher Erickson who has continued a long, progressive tradition. In 1974, former Business Manager Harry Van Arsdale Jr. used his position as IBEW Treasurer to assist the EWMC founders to have their voices heard at the union's convention.

Yee participated in the RENEW (Reach out and Energize Next-gen Electrical

Workers) meeting at the 38th IBEW Convention in Vancouver. He and Lorenzo Arcineaga, a member of Vacaville, Calif., Local 1245, who serves on the AFL-CIO's young workers advisory council, joined with activists in three local unions to introduce a resolution there on the need for the IBEW to tap the initiative of young workers.

Combined with one submitted by IBEW's officers, the resolution states, "The IBEW actively encourages and supports programs among local unions and affiliates aimed at bringing young workers into the labor movement and dedicated to the leadership development of younger members."

Respect for IBEW's internal process in the young workers' resolution is reminiscent of the EWMC's 1991 resolution, submitted by 24 unions to the IBEW International Convention in St. Louis that led directly to the formation of a Human

EWMC Helps Build L.A.'s Next Generation Youth Caucus

After driving a school bus for five years, Alton Wilkerson had fallen on hard times and was out of work. One day, some union painters arrived at the house he was renting and one of them asked if he was interested in starting a new career. He was advised to check out 2nd Call, a community-based organization founded by former gang members to help steer young people away from harmful choices toward decent, productive employment.

Wilkerson's chance encounter with the painters led to a 2nd Call meeting where he met John Harriel Jr., "Big John," a member of Los Angeles Local 11, an inside construction general foreman and chairman of the Los Angeles chapter of the Electrical Workers Minority Caucus.

Harriel, a former federal prison gang member whose story, "The IBEW Saved My Life," was told in the March/April 2007 issue of the IBEW Journal, says Wilkerson "came from the same neighborhoods I did where the drug culture and going to jail is the normal way of life."

"Big John told me what the IBEW did for him, how it turned his life around and helps people in the community," says Wilkerson. Harriel encouraged Wilkerson to enroll in 2nd Call's life skills training course, then he put Wilkerson to work on a construction project. In short order, Wilkerson enrolled in Local 11's apprenticeship program and began to attend meetings of the EWMC.

"The IBEW is like a big family," says Wilkerson, a father of three. "Joining the union was just the right choice, a 'complete 10' for me, providing for me and my family to live comfortably."

Now a fourth-year apprentice,



Alton Wilkerson, Los Angeles Local 11, leads the Next Generation Youth Caucus.

Wilkerson is actively building Local 11's Next Generation Youth Caucus. Wilkerson says he and other members got the idea for the caucus at the 22nd national conference of the Electrical Workers Minority Caucus—held in Oakland, Calif., in 2012—where they connected with other young worker organizations and leaders from across the nation.

"We got ideas on what worked or didn't work for them and then we got the ball rolling," he says. Starting with just a few members, the group is growing with each meeting, says Wilkerson.

The young workers' group draws upon activists in the L.A. chapter of the EWMC and the local's diverse population including rank and filers who are active in other groups like the neighborhood councils sponsored by Empower L.A.

A Next Generation Youth Caucus Facebook page has been launched and members are encouraged to join in conference calls hosted by EWMC Youth.

In February, Next Generation gathered at the ESPN Zone L.A. and held a food truck festival on the parking lot of the local's Electrical Training Institute. Members participated in the first annual Southern California IBEW Flag Football

Tournament and a bowling event. Funds for activities have been raised by sponsoring bake sales at apprentice meetings.

Looking to bring trade unionism to youth beyond the local union, Next Generation has been conducting outreach at a local church, spreading the word about the skilled trades. "We're trying to help students who are graduating with nowhere to go," says Wilkerson.

"If someone hadn't introduced me to Big John, I still wouldn't know about unions," says Wilkerson. "A lot of young workers don't understand how we won what we have. They don't understand the fight workers went through."

After a recent emergency that required one of his daughters to have paramedical services and medication, Wilkerson says he realized how fortunate he was to be responsible for minimal out-of-pocket charges for quality medical care as a result of his union contract. He says he wants others to have the same opportunity.

Harriel, who is working as a general foreman supervising a 125-electrician crew building a hospital, says, "We're so proud of Alton. The EWMC has helped him learn leadership skills that he is now transferring to youth. He's soaring like an eagle."

It was his own experience in the IBEW and the EWMC, says Harriel, that prepared him to approach the leaders of 2nd Call, which started out as a hard-core gang intervention project, to help them find employment for young people who "were ready to put down the guns and flags, get up in the morning, arrive on time at a job and work hard for a living." ■



THE FUTURE IS NOW

Services Department at the International office. The department, which helped launch the IBEW's program on diversity and inclusion, has been renamed the Civic and Community Engagement Department.

After the Vancouver convention, Yee attended a second gathering of young IBEW workers that coincided with the 2011 AFL-CIO Next Up Conference.

Since then, Yee and other EWMC and IBEW activists continued their conversation through monthly conference calls. The calls ease the exchanging of experience with the goal of establishing best practices for mov-

ing more young IBEW members of all races and nationalities into union and community activism and educating more young workers outside of IBEW about the benefits of organized labor.

Community Engagement

The longstanding EWMC tradition of engaging in civic and community activities—day-to-day in local chapters and during volunteer workdays during national conferences—melds well with young workers who want to bring trade

unionism to peers who have no experience with or connections to organized labor or the skilled trades.

Years ago, EWMC's leaders identified the same need to bring unionism to minority populations who—due to historic discrimination—lacked familiarity with the building trades. So they established ties with community leaders to foster pre-apprenticeship programs. And they sponsored volunteer community workdays as part of national conferences and local chapter activities.

Using new tools and social media,

young activists like Alton Wilkerson, Michelle Penny and Josh Margolis (see accompanying profiles) are deepening the EWMC's tradition of reaching out beyond the walls of their local unions.

The longest-serving African-American leader in the history of 11,800-member Local 11, Eric Brown has cautioned younger members like Wilkerson, president of the recently-formed Local 11 Next Generation Youth Caucus, to respect the experience of their more senior co-workers. Brown's pragmatic approach is honed by his experience in the EWMC.

"In my day," says Brown, "we would set up committees and hold two-hour meetings before we did anything." Young workers are capable of much more "instantaneous response and action," says Brown. "I'm proud of the role the EWMC is playing in the process," says Brown, who adds that experience in his local is demonstrating that both veteran leaders and younger activists gain when the less-seasoned members are given the opportunity to "shadow" veterans in the course of their daily work on behalf of the union. ■

San Diego Member: 'Stay Connected, Give Something Back to IBEW'

Michelle Penny could have been Everywoman of the service economy. The San Diego resident had wrapped burritos at Taco Bell, filed medical records, cut lawns and endured the boredom of a security guard post.



Michelle Penny is a San Diego Local 569 journeyman inside wireman.

One day, while pumping gas for her car, she observed a young woman in attractive clothes at an adjacent pump filling the tank of a shiny new truck. The stranger said she was a member of the skilled building trades. She gave Michelle the address of one of the local hiring halls.

A week later, Penny, a mother of two, was on a construction site. "I got paid the same day and made more money than I ever had before," she says. Returning to work, Penny watched electricians doing their jobs and decided to join them, whatever it took. She applied and was accepted in Local 569's inside journeyman wireman apprenticeship training program.

Last year, Penny topped out as the first African-American woman to complete Local 569's apprenticeship. She is confidently achieving her goal of moving up the economic ladder but Penny, who walked her first picket line in elementary school beside her mother, an AT&T worker, says

that's only part of her changed horizon.

"A whole new family opened up before my eyes," says Penny, 32, who in January attended her third conference of the Electrical Workers Minority Caucus. The networking encouraged her to work with her local's former Political Director Jen Badgley to launch a Facebook page targeting young workers in her local.

In the spring, she joined other San Diego EWMC volunteers for an effort to apply craft skills to sprucing up or renovating area nonprofits.

"Volunteering gives us high visibility. It's important, as union people, to

build up our community and help neighbors who are less fortunate," says Penny, who is active in her children's school and has walked precincts for candidates for public office. While she leaves volunteer craft projects "feeling good," Penny knows her involvement in volunteer craft projects also opens eyes.

Young people who see her doing electrical work are curious about how she ended up in an overwhelmingly male trade. She talks to them about what it means to be in a union and learn a trade.

Through more personal contact, she hopes to encourage more young

workers to climb the apprenticeship ladder behind her. For now, she says, "I'm staying connected to IBEW brothers and sisters across the country." She has encouraged them to swap T-shirts and go out on the job with colors from another local union. "It shows camaraderie," she says.

Growing up in San Diego, Penny says she learned about hard work from family members who were farmers in the South. Penny's father, a Vietnam veteran and postal worker, died when she was two years old, but she says a strong mother and her male martial arts instruc-

tor helped keep her focused on what's important. Later on Business Agent C.J. Towner, the first African-American to serve in that position in Local 569, helped her adapt to life in the electrical trade.

She says the pressure of being the first of her gender and race to become a Local 569 journeyman was substantial. But her perseverance was bolstered by an appreciation for the IBEW's accomplishments.

"I wouldn't be in my position today if not for my union brothers and sisters so I'm always giving back and pushing IBEW forward to greater success," says Penny. ■

EWMC Activists Build Solid Bonds on Long Island

Godfrey King, an at-large board member of the Electrical Workers Minority Caucus and journeyman wireman in Long Island, N.Y., Local 25, met Josh Margolis just as he was topping out of his apprenticeship.

"I really admired Josh's idealism and desire to be an activist," says King, who remembered the advice of now-retired EWMC President Robbie Sparks, who constantly encouraged veteran members to mentor younger workers. "I told Josh that he could be an asset as a young journeyman and an activist, too," says King, a 25-year member.

King's first impression was indelibly confirmed after Hurricane Sandy when he saw Margolis volunteering to help others, only later finding out that the younger journeyman, his wife and child, had lost their own place to stay. "Josh walks the talk," says King, an 18-year shop steward.

Margolis, the son of a special education teaching assistant who belonged to a union, says his mother "always taught



EWMC chapter leaders Godfrey King, left, and Josh Margolis, Long Island, N.Y., Local 25.

me to see things from others' points of view and appreciate the things we have in life by giving back to the community."

Margolis took that spirit into Local 25's Apprenticeship Awareness Committee. He has worked hard to persuade other members to help build alliances with political leaders to support a progressive political agenda, stressing that "none of the accomplishments of the past are set in stone."

Taking a measured approach to encourage apprentices that "this is their union and they over time can transform it into their vision," Margolis arranged

small group meetings with Business Manager Kevin Harvey and other local leaders for frank conversations. And he sponsored monthly meetings for new members to air concerns, keeping the environment casual so that new members "felt they were at a social event, rather than a structured meeting." While no longer president of the committee, he serves as an advisor and continues to play an active role with apprentices and young workers in the local.

"Whenever we ask Josh to step up and get involved, he's there," says Harvey. Margolis returns the compliment. "The officers have been 100 percent supportive of our efforts to involve all members in the union, willing to listen to any idea to make our local union stronger. You can't ask for more," he says.

Margolis, who joined the EWMC, echoes Godfrey King's conviction that the group's greatest asset is rooted in the tradition of bringing together activists beyond their own local unions to learn from each other. "I have traveled across

the country meeting amazing people representing my local and received an incredible education that I could not have anywhere else," he says.

The young activists he has met inside and outside the caucus, says Margolis, "have a fire, a passion for the trade union movement." He joins monthly conference calls with EWMC's and AFL-CIO's young worker groups. His new friends are not all far-flung. The EWMC has provided a valuable way for Margolis, King and others on Long Island to overcome insularity by linking up with members of New York Local 3 and their deep tradition of community involvement.

While Margolis has faced personal adversity throughout his activism, with his wife suffering from a serious illness, he says he's grateful that he has a career not just a job. His involvement in the EWMC—where he serves as vice-chairman to King—and his local union, he says, "gives me a sense of home away from home. It has created lifelong friendships and bonds. It gives me great satisfaction knowing that I am a useful member of my community and a useful contributor to my local." ■

Minn. Memorial Honoring WWII Hero, and IBEW Member, Opens

More than 1,500 people attended the Memorial Day dedication of a Minnesota veteran's monument built around the statue of an IBEW member and Marine who helped to raise the American flag on Iwo Jima.

The Honoring All Veterans Memorial in Richfield, Minn., includes the names of men and women who served in all branches of the military and nearly a dozen wars, but the centerpiece is Minneapolis Local 292 member and World War II veteran Charles Lindberg.

In 1945, Lindberg was part of the platoon that finally took the peak of Mount Suribachi after four days of some of the bloodiest fighting of the war. He helped cobble together a flagpole and hoist a small flag—letting thousands of Marines know the battle was over. It was the first time an American flag had been raised over captured Japanese territory since Pearl Harbor.

Several hours later, while Lindberg was fighting Japanese soldiers still dug in on the north side of Iwo Jima, the first flag was replaced by a much larger one. That second flag raising, captured by

photographer Joe Rosenthal, became an iconic image of the fighting spirit of American troops and was recreated for the Marine Corps War Memorial. Less than a week later, Lindberg's role in the war was over. He suffered a gunshot in the arm and was later awarded the Silver Star "for gallantry in action against an enemy of the United States."

While the Marines in Rosenthal's picture became celebrities, Lindberg and the rest of the first flag team were nearly forgotten. A few short months after the battle, Charles Lindberg returned stateside to raise a family and build a career as an electrician and member of Minneapolis Local 292.

But the people who knew Lindberg—his family, his brothers in Local 292 and St. Paul Local 110—knew the true story and a small but determined campaign was launched to set the record straight.

The IBEW Journal wrote in 2001: *Lindberg helped raise the flag that mattered to those who were there. Mt. Suribachi was the eyes of*



The statue of Minneapolis Local 292 member and World War II veteran Charles Lindberg is the centerpiece of the new memorial.

Iwo, the highest point on the volcanic island, and it took four horri-

bly bloody days for the Marines to get there, crawling inch by inch as Japanese guns from underground fortifications in every cave rained death on them.

Then they saw that U.S. flag go up. The troops started cheering, and some were crying, and the ships whistles sounded offshore. Brother Lindberg says, 'It was something I will never forget.'

It took another month of severe fighting before the campaign was declared over. The American death toll at Iwo Jima was 6,800—about 6,000 of them Marines—more than the Normandy invasion the year before and the most since Gettysburg in the Civil War.

Brother Lindberg's weapon was a flame-thrower, a 72-pound rig he was strapped into throughout the trek with the flag and the fighting that followed its unfurling.

Brian Peterson, a retired member of Local 292, said that when a local artist, Travis Gorshe, was commissioned to build a monument in Richfield's Veterans Park, Lindberg quickly became the focal point of the plans.

"The first raisers were never really recognized," said Peterson, who has been on the memorial's board since 2005. "It was important to us that we did."

Ground was broken for the memorial in 2007 in Richfield, where Lindberg lived for many years. Lindberg passed away only a few weeks later and never saw the statue carved in his image rise nearly a dozen feet in the air.

Construction has been steady but slow. "Until this year, it had still been mostly a vision," Peterson said.

At the memorial dedication, Maj. Gen. Richard C. Nash, adjutant general of the Minnesota National Guard, spoke about sacrifice and memory. The men and women who built the memorial were called to the front and recognized for their work before the 34th Infantry Division Band closed the ceremony with taps. Then the crowds wove their way between the statue and the six granite columns covered with veterans' names and services.

Rodney Lindberg, Charles' son and a veteran himself, also spoke. He talked about how important it was that his father's example would be honored in the place he called home built by people he called brothers and sisters.

"From the bottom of my heart, he was a hero," Lindberg said. "Yes, for what he did, but the way he lived his life afterward made him just as much a hero." ■

Telecom Workers To FairPoint CEO: Let's Talk

On June 3, with a little over one year to go before their contract with FairPoint Communications expires, business managers and co-workers representing 1,700 IBEW members in Maine, New Hampshire and Vermont traveled to the company's annual shareholder meeting in Charlotte, N.C.

Several weeks before the meeting, IBEW locals had sent a letter to the company calling for early negotiations. The company eliminated 300 union jobs in 2011 and, in April, cut 90 more. The union offered to sit down with FairPoint and discuss ways to improve business without more job losses. After they received no response, they decided to head south.

Outside the meeting, IBEW members handed out a flier calling upon the company—Verizon's successor in copper line service—to help address a deteriorating labor-management relationship by agreeing to early talks.

"Labor and management should solve problems, not create them ... It's time for more cooperation and open dia-



logue ... Working in partnership benefits shareholders, customers, employees and management," the flier said.

Inside the meeting, Peter McLaughlin, business manager of Augusta, Maine, Local 2327 and chairman of IBEW System Council T-9, took the microphone. He agreed with FairPoint CEO's assessment that the outcome of negotiations on a new agreement with IBEW is "pivotal for the company," but expressed disappointment that FairPoint was refusing invitations to sit down and talk with the union. "It's a shame we had to travel so far just to talk to the management of our company," he said.

Manchester, N.H., Local 2320

'It's a shame we had to travel 1,000 miles just to talk to the management of our company,' said Peter McLaughlin, business manager of Augusta, Maine, Local 2327.

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Business Manager Glenn Brackett told the blog VTDigger.org, "I'm disappointed by the company's refusal to engage in a dialogue with us. We understand the challenges in the telecom industry, and we want to partner with management to find solutions and increase productivity."

Says International President Edwin D. Hill, "IBEW members and FairPoint's consumers deserve a better relationship with the company that flows from an understanding that everyone loses when the parties cannot sit down and work through problems. We will continue our efforts to build a more productive bargaining relationship with the FairPoint, whatever it takes." ■

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Outside Line Workers Win with Team Bargaining

It is Union Bargaining 101: there is power in numbers. So when three IBEW locals representing workers at Emera Utility Services in Atlantic Canada prepared for contract bargaining early this spring, they decided to come together at the negotiating table.

"It wasn't a radical idea," says First District International Representative Brian Matheson. "We had three very similar contracts with the same company, so why not combine them?"

The more than 100 Emera workers do installation and repair work for Bell Aliant—Eastern Canada's major telecommunications provider—in New Brunswick, Nova Scotia and Prince Edward Island.

The technicians are represented by three locals—Fredericton, New Brunswick, Local 37; Charlottetown, P.E.I., Local 1432; and Halifax, Nova Scotia, Local 1928. All three had separate contracts with Emera, first bargained when the company was awarded a repair and installation contract by Bell Aliant in 2009.

Business managers and First District staff said that merging their efforts and bargaining for one contract across Atlantic Canada made more sense. Local 37 Assistant Business Manager Claude Richard, who headed up negotiations, says the collective approach to bargaining helped strengthen the team as a whole.

"I think we all learned from this experience and forged better ties with one and other. We emerged from this experience stronger and more united than when we entered," he said.

Richard says it also gave IBEW leaders from different provinces the opportunity to compare notes and help everyone get a better picture of what is going on across the industry.

Management was also excited by the opportunity to streamline the bargaining process.

"They said they had hoped something like this could happen, but never dreamed it was possible," Richard said.

In the end, the team approach paid off. Despite tough economic times across Atlantic Canada, Emera workers maintained their competitive wages and benefits. In April, the contract was overwhelmingly ratified.

The Code of Excellence was also raised during negotiations. While it was not officially adopted, Richard says that he continues to educate members and management on the importance of living up to the code's promise to work safely and provide professional and quality service.

"I'm really proud of our people," he says. "They realize that they have to come in on time and put in a full day's

work in order to hold on to the gains they've won."

IBEW leaders say that they hope the union's success with team bargaining at Emera will inspire other locals in similar situations to follow suit.

"Particularly with companies that are spread out across a particular region where we have members in different locals, this approach makes a lot of sense," says Matheson. ■



Last spring, three locals from Atlantic Canada bargained with Emera Utility Services as a single team for the first time. From left, front row, are: Charlottetown, Prince Edward Island, Local 1432 Business Manager Ray McBride; Halifax, Nova Scotia, Local 1928 Business Manager Jeff Richardson; Emera Labour Relations Manager Wendy Doane; Area Manager Mike Daigle and Fredericton, New Brunswick, Local 37 Business Manager Ross Galbraith; back row, First District International Representative Brian Matheson; Local 37 member Nick Law; Local 37 Assistant Business Manager Claude Richard.

Les travailleurs de lignes sortent gagnants d'une négociation en équipe

C'est une Négociation 101 : la force réside dans le nombre. Au début du printemps dernier, alors qu'elles se préparaient en vue de la négociation d'un nouveau contrat pour leurs membres à l'emploi de l'entreprise de services d'utilité publique *Emera Utility Services* dans la région de l'Atlantique, trois sections locales de la FIOE ont décidé de se présenter ensemble à la table de négociations.

« Ce n'était pas une idée radicale. Les dispositions de nos trois conventions collectives avec cette entreprise étaient similaires. Alors pourquoi ne pas les combiner? » déclare Brian Matheson, Représentant international pour le Premier District.

Plus de 100 employés de l'entreprise *Emera* effectuent des travaux d'installation et de réparation pour *Bell Aliant*, un des plus importants fournisseurs de services de télécommunications de la région de l'Est du Canada, opérant au Nouveau-Brunswick, en Nouvelle-Écosse et à l'Île-du-Prince-Édouard.

Les techniciens sont représentés par trois sections locales, soit la S.L. 37 de Frédéricton au Nouveau-Brunswick, la S.L. 1432 de Charlottetown à l'Île-du-Prince-Édouard et la S.L. 1928 de Halifax en Nouvelle-Écosse. Chacune d'entre elles a négocié une convention collective avec *Emera* et ces conventions ont été conclues lors d'une première négociation avec la compagnie qui venait d'obtenir en 2009, un contrat de *Bell Aliant* pour des travaux de réparation et d'installation.

Les gérants d'affaires et les représentants du Premier District ont expliqué que cette fois-ci, il leur paraissait plus logique d'unir leurs efforts en vue de négocier une seule convention collective dans toute la région canadienne de l'Atlantique.

Selon le confrère Claude Richard, l'adjoint au Gérant d'affaires de la S.L. 37, qui dirigeait les négociations, l'approche collective lors la négociation a contribué à renforcer toute l'équipe.

« Je crois que nous avons tous appris de cette expérience et que nous avons créé des liens plus étroits entre nous. Nous sommes sortis de cette expérience plus forts et plus unis. » dit-il.

Comme le mentionne le confrère Richard, le fait d'être réunis lors des négociations a permis aux dirigeants syndicaux de la FIOE de différentes provinces, d'échanger des idées et de mieux saisir ce qui se passe dans l'industrie.

Les dirigeants de la compagnie étaient aussi très enthousiastes à l'idée d'un processus de négociation simplifié.

« Tous espéraient qu'une telle situation se produise mais ils n'auraient jamais imaginé cela possible. » ajoute le confrère Richard.

En fin de compte, le travail d'équipe a porté fruit. Malgré la conjoncture économique difficile dans toute la région de l'Atlantique, les employés de l'entreprise *Emera* ont conservé leurs salaires et leurs avantages sociaux concurrentiels. Les membres ont voté massivement en faveur de l'entente en avril dernier.

Au cours des négociations, il fut aussi question du Code d'excellence. Le Code n'a pas été adopté officiellement, mais le confrère Richard soutient qu'il continue de sensibiliser les membres et les dirigeants de l'entreprise à l'importance de respecter les dispositions du Code qui prévoient que les membres doivent tra-

vailler de façon sécuritaire et fournir un service professionnel et de qualité.

« Nous sommes très fiers de nos membres. Ils ont compris qu'ils doivent arriver au travail à l'heure et faire une journée de travail complète afin de conserver les gains déjà réalisés. » ajoute-t-il.

Les dirigeants de la Fraternité espèrent que le succès obtenu par les sections locales lors de la négociation en équipe avec l'entreprise *Emera*, incitera d'autres sections locales à faire de même dans une situation semblable.

« Cette façon de faire est logique, spécialement dans le cas des entreprises qui sont dispersées dans une région en particulier où nous avons des membres répartis dans différentes sections locales. » conclut le confrère Matheson. ■

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Transitions

DECEASED Phillip Flemming



With sadness, the IBEW announces the death of First District Vice President Phillip Flemming on May 25. He was 68.

Brother Flemming was appointed First District International Vice President in 2003 to fill the vacancy created by the retirement of Donald Lounds. He was elected to that post at the 37th International Convention in 2006, and at the Vancouver convention in 2011.

"He was a great guy to work with," says retired First District International Representative Jerry Wilson. "He was so honest, that if he said it, everyone knew then that was the way it was going to be."

Born in Halifax, Nova Scotia, Flemming was initiated into Charlottetown, Prince Edward Island, Local 1432 in 1967.

He worked as an inside wireman for eight years before being elected business manager/financial secretary in 1975. Brother Flemming was also active in the island's labor movement, serving as president of the P.E.I. Federation of Labour.

In 1981, he was appointed International Representative in the First District by then-International President Charles H. Pillard. He helped service locals in Newfoundland and Labrador.

In 1992, he transferred to Ontario, where he serviced members in construction and manufacturing. One of his proudest achievements was helping to organize a 600-person plant in Toronto.

In 1999, he was assigned to the First District office, serving as Vice President Lounds' executive assistant.

Succeeding Lounds in 2003, Flemming helped lead the First District through some of Canada's biggest economic and political changes in decades.

He presided over an aggressive membership development effort, which grew the IBEW's First District membership even through the worst of the 2008 recession. The First District also beefed up its political action program, building a grassroots network across Canada.

One of his greatest accomplishments, says Wilson, was helping to start the First District's NextGen initiative to reach out to younger members. "It was an uphill battle, but now has taken legs," he says.

He also worked closely with contractors and others to boost skilled construction training to meet the demands of Canada's energy boom and anticipated manpower shortage, helping to found the

National Electrical Trade Council.

Nominating Flemming during the 2011 International Convention, Fredericton, New Brunswick Local 37 Business Manager Ross Galbraith said:

"The First District has elected a leader with a passion for our union, a champion for working men and women, a man who has dedicated his life to the labor movement. His record shows a clear path, carefully considered decisions and willingness to tackle the tough issues."

Flemming was a member of the Canadian Executive Board of the Building and Construction Trades Department, AFL-CIO, and the Canadian Labour Congress' executive committee.

"Brother Flemming was a powerful voice for working families whose presence and service to the IBEW was felt across borders," says International President Edwin D. Hill. "The lives of every brother and sister are better because of his efforts. Phil will be greatly missed." He is survived by his wife Loretta, two sons, two stepdaughters and two grandchildren. The IBEW extends its most heartfelt sympathies to Brother Flemming's family and friends. ■

APPOINTED William F. Daniels

International President Edwin D. Hill appointed International Representative William Daniels as First District Vice President effective June 3, with the unanimous concurrence of the International Executive Council. We will have more details about the career of Vice President Daniels in the August issue of the Electrical Worker.

APPOINTED Amanda Pacheco



International Representative Amanda Pacheco has been appointed director of the Education Department,

effective June 1.

A native of Leadville, Colo.—a former mining town—Pacheco worked as a high-school teacher for 11 years in the Metro Denver area. She taught Spanish, while coaching basketball and volleyball.

A member of the teachers' union, she says she was taught the importance of organized labor by her parents—both union members. "Without the good things the union brought our family, I wouldn't be where I am today."

In 2006, she came to the International Office, assigned to the Education Department. In that capacity, she traveled the country, holding trainings for new business managers and officers. "In my first year, I must have spent 22 weeks on the road," she says. "It was a really good opportunity to work with leaders on the local level, which helped give me a broader perspective."

In 2009, Pacheco joined former executive assistant to the International

President Liz Shuler at the AFL-CIO, serving as assistant to the newly elected secretary-treasurer.

In that position, she helped Shuler organize the AFL-CIO's NextUp effort to reach out and engage younger union members. "Working with young people who care so much about the labor movement was my favorite part of the job," she says.

Pacheco is a member of Denver Local 111.

She says she looks forward to expanding the IBEW's training programs to help members across North America become better leaders and activists.

"We can have a real impact on our membership," she says. "We have strong trainers in the field and excellent opportunities to try out some innovative ideas to boost labor education."

The officers and members wish Sister Pacheco great success in her new position. ■

Circuits

IBEW Comic Book Recounts Labor's Story to New Members

In a genre best known for caped crusaders and mutants saving the universe, one IBEW local is using comic books to tell the story of another kind of hero: the union men and women who made the American middle class.

Earlier this year Vacaville, Calif., Local 1245 published "First Day," a 20-page comic book detailing the history of Local 1245 and the labor movement, which is distributed to all new members. And so far, it is a big hit.

"It is the first thing people turn to when they get their orientation packets," says Eric Wolfe, communications director at Local 1245.

Wolfe worked with artist Tom Christopher to put the comic book together, based on a history Wolfe did of the local.

"First Day" tells the story of a new employee at California utility PG&E. The worker tells his son about the IBEW and all the good benefits that being a member bring his family, while recounting the struggles that helped create the labor movement and Local 1245.

It was a big project, says Wolfe, but rewarding for all involved.

"It was a rich experience trying to take labor history and turn it into engaging dialogue and drama without distorting the facts," he says.

One of the main motivations for doing the comic was the desire to find new ways to reach younger members, says Business Manager Tom Dalzell.

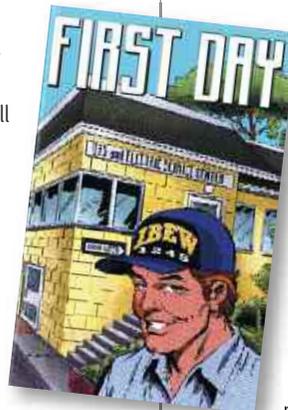
Dalzell knew that Christopher—a veteran of the comic book industry—was pro-union, so he asked him about helping to make one for the IBEW.

The utility industry is undergoing a major generational shift, as the baby boomers exit the work force with increasing speed. PG&E has recently undergone a hiring boom, posing a challenge to Local 1245 on how to best reach out to these younger members—many with little to no experience with unions.

"It is important to find new ways to communicate an old message: there is strength in unity and unions are the best way to gain some power over your work life," says Dalzell.

Wolfe says that he hopes to use the comic book format in other local literature, including training material for shop stewards.

"A lot of the old guard is headed out the door," Wolfe says. "If we don't make a concerted effort to inform and engage this new generation of employees, we will lose out the ability to represent them effectively." ■



IBEW/Utility Training Program Recognized

Faced with a "gray tidal wave" of looming retirements in the nuclear industry, the IBEW and Florida Light and Power launched an innovative partnership with Indian River State College in Fort Pierce, Fla., seven years ago.

Now that collaboration known as the Power Plant Institute has been recognized as one of the best college/corporate partnerships by the American

Association of Community Colleges.

The average age of workers at FPL's two nuclear power plants, St. Lucie and Turkey Point, was close to 60 years old when the institute was launched in 2006, and it had been more than a decade since anyone had topped out of System Council U-4's apprenticeship program.

"Our goal was to fill an immediate need for highly trained and skilled craft workers for Florida Power and Light and we've done that," said Gary Aleknovich, business manager of System Council U-4 which represents FPL workers. "We're excited about the program and the recognition it is receiving."

By partnering with Indian River State, a new generation of apprentices learned to maintain mechanical, electrical and instrument and control systems. Some students joined the apprenticeship program from within FPL, but many others came in as students at Indian River, simply by applying for admission. After two years of classes and summer internships, students were awarded an associate in science degree in electrical power technology.

Graduates employed or hired by FPL began a final apprenticeship year at the St. Lucie Nuclear Power Plant before becoming full journeymen.

About 100 graduates have been hired or promoted at St. Lucie since the program's inception. A sister program housed at Miami College has fed a similar number of new employees to Turkey Point. In this right-to-work state, nearly all have become members of the IBEW, Aleknovich said.

"Through our agreement, we launched a whole generation of highly-skilled craft workers in time to get a transfer of knowledge before our veterans retire," Aleknovich said. "Without it, there would have been a gap in the knowledge of the nuclear worker that would have been a threat to the IBEW and FPL." ■

In Memoriam

Members for Whom PBF Death Claims were Approved in May 2013

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death
1	Czerniewski, S. E.	1/24/13	34	Wynd, R. F.	4/22/13	115	McQuaid, M. J.	1/25/13	234	Mahler, P. R.	3/17/13	441	Brandt, D. R.	2/4/13	683	Steck, E. L.	12/11/12
1	Friedman, J. V.	4/13/13	40	Hand, M. R.	11/7/12	124	Griffey, C. C.	7/3/12	236	Cardamone, F. J.	3/1/13	441	Enlow, W. F.	3/23/13	692	Bower, J. C.	12/26/12
1	Gwin, N. H.	4/3/13	41	Beltz, E. J.	3/4/13	124	Jewett, L. D.	2/15/13	236	Uhlinger, J. G.	2/13/13	441	Losch, W. J.	1/26/13	697	Dewitt, C. O.	4/10/13
1	Heineman, H. E.	4/21/13	41	Martin, H. L.	1/12/13	124	Ritter, J. M.	4/11/13	241	Bucklaew, R. F.	3/20/13	441	Short, D. L.	3/2/13	697	Flanagan, R. R.	2/11/13
1	Peat, C. J.	4/26/13	43	Blasier, T. M.	8/20/12	124	Scheinost, F. E.	4/20/13	252	Faulhaber, J. R.	8/18/12	443	Barnes, E. J.	5/10/11	702	Jackson, C. G.	3/22/13
1	Quinn, C. T.	4/26/13	43	Gurdo, A. S.	3/16/13	126	Lawson, J. J.	3/9/13	257	Van Loo, D. R.	3/26/13	443	Johnson, B. H.	1/8/13	702	Neal, J. C.	3/25/13
1	Sanfilippo, J. F.	4/19/13	44	Grandy, J. J.	12/4/12	126	Miller, K. R.	1/2/13	265	Shore, G. W.	3/20/13	453	Zelmanski, R. P.	4/22/13	704	Galliar, F. L.	3/15/13
1	Stevens, L. L.	3/9/13	46	Crumley, D. L.	4/7/13	126	Ott, E. L.	12/25/12	266	Beattie, W. H.	3/12/13	456	Buhl, J.	3/23/13	712	Smith, P. E.	4/7/13
1	Walsh, A. P.	3/12/13	46	Erdmann, P. W.	3/23/13	126	Ritchey, F.	2/28/13	271	Towne, C. M.	3/22/13	456	Cronin, D. M.	3/17/13	716	Borden, J. M.	3/17/13
1	Whitehead, J. R.	4/20/13	46	Gardner, J.	2/27/12	126	Walker, J. W.	2/15/13	278	Simmons, H. D.	3/22/13	456	Hanson, F. M.	3/12/13	716	Conner, O.	2/14/13
1	Woodson, D. N.	3/31/13	46	Hoppe, W.	11/30/12	129	Cole, R. S.	8/29/12	278	Wilson, D. C.	12/7/12	456	Sorensen, C. J.	3/22/13	716	Hernandez, R.	7/6/12
2	Amburgy, L. C.	3/29/13	46	Lynde, L. C.	3/19/13	130	Dwyer, T. W.	2/1/13	280	Platt, F. R.	3/23/13	459	Mattison, M. F.	10/15/12	716	Raspberry, R. L.	4/8/13
2	Edwards, J. D.	1/8/13	46	McDermott, R. J.	3/17/13	130	Fenasci, F. F.	4/2/13	288	Kehm, T. F.	4/13/13	461	Goldsboro, D. P.	1/22/13	716	Thacker, D. W.	3/17/13
2	Gibbs, C. L.	3/25/13	46	Tyler, E. J.	3/24/13	130	Oconnor, H. T.	2/20/13	292	Eekhoff, M. J.	2/26/13	465	Grimwood, J. H.	10/17/12	716	Wells, W. O.	1/20/13
2	Hill, W. W.	2/10/13	47	Brown, M. A.	2/26/13	134	Bartolone, S. P.	11/30/12	292	Kaminski, T. S.	3/18/13	465	Herman, E. J.	3/3/13	725	Keyes, N. D.	1/26/13
3	Berte, D. P.	2/15/13	47	Lopez, F.	2/28/13	134	Borek, C.	7/1/12	295	Dingler, H. F.	2/1/13	474	Miller, D. D.	1/10/13	728	Mitchell, B. S.	2/27/13
3	Cavallo, D. J.	3/4/13	47	Mills, J. A.	3/10/13	134	Connelly, J. J.	3/22/13	302	Jones, R. L.	8/1/12	474	Rogers, L. G.	3/24/13	728	Nation, M. H.	1/2/13
3	Colan, A.	3/18/13	47	Wingenbach, A. W.	3/30/13	134	Donarski, C. E.	3/21/13	306	Terranova, M. J.	1/23/13	474	Russell, L. C.	1/13/13	728	Woodard, E. W.	4/10/13
3	Deluca, C.	2/28/13	48	Haglund, R. W.	11/1/12	134	Durham, A.	4/4/13	307	Figard, W. L.	4/2/13	477	Santee, R. E.	2/14/13	738	Younse, G. D.	12/25/12
3	Doering, R.	3/21/13	48	Hobbs, B. D.	3/10/13	134	Flaherty, J. M.	3/6/13	313	Gordy, W. C.	3/23/13	479	Fail, L. W.	9/30/12	753	Bookout, F. M.	3/12/13
3	Driscoll, K. T.	2/12/13	48	Jackson, G. E.	10/17/12	134	Fundarek, R.	11/2/12	317	Curry, J. A.	4/19/13	479	Lee, J. R.	2/9/13	760	Cooper, W. H.	3/31/13
3	Ferrante, G. F.	4/18/13	48	Mitchell, T. J.	1/20/13	134	Gavin, R. H.	4/7/13	317	Honaker, J. E.	3/10/13	479	Pruett, H. G.	4/9/13	760	Long, B. T.	4/1/13
3	Johns, D. A.	3/23/13	48	Walker, R. D.	3/23/13	134	Hardy, B. E.	12/29/12	317	McCallister, C. W.	3/30/13	480	Hollingsworth, B. G.	4/3/13	760	Payne, R. L.	4/20/13
3	Jozefek, J.	2/22/13	48	Walker, T. A.	2/27/13	134	Hennesy, R. J.	4/1/13	317	McCulty, R. G.	1/18/13	480	Smith, G. D.	2/28/13	760	Pierce, W. M.	4/30/13
3	Kammerman, I.	4/16/13	53	Bowman, R. F.	4/10/13	134	Jelinek, V. R.	4/1/13	332	Cassalata, W.	3/22/13	481	Evans, J. W.	4/12/13	760	Van Wizenburg, M. J.	3/20/13
3	Lupinacci, R. F.	2/14/13	53	Darrah, D.	3/28/13	134	Karabel, L. C.	4/10/13	332	Hellmuth, L.	3/23/13	490	Pecce, L. A.	3/2/13	763	Lea, J. J.	2/21/13
3	Meyers, E. J.	3/16/13	53	Irvin, W. R.	1/26/13	134	Libera, E. J.	3/2/13	332	McIntire, W. R.	12/15/12	494	Kark, E. H.	3/10/13	769	Herbert, T. W.	4/1/13
3	Murray, T. J.	3/16/13	53	Schulz, W. F.	3/27/13	134	Macaione, J.	12/19/12	332	Navarro, C. L.	12/28/12	494	Kortendick, J. C.	2/28/13	772	Beard, J. D.	3/4/13
3	Oberson, R. J.	1/16/13	57	Bell, L. A.	2/15/13	134	Mahnke, B.	2/4/13	343	Anderson, L. S.	3/22/13	494	Memmel, N. G.	3/15/13	773	Durrell, T. W.	4/14/13
3	Rajic, M.	1/2/13	57	Morris, J. S.	3/31/13	134	Manthey, P. A.	3/19/13	347	Boehm, K. G.	2/15/13	494	Meurer, D. E.	1/19/13	776	Grainger, J. K.	11/16/12
3	Raposo, J.	4/5/13	58	Allgeyer, B. L.	3/28/13	134	March, A. R.	1/26/13	347	Pieart, D. L.	4/12/13	494	Rozzina, C. J.	4/14/13	804	Gardner, T.	2/23/13
3	Reinert, P. A.	2/3/13	58	Anderson, E. A.	3/29/13	134	Mrozek, R. J.	3/16/13	347	Shiffer, R. E.	4/1/13	494	Wilson, C. T.	3/14/13	816	Hargrove, G. D.	11/27/12
3	Renzulli, E.	2/28/13	58	Chalmers, L. L.	2/9/13	134	Nolan, M. E.	3/19/13	349	DiBenedetto, D.	3/15/13	498	Townsend, M. D.	4/8/13	852	Benson, C. F.	1/10/13
3	Renzullo, A. A.	10/3/12	58	Krauter, L. C.	3/8/13	134	Pryor, J. R.	3/15/13	349	Hantak, A. J.	3/5/13	505	Bounds, F. D.	4/16/13	852	Linville, B. C.	3/31/13
3	Rollins, E. E.	4/1/13	58	Olesnavage, J.	3/24/13	134	Rattigan, J. J.	2/20/13	349	Leonhardt, T. E.	4/11/13	505	Womack, J. D.	3/8/13	861	Brashear, J. R.	3/7/13
3	State, J. F.	4/8/13	58	Papasian, B. L.	3/25/13	134	Reilly, M. E.	3/22/13	349	Wyman, S. S.	11/15/12	508	Lockett, J. W.	1/30/13	861	Fontenot, E. J.	3/28/13
3	Tropeano, V.	4/7/12	58	Paterni, C. A.	3/29/13	134	Roche, T. M.	12/2/12	353	Anderson, R. E.	4/20/13	508	Yokum, F. S.	8/26/12	861	Miller, P. O.	3/30/13
3	Valenti, J. E.	1/10/13	58	Zerilli, M. A.	3/31/13	134	Shouse, R. P.	3/20/13	353	Biemann, H.	5/4/13	520	Galbreath, J. J.	3/17/13	873	Pavey, J. T.	3/6/13
3	Widmer, J. E.	1/13/13	60	Hamilton, C. R.	3/28/13	134	Steinken, F.	3/19/13	353	Diaz, R. O.	3/19/13	527	Sumrall, P. H.	4/13/13	903	Dunaway, S.	4/24/13
3	Wright, J. F.	4/7/13	66	Parks, J. D.	12/6/12	134	Thompson, W. H.	3/9/13	353	Hughes, R. F.	4/7/13	529	Brazil, J. S.	3/11/13	903	Goff, K. P.	3/25/13
5	Bailey, E. C.	3/16/13	68	Cram, R. J.	12/2/12	134	Wilson, R.	3/16/13	353	Joice, G. B.	12/28/12	538	Lemaire, R. F.	3/2/13	903	Moore, S. A.	4/8/13
6	McDaniel, R. W.	3/28/13	68	Fisk, R. T.	5/17/12	143	Schaeffer, G. A.	3/4/13	353	Leslie, R. G.	3/5/13	547	Stottlemire, B. F.	3/21/13	915	Fernandez, D.	1/25/13
7	Melville, C. R.	4/3/13	68	Friesen, D. M.	3/7/13	145	Ransom, R. E.	4/5/13	353	Lundie, R. J.	4/3/13	551	Piepenbrink, T. F.	4/13/13	915	Hunt, R. A.	4/2/13
7	Tabaczynski, A. J.	4/1/13	68	Glatzle, E. O.	4/14/13	145	Swint, E. G.	4/4/13	353	Paschalidis, P. P.	11/24/12	553	Kucemba, C. S.	4/4/13	915	Rocha, M. P.	4/11/13
8	Blasingame, C. E.	9/28/12	70	Wishon, M. L.	11/3/12	146	Ortiz, C. T.	3/19/13	353	Sachko, R. A.	4/9/13	558	Fell, E. B.	1/26/13	915	Shaffer, D. D.	3/29/13
8	Greenburg, P. M.	3/21/13	73	Gregory, R.	4/18/11	150	Florek, B. D.	1/26/13	354	Mash, S.	2/23/13	558	Jeffrey, A. G.	4/21/13	932	Butt, J. H.	4/5/13
9	Contos, P. G.	2/14/13	77	McShane, B. A.	3/27/13	150	Volck, R.	2/15/13	357	Cuaron, R. M.	3/31/13	567	Brewer, G. D.	12/1/12	934	Allen, V.	3/30/13
9	Doyle, P. J.	3/26/13	77	Sherwood, R. W.	3/25/13	159	Schultz, D. W.	4/13/13	364	Hangartner, T.	3/16/11	568	Dupras, A.	9/29/12	934	Camper, G. R.	3/27/13
11	Allen, S. E.	3/31/13	77	Webb, A. C.	2/18/13	160	Elg, J. B.	2/5/13	365	Howerton, V.	1/9/2008	569	Chambers, R. E.	2/28/13	948	Olson, V. H.	2/6/13
11	Firestone, M.	12/30/12	81	Chapple, S. J.	3/8/13	163	Cronauer, C. A.	4/20/13	369	Burns, J. L.	2/21/13	569	Petersen, N. A.	12/16/12	952	Lee, J. H.	3/27/13
11	Haney, R. L.	3/29/13	82	Chapman, C. D.	4/11/13	163	Gatusky, J. J.	2/4/11	369	Decker, A. E.	2/9/13	569	Ponce, P. E.	3/21/13	993	Buneta, F.	2/10/13
11	Miller, L. P.	2/22/13	82	Jackson, J. D.	4/29/13	163	Yanac, R. D.	4/17/13	369	Johnston, M. L.	2/26/13	569	Sullivan, W. R.	4/10/13	995	Richard, A. J.	1/16/12
11	Rabe, H. C.	4/3/13	90	Johnson, B. L.	4/12/13	164	Ditmars, J. F.	3/29/13	369	Phipps, B. A.	4/12/13	570	Miller, I.	1/8/13	1002	Fulton, B. D.	1/14/13
11	Robinson, F. A.	3/16/13	97	Warner, A. E.	3/3/13	164	Douglas, J.	3/16/13	375	Borascius, S.	3/7/13	575	Yunger, D. L.	4/5/13	1077	Ingram, J. H.	3/1/13
11	Roldan, E.	2/26/13	98	Lawson, C.	3/16/13	164	Luppino, V.	2/18/13	375	Hall, D. K.	3/20/13	583	Urbina, G.	4/6/13	1105	Bowden, J. E.	4/18/13
11	Stevens, R. M.	2/19/13	98	Robinson, R. L.	3/1/13	164	Mindas, D. A.	3/23/13	379	Morrow, J. E.	4/5/13	595	Hesson, E. W.	3/1/13	1186	Ho, D. K.	12/13/12
11	Trelak, T.	4/11/13	99	Clark, H. N.	3/9/13	164	Schafer, J. A.	2/23/13	380	Schempp, F. C.	1/12/13	606	Davis, J. P.	3/12/12	1205	Jerrel, F. H.	3/17/13
14	Schmidt, W. J.	3/2/13	100	Knizevski, J.	2/4/13	164	Tedesco, P. A.	12/19/12	386	Smith, W. M.	3/2/13	606	Salee, D. W.	3/28/13	1205	McWhorter, A. K.	4/11/13
17	Schroeder, W. J.	4/4/13	102	Behnke, C. R.	3/12/13	175	Wright, T. L.	4/15/13	387	Thaldorf, J. M.	2/13/13	607	Tidey, T. H.	1/31/13	1205	Wilder, D. C.	3/18/13
18	Wagner, W. R.	2/28/13	102	Davis, J. N.	1/28/13	176	Black, W.	3/16/13	395	Learn, J. R.	2/26/13	613	Buffington, S. D.	2/24/13	1228	Weinstein, H.	1/9/13
20	Forbes, S. W.	4/23/13	102	Destan, T.	1/25/13	177	Butts, H. P.	4/13/13	401	Humphrey, A. D.	3/14/13	636	Barton, W.	3/6/13	1245	Wimberly, M. N.	3/9/13
20	Owens, O. D.	4/3/13	102	Simon, R. C.	4/2/13	177	Carlson, E. L.	4/4/13	402	Bertrand, R. D.	3/19/13	647	Thompson, J. T.	4/3/13	1249	Bedner, T.	3/30/13
20	Wimberley, E. Q.	3/28/13	103	Coles, H. B.	3/3/13	177	Scherer, J. W.	9/7/12	413	Hubbard, N. F.	3/8/13	648	Brown, C. R.	3/28/13	1249	Prosonic, T. M.	2/7/13
22	Culbertson, R. T.	3/18/13	103	Goode, R. D.	3/29/13	191	Gyory, S. J.	3/15/13	413	Limon, J. F.	4/4/13	648	Patton, B. S.	4/7/12	1316	Raffield, C. A.	3/10/13
22	Ward, E. D.	4/5/13	103	Jefferson, A. L.	7/14/12	191	Middendorf, H. M.	9/8/12	413	Lopez, R. J.	3/23/13	649	Barnes, J. N.	3/24/13	1319	Kmetz, J. A.	3/26/13
24	Chelton,																

Local Lines

15th Annual Local Wide Picnic at Pico Rivera Sports Arena

L.U. 11 (i,rts&spa), LOS ANGELES, CA—The Annual Local Wide Picnic will be held at a new location this year. The picnic is scheduled for Saturday, July 27, from 10 a.m. to 4 p.m., at Pico Rivera Sports Arena, 11003 East Rooks Rd., Pico Rivera, CA.

Our picnic attendance continues to grow each year and this year's event promises to be bigger and better with the addition of our members from the Engineers and Architects Assoc. We anticipate over 3,000 in attendance. This is a great event to mingle with friends, family, and union brothers and sisters for the day! There will be plenty of kid's games and prizes, carnival rides, bingo, raffles with generous giveaways, live music, and lots of food and drinks. There will also be a health fair, a mini rodeo and a car show (bring your show cars). All of this is included in the price of the ticket donation. Go to www.ibew11.org for more details. We all know you work hard; it's time to play hard. Looking forward to seeing you all there!

Diana Limon, P.S.

Utility Local Update

L.U. 15 (u), DOWNERS GROVE, IL—The Illinois Energy Infrastructure Modernization Act passed both the Senate and House and at press time awaits action by the governor. The legislation is aimed at getting the "smart grid" back on track, creating jobs and reducing power outages.

At the fossil stations, Kincaid Station owner Dominion announced that Energy Capital Partners bought the station and will use its operating division, EquiPower, to run the station. All employees will be offered jobs; the date of transfer is expected to be during 2013.

Midwest Generation, in the midst of bankruptcy, announced a "lean operations" initiative that will result in a reduction of approximately 90 bargaining unit positions. We negotiated a severance package of up to 16 weeks of pay for members electing severance or getting laid off.

In the nuclear stations, we got a favorable ruling from the U.S. Court of Appeals for the 7th Circuit, stating that NRC regulations do not prohibit the use of a third party arbitrator in cases involving denial of access.

Our Transmission Underground Group was recognized for working nine years without an OSHA recordable injury.

Local 15's newly formed Electrical Workers

Minority Caucus (EWMC) meets at the Local 15 office monthly and volunteers in the community.

Bus. Mgr./Pres. Dean Apple selected Local 15's 2013 Scholarship Committee comprising six members: Christine Watkins, Lynette Faje, Eric Harris, Amy Allison, Felicia Ibarra and Scott Fitzwater. These members will select winners of the ten \$500 scholarships Local 15 awards annually.

Doug Vedas, P.S.

Work Picture Is Good

L.U. 17 (catv,em,lctt,o&u), DETROIT, MI—We congratulate Bro. Robert Capling for his 65 years of IBEW service. Robert's "traveling card" was accepted by Local 17 on March 18, 1954. After serving in World War II, Robert joined the IBEW as a groundman. A short time later, he was promoted to apprentice lineman and completed the program in fine fashion. Upon completion and after serving five years with Local 876, he was hired by Detroit Edison Co., where he worked for 38 years before retiring. It was an honor to have him at our March general membership meeting to accept his certificate of recognition and his 65-year pin.

The 2013 work picture looks good. We have approximately 75 contract crews working on various distribution and transmission projects throughout the jurisdiction. There are currently 660 line clearance employees working for DTE Energy and International Transmission Co. There are three wind farms, all slated to be complete by the end of the construction season. We hope to have a busy year and keep on our minds the most important goal: "Safety First."

Dean Bradley, B.M.



Local 17 service award recipient Bro. Robert Capling (second from left) shakes hands with Pres. Mike Kozlowski. Bro. Ronald Capling is at left and Vice Pres. Timothy Head at right.



Local 21 Executive Board and election judges: back row (L-R), Pat Ferkel, Joe Pavlic, Tim Strutz, Eric Slattery; middle row, Karen McGrady, Joe Quagliano, Mike Scime, Errick Houston, Heather Brown, Don Marcus; front row, Lou Sacco and Jim Locke.

Contracts Ratified

L.U. 21 (catv,govt&t), DOWNERS GROVE, IL—Our members and those in locals who are part of the SCT-3 Council ratified a new four-year agreement with AT&T. The membership was concerned about protecting their wages, benefits and jobs in emerging technologies, as well as retiree health care. The officers and delegates of the IBEW SCT-3 feel the agreement fulfills many of those goals. The contract also contains "successorship" language in the event AT&T decides to sell off any part of the company.

Members working for Frontier MIFA#2, Johnson Controls and Comcast West also voted to accept new agreements with their employers. We thank our members for their hard work and solidarity, without which reaching these agreements would not have been possible. Contracts still need to be reached this year for members working for CenturyLink, Peoria and Vermillion Counties, and members at Frontier not in MIFA#2.

During the midst of the ratification process, Local 21 members displayed their true professionalism as they assisted in the cleanup and restoration of services disrupted by devastating floods that hit our area. Their commitment to safe, quality craftsmanship is unwavering.

Bob Przybylinski, R.S./P.S.

Niagara Transformer Expansion

L.U. 41 (em,es,govt,i,se&spa), BUFFALO, NY—One of Local 41's represented manufacturing facilities, Niagara Transformer, has begun its expansion. In 1933, John H. Darby formed Niagara Transformer; 80 years and two generations later the company is ready to position itself for the future under current owner John F. Darby, great-nephew of the founder. The \$13 million expansion will give the IBEW represented facility a humidity and dust controlled environment, positive pressure building with 150-ton crane capacity, state-of-the-art paint booth and prep areas that will only increase Niagara's reputation as one of the premier transformer manufacturers in the world.



Owner John Darby (left) and Local 41 Steward Ron Bailey stand in front of Niagara Transformer's building expansion.

Trade Classifications

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

Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.

The 47,600-square-foot expansion, which is slated to open in the fourth quarter of 2013, will increase Niagara's quality and improve production time, allowing for more of a workload. The new capabilities made possible by the expansion will allow Niagara to put on a full second shift with hopes of increasing the company's total number of employees to 100. Niagara's future appears to be headed in the right direction with the help of the skilled IBEW members making the highest quality transformers they can. Thanks to those members for their commitment to excellence!

Gregory R. Inglut, A.B.M.

Donation to Community College

L.U. 43 (em,i&rts), SYRACUSE, NY—Our work continues to improve. Jobs such as the addition at Turning Stone Casino and the Upstate Hospital Cancer wing started hiring. New projects in our area that could bring more work for the members are: Bass Pro Shop and a proposed clean-room facility at Griffis Air Park, both in the Utica area.

Recently, IBEW Local 43 and the NECA Finger Lakes Chapter partnered to give Onondaga Community College a generous gift totaling \$350,000. This five-year endowment will be used to add additional funds to the existing "IBEW/NECA Community Scholars" program. It also supports the college's SRC Arena and Events Center with the newly dedicated IBEW/NECA Box Office. (See photo below of dedication ceremony.)

We are saddened to report the death of long-standing member and past officer, Ken Spears. A veteran of World War II, Bro. Spears was initiated into Local 43 in July 1953. Kenny was first elected treasurer in 1968 and held that position until 1983. Our thoughts and prayers go out to his family.

Jim Corbett, P.S.



Attending dedication ceremony at Onondaga Community College, from left: John Zacharek, OCC vice president for development; Margaret O'Connell, OCC interim president; IBEW Local 43 Bus. Mgr. Donald Morgan; and NECA Finger Lakes Chapter Exec. Mgr. Marilyn Oppedisano.

Contract Agreements Ratified

L.U. 47 (lctt,mo,o,u&uow), DIAMOND BAR, CA—Happy Fourth of July to all! One day a year we are not red or blue states, we are all Red, White & Blue states.

It was a productive spring at Local 47. Bus. Mgr. Pat Lavin successfully negotiated an agreement with Southern California Edison requiring that all transmission, distribution, substation, line clearance and communications work be done by IBEW Local 47 contractors. The agreement was long in the making. It was accomplished with a combination of pressure on and support for SCE.

On June 7 Edison International announced its decision to permanently shut down San Onofre nuclear plant, which has been closed since January 2012. IBEW Local 47 testified at numerous hearings in support of earlier SCE efforts to restart the station.

Agreements were ratified at the Cities of Anaheim and Banning. Organizing continues to be a focus and our membership continues to increase.

Tragedy struck the Local 47 family when SCE lineman Jose Raul Ros was killed in an underground 12KV accident.

We are also sad to report the passing of David Quijas and Eddie Campos. Our thoughts and prayers are with the families and friends of our departed brothers.

Work safe, live well, work union!



Jose Raul Ros (1974 ~ 2013)

Stan Stosel, P.S.

Contract Negotiations

L.U. 51 (catv,lctt,o,ptc,rtb,t,u&uow), SPRINGFIELD, IL—Our labor and benefits agreements with Dynege were scheduled to expire June 30. At this writing, Dynege has proposed to freeze our current defined benefit pension plan, eliminate retiree medical insurance, reduce employee medical insurance benefits, and slash hourly wage rates. This will likely be a tough round of bargaining and we will face difficult decisions. Additionally, Dynege recently acquired Duck Creek, Edwards Station, Coffeen, Newton and Joppa stations. Dynege stated it will honor all labor contracts for bargaining unit employees. This transaction is expected to be finalized by the end of 2013

and Local 51 has filed at the Federal Energy Regulatory Commission as interveners.

The local recently organized clerical and technical workers at EnerStar Power Corp. in Paris, IL. We have submitted our contract proposals and, at the time of this writing, just started negotiations with the company.

We have open calls for linemen, substation techs and apprentices. We will also start more apprentices this year. Tree trimming has picked up and there may be a need to hire additional trimmers soon.

Our annual picnic will be Saturday, Sept. 21, at Clinton Lake. We will have a great fish

fry and there will be plenty of children's activities. Bring your family for the day!

Bus. Mgr. Jim Bates is running unopposed in our upcoming election. This is a tribute to Jim's character and passionate dedication to our local and our members. Good luck to all candidates in our election.

Please work safely and attend your monthly unit meetings.

Karlene Knisley, B.R.



Attending Local 53's IBEW Day kick-off: front row, from left, Virginia Jackson-Johnson, Claudia Newman, Debbie Simpson, Wanda Bussey, Michelle Smith, Janet Winstead; back row, Gregory Pace, Rosemary Gaskin, Paul Johnson, Annette Young, Julie Useldinger, Ollie Washington, Mary Lewis, Pam Robins and Rosie Kimbrough.

IBEW Day Kick-Off

L.U. 53 (lctt,o,rts&u), KANSAS CITY, MO—The clerical unit employed by Missouri Gas Energy has kicked off IBEW Day. To show solidarity and togetherness, we are wearing IBEW T-shirts on the day of our monthly meetings each month. [See photo, top right.]

Labor Day Celebration: We will celebrate labor at its finest again this year on Sept. 2. Details will be posted on our Web site, or you can call the hall for the details. Hope to see you there!

Lineman's Rodeo: The Lineman's Rodeo will be held this year on Oct. 19.

Local 53 Recognizes Longtime Members: For 60 years of service—Lynn R. Coats; for 55 years of service—Donald Darrah; for 50 years of service—Larry D. Baker, Robert C. Brandon, R.J. Brown, Russell M. Kendall, Harry B. Nowlin, Joe Padilla and Melvin D. Simmons. Congratulations to all!

Hope all finds and keeps you well ... Local 53!

Tracy A. Riley, V.P.

Workers Memorial Monument

L.U. 57 (lctt,mo,o,t&u), SALT LAKE CITY, UT—Since April 28 fell on a Sunday this year, the Workers Memorial Day Service was held Saturday, April 27.

A sandstone monument was placed on the banks of the Snake River at Freeman Park, in Idaho Falls, Idaho. Both state and city proclamations were read to proclaim April 28 as Workers Memorial Day. This year's service was in memory of Local 57 member Jimmy Westwood, who died on the job in 2011.

Approximately 100 family, friends and union members attended the ceremony. Thanks to the hard work of East Idaho Central Labor Council Pres. and IBEW Local 57 member Rory Cullen, along with



East Idaho Workers Memorial

the rest of the East Idaho CLC and Idaho State AFL-CIO, this permanent memorial can be viewed by all who walk along the banks of the river. An engraved brick in honor of Jimmy Westwood will also be installed at the Workers Memorial in Silver Spring, MD. Remember every day to "mourn for the dead and fight like hell for the living."

Scott Long, P.S.

Annual Sports Night Results

L.U. 103 (cs&i), BOSTON, MA—Results are in for Local 103's 26th Annual Sports Night. The first game had 40 children, consisting of sons and daughters of Local 103 members, playing in the Mite, Squirt and Pee-wee hockey game. This year, the Red team defeated the Blue team 12-6. Ryan Losordo scored four goals for the Red team to help win the game.

Journeyman and apprentices took the rink next. This year's game was close, all the way to the final minute of the third period, as journeyman Dan Hall assisted A.J. Kern, who scored the winning goal to break the 1-1 tie with 43 seconds to go in the final period. Kern was named MVP for his game-winning goal.

On the court just down the hall, the journeyman and apprentice basketball game was held. It was another close game all the way through; the first half ended with the apprentice team leading 29-28. However, the journeymen won the game with a final score of 49-46. Apprentice Mike Paulsen had the most points overall tallying at 15. Named as the MVP was journeyman Otilio Quinones Jr., who had 11 points for the winning team.

Thank you to everyone behind the scenes who made this day possible.

Kevin C. Molineaux, P.S.

Negotiations Underway

L.U. 111 (em,govt,lctt,mt,o,rtb,spa&u), DENVER, CO—It's been busy around the hall. Nominations for officers and Executive Board and Examining Board members were completed the end of April 2013, with ballots mailed to the membership in May. At press time, ballots were scheduled to be counted June 7. Results are to be reported.

At press time, negotiations continue for the following groups: San Miguel Power, WECC, and the PSCO I&C Techs. While noticeable progress has

Local Lines

been made with WECC, the process for San Miguel Power and PSCO I&C Techs has been at a snail's pace as of this writing.

The Electrical Workers Minority Caucus (EWM) has been in full event swing. Their mission is to involve, encourage, educate and train union members, creating solidarity and community participation. The EWM has been instrumental in getting the younger workers involved by hosting events and gatherings where members can get to know their fellow union brothers and sisters. This is essential in educating our younger generations on the importance of building a better environment for working families through community involvement.

Mike Kosteletzky, P.S.

'Join Us for Summer Activities'

L.U. 125 (lctt,o,t&u), PORTLAND, OR—Summer is in full swing, and your local is busy preparing for several annual events. We hope that you'll join us and take the time to visit with friends and co-workers. Often, we're so busy focusing on job duties and responsibilities that we forget a founding tenet of our union—fellowship. Please join us at these events because they're not just about us. Money raised at these events support the Oregon Burn Center, which is our flagship charity. If you have any questions about the upcoming events, contact our business office at (503) 262-9125.

July 13, 2013: The 20th Annual Pacific Northwest Lineman Rodeo will be held in Gresham, OR. Visit www.Pnwlinemanrodeo.com for more information.

August 16, 2013: The local's annual Bend golf tournament will be held at the River's Edge Golf Course. Registration forms will be available at www.ibew125.com.

August 17-18, 2013: Grab your bats and gloves for the local's annual Bend softball tournament. The kid's raffle gets bigger every year and is a highlight of the event. Visit www.ibew125.com for more information.

Marcy Grail, P.S.

'An Abundance of Work'

L.U. 141 (ees,i,o&u), WHEELING, WV—We are fortunate to have an abundance of work in our area due mainly to the construction of several natural gas facilities. There has also been an increase in our commercial work, as well as a rising demand for campsite and hotel project jobs to accommodate the increasingly large presence of the gas industry workers.

As of this writing, we are preparing to negotiate a new contract. Also at press time, we are planning our annual picnic.

We congratulate our most recent class of journeyman inside wiremen: Dave Kovalski, Travis Locke, Manny Dehner, Derek Leach, John Garrett, Dustin Rice and Kurt Paulus.

Michael Parker, R.S./P.S.

Service Pins Awarded

L.U. 153 (em,i,mt,rtb,rtb,se,spa&st), SOUTH BEND, IN—The local has a Retirees Breakfast the first Wednesday of the odd-numbered months, at 9 a.m., at Honker's Restaurant in Mishawaka, IN. The May gathering was well attended with several of our "snow bird" retirees back home. Those receiving years-of-service pins that day were: 55-year mem-

bers Bill Haase Jr. and Hank Bahr, and 50-year members Eugene Snyder and Dave Dressen. On hand for Hank's 55-year pin presentation was his son Rob Bahr. Rob Bahr is a third-generation electrician; the Bahr family has a long tradition in the electrical industry.

At this writing, the work outlook was still slow. A lot of school work is planned for this summer and we hope it gets our members back to work. Our local union elections recently took place and we wish the newly elected officers well over the next three years.

Stan Miles, Pres./P.S.



Local 153 service award recipients: Bill Haase Jr. (left), Eugene Snyder, Dave Dressen and Hank Bahr.

Member Elected to School Board

L.U. 159 (i), MADISON, WI—We have been very fortunate this year helping many Book II brothers and sisters get work in our area. We expect steady employment this summer with calls going into Book II. We thank the many travelers who have come here to help us man our work and provide well-trained and qualified workers for the projects we have going.

One member of our local ran a write-in campaign for a local school board and was elected in April. Since that district will be doing some major construction soon, it is good to have a member on the board. Often we are faced with trying to get local elected boards to see the value of good contracting and using union labor. Instead of trying to convince elected officials to do the right thing rather than just use the lowest bidder, have those local officials be union members. This helps prevent corporate attorneys and management from pushing anti-union policies behind closed doors, because we are then in those closed meetings keeping them honest. So next election don't just vote for a pro-union sounding candidate, be the candidate.

David F. Boetcher, Pres.

Upcoming 2013 Summer Events

L.U. 191 (c,i,mo,rtb&st), EVERETT, WA—As I write this article, summer is rapidly approaching and the work picture on the west side remains slow, while the east side is picking up. There are a lot of projects being talked about on the west side, but so far there hasn't been much activity. The work on the east side should last into the fall and beyond, with enough work for those willing to cross the hump.

For many of our members, the IBEW is a family tradition. "Young" Dave Brune sent in a couple of photos showing five generations of Brune wiremen. Young Dave is the great-grandson of Dave, grandson of Morrie, son of "Big" Dave and the father of Aaron and Ian. Rounding out the member tree is Big Dave's brother Ed. The Brunnes represent almost 60 years of active membership.



Local 191 Brunes family members, from left: Dave, Morrie, Ed, Ian, "Big" Dave, Aaron and "Young" Dave.

Upcoming 2013 events include:

- Westside Golf Tournament, July 20, Avalon Golf Links, Burlington
- Eastside Picnic, July 27, Hydro Park, East Wenatchee
- Westside Picnic, Aug. 10, Nile Golf & Country Club, Mount Lake Terrace
- Eastside Golf Tournament, Aug. 10, Highlander Golf Club, East Wenatchee

Volunteers are always welcome to help at these events. Contact the hall for information.

Tim Silsbee, P.S.

New Projects Underway

L.U. 193 (i,lctt,o,rts,spa&u), SPRINGFIELD, IL—The St. John's Hospital addition and remodel is ongoing and Huen Electric has been hiring. Memorial Hospital's new wing is coming out of the ground with B & B Electric as the contractor. City Water, Light and Power's new Water Building & Pump Station facility is underway with Anderson Electric on the job. Ten apprentice wiremen were started by the JATC, and City Water, Light and Power hired three apprentices.

The Workers Memorial Day had a nice turnout from Local 193 at the AFL-CIO Building in Springfield. Habitat for Humanity just finished a house on Enos Avenue in Springfield and has a new project starting on West Washington. Thank you to all Local 193 members for wiring "H for H" with outstanding, unmatched skill and dedication to "Abe's Hometown." The Local 193 softball team will be in the IBEW State Softball Tourney this year.

Contract negotiations this year resulted in ratification of the Outside Power Agreement, as well as the Inside Wireman, St. John's Hospital, S.E.A. Group Inc. and Nelson Tree Service agreements; and a wage opener for City Water, Light and Power. Negotiations for the South Central Illinois Telecommunications Agreement are underway.

Summer is slowly arriving in Illinois. Have a cool one!

Don Hudson, P.S.

Apprentice Graduates & Building Trades Job Rally

L.U. 197 (em&i), BLOOMINGTON, IL—Congratulations to our apprentice graduates of 2012/2013. We are proud of our new journeyman wiremen and look for-

ward to them becoming leaders in the IBEW. A nice dinner was held at the Ozark House, and certificates and awards were handed out. Congratulations to Clint Johnson, awarded student of the year, and to Jim Suppan, who won the academic achievement award for having the highest grade point average over five years. This class has been involved with our local's activities and we hope they will continue. This was Ken McLean's last year of teaching. The JATC and the local are tremendously grateful for Bro. McLean's dedication and knowledge he brought to the program.

We held a Building Trades Job Rally at the Kroger store on College Ave. Thanks to our retirees and members who showed up in solidarity against nonunion, out-of-town workers being handed our jobs. Also, thanks for calling the store management and sending e-mails to the Kroger corporate office. The work picture remains pretty slow in our jurisdiction. Anyone on Book I should be signing other books. We are grateful to other locals that have helped put our members to work.

Our 25th annual golf outing will be July 27 at Fairlakes golf course in Secor. We encourage everyone to sign up and get on a team. Remember to stay involved in the local union!

Mike Raikes, Pres.



Local 197 congratulates 2012/2013 apprentice graduates. From left: Instructor Ken McLean, JATC Dir. Renee Riddle, Jim Suppan, Josh Scaggs, Clint Johnson, Mike Russell, and Jake Goar. Not pictured is Josh Linton.

'Marching Into Spring'

L.U. 269 (i&o), TRENTON, NJ—Although the trees were mostly bare, there was plenty of green to be seen throughout our territory early this spring as union members marched in St. Patrick's Day parades in Mercer and Burlington counties in New Jersey, and in Buck's County in Pennsylvania. The parades were spread out over three weeks turning the holiday into a month long event. Participation was up from past years. The electricians' marching groups were led by a pick-up truck decorated with a



Local 269 members gather for one of the many highway clean-ups performed throughout the year.

brand new advertising wrap proudly displaying our local and International IBEW logos.

As April arrived the good works of our members continued, most notably with the annual cleaning of the Morrisville, PA, section of the Delaware-Raritan Canal Park and our ongoing Adopt-a-Highway efforts on both sides of the Delaware River. The canal crew took to kayaks and canoes to aid their efforts, while the highway volunteers used a boots-on-the-ground strategy to accomplish their mission. It was a job well done by our members and their families, and they deserve great credit. Through volunteering, our members can raise the profile of our organization and experience the reward of helping others. Thank you, everybody.

Brian Jacoppo, P.S.

What's It Worth?

L.U. 343 (i,spa&st), LE SUEUR, MN—As building trades craftsmen know, the construction pendulum swings to feast or famine. The present indicators identify this summer and fall as a feast. There are projects spread throughout our jurisdiction. Use the Web site. Stay informed. Use your membership. Be involved. What's our IBEW membership worth? What's it even for? Some apprentices ask, "Why should I pay dues?" The quarterly dues are \$96; \$45 goes to OUR retirement; \$45 goes to the International Office; \$6 goes to Local 343. The \$51 helps fund the organization that is our livelihood.

Surely, you can be an electrician without the union. You can have the freedom to negotiate—one on one with your boss, every time you change contractors—your wages, health care, retirement, vacation time, holidays, time off, job conditions, start/stop times, breaks, overtime, tools, safety equipment, or as simple a thing as a way to wash your hands. Our current job conditions didn't appear overnight or by themselves. The union will take care of you if you take care of the union.

The Local 343 summer picnic is Aug. 3 at the Oakwoods Trails Campground near Austin. Bring a dish to pass. Just kidding! It's free food and fun ... another benefit of union membership.

Look for "Made in USA."

Tom Small, P.S.

Strong Work Picture Projected

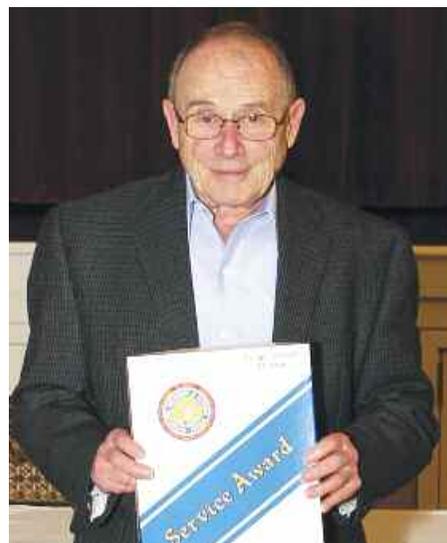
L.U. 347 (em,i,mt,rtb,rts&spa), DES MOINES, IA—Should all the pieces fall in place, this local will be looking at a lot of work in the foreseeable future.

There is a \$1.5 billion Facebook project that, as of press time, was scheduled to start in June 2013; that project may potentially require approximately 150 electricians. Other possible projects include: a new substation for the Microsoft Data Center, a Marshalltown Power House project, and a Lake Red Rock hydroelectric generating facility project. These are the larger projects that are poised to enter the Local 347 pipeline. There are many other smaller parts to this generally rosy picture.

The local held its annual Pin Party & Recognition Night on March 9. Top service pin honors went to Patrick O'Brien for 60 years of service, and to Phillip Johnson for 55 years of service. We congratulate all the award recipients for their years of service and dedication to the IBEW!

Just for fun, a golf outing was scheduled, as of press time, for June 1.

Mike Schweiger, P.S.



Local 347 retiree Phillip Johnson displays his 55-year award.

IBEW Labor Day Bike Run

L.U. 349 (em,es,i,mps,rtb,rts,spa&u), MIAMI, FL—Our annual Easter Party had a good turnout. Plenty of hot dogs, drinks and Easter eggs. Prizes and surprises were for the children. The Entertainment Committee did another fine job, roping off the fields for the different age groups and setting out all the eggs. All the children had fun.

IBEW Local 222's satellite Miami office is putting on a Ride with Pride Labor Day bike run to be held Labor Day weekend, Aug. 31 - Sept. 1. It will start

in Miami and wind through the state ending in Ocala, FL. Plans call for visiting a couple of IBEW locals along the way for some end-of-ride get-togethers and celebrating both days. It will be a nice two-day ride. All proceeds will go to St. Jude Children's Hospital. Visit IBEW Local 222's Web site www.ibew222.org or contact Willy Dezayas at (305) 219-8234 for more information. Have fun and ride safe.

Our Continuing Education classes, for your Certificate of Competency-Metro card, are about to end. Contact John McHugh at the apprenticeship office to find out about the classes and dates.

Remember to work safe and work smart. Attend your union meetings. Where there is unity, there is strength. Let's keep our local strong.

Remember our soldiers and our union brothers and sisters working overseas. Bring them home safe.

Frank Albury, P.S./Exec. Brd.

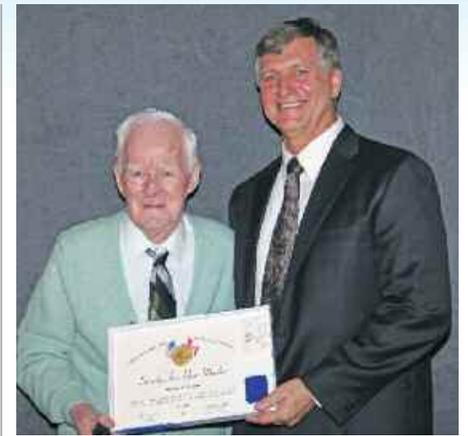
Apprentice Graduating Class

L.U. 357 (c,i,mt&se), LAS VEGAS, NV—Congratulations to the apprentice graduating class of 2013:

A. Abalos, A. Ada, R. Aguilar, J. Alaimo, G. Aldebot, P. Allen, J. Alongi, M. Alvarez, M. Ayoub, B. Bailey, N. Barnes, J. Bascones, J. Bell Jr., C. Bell, R. Birrell, J. Bispo, E. Blair, G. Blair, S. Boettger, A. Bolda, R. Boom, B. Borchardt, J. Brooks, R. Bualle, B. Carter, O. Carter, R. Cerda, B. Coffee, J. Cook, F. Cudia, S. De Gracia, S. Doles, J. Domingo, J. Edmonds, M. Esmeier, S. Esparza, R. Esquivel, W. Evans, J. Ferguson, J. Fotsch, A. Frizzell, R. Gabie, H. Gambie, J. Garcia, R. Garcia, J. Garde, J. Hamon, A. Harker, J. Hathaway, T. Haverlock, A. Henderson, J. Higgs, K. Houck, T. Intrapairote, T. Jackson, W. Jefferson, T. Jordan, C. Kaczmar, J. Karuga, J. King, K. Klein, D. Koeb, T. LeVasseur, N. Lee, B. Leivas, J. Lemon, R. Lim III, J. Lopez, R. Lopez, J. Luce, C. Martin, R. Martin, A. Martinez, A. Martinez, C. Martinez, B. Maxwell, C. McGill, D. McGlothlin, V. Meamber, G. Meyers, R. Milliken, G. Montoya, B. Moore, D. Moore, S. Moore, B. Muffoletto, G. Murray, T. Napolitano, J. Ochoa-Vega, L. Osborne, D. Patterson, I. Paulson, J. Perkins, C. Picard, M. Porter, R. Potain, L. Randolph, E. Rasmussen, M. Robinson Jr., S. Rojas, . Rood, R. Rosinski Jr., J. Ross, J. Ruiz, J. Russell, D. Sanders, E. Sandoval, B. Scott, W. Sharpe, N. Shue, M. Skelton, J. Smith, C. Solorzano, B. Sprague, J. Tanney, P. Terzoli, R. Thoroughgood, M.Threats, J.Tobler, B. Tom, J. Van Ness, M. Vance, L. Varela, S. Villalobos, P. Villanueva, J. Vondruska, M. Wagatu, D. Wanjohi, H. Weinstein, T. Wergin, T. Wilkes III, K. Willhite, W. Willhite, and R. Young.

Thank you to all the members who helped with the Member to Member drive. Because of you, we had a great response.

Jennifer Tabor, P.S.



Local 405 Bus. Mgr. Bill Hanes (right) presents 75-year award to Manfred "Whitey" Johnson.

Retirement & Pinning Party

L.U. 405 (em,i,rtb&spa), CEDAR RAPIDS, IA—Local 405 held its annual Retirement & Pinning Party on March 23. It is always a good time bringing members together at these banquets to hear the "war stories" from jobs they worked on and brothers they have worked with, but this year was a very special time. Not only did we recognize our new retirees (you know who they are by the permanent smiles on their faces), but this year we also were honored to present two 65-year pins and a 75-year pin. It is humbling to see these gentlemen and realize the contributions they have made to our industry and to our local.

Thank you and congratulations to new retirees Harry DeLancey, Jim Dermody, Ed Gibbs, Farl Greene and Steve Herman—and a heartfelt thank you to 65-year members Don Smith and Art Taylor and to 75-year member Manfred "Whitey" Johnson.

The local initiated into membership 24 new apprentices at the April general meeting, and in May we acknowledged the accomplishment of 29 new journeyman inside wiremen, two voice-data-video technicians and one residential wireman at a cookout held at the local union offices.

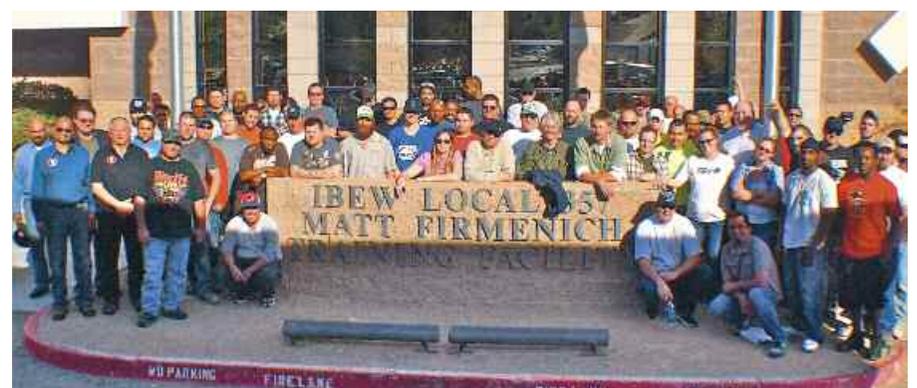
Bill Hanes, B.M.

Dedicated Leadership

L.U. 441 (as,i&rts), SANTA ANA, CA—After 15 years, Doug Chappell has concluded his service as business manager. Bro. Chappell recently decided to move to another position with Local 441, as well as assume the office of



Local 441 Pres. Doug Chappell



Local 357 congratulates the 2013 apprentice graduating class.

Local Lines

local president; during May's nomination night, Doug was nominated and ran unopposed for the position as president.

Bro. Chappell's IBEW service history is extensive. He was initiated into the union in 1971. He served on the Executive Board in 1992 and again from 1994-1996. He was a business representative and assistant business manager in the late 1990s. From December 1997 to June 2013 he served as business manager.

During his time in office, Doug has been a strong, understanding and progressive leader, always with the working people's and the IBEW's best interest at heart. Doug has spent years putting Local 441 at the forefront of the labor movement in Orange County, and through his dedication we have every reason to believe the local will continue to flourish and set the standard for organized labor.

Richard Vasquez, B.R.

WWII Day of Honor

L.U. 457 (u), MERIDEN, CT—On April 27, members of IBEW Local 457 assisted World War II veterans off the bus and onto the last five flights headed to Washington, D.C., to visit the World War II Memorial for the Day of Honor.

Thank you to the following members who volunteered their time: from the Middletown group—Tom Cook, Jim Mastria, Sebby Pandolfo, Joe Quinones and Charlie Thomas; and from the Hartford group—Gary Johnston, Larry Polaske, Carm Serrantino and John Walsh.

John Fernandes, B.M./F.S.



Local 457 member Tom Cook (right) assists a World War II veteran.

Class of 2013 Graduates

L.U. 531 (i), LaPORTE, IN—Congratulations to the apprentice graduating class of 2013. The graduates completed the inside journeyman wireman apprenticeship program.

The 2013 graduates are: Ryan Pierce, Chris Trzeciak, Robert Allen, Matt Lessner, Joshua Payne, Adam Grass, Andrew Brenda, Sean Ryan, Ryan Belstra, Brad Kerkes, Andrew Tillema, Allen Easton, Alvin Udvard, Scot Kelly, Ryan Wildfang, Dan Chmielewski, Wesley Wright and Russell Prichard.

We wish you all much success in your careers as tradesmen and as leaders within the local. Take advantage of the upgrade classes the JATC offers to keep improving your skills. Also, please attend local meetings and help with volunteer projects. This is your local now; take stock in it, consider running for office. At union meetings, you will gain valuable



Local 531 apprentice graduating class of 2013.

knowledge regarding the inner workings of the local and things happening on the jobsites that you should be aware of.

The volunteer projects help us befriend other community organizations, businesses, politicians and decision makers.

Dean F. Harmon, P.S.

Work Picture: Full Steam Ahead

L.U. 551 (c,i&st), SANTA ROSA, CA—Greetings from the North Bay! Our work picture is in full steam ahead putting all hands on deck! We have also had the great fortune to put travelers to work, and we expect to have a great work picture through the summer.

And now we wish to present our Graduating Class of 2013. Congratulations! Work safe and have a prosperous career!

Inside wiremen graduates: Justin Adiego, Admin Alcazar, Jacob Berg, Timothy Bowser, Mark Dohner, Andrew Elliott, Andrew Geoffrion, Jeff Hutcheon, Brian Kelly, George LaFave, Jose Lopez, Ryan Modell, Jared Mumm, Ian Muskar, Nicholas Paglia, Gianluca Parenti, Kyle Payton, Brad Pierce, Victor Sangervasi, Blake Schindler, Quran Strane and Christopher Thomas.

Sound and Communications graduates: Gabriel King and Christopher Kruger.

Call your hall, brothers and sisters, and see how easy it is to become involved in your union and your community. Right now we are looking for volunteers at our building trades' booth for the Sonoma County Fair in late July and early August.

Thank you and work safe!

Denise D. Soza, B.R./P.S.

'Work Outlook Warming Up'

L.U. 557 (i,mt,rts&spa), SAGINAW, MI—Finally the cold, dark days of winter are behind us and the work outlook for spring and summer is starting to warm up.

With General Motors investing \$246 million at the Saginaw Metal Casting Operations, that should help in keeping local hands busy for the immediate future. Additionally, school building work should be starting as soon as the school year ends, and a few other decent projects are also in the pipeline. Hopefully this work will get all the local hands back to work soon.

A remodel project to help revitalize the downtown area has been a fight for local labor. A picket line was set up at the Eddy Building downtown to encourage an out-of-town developer to hire skilled local union labor to complete the project instead of posting help wanted ads on Craigslist to acquire the labor. I hope they come to their senses on this one.

Local 557 welcomes and congratulates our new first-year apprentices: William Brickel, Dan

Kunde is retiring effective July 1. Tom was initiated in 1977 and graduated our apprenticeship in 1981. He was originally hired by then-business manager Al Shur in 1997, and then promoted to assistant business manager in charge of membership development by Bus. Mgr. Johnny Simpson in 2010. Thank you, Tom, for your many years of dedicated service.

David Taylor, Pres./P.S.

Congratulations, Young Workers!

L.U. 595 (c,govt,i&st), DUBLIN, CA—We look forward to journeyman upgrade and apprenticeship classes starting in our new ZNE Center this August.

The work picture remains steady and we are cautiously optimistic about the outlook for upcoming years. We are expanding use of the CE/CW program and hope to have more of our contractors embrace the concept as we see the success it brings to the IBEW and NECA.

We sent members to Legislative Conferences and IBEW Construction and

Progress meetings recently; the information shared and training received are invaluable. Some incredible challenges are ahead in the discussions about: health care, implementation of the Affordable Care Act and how it will affect multi-employer plans like ours, immigration reform, fights to protect Social Security and Medicare benefits, and the need for jobs. Serious decisions will be made soon that will affect policy for years to come.

Sadly, Local 595 lost one of its great leaders of the "We Generation," Jack Bollinger. Jack was an



IBEW Local 557 members at the Eddy Building in downtown Saginaw, MI, include: Craig Wark (front row, left), Bill Miner, John Hagarty, Dave Gregory, Phil Barnett, Russ Combs and Jason Rivette.

Christensen, Zachary Plank, John Roedel and Josh Williamsen.

Jason Rivette, P.S.

IBEW 569 Volunteers: Rebuilding Together San Diego

L.U. 569 (i,mar,mt,rts&spa), SAN DIEGO, CA—Local 569 journeymen and apprentices turned out on a Saturday for our Christmas in April charity event. Over 55 members helped in the rehabilitation of a Veterans of Foreign Wars (VFW) Hall, a church, a Masonic Lodge and four houses. We joined together with other volunteers from Rebuilding Together San Diego to clean, paint, and install electrical upgrades for low-income families and other worthy groups. It's always rewarding to know that we have improved these homes for the families who live in them and helped make their lives just a little easier. We are always especially pleased when we have a chance to work on a VFW Hall or a Veterans Center.

A big thank-you goes to Dynalectric, Morrow Meadows, HMT Electric, Chula Vista Electric, Baker Electric and Southland Electric; altogether, they donated 12 service trucks for the projects.

Longtime member, agent and organizer Tom



Local 595 Pres. Greg Bonato (left) with young apprentices Winfield Lee (3rd bracket) and Barry Ochsenfeld (4th bracket) volunteering at a Rebuilding Together home in Oakland, CA.



IBEW Local 569 Rebuilding Together San Diego volunteers gather for a community service project.



Local 601 first-year apprentices: Shawn Gillespie (left), William Stone, Dustin Bateman, Anthony Street, Chris Doxtator, Thomas Dickey and Alex Hosier.

inspiration to us all. A World War II veteran, he was a leader in the field and a Local 595 Retirees Club member. Jack passed away on March 22 at age 88. He will be sorely missed. Our condolences go to Eleanor, Shawn and the entire Bollinger family.

Congratulations to Local 595 "Young Workers" Rachel Bryan, Jason Gumataotao and Tanya Pitts! The Alameda Labor Council honored these young trade union activists for their work fighting, and defeating, Prop 32.

Tom Mullarkey, B.R.

Apprenticeship Program

L.U. 601 (i&rtb), CHAMPAIGN-URBANA, IL—IBEW Local 601 is very proud of its apprenticeship program. Currently there are 12 apprentices in the first-year class, 11 in the second-year class, six in the third year, 14 in the fourth year, and 20 in the fifth year.

Bob Withers is our invaluable apprenticeship coordinator and also teaches the first-year apprentices; he has served as coordinator since 2003 and has taught since 1979. Brent Stull teaches the second-year class, John Mingee the third year, Allen Halberstadt the fourth year, and Rich Mingee and Dana Nichols the fifth. Mike Aper is the Telecom instructor. Todd Nicholas, Robert Mishler and John Allen also teach specialty courses for the apprentices. All of our teachers have been with the apprenticeship program for many years. We can never thank them enough for their dedication, time and expertise. When Local 601 built its new facility in 2006, the apprenticeship program was also able to build a new state-of-the-art building of its own to provide advanced training for both apprentices and journeymen. [Photo, top left.]

Our work outlook appears better for this summer. At this writing, there are 71 on Book 1, and 211 on Book 2; five apprentices are on the books.

At this writing, Local 601 was scheduled to hold its election of officers on June 4.

Dan Hatter, P.S.

Make Workers' Voices Heard

L.U. 625 (ees,em,i,mar&mt), HALIFAX, NOVA SCOTIA, CANADA—Congratulations to our new journeymen: Andrew White, Blake Davidson and Ryan Leblanc. It's always good to see more brothers completing their apprenticeship.

Recently retired members are: Bros. John Boyd, Gary Riggs, Wayne Marchand, Oscar Arsenault and Gary Langille. We are fortunate our local has had a pension plan in place since 1979.

Retired Bro. Sherman Jamieson, 78, passed away April 2. Our condolences go to his family.

With a provincial election coming up soon, members of organized labour must have their voice heard. Try asking the candidates questions such as: "What is your position on growing the middle

class?" or, "What are you going to do to help the working family improve their living standard?" Regardless of what political party they belong to, all candidates must be held answerable to the worker. We, the worker, are the clear majority. Everyone should at least vote and be counted.

Thank you to the following locals for the job calls for our traveling members: Local 2330, St. John's, NL; Local 2038, Regina, SK; and Local 993, Kamloops, BC. We appreciate the chance to visit your jurisdiction to work alongside your members.

Tom Griffiths, Pres.

Advanced Stewards Training

L.U. 627 (u), FORT PIERCE, FL—IBEW Int. Reps. Brian K. Thompson and Carmella L. Cruse recently conducted an Advanced Stewards Training seminar with Local 627. The local is very grateful for the excellent session they conducted. We wish Int. Rep. Cruse all the best in her new position as International Organizing Coordinator, Region 4; may she continue to affect so many people in a positive manner.

Nuclear apprentices Casey Kraus and Jason Hampson became new Local 627 members at our April meeting.

The local also recognizes the graduation from Indian River State College of nuclear employees Sid Pennington, Kevin Hewitt, Zaak Faulkner, Dan Lobo and Danny Hall.

Apprentice linemen Chris Herrera, Gary Aleknavich Jr. and Kellen Lewis are now in the field and learning new techniques and skills as they advance to journeyman status.

Local 627 is proud to share a partnership with the City of Port St. Lucie in the "Adopt a Street" program. On the second Saturday of every month, we will gather litter and recyclable materials. I believe this action will send a positive message to all residents of this city.

Ray Vos, P.S.



Local 627 Advanced Steward Training participants, joined by Int. Reps. Carmella L. Cruse and Brian K. Thompson (standing, left).



A view from the new tower at the Magnus International Group site shows the progress on the rest of the construction project, where IBEW Local 673 members and travelers are working.

Line Construction Work

L.U. 659 (c,catv,em,i,lctt,o,st,t&u), MEDFORD, OR—The outside line construction work picture continues to improve in Local 659's jurisdiction. NECA contractors International Line Builders Inc. and Christensen Construction have been working on "re-conductor" and pole replacement projects with more work scheduled to be put out for bid.

The reps will be busy this summer with several contracts coming open.

All the line clearance contracts with Asplundh, Trees Inc. and Wright Tree will be open. The four inside agreements will also be open along with The City of Bandon for wages only.

There is no union picnic scheduled for this summer. This is the first summer in several years that it will not be held. This event is a fundraiser for



IBEW linemen Scott Downer and Dillian Irvin at work on a Local 659 project with ILB Inc. at Lone Pine substation in Medford, OR.

our Brotherhood Fund and hopefully will be back on next summer.

Congratulations to Portland, OR, Local 48 on their 100th anniversary.

Tom Legg, Pres.

Project Benefits Veterans

L.U. 673 (catv,i,rts,spa,t&u), PAINESVILLE, OH—Retired member Danny Ziemak has collected phones for our service men and women for quite some time now, and recently he has requested that we save used prescription eye glasses for donation to our veterans.

Danny called the other day to let me know of the effort put in by Bro. Gary Hogan and his mother. They dropped off more than 200 pairs of eyeglasses that will be put to great use. Thanks to Bro. Dan, Bro. Gary and Gary's mother for their work in support of our veterans.

The Magnus construction project continues in Painesville Township. [Photo, top right.] To meet the schedule on this project, crews are working two shifts six days a week as of press time. Lake Erie Electric is doing this project and has indicated that everything is going well. Thanks to our traveling brothers for their help on this project.

Jim Braunlich, P.S.

Labor Roundtable Discussion

L.U. 777 (u), READING, PA—Bros. Richard Drey and Mark Power represented the IBEW and Local 777 at a labor roundtable discussion with U.S. Sen. Bob Casey Jr.

The event was sponsored by the Pennsylvania AFL-CIO, the Central Pennsylvania Area Labor Federation and the Harrisburg Regional Central Labor Council and hosted by our friends at the Plumbers and Pipefitters Local 520 union hall. A collective of local unions from several trades attended ranging from the IBEW, Plumbers & Pipefitters, and Steelworkers as well as transportation workers, tin workers, state workers, teachers and carpenters. All had questions pertaining to battles on the political forefront that will affect labor going forward. Local 777's question was about EPA regulations on coal-fired power plants and the closure of numerous plants across Pennsylvania and the U.S.—and the effects this will have on the job market, the cost of electricity, and the availability and reliability of electricity on the national grid. Sen. Casey understood and committed to discussing the matter with the EPA administrator.

Mark Power, P.S.

Local Lines



Local 827 former president/business manager Joe McLaughlin (far right) swears in officers. From left: Rec. Sec. Suzanne Wallin, Treas. Glenn Puzo Jr., Vice Pres. Karen Lane and Bus. Mgr./Pres. Robert Speer.

Newly Elected Officers

L.U. 827 (catv&t), EAST WINDSOR, NJ—On April 2, former Local 827 president/business manager Joe McLaughlin swore in newly elected officers, as follows: Bus. Mgr./Pres. Robert W. Speer, Vice Pres. Karen S. Lane, Treas. Glenn R. Puzo Jr. and Rec. Sec. Suzanne M. Wallin.

Suzanne M. Wallin, R.S.

Awards Presentations

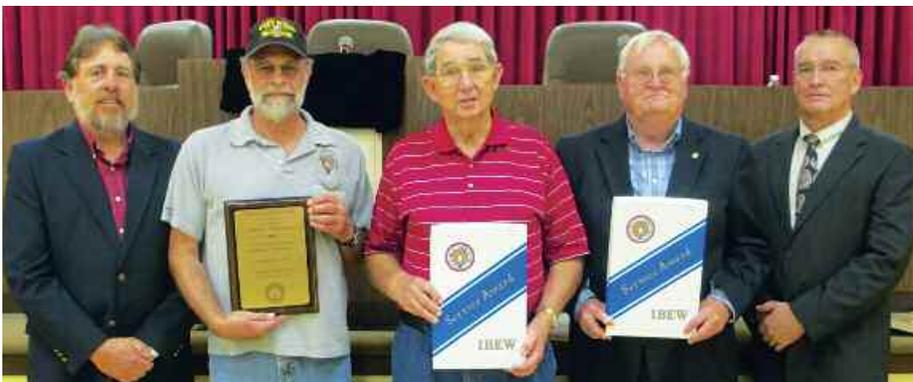
L.U. 915 (i&mt), TAMPA, FL—It was a great night of brotherhood at our annual Service Pin and Brother of the Year Awards presentation and cookout. Attendees ranged from members with 60 years of service to new members being sworn in to our Local 915 family.

Congratulations to the following brothers for their years of service: 60-year members Alfred Reid and Charles Wade; 50-year member Dennis Field; 45-year member Robert Fran; and 40-year members Bruce Barrow, Paul “P.D.” Carlisle, Kenneth Cyphert, Marco Perilla, Jimmie Powell and Randy Tew. Special congratulations to Bro. Robert McDonald, who was able to come to the hall to receive his 75-year plaque.

The Brother of the Year Award recipient has served as our local’s vice president and as delegate to our Central Labor Council for many years, as well as wherever needed to help further the Brotherhood. His heart is IBEW and he is a loyal member and friend. Our 2013 James H. Phillips Brother of the Year Award goes to Bro. Jim Froomjian.

Sincere congratulations go to Robert Miles, who is retiring after spending his life serving Local 915. Bro. Miles has served in too many capacities to list and is noted for his loyal devotion to our Brotherhood as our Trust Funds attorney.

Theresa King, P.S.



Attending Local 915 awards ceremony, from left: Pres. Randall King; Brother of the Year Award recipient Jim Froomjian; 60-year service pin recipients Alfred Reid and Charles “Buddy” Wade; and Bus. Mgr. Bill Dever.



Local 1253 members and travelers working for E.S. Boulous Co. at the MGMC project in Augusta, Maine, have shown what skilled IBEW craftspeople can do. When the completion date was moved up, the 120-plus members on the project responded with expertise.

Photo credit: Dean Denis

Transition Process

L.U. 1049 (lctt,o,u&uow), LONG ISLAND, NY—We, at IBEW 1049, are currently weathering the process of the work force being bifurcated between two employers. On Jan. 1, 2014, approximately 1,400 of our Utility Division members are scheduled to begin working for PSEG. Those members will continue to maintain and operate Long Island Power Authority’s electric Transmission & Distribution system. The remaining 1,200 Utility Division members will continue to work for National Grid. This entire process has been influenced by political factors. As of this writing Gov. Andrew Cuomo may be adjusting the plan. Bus. Mgr. Don Daley has assigned Sr. Bus. Rep. Pat Guidice to be our political liaison for the rest of the bifurcation process.

At our April general meeting we welcomed Dave Daly, PSEG senior vice president. He addressed the membership on the upcoming transition of our members from National Grid to PSEG. We look forward to a long, positive, productive and prosperous relationship with PSEG.

In our Outside Division, we recently completed negotiations on behalf of our line clearance tree trimmers and NECA members. Each three-year agreement included general wage increases as well as employer funded increases to the Health and Welfare, and Annuity Funds. Both contracts were overwhelmingly approved by the membership.

Thomas J. Dowling, R.S.

Safety on the Job: Volunteers Raise Awareness

L.U. 1245 (catv,em,govt,lctt,o,pet,t&u), VACAVILLE, CA—Approximately 100 volunteers from electric, gas

and tree trimming classifications met for two days in May to explore new ways of promoting job safety. These volunteers serve as “safety stewards” to raise awareness and resolve safety issues on a peer-to-peer basis. This initiative is a response to fatalities and serious injuries in recent years.

Our 100-plus units sponsor community sporting events and engage in charitable activities. Recent projects include: sponsoring a “relay for life,” numerous high school and Little League baseball teams, and restoring a famous San Francisco mural. Our Sacramento-Area Organizing Committee’s recent charity bowl benefited the Boys and Girls Clubs. Members at Turlock and Modesto Irrigation Districts held their annual bowling tournament.

The local sponsored two soccer tournaments for our line clearance tree trimming members—in Merced and Fairfield, CA. The local is also sponsoring a sporting clays shoot, a motorcycle rally, a golf tournament and other activities that build solidarity.

Members at Sacramento Regional Transit competed in rodeos for light rail workers and bus workers. Members from several employers participate in lineman rodeos, including the International Lineman’s Rodeo in Kansas this fall. We are also exploring participation in a gas rodeo.

On Earth Day, members deployed to 10 locations to make our communities cleaner and greener.

Outside Construction work remains strong. Our Outside membership grew by 350 in 2012.

Seven local members received the IBEW Life Saving Award for rescuing crew foreman Rayshawn Neely, who was attacked by a deranged motorist. Award recipients were: Richard Gonzales, Steve

Hakker, Nicolas Starkey, Ken Simon, Nelson Pereira and Anthony Esposito.

Eric Wolfe, P.S.

‘Maine Initiative’ Gains

L.U. 1253 (i), AUGUSTA, ME—We recently came through our best winter in years, recording at or near full employment for the whole season. While large projects such as the Maine General Medical Center (MGMC) have meant a lot to us, smaller projects like the new Bangor Auditorium, the Woodland Mill liquefied natural gas project, switchyard work, the Margaret Chase Smith Federal Building, and numerous projects at paper mills around the jurisdiction have employed the majority of the local.

While large and industrial projects account for a large percentage of our employment, we have also seen great success with our CE/CW driven recovery work. We have ongoing work in educational settings and on small-scale hospital projects that we wouldn’t be able to win without the improved crew mix provided by our recovery agreement, The Maine Initiative.

Over the past year we have increased membership and look to do the same this year, using the CE/CW program and the apprenticeship program to continue to grow our numbers.

Over the past three months we draped the charter for the loss of several retired members. Our thoughts and prayers are with the families of our members who passed away.

Scott Cuddy, P.S.



Local 1245 Pres. Mike Davis (left) and Bus. Rep. Mark Rolow (right) present IBEW Life Saving Awards. From left: M. Davis, Nicolas Starkey, Richard Gonzales, Steve Hakker, Rayshawn Neely, Ken Simon, Nelson Pereira and M. Rolow. Not pictured: Anthony Esposito and Stan Zamora.

Congratulations to Retirees

L.U. 1307 (u), SALISBURY, MD—Congratulations to our new retirees. From Choptank Electric Cooperative we have: Walter Walley Sr., electronic & load management technician; and James Harmon, operation utility person. From Delmarva Power we have: Marlene Griffin, customer information specialist; Gerald Riddle, hydraulic & equipment technician; Howard Slaughter, substation technician senior; John Hill, hydraulic & equipment technician; Herman Jackson, hydraulic & equipment technician; Gloria Milbourne, senior community outreach specialist; and Jack Kohland, stock keeper. Thank you, brothers and sisters, for a job well done.

Local 1307 mourns the loss of Bro. Pat Sharkey. Bro. Sharkey retired from Delmarva Power as a journeyman lineman. He had also served in the U.S. Air Force and had many outdoor hobbies. Bro. Sharkey will be missed by many friends and family.

Even though the summer gets busy, try to make time to attend monthly union meetings. It's a great time to get information and see some friends.

Charles T. Harris Jr., P.S.

IBEW Career of Service

L.U. 1393 (catv,lctt,o,t&u), INDIANAPOLIS, IN—At this writing, our local union election of officers was scheduled to take place in June 2013. As of press time, election results were not yet available.

A newly elected business manager/financial secretary will replace our longtime business manager/financial secretary of nearly 24 years effective July 18, 2013.



Local 1393 Bus. Mgr. Thomas "Joe" Bailey.

Thomas "Joe" Bailey decided not to seek a ninth term as business manager/financial secretary after more than two decades leading our local. Bro. Bailey is a second-generation IBEW member and the son of former Local 1393 business manager/financial secretary and retired Int. Rep. Everette Bailey.

Bro. Joe Bailey, an IBEW member for over 38 years, has been a relentless advocate for labor and has provided countless hours of support and aggressive representation in the minefield of corporate greed for our members. During his administration he brought the local from a difficult financial standing to an improved financial picture to position the local for the future. Thank you, Bro. Bailey, and good luck with your future endeavors.

Robert C. Fox, P.S.

Safety Revisited in St. Louis

L.U. 1439 (u), ST. LOUIS, MO—Safety should always be first and foremost on your mind when handling power lines, but sometimes the unexpected happens and lives are affected dramatically.

We mourn the loss of Bro. David Burns, who was killed by an electrical contact while working storm restoration during a spring storm. Dave was known to be a safety advocate and safety rep for the local. Another brother lost a limb in October 2012 while working a routine transformer change.

Safety rules are designed for a reason. We applaud all members who serve on Joint Safety Boards, volunteer to be safety representatives for their work groups or participate in other aspects of safety on the job. We have come a long way since 1891. Safety is also a principle set out in our Code of Excellence.

"Right to Work" (or less) legislation, among other anti-workers bills, continues to be a major battle in Missouri. It appears that our defensive approach and tactics will be successful again in this 2013 session.

Mike Walter, B.M./F.S.

50-Year Certificate of Service

L.U. 1501 (ees,em,mo,pet,rts&t), BALTIMORE, MD—At a 2009 meeting of IBEW delegates, Bus. Mgr./Pres. Dion F. Guthrie was honored for achieving more than 50 years of continuous service to the IBEW. Int. Sec.-Treas. Salvatore J. Chilia, then Fourth District Vice President, was among those present and extended his congratulations to Bus. Mgr. Guthrie.

Bus. Mgr. Guthrie stated it was an honor achieving such a milestone and reflected on those years with the delegates, who gave him a standing ovation. Shortly after the delegates meeting, Bus. Mgr. Guthrie received his 50-year IBEW Certificate of Service.

Thomas J. Rostkowski, R.S.



Local 1501 Bus. Mgr./Fin. Sec. Dion F. Guthrie.

2013 SBP Star Awards Luncheon—School Business Partnership

L.U. 1547 (c,em,i,o,t&u), ANCHORAGE, AK—Anchorage School Business Partnership (SBP) is one of many organizations Local 1547 works with to enhance our community. Local 1547 has been actively involved in the SBP program and has worked directly with Anchorage School District, the district schools, staff,



2013 SBP STAR Awards Luncheon attendees include: Local 1547 Bus. Mgr. Mike Hodsdon (second from right); SBP Exec. Dir. Cheri Spink (third from left); Local 1547 Assoc. General Counsel and state Sen. Bill Wielechowski (far right); Local 1547 Organizer and state Rep. Chris Tuck (far left); and Local 1547 Records Mgr. and SBP board member Dora Wilson (third from right).

students and families since 2001. The SBP program provides opportunities for students, teachers, businesses and community agencies to enhance educational experiences that nurture future employees and citizens.

Each year SBP holds a luncheon to recognize businesses and organizations that help make the program successful. Among those attending the 2013 SBP STAR Awards Luncheon from our local were: Local 1547 Bus. Mgr. Mike Hodsdon; Local 1547 Assoc. General Counsel and state Sen. Bill Wielechowski; Local 1547 Organizer and state Rep. Chris Tuck; and Local 1547 Records Mgr. and SBP board member Dora Wilson. Others in attendance included students, school officials and SBP officers.

Melinda Taylor, P.S.

Recover Our Work

L.U. 1579 (i&o), AUGUSTA, GA—The work picture in the Augusta metro area for the IBEW is improving. With the help of our local contractors as well as our out-of-town union contractors, this local is gaining market share.

Although we have most of the large projects in the area, such as the project labor agreement work at Savannah River Site and Plant Vogtle, we want more. Although this local has its members working, as well as many travelers, that is not good enough. We want it all! We should never be happy with the work we have until we achieve 100 percent of the work.

Currently, IBEW Local 1579 has about 36 percent of the employment share. Just imagine if we had 60, 70 or even 90 percent. Of course, this takes dedication and time as most of us want overnight results.

To achieve this, we have to all do our part. From an administrative and a representation standpoint, we have worked hard staying on top of potential jobs for union contractors to bid and will continue to do so. The contractors are doing a good job bidding and getting work from nonunion contractors that pay their employees less than half of what we make. The IBEW (in many cases) is doing some jobs with half as many workers as their nonunion competition. This is what it is going to take to take all of this work.

Until next time, God bless.

Will Salters, A.B.M.

IBEW MEDIA WORLD

In addition to your monthly issue of *The Electrical Worker*, check out the wealth of IBEW-related information in cyberspace.

www.ibew.org

Our Web site has news and info not available anywhere else. Visit us to connect with the IBEW on Facebook and Twitter.

And read *The Electrical Worker* online!

YouTube

Our popular YouTube channel is a hit with viewers—and our videos have generated more than 260,000 plays.

Youtube.com/TheElectricalWorker

Vimeo

From the roar of race cars to the crack of the bat, meet the IBEW audio technicians bringing TV sports to the world.

vimeo.com/ibew/sound



HourPower

The 2012 Hour Power awards were handed out at the C&M conference, and IBEWHourPower.com has profiles on the winners. Take a look today!



ElectricTV

The VICE program is helping connect veterans to good careers in the electrical industry. See how on electricTV.net





International Brotherhood of Electrical Workers

The *Electrical Worker* was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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FROM THE OFFICERS**Defending Public Workers**

Edwin D. Hill
International President

In the name of deficit reduction, federal employees have lost \$126 billion in benefits and wages in the last five years. Proponents of the wage freezes and benefit cuts, including, sadly, our president, say the ballooning debt demands sacrifices.

Yet there is a mountain of evidence that many of the sacrifices borne by public sector workers are so poorly thought out and executed that they actually cost more money than they save.

Democrats on the House Appropriations Committee released a 26-page catalogue of self-inflicted wounds that makes for grim reading. Millions of dollars in lost wages and benefits are leading to billions of dollars in increased costs down the road.

As only a small example from close to home, the sequester forced the Air Force to shutter both East Coast stations in the Space Surveillance System, known as the "space fence." Two dozen IBEW members were laid off. The radar antennas keep track of everything that flies over the country

and keep our satellites, including the International Space Station, out of harm's way. For a savings of at best a small sliver of the federal budget, we create an unknowable risk to the billions of dollars of satellites we all rely on every day for work, for safety and for communication.

Even if they won't admit they were wrong, you would think that the self-described budget hawks shooting us all in the foot would at the very least quietly stop firing the gun. Instead, at least 16 more bills attacking public sector workers are under consideration in Congress.

One of the worst developments in the American economy has been the philosophy that workers are a problem, not an asset. When the time comes for companies to cut back, it has become commonplace for them to target workers' salaries, benefits or jobs first. The result has been the impoverishment of working families and the largest transfer of wealth upward in our history.

This is nothing less than an effort to impose the predatory workplace on public workers who build and maintain our warships, safeguard the locks and dams on our rivers and keep the lights on across vast swathes of the United States.

The truth is, public sector workers—including nearly 70,000 members of the IBEW—are not the problem. This concerted assault by a corporate elite accomplishes nothing but pushing more Americans out of the middle class, corroding effective governance and blowing up the debt down the road with deferred costs.

The worst part might be the near silence and, at times, collusion, of political leaders who should know better. It's past time for them—President Obama included—to find their voices and defend the public sector workers who defend the rest of us. ■

Man-Made Disaster in Philly

A trip to the Salvation Army store in Philadelphia shouldn't have put people's lives at risk. But on June 5, a building under demolition above the store collapsed, killing six victims.

Union tradesmen at a construction project across the street from the collapsed building had called OSHA on four occasions to report safety violations at the demolition site. Rather than removing a brick wall from the top by hand, they reported, the contractor was destabilizing the wall from the bottom, threatening everyone below.

Toxicology reports revealed that the project's nonunion crane operator, who had a long arrest record, was under the influence of marijuana at work.

The blame game over this tragedy is playing out in the daily newspapers, which feature profiles of the victims, like 24-year-old Anne Bryan, a student at the Pennsylvania Academy of Fine Arts whose family described her as an "incredibly kind and loving person."

And the tragedy is spreading. On June 12, the city's building inspector in charge of overseeing the demolition project took his own life.

Central Salvage Co., a reputable union contractor, had bid on the demolition job, but the building owner, STB Investments, went on the cheap and decided to go with an unqualified nonunion contractor.

STB is owned by Richard Basciano, nicknamed New York Times Square's "Prince of Porn." Said to be worth \$150 million, Basciano owned peep show stores in several cities that he held onto for years until increasing property values made them lucrative to sell or develop.

Concerned about the safety of others, the union workers across the street from the collapsed building sounded a warning that went unheard, with catastrophic consequences.

Another warning needs to be sounded. Our warning is to politicians and business owners who think that union members are "too expensive" and unions have "too much power," or who call us "thugs."

Our warning: Weaken or eliminate unions and workplace safety regulation at your own risk. More buildings will fall. More innocent victims will die. More families will mourn. And more employers will be sued. Our unions choose another future.

We recognize that the vast majority of contractors, union and nonunion are good, decent people. We will continue to reach out and organize. We will promote excellence on the job and protect the safety of workers and our communities. That's who we are. ■



Salvatore J. Chilia
International Secretary-Treasurer

**HOW TO REACH US**

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 Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

Send letters to:

Letters to the Editor, *The Electrical Worker*, 900 Seventh Street, N.W., Washington, D.C. 20001

Or send by e-mail to: media@ibew.org

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Letters to the Editor

Union=Opportunity for All

One hot button issue now is women's rights to equal pay for equal work. This is what trade unions are all about. Anyone who qualifies to carry a union ticket receives the same pay for the same work, regardless of gender.

If you want your daughters to live with fairness in pay for work, encourage them to join a union. It's where opportunity is truly available to all.

All of our local unions have some multi-generational members with two, three and four or more generations taking part in the union way of life. These days, that includes the ladies as well.

If equal pay for equal work is a vital part of your personal desire for a career, then union membership is for you. It is a surety that you will not get it in the corporate world.

*Reggie Marselus, Local 124 retiree
Kansas City, Mo.*

The Underground Economy

After reading the May article "Labor, Lawmakers Take on Payroll Fraud," I became painfully aware of how deeply entrenched right-to-work supporters and conservatives are in Texas. Undocumented immigrants constitute a major problem in many states and, as was pointed out, the politicians only care to address this problem when tax revenues are falling short, due to the fraud perpetrated by these employers. Of course by the time the shortfalls and causes are revealed, it is too far gone. I guess stiffer fines and penalties could be imposed on the perpetrators, but they and their cronies will be crying "too much government intervention" to their conservative legislators. Every day this situation continues, we as a nation become closer to a third world country. Judging by the information presented in this article, it already has happened in Texas. Good luck in Texas, brothers!

*Doug Szabo, Local 68 retiree
Denver, Colo.*

Means of Production

Why don't we control the product that is our livelihood? I've worked on a number of coal, nuclear and gas-fired power plants. Coal is dirty, many of the nuclear plants are getting old and most of the gas plants are peaking plants.

I started in the electrical trade at Local 494 in Milwaukee, Wis. I have now retired and live in Pahrump, Nev. There is a lot of available land in southern Nevada that could be used for solar power plants, including the 10,000-square-mile nuclear test site.

Southern Nevada could serve 40 million people in California, 12 million in Arizona and 2 million in Las Vegas. Union members could build, own and operate and invest in the plants. We seem to depend on others for our livelihood and let them make the money off our labor. Why can't we control our own future?

*Gerald Schmitt, Local 494 retiree
Pahrump, Nev.*



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Electrical Worker

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Look for entry forms & contest rules on www.ibew.org, and in the August issue of the Electrical Worker.

Who We Are

If you have a story to tell about your IBEW experience, please send it to media@ibew.org.

Connecticut Organizer Goes 'Above and Beyond'

Scott Munson, a Hartford, Conn., Local 35 organizer, always knew that breaking through obstacles was part of his job description. "For every shop where you can get a campaign going, you get 20 doors slammed in your face," But Munson, an 18-year member faced no ordinary obstacle when, after making major progress getting authorization cards signed by electricians working for Professional Electric, one of New England's largest nonunion contractors, he heard the owner had laid off 13 union supporters.

To make matters more daunting, Munson was laid off, too. Business Manager Bruce Silva, says, "Scott was dedicated to the union 24-7. To let him go because of finances [due to a too slowly-recovering construction market] killed me."

"When the nonunion crews come face-to-face with the union's accomplishments, they are much less likely to see the union as 'this big monster, money-making machine,' but as an organization where people come first."

Munson had received his first call from a Professional Electric worker in February 2011 requesting information. He and his fellow organizers from New Haven Local 90 and Bridgeport Local 488 expected stiff resistance to their coordinated organizing campaign. Volunteer organizers openly discussed their fear of being fired from the employer of 200 electricians in Connecticut and Massachusetts.

Munson, told workers fearful of losing their jobs: "I will stick this out with you." That included filing National Labor Relations Board charges if workers were wrongfully discharged.

The campaign had picked up early momentum with union mailings to crew members' homes. When the company held captive audience meetings to discourage support for the union, workers questioned the sincerity of the owner, who showed no inclination to improve their nearly nonexistent health and retirement benefits and low pay.

Then a worker forwarded all of the names of in-house organizers to Professional's owner. Munson and the other organizers made good on their promise to file charges at the NLRB after the 13 pro-union electricians were sud-



Scott Munson

denly laid off for what the owner deemed "lack of work." A diligent NLRB investigator supported the union's allegation of wrongful discharge and even found new violations.

This year, the NLRB's office and the company reached a settlement that provided for significant back pay for the 13 electricians who lost their jobs. But the affected workers were now dispersed and none of them would get a penny from the confidential settlement until they were all found and signed papers,

stamped by a notary.

Despite the fact that he, too, was now looking for work—with unemployment climbing to 40 percent in Local 35—Munson went to work tracking down the 13 electricians. That meant taking two trips to Springfield, Mass., spending a lot of time on his cell phone and using the social networking site Facebook as an investigative tool.

In time, Munson located all the affected electricians. And they were paid healthy sums, the kind of money that could go a long way toward buying new vehicles or putting a down payment on a house.

Says, Munson, "I didn't want these guys to have a bad taste about the IBEW." With most of the 13 now working for other nonunion contractors, Munson hopes their recent experience and respect for the IBEW will "open new doors" for the union.

Second District Organizing Coordinator Bob Corrado, a veteran of 19 years in the field, says, "In all of my years in organizing, I have never seen anyone step up to the plate like Scott did. He's a special guy, quiet and modest. He just goes about what he has to do."

Munson says his commitment fol-

lows in the footsteps of his younger brother Eric, a Local 35 inside journeyman wireman who joined the IBEW after the family home improvement company disbanded and Scott, Eric, their father and younger brother sought new jobs.

His father became a union carpenter. Another brother got a job as a union teacher. Eric got a job working as an electrician for Semac, a major New England nonunion electrical contractor, and got involved in a Local 35 organizing campaign while employed there, "wearing all the IBEW shirts and the buttons to work," Scott said. When the campaign failed, Eric was hired by a Local 35 signatory contractor.

"My brother is a good electrician and union man," said Scott, who tracked Eric's example and "from day one" of his apprenticeship, attended rallies, picnics and union meetings.

Silva says Scott has "always gone above and beyond in everything that he does." That means helping his employer by applying for a commercial driver's license. But it also means long hours challenging law-breaking nonunion contractors or donating his time to wire a new pavilion for a veteran's group.

Munson says he drew strength during the Professional campaign from Silva's support, the resources of other IBEW locals, Corrado and State Organizing Coordinator Craig Duffy. "They were always just a phone call away, day or night," says Munson.

Munson, a father of four and grandfather of two who enjoys camping and drag racing, says IBEW needs an "open door policy" for nonunion electricians. He has invited many of the workers he meets in campaigns up to the union hall where he showed them the training center.

"When the nonunion crews come face-to-face with the union's accomplishments, they are much less likely to see the union as 'this big monster, money-making machine,' but as an organization where people come first," Munson said.

As the economy picks up with new projects kicking off at the University of Connecticut's Medical Center and campus, Silva said he looks forward to putting Munson back on his organizing job. "If you were going to model a union member," says Silva, "Scott's the guy you would clone. He does the right thing even when it hurts." ■

One Year After 'No' Vote, Mass. Comcast Techs Go IBEW

In his years working as a Comcast tech in southern Massachusetts, Scott Hartman never worried about job security—even as an at-will employee.

"I'd always felt secure on my job," said the father of two with 25 years in the business. "It was never really a major issue in mind."

But Hartman's work climate turned colder one day four years ago when he heard about a group of co-workers serving a nearby area who were suddenly—and without explanation—laid off. Many were veteran cable and fiber optic installation technicians who had given decades to the company. Workers were forced to clean out their company trucks. Management stationed taxis outside to take home the newly unemployed, who were replaced with contractors.

"Those workers had families to provide for and mortgages to pay, and their hard work and effort suddenly meant nothing," Hartman said. "That was an extremely harsh reality to accept."

Despite that scare, Hartman said he still felt reasonably safe in his job. Known as a leader around the shop, Hartman's years of experience and respect for management and co-workers alike have helped him earn a reputation as someone to be counted on. "I love what I do," he said many times during a phone interview for this article.

The First Campaign

So when an IBEW organizing drive began in early 2011 to try to bring an amplified voice to workers covering the South Coast of the state, Hartman thought it over. And he decided he was better on his own.

"During that election, I was on the other side," he said. "I used to be against the union. I just didn't believe we needed it. Personally, I didn't have any real problems or complaints."

His co-workers largely followed suit, voting narrowly against IBEW representation from Middleboro Local 2322 in mid-December 2011.

Activists familiar with the campaign said it was a typical set of management tactics that thwarted the effort. "Comcast made a laundry list of promises that they failed to deliver on," said IBEW Lead Organizer Steve Smith, who has spent years working to organize employees at one of the most profitable—but lowest-paying—corporations in the U.S.

But promised wage increases never materialized, work remained stressful and morale was waning.



Photo credit: Photo used under a Creative Commons license from Flickr user D.C. Atty

Despite massive company pushback, Comcast techs in southern Massachusetts voted for IBEW representation in April. The 96 workers are now members of Middleboro Local 2322.

Failed Promises Change Attitudes

"After the election, and things got back to normal, I sat back and realized how I was suddenly not feeling so comfortable with things," Hartman said. He cites a series of misleading statements from management as part of what shook his foundation.

At the same time, there was a separate group of techs who remained pro-IBEW. So when activists ramped up organizing efforts last fall, management pulled out the stops. Captive audience meetings. Union-busting attorneys. Disinformation about the IBEW's intentions. And despite his confidence in his abilities, Hartman says he couldn't shake that image of a mass layoff four years earlier.

"As I sat through those [captive audience] meetings, it made me realize that maybe I do really need protection in a union," he said. "I'm vulnerable."

Then there were the headlines in the business sections of newspapers trumpeting massive company profits. USA Today also ran a feature last spring entitled "Eight Companies That Most Owe Workers a Raise." At the top? Comcast.

"In fiscal 2012, Comcast's net income was \$6.2 billion, a nearly 50 percent increase from the previous year," the editors wrote. "In the past 12 months, the company's stock rose by roughly 44 percent ... Comcast customer care and direct sales jobs often pay modestly. The average salary for a Customer Account Executive at Comcast was just \$13.39 an hour."

And while techs like Hartman make more than the front-line service employees, the pattern of low-wage work yielding high profits for management runs deep.

Redoubled Push Yields Victory

Changing course, Hartman and a majority of his co-workers voted "yes" for IBEW representation in an NLRB-certified election April 24, pulling off what was an admittedly challenging quest for workers' rights at a goliath company just one year before.

The 96 workers—who are based out of the Fall River and Fairhaven shops and service customers in more than a dozen cities in the Bay State—are now members of Middleboro Local 2322. Activists are mobilizing for first contract talks, which they hope will happen soon.

Other IBEW activists integral in the campaign win included International Representative Carol Fitzgerald, Local 2322 Business Manager Eric Hetrick and Local 2322 steward Derek Rose. Smith, the lead organizer, offered special appreciation to Second District International Vice President Frank Carroll for his support.

"We have an awful lot of work ahead of us, but these employees are dedicated and want positive change," Smith said. "This vote is a great beginning, and it should give hope to other Comcast workers nationwide looking to stand up for a stronger voice on the job."

Comcast's profits nearly doubled since 2008, which allowed CEO Brian Roberts to reap nearly \$30 million last year, the USA Today reports. But the company will strongly oppose efforts to give workers their fair share of these profits, according to East Windsor, N.J., Local 827 member Rich Spieler.

"For workers to stand up and raise their voice for decent wages and security takes an extraordinary amount of guts, trust and solidarity in the workplace," said Spieler, who sits on Local 827's executive board and is secretary-treasurer of an IBEW council representing

Comcast workers.

Part of Comcast's strategy to fight unionization, Spieler said, is to draw out the time between successful elections and first contract negotiations. In the interim, the company will attempt to sow discontent among employees in an effort to squash the efforts workers make to obtain concrete gains in wages and benefits.

But Spieler maintains optimism. In spite of these challenges, about 1,000 workers throughout the East Coast and beyond have secured agreements from the company. "Where we have seen strong bonds between workers who have organized, these IBEW members have gotten the company to agree to a fair contract despite Comcast's intention not to," he said.

The IBEW currently services contracts for members at Downers Grove, Ill., Local 21; Philadelphia Local 98; Sheffield, Ala., Local 558; East Windsor, N.J., Local 827; and Bethlehem, Pa., Local 1600.

And with tenacity, Spieler said, that list will only grow.

Gathering Momentum

Organizers and pro-IBEW employees say that spirit is spreading to other shops. After the win for Massachusetts workers

was broadcast to potential members nationwide, Comcast employees in Vineland, N.J., successfully petitioned May 21 for an NLRB election. If they win, 91 new members will gain representation from East Windsor Local 827.

A May 30 e-mail sent by an activist employee to fellow Vineland Comcast techs refutes management's claim that unionization will harm the work force.

"They say that we lose our voice if we become a union," wrote the employee, who declined to be named in this story. "We don't—we become one loud voice together. They say 'the union' like it's a third party that will speak for us in our place. We will be the union. The union is us. We negotiate, we vote on the contract, and we speak for ourselves."

In Massachusetts, Hartman is quick to emphasize that his "yes" vote and continued activism aren't reactionary or emotional. If anything, he says, it's simply logical.

"I can't stress enough that it's not 'us' against 'them,'" he said. "I never want to go to work and fight with my bosses. I get along great, and I'm certainly not looking to clash and bang heads. My support for the IBEW is all about job security—for my family's well-being and to ensure my future at a company I enjoy working for." ■

In Memoriam continued from page 9

Local	Surname	Date of Death	Local	Surname	Date of Death
1547	Scaff, K. C.	3/29/13	Pens. (I.O.)	Entwistle, W. A.	11/17/11
1547	Smith, B. R.	1/11/13	Pens. (I.O.)	Erickson, E. C.	1/12/13
1547	Taylor, B. Z.	2/27/13	Pens. (I.O.)	Folz, W. N.	4/6/13
1579	Sheppard, N.	3/15/13	Pens. (I.O.)	Gleason, L. T.	3/1/13
1687	Werry, R. A.	10/14/12	Pens. (I.O.)	Goldsworthy, E. E.	2/17/13
1925	Cooley, W. L.	3/11/13	Pens. (I.O.)	Guthrie, J. B.	2/25/13
1925	McFarlin, R. N.	3/30/13	Pens. (I.O.)	Hamilton, J. D.	4/12/13
2150	Rhode, C. W.	1/5/13	Pens. (I.O.)	Harrison, P. Y.	3/29/13
2230	Geonie, C.	1/30/13	Pens. (I.O.)	Hills, K.	9/13/12
2330	Jesso, L. J.	12/29/12	Pens. (I.O.)	Humphreys, E. G.	5/5/13
I.O. (3)	Schoenemann, A. J.	9/6/11	Pens. (I.O.)	Izuo, W. H.	8/23/12
I.O. (134)	Claus, G. E.	3/10/13	Pens. (I.O.)	Jacobs, R. N.	11/13/12
I.O. (134)	Reed, C. L.	3/20/13	Pens. (I.O.)	Johnson, J. W.	3/24/13
I.O. (134)	Wulkowicz, R. M.	3/24/13	Pens. (I.O.)	Kittle, R. A.	12/22/12
I.O. (214)	Kramer, J. M.	3/31/13	Pens. (I.O.)	Knauf, D. E.	2/1/13
I.O. (280)	Balthrop, F. R.	4/5/13	Pens. (I.O.)	Maguire, T. J.	3/1/13
I.O. (1759)	Johnson, D. L.	10/29/12	Pens. (I.O.)	McDougall, J. A.	3/2/13
Pens. (323)	Moree, D. L.	3/6/13	Pens. (I.O.)	McKenzie, K.	4/8/13
Pens. (637)	Hale, G. M.	3/8/13	Pens. (I.O.)	McLemore, T. G.	1/19/13
Pens. (1788)	McParland, F.	1/4/13	Pens. (I.O.)	Miller, T. E.	11/30/12
Pens. (I.O.)	Belew, S. E.	4/2/13	Pens. (I.O.)	Schooler, H. D.	1/6/13
Pens. (I.O.)	Brown, C.	3/28/13	Pens. (I.O.)	Shaffer, R. W.	4/3/13
Pens. (I.O.)	Carlson, M. L.	3/17/13	Pens. (I.O.)	Smith, M.	3/5/13
Pens. (I.O.)	Carrillo, B.	3/15/13	Pens. (I.O.)	Sykes, G. H.	2/21/13
Pens. (I.O.)	Christoffel, R. E.	5/30/10	Pens. (I.O.)	Talley, R. L.	3/27/13
Pens. (I.O.)	Constantini, F.	2/3/13	Pens. (I.O.)	Thomas, E.	3/18/13
Pens. (I.O.)	Deahl, R. L.	4/23/13	Pens. (I.O.)	Urban, R. A.	12/18/12
Pens. (I.O.)	Dobronte, Z. J.	3/12/13	Pens. (I.O.)	Vest, H. D.	3/18/13
Pens. (I.O.)	Dwyer, E.	3/29/13			